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Enhancement of Participatory Democracy in Turkey:
Gender Equality Monitoring Project

Gender Equality in Sports

Mapping and Monitoring Study
Full Summary

Prof. Dr. Canan Koca



CEİD PUBLICATIONS

Gender Equality in Sports
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Full Summary

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CEİD ADDRESS:

Cinnah Caddesi, No: 75/7 Çankaya, 06690

Ankara, Turkey

Tel: + 312 440 04 84-85

www.ceid.org.tr

www.ceidizleme.org

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PROF DR CANAN KOCA, is a faculty member in Recreation Department of Hacettepe University Faculty of Sports Science. Prof Koca is also member of the Board of Directors of Hacettepe University Women's Research and Implementation Centre (HÜKSAM). A former long-distance runner, Prof Koca conducted scientific projects on women's participation to sports and gender in sports, wrote articles to national and international journals, and co-edited books. She was the editor of the book "Inspiring Women in Asian Countries" (in English) published in 2016 by Juiz da Fora University in Brazil and "Gender States of Sport" (in Turkish) published by Sport Publications.

PREFACE

The present report is the outcome of a series of thematic mapping work and efforts to develop gender equality (GE) monitoring indicators under the *Enhancement of Participatory Democracy in Turkey: Gender Equality Monitoring Project*. The project took shape in the period 2013-2017 in a process involving meetings and exchange of opinion with many institutions and persons. The common point emerging in this process was the necessity of developing independent mechanisms for monitoring and evaluation at the stage that GE policies reached in Turkey. In other words, what was needed was an independent monitoring mechanism to assess the appropriateness and effectiveness of national legislation and action plans developed so far in translating GE into life. This also entailed the development of tools satisfying relevant scientific and technical requirements and facilitating systematic monitoring free from political and ideological polemics. To ensure compliance with international norms and sustainability, it was also necessary to develop monitoring indicators and assess these indicators through mapping and periodic reporting, which became the roadmap of the project. It was also among the objectives of the project to take initial steps to ensure the institutionalization needed for the sustainability of these efforts.

While delineating its field of work the *Enhancement of Participatory Democracy in Turkey: Gender Equality Monitoring Project* adopted a "gender sensitive rights-based" approach. The basic objectives of the project include the following: Supporting the inclusion of international norms and standards developed for GE in legislation, practices and monitoring policies in Turkey; reporting of GE related problem areas through mapping; contributing to institutionalization in Turkey of an independent, scientific and mainstreamed strategy by developing GE specific monitoring indicators; and enhancing government-civil society cooperation and monitoring capacity in the field of GE.

Starting in March 2017, the project was planned so as to be completed in 24 months. In the project funded by the European Union, the beneficiary is the Ministry of Foreign Affairs Directorate for EU Affairs, contracting authority is the Central Finance and Contracts Unit and the implementing party is the Association for Monitoring Gender Equality. The target group of the project comprises gender-focused civil society organizations, other civil organizations engaged in rights-based monitoring, relevant governmental agencies, governorates and metropolitan municipalities, and district municipalities as units of equality. Project stakeholders include the Ministry of Family, Labour and Social Services General Directorate on the Status of Women (KSGM), the TBMM (The Grand National Assembly of Turkey) Commission on Equal Opportunities for Women and Men (KEFEK), Human Rights and Equality Institution of Turkey (TIHEK), and Ombudsman Institution (KDK).

Mapping reports and **monitoring indicators** were developed in ten thematic areas identified in line with the objective of the project (combating gender-based violence against women; gender equality in participation to political decision making, to education, employment, religious activities, sports, access to urban rights/services, media and combat against trafficking in women/human beings). Besides, to make project outputs as well as many sources and data

in relevant fields accessible to all, a **Gender Equality Monitoring Centre** was set up and made functional with its e-library. Mapping Reports on ten thematic areas and their summaries were made available in the electronic environment, printed in Turkish and their informative summaries were released in Turkish and English. On the basis of Mapping Reports, 1337 GE monitoring indicators were presented to the public for use, 515 of which have their presently available or accessible data and 822 proposed to be developed.

One important component of the project was intensive work carried out in selected pilot provinces for local-level sharing of data from reports and indicators developed. Training in gender-sensitive rights-based monitoring and in mapping reports and monitoring indicators accompanied by preparatory workshops on local equality monitoring action plans were the activities carried out in selected seven pilot provinces. Efforts were made to establish and maintain **Local Equality Monitoring Platforms**. In Adana, Ankara, İstanbul, İzmir, Kars, Gaziantep and Trabzon as pilot provinces, **Local Equality Monitoring Plans** were developed to assess and monitor whether services delivered at local level observe gender equality, and a **National Equality Monitoring Plan** was prepared to scale up this work countrywide and ensure its sustenance.

The longer-term durability of services developed by the project is possible with the presence of sustained support. We believe that this support will be available as project outputs are used and further improved by large sections of society.

There are so many organizations and individuals contributing to the project without which it would be simply an impossible endeavour. We are grateful to the project team working with full commitment and engagement throughout the process, experts completing mapping reports and indicators in a long and tiresome work, and to CEİD members supporting the management of the project in harmony from its start to completion. CEİD local coordinators and training experts facilitated the implementation of the project by their hard work at both central and local levels. Staff from public organizations and representatives from civil society organizations who prepared Local Equality Monitoring Plans by taking part in work conducted by Local Monitoring Platforms put this work in practice at the local level. In case this project is to be attributed any success, it is the outcome of efforts and contributions of many including those we could not mention here. We are indebted to all for what they have added to the *Enhancement of Participatory Democracy in Turkey: Gender Equality Monitoring Project*.

Association for Monitoring Gender Equality

Board of Directors

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LIST OF ACRONYMS

BESYO	Physical Education and Sport College
BİMER	Prime Ministry Communication Centre
BTGD	General Directorate of Physical Education
CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
CEID	Gender Equality Monitoring Association
KEFEK	Commission on Equal Opportunities for Women and Men
CRPD	Convention on Rights of Persons with Disabilities
CSC	Child Support Centres
CSO	Civil Society Organization
EIGE	European Index Gender Equality
FARE	Football Against Racism in Europe
FIFA	Fédération Internationale de Football Association
GDS	General Directorate of Sports
GDYS	General Directorate of Youth and Sport
GHSİM	Provincial Directorate of Youth Services and Sport
IAPESGW	International Association of Physical Education and Sport for Girls and Women
ICPEAS	International Charter of Physical Education, Physical Activity and Sport
ICPES	International Charter of Physical Education and Sport
IOC	International Olympic Committee
ISF	International Sport Federations
IWG	International Working Group On Women And Sport
KASFAD	Association of Sport and Physical Activity for Women
MINEPS	International Conference of Ministers and Senior Officials Responsible for Physical Education and Sport
ASPB	Ministry of Family and Social Policies
MEB	Ministry of National Education
GSB	Ministry of Youth and Sport
NCAA	National Collegiate Athletic Association
NOC	National Olympic Committee
SBF	Faculty of Sport Sciences
SBTYO	Sport Sciences and Technology College
SSI	Safe Sport International

TFF	Turkish Football Federation
TBMM	The Grand National Assembly of Turkey
TiCi	Turkish Alliance of Physical Exercise Associations
TNOC	Turkish National Olympic Committee
TNPC	Turkish National Paralympic Committee
TOHM	Turkish Olympic Preparation Centre
TPC	Turkish Penal Code
TSK	Turkish Sport Institution
TÜBED	Association of Physical Education Teachers of Turkey
TÜİK	Turkish Statistical Agency
UDHR	Universal Declaration of Human Rights
UEFA	Union of European Football Associations
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations International Children's Emergency Fund
USA	The United States of America
WHO	World Health Organisation
WSF	Women Sport Foundation
WSI	Women Sport International

Information on the Names of Institutions

Since this report was completed before the decrees mentioned below it does not reflect changes made in the names of some major institutions. The Decree No. 703 in Force of Law on 'Amendment of Some Laws and Decrees to Ensure Compliance with Constitutional Amendments' was published in the Official Gazette No. 30473 dated 9 July 2018. The decree introduced changes to the organization and mandate of some Ministries and institutions.

With the Presidential Decree No. 1 dated 10 July 2018 on the Organization of the Office of Presidency and the Presidential Decree No. 4 dated 15 July 2018 on the Organization of Agencies and Institutions Under, Related and Attached to Ministries and other Agencies and Institutions, organizational structure and mandate of some ministries and institutions were modified.

The ministries and institutions subject to modifications are listed below.

- The Ministry of Family and Social Policies (*Aile ve Sosyal Politikalar Bakanlığı*) and Ministry of Labour and Social Security (*Çalışma ve Sosyal Güvenlik Bakanlığı*) were merged and renamed as 'Ministry of Labour, Social Services and Family.' (*Çalışma, Sosyal Hizmetler ve Aile Bakanlığı*)
Upon the Presidential Decree (Decree No. 15) dated 4 August 2018 on Amendments to Some Presidential Decrees, the Ministry of Labour, Social Services and Family (*Çalışma, Sosyal Hizmetler ve Aile Bakanlığı*) was renamed as Ministry of Family, Labour and Social Services (*Aile, Çalışma ve Sosyal Hizmetler Bakanlığı*).
- The Ministry of European Union (*Avrupa Birliği Bakanlığı*) was closed and the Department of European Union (*Avrupa Birliği Başkanlığı*) was established within the Ministry of Foreign Affairs.
- The Ministry of Science, Industry and Technology (*Bilim, Sanayi ve Teknoloji Bakanlığı*) and Ministry of Development (*Kalkınma Bakanlığı*) were merged and named as Ministry of Industry and Technology (*Sanayi ve Teknoloji Bakanlığı*).
- The Ministry of Customs and Trade (*Gümrük ve Ticaret Bakanlığı*) and Ministry of Economy (*Ekonomi Bakanlığı*) were merged and renamed as Ministry of Trade (*Ticaret Bakanlığı*).
- The Ministry of Food, Agriculture and Animal Husbandry (*Gıda, Tarım ve Hayvancılık Bakanlığı*) and Ministry of Forestry and Hydraulic Works (*Orman ve Su İşleri Bakanlığı*) were merged and renamed as Ministry of Agriculture and Forestry (*Tarım ve Orman Bakanlığı*).
- The Ministry of Finance (*Maliye Bakanlığı*) was renamed as Ministry of Treasury and Finance (*Hazine ve Maliye Bakanlığı*), and the Undersecretary of Treasury (*Hazine Müsteşarlığı*) which used to be under Deputy Prime Minister was transferred in the new structuring to the Ministry of Treasury and Finance.
- The Ministry of Transportation, Maritime Affairs and Communication (*Ulaştırma Denizcilik ve Haberleşme Bakanlığı*) was renamed as Ministry of Transportation and Infrastructure (*Ulaştırma ve Altyapı Bakanlığı*).

I. Introduction

The objective of the present report is to map gender equality in the field of sport in Turkey and to develop indicators by identifying norms and standards necessary to ensure gender equality in this field. In this way, it is aimed to eliminate obstacles to women's equal access to opportunities in the field of sport, to empower and improve the status of women and to enable them to be actively present in sport.

Gender equality in sport means individuals' right to equal access to means and opportunities in sport free from any discrimination with respect to their sex, sexual identity and orientation. Gender-based inequalities in the field of sport manifest themselves as biases that work against women at all levels (amateur/professional/recreation) and in all positions (athlete/coach/referee/manager) in accessing resources and appropriate programmes, making career, etc. Yet, as stated in international conventions in the field of sport, all women and girls have the right to participate and be treated equally with men in all sport activities regardless of their social, economic and cultural background and present circumstances.

Scope of the field of sports

The field of *sport* is used in this report as an umbrella term that includes performance sports, Olympic Movement and physical education. As stated in the Brighton Declaration on Women and Sport¹ which is the first international document in the field of sport and gender equality, *sport* is an activity that provides opportunities to an individual to know, express and develop oneself, to attain personal successes, gain skills and demonstrate competencies; and to enjoy means of social interaction, recreation, health and agility. In the European Sports Charter² adopted by the Council of Europe in 1992 and updated in 2001, sport is defined so as to include all physical activities realized randomly or in organized ways for purposes of keeping or improving physical and mental state of well-being, engaging in social relations or for reaching some outcomes in competitions at all levels. *Performance sports constitute* an area which is institutionalized at local, national and international levels and in which athletes compete under standard rules laid down by international organizations.

Physical education comprises courses in game and physical activities, elective course in physical education and sport, and sport teams in schools. Since held compulsory in schools, the field of physical education is the most effective one in introducing sports to girls and boys and imparting the habit of participating to physical activity. In some international policy documents on sport physical education and sport are taken together or the former is accepted as a part of the latter. Hence, the present report addresses physical education as a part in the field of sport.

The **Olympic Movement** is a universal and permanent action concerted, organized and managed under the supreme authority of the International Olympic Committee (IOC). It

1 http://iwg-gti.org/common_up/iwg-new/files/Brighton-signatories-2014-6-12.pdf

2 <https://rm.coe.int/16804c9dbb>

reflects a specific actional and legal entity organized through the Olympic Charter³ by the IOC. The Olympic Movement brings organizations, athletes and others that adopt Olympic Charter as their guide under the authority of the IOC (IOC, 2004, s.17-21). The IOC plays its role as the central leader managing sports in the world in international, regional and national sport events and in procedures they follow. In international sport policy documents published by the United Nations, Council of Europe, women's and civil society organizations, principles, norms, standards and indicators are established with reference to IOC approach and documents. Hence, IOC documents are important policy documents that are legally binding for States in the field of sport.

The present report addresses gender equality in sport with respect to five strategic areas. Five of these are strategic areas adopted by the Council of Europe⁴: (1) Gender equality in sport participation: increasing women's sport participation, (2) Gender equality in decision-making in sport: ensuring equal representation and gender sensitivity in decision making mechanisms, (3) Gender equality in coaching and refereeing ensuring gender equality in coaching and refereeing, (4) Gender-based violence in sport: eliminating gender-based violence in sport and through sport, (5) Gender equality in sports media: ensuring gender equality in sports media and eliminating gender stereotypes in sport, (6) Gender equality in sports education. The area of sport education is also included in the present report. This area has two components: Physical education and professional education. Physical education comprises compulsory and elective courses in physical education and sport in primary and secondary education, sports education, and sport teams in schools. The component professional education, on the other hand, covers sport high schools and departments of higher education training physical education teachers, coaches, sport managers and recreation leaders in Faculty of Sport Sciences (SBF in Turkish)/ School of Physical Education and Sport (SBTYO/BESYO in Turkish).

Brief History of Struggle for Gender Equality in the Field of Sports

The history of sport provides an important background in understanding the causes of the denial of the right of women to participate to and be represented in the field of sport and to draw correct policies. The struggle of women in the field of sport has been waged mainly in two channels: Participation to sport and leadership in sport institutions.

Gender equality in sport participation: The history of women in Olympic Games which is accepted as the start of modern sport is in fact the history of sport and gender equality. Pierre de Coubertin, the founder of Modern Olympics had said that women's participation to Olympics would be against the laws of nature. Alice Milliat, the president of the Francaise Sportive Feminine founded in 1917 and advocate of women's rights waged a hard struggle for women's right to participate in performance sports. The Fédération Sportive Féminine Internationale was founded in 1921 and the first Olympic Games of women took place in Paris in 1922. In ensuing years the name of this organization was changed as Women's World Games. After a long struggle between International Athletic Federation and IOC on one side and La Fédération Sportive Féminine Internationale on the other, women were allowed to take part

3 https://stillmed.olympic.org/Documents/olympic_charter_en.pdf

4 <https://rm.coe.int/bis-2016-07eonly-bis-mapping-ge-indicators-b-helfferich-worskhop-stock/16807281e9>

in athletics in Olympic Games in 1928. As a result of women's struggle the number of women athletes in Olympic Games increased over years. In Paris Olympic Games in 1900, there were only 22 women among 997 participating athletes in five branches while the London Olympics in 2012 witnessed the highest number of women athletes (45% of all participating athletes).

Gender equality in decision-making in sport: In many European countries and in the United States of America (USA) women raised their demands for the implementation of policies geared to ensuring equality of women and men in national and international sport institutions. These demands for increasing women's presentation in sport institutions found echoing particularly in the Olympic Movement and made it necessary to develop relevant policies. In 1995, seven out of 107 members of the IOC were women and starting from 1996 the IOC launched remarkable policies to increase the representation of women in decision making mechanisms of sport institutions. In the first IOC World Conference on Women and Sport held in 1996, the demand was raised that at least 10% of membership in committees of expertise and working groups under international sport federations and national Olympic committees should be allocated to women. This quota was raised to 20% in 2000.

The International Working Group on Women and Sport (IWG) is the most important international civil society organization that develops policy documents on ensuring gender equality in sports and strives to get these documents adopted by international and national sport institutions. The IWG organized the first international congress on women and sport that brought together figures engaged in national and international level sport policies and holding positions in decision making mechanisms in Brighton, United Kingdom (UK) in 1994, and announced the Brighton Declaration on Women and Sport which was recognized as the first international policy document in the field of women and sport. The document Brighton Plus Helsinki Declaration on Women and Sport⁵ in 2014 stated that state and government mechanisms as well as institutions and organizations in charge of sport have to make efforts to comply with provisions/clauses related to equality in the Universal Declaration of Human Rights (UDHR)⁶ and International Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)⁷ stressing the concepts of the right to participation to sport, non-discrimination and gender equality. As of 2017, 441 bodies including governmental and non-governmental organizations, national Olympic committees, and national and international sport federations signed the declaration.

5 [http://iwg-gti.org/common_up/iwg-new/files/Helsinki-calls-the-world-of-sport-to-LEAD-THE-CHANGE-BE-THE-CHANGE\(1\).pdf](http://iwg-gti.org/common_up/iwg-new/files/Helsinki-calls-the-world-of-sport-to-LEAD-THE-CHANGE-BE-THE-CHANGE(1).pdf)

6 http://www.un.org.tr/humanrights/vm/Insan_Haklari_Evensel_Beyannamesi.pdf

7 <http://www.un.org.tr/humanrights/vp/insan-haklari-belgeleri/tuerkiye-ve-anlasma-temelli-organlar/kadina-karsii-ayrimciligin-ortadan-kaldirilmasina-dair-sozlesme.php>

II. Norms and Standards

A. Norms

Under this heading, firstly international human rights documents are examined in the context of gender equality and the field of sport. Following this examination, norms that are recognized in international documents on sport are laid down.

Gender Equality and Sports in International Policy Documents

The **UDHR** was adopted by the United Nations General Assembly on 1 December 1948. Turkey ratified the declaration on 6 April 1949. Article 2 in the Declaration rules that all are entitled to rights and freedoms specified in the declaration without any distinction whatsoever. Article 24 can be construed as the right to leisure and enjoyment in the context of recreation sports.

Article 24. Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

The **CEDAW** was adopted in 1979 and the convention took effect in 1981. Turkey signed the CEDAW in 1985. The basic objective of CEDAW is the elimination of all practices and traditions involving discrimination besides biases based on stereotype roles attributed to women and men in order to ensure equality of women and men in all spheres of social life. The field of sport is addressed in Article 10 and 13 of CEDAW. These articles envisage appropriate measures to be adopted by states to ensure women's active participation to sport and physical education.

Article 10. States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

- g. The same Opportunities to participate actively in sports and physical education.

Article 13. States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

- c. The right to participate in recreational activities, sports and all aspects of cultural life.

The **CEDAW General Recommendation No. 25** was adopted in 1999 by the Committee on Elimination of Discrimination against Women and is related to temporary special measures. The importance of implementing these measures in sport is emphasized.

38. States parties are reminded that temporary special measures should be adopted to accelerate the modification and elimination of cultural practices and stereotypical attitudes and behaviour that discriminate against or are disadvantageous for women. Temporary special measures should also be implemented in the areas of credit and loans, sports, culture and

recreation, and legal awareness. Where necessary, such measures should be directed at women subjected to multiple discrimination, including rural women.

The **Beijing Declaration and Action Plan**⁸ was adopted in 1995 by the decision of the United Nations Economic and Social Council at the end of the Fourth World Conference on Women held in Beijing. Turkey acceded to both of these documents. Strategic objectives and proposed actions in relevant areas are given below.

For further information:

<http://www.un.org/womenwatch/daw/beijing/platform/educa.htm#object4>

B. Women's Education and Learning

Strategic objective B.4. Develop non-discriminatory education and training

83. By Governments, educational authorities and other educational and academic institutions:

- (k) Provide accessible recreational and sports facilities and establish and strengthen gender-sensitive programmes for girls and women of all ages in education and community institutions and support the advancement of women in all areas of athletics and physical activity, including coaching, training and administration, and as participants at the national, regional and international levels;

C. Women and Health

Strategic objective C.2. Strengthen preventive programmes that promote women's health

107. By Governments, in cooperation with non-governmental organizations, the mass media, the private sector and relevant international organizations, including United Nations bodies, as appropriate:

- (f) Create and support programmes in the educational system, in the workplace and in the community to make opportunities to participate in sport, physical activity and recreation available to girls and women of all ages on the same basis as they are made available to men and boys;

Strategic objective C.1. Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services.

106. By Governments, in collaboration with non-governmental organizations and employers' and workers' organizations and with the support of international institutions:

- (l) Give particular attention to the needs of girls, especially the promotion of healthy behaviour, including physical activities;

G. Women in Power and Decision-Making

183. Women have demonstrated considerable leadership in community and informal organizations, as well as in public office. However, socialization and negative stereotyping of women and men, including stereotyping through the media, reinforces the tendency for political decision-making to remain the domain of men. Likewise, the underrepresentation of

⁸ <https://www.tbmm.gov.tr/komisyon/kefe/docs/pekin.pdf>

women in decision-making positions in the areas of art, culture, sports, the media, education, religion and the law have prevented women from having a significant impact on many key institutions.

L. The Girl Child

280. By governments and international and non-governmental organizations:

- (d) Promote the full and equal participation of girls in extracurricular activities, such as **sports**, drama and cultural activities.

The **Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence - Istanbul Convention**⁹ was signed in Istanbul on 1 May 2011 and the Convention took effect on 1 August 2014. Turkey ratified the Convention on 14 March 2012. The field of sport is addressed in article 14 in the Convention:

Article 14:

1. Parties shall take, where appropriate, the necessary steps to include teaching material on issues such as equality between women and men, non-stereotyped gender roles, mutual respect, non-violent conflict resolution in interpersonal relationships, gender-based violence against women and the right to personal integrity, adapted to the evolving capacity of learners, in formal curricula and at all levels of education.

2. Parties shall take the necessary steps to promote the principles referred to in paragraph 1 in informal educational facilities, as well as in sports, cultural and leisure facilities and the media.

Norms in International Sport Policy Documents

International sport documents adopt five norms in the field of sport: equality, gender equality (sameness/difference/transformation), non-discrimination, sport ethics and respect for human dignity.

B. Standards

As a result of its meeting on 10-11 April 2016, the Council of Europe published the Mapping Existing Gender Indicators in Sports as a part of the document titled "Balance in Sport" that contains tools of implementing gender equality. This document was developed upon the 2015 recommendation of the Council of Europe Committee of Ministers on Gender Mainstreaming in Sport, 2005 Recommendation on Combating Discrimination against Women and Girls in Sport Activities, and Gender Equality in Sport, Proposal for Strategic Action 2014-2020¹⁰. The report sets standards in the context of five areas.

Strategic areas of gender equality in sport

- 1) Gender equality in sport participation: Increasing women's participation in sport

⁹ <http://www.resmigazete.gov.tr/eskiler/2012/03/20120308M1-1.pdf>

¹⁰ http://ec.europa.eu/assets/eac/sport/events/2013/documents/20131203-gender/final-proposal-1802_en.pdf

- 2) Gender balance and equality in decision-making in sport: Ensuring equal participation and gender sensitivity in decision making mechanisms in sport
- 3) Gender equality in coaching: Achieving gender equality in caching and sports education
- 4) Fight against gender-based violence in sport and through sport: Eliminating gender-based violence in and through sport
- 5) Fight against negative gender stereotypes and the role of the media: eliminating gender stereotypes in sports media

Standards related to gender equality in sport participation:

- 1) Gender mainstreaming
- 2) Ensuring gender equality in allocation of resources in sport
- 3) Positive discrimination
- 4) Establishment and promotion of the concept of fair play
- 5) Data collection and research

Standards related to gender balance and equality in decision-making in sport:

- 1) Developing gender equality action plan
- 2) Gender mainstreaming
- 3) Ensuring gender equality in decision making mechanisms
- 4) Positive discrimination
- 5) Data collection and research

Standards related to gender equality in coaching

- 1) Ensuring gender equality in areas related to the profession of coaching
- 2) Positive discrimination
- 3) Organizing gender-sensitivity trainings for coaches

Standards related to fight against gender-based violence in sport and through sport:

- 1) Prevention and elimination of sexual harassment and abuse in sport
- 2) Data collection and research

Standards related to fight against negative gender stereotypes and the role of the media:

- 1) Gender mainstreaming
- 2) Equal representation of women and men working in sport media
- 3) Equal representation in the media of women athletes and women sports
- 4) Positive discrimination

C. Good Examples

Norwegian Olympic and Paralympic Committee and Confederation of Sports - Gender Quota

There is a paragraph on gender equality in the legislative arrangement related to the Norwegian Olympic and Paralympic Committee and Confederation of Sports. This paragraph contains the norm of *de facto* gender equality (equality of outcome) adopted by international sport documents and in the strategic area of sport management, and targets increasing women's representation in decision making mechanisms: *While electing or appointing delegates to general assembly meeting and electing members to governing bodies of sport confederations, councils, committees and institutional units, there shall be candidates/members from both sexes. Composition shall be proportional to gender distribution of membership. Additionally, in governing bodies, councils and committees with more than three members there shall be at least two representatives from each sex. Both sexes shall be represented in organs, councils and committees with two or three members. When gender distribution is figured out, pleas of favour shall not be considered. The proportion of women in governing bodies of national sport federations is 37% today, above 22% which was the case in 1990. This is almost equal to the proportion of active women membership in Norwegian sport institutions (40%). The legislation also covers committees like election committees that nominate candidates for board membership.*

Article IX - Monitoring Gender Equality in Sports Programmes of Secondary Education Institutions

This legislation in effect in the US addresses gender equality in sport in the context of offering equal sportive opportunities to both sexes. In this article articulated in the context of the equality of sameness norm of gender equality as adopted in international policy documents, equality is foreseen in the following areas: Equipment and materials, programming of trainings and contests, travel and per diem, coaching, locker rooms and other facilities, means of health and practice, advertisement/promotion and opportunities to participate to sport.

IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport¹¹

The IOC took important steps ahead to protect athletes from harassment and abuse in line with suggestion 18 on strengthening support to athletes contained in the Olympic Agenda 2020. These steps include the IOC Consensus Statement on Sexual Harassment and Abuse in Sport¹² dated 2007 and 2016, and the IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport¹³ dated 2017. The toolkit published by the IOC in 2017 was developed for the International Sport Federations and National Olympic Committees (NOC). This publication

11 https://hub.olympic.org/athlete365/wpcontent/uploads/2017/11/IOC_Safeguarding_Toolkit_ENG_Screen_Full.pdf

12 https://stillmed.olympic.org/media/Document%20Library/OlympicOrg/News/20070802-IOC-adopts-Consensus-Statement-on-sexual-harassment-and-abuse-in-sport/EN-Sexual-Harassment-Abuse-In-Sport-report-1125.pdf#_ga=2.48599908.351039831.1510675618-1217813673.1509080678

13 https://hub.olympic.org/wp-content/uploads/2017/11/IOC_Safeguarding_Toolkit_ENG_Screen_Full.pdfsa

addresses the issue of protecting athletes from harassment and abuse in sport institutions in three areas: The development of policies and procedures; mechanisms of prevention; and management of reports of cases of harassment and abuse. This implementation and user-friendly document designed for sport institutions states that the policy in question may be present various commissions of NOCs (health, athletes, women and sport, ethics and law). The toolkit explains step by step each stage in developing the policy of protection against harassment and abuse in sport institutions.

III. Analysis of Present Situation in Turkey: Normative-Policy Structure

Claim of right to ensure gender equality in sport is almost non-existent particularly in its organisational dimension. The present report, therefore, can be considered as a start in advocating for gender equality in the field of sport in Turkey.

A. Mapping Local Legislation: Checking the Compliance of Legislation with Relevant Human Rights Documents (Structural Monitoring)

Before continuing with the evaluation of institutional legislation, there is need to point out to an important gap: International policy documents developed in the field of sport do not have their versions in Turkish. It is an important gap that respective institutions lack the Turkish version of international documents relevant to their field.

Documents of governmental institutions including the Ministry of Youth and Sports (GSB), Ministry of Family and Social Policies (ASPB) and General Directorate of Sport (GDS) as well as of Sport Federations were examined. Also examined are all legislation, regulations, instructions and directives in the field of sport that were accessible. Sport federations have their own instructions in line with relevant legislation and regulations. These instructions by federations are on the following: discipline (ethic rules, dresses, etc.), education, education board, camps, awards and assistance (material support), provincial representatives, budget and accounting, technical boards, contests, referees, health boards, licensing, visas and transfer of athletes, and personnel. In preparing the report, all instructions issued by 60 sport federations that are accessible via internet were examined and instructions of some federations are given as examples. Efforts were made to give place to different branches of sport (individual sports, team sports, branches where men outnumber women, branches where women outnumber men, disabled sports, racket sports, and contact sports). The discipline instructions prepared by the GDS were adapted to specific branches by sport federations. The present report examines discipline instructions related to School Sports, Athletics, Sailing, Gymnastics and the Federation of Visual Disabilities as well as Dressing Instructions of the Federation for People with Visual Disabilities and Instructions of the Board of Ethics of Turkish Football Federation.

Among policy documents analysed, taking a look at those that contain norms adopted by international policy documents we see that non-discrimination and sporting values come to the fore as norms. The norm sporting values is set forth particularly with reference to such components as peace, honesty, non-violence, respect and doping. The norm sporting values and non-discrimination exist in to documents given as examples below:

Law No. 5894 on the Establishment and Duties of TFF:

Article 3.1.

- e) Observing the principles of commitment, honesty and fairness in line with fair play rules.
- g) Combating violence, game fixing, incentive pay, racism, doping and all forms of discrimination.

GDSY Sponsorship Regulation

Article 13. In sponsorships, advertisements and promotional materials, texts, logos, emblems and similar signs that disturb public order; discriminate on the basis of politics, ethnicity, language, religion, race, sect and sex, in contrast with public morals and decency, encouraging bad and harmful habits and legally prohibited cannot be used.

Though not frequently expressed in the context of gender equality norm, we largely observe the adoption of *de jure* equality (formal gender equality). The following articles from the regulations of the Weightlifting Federation bet examples of this norm.

Weightlifting Federation Contest Regulations

Article 7.2. Playoff and division procedures can be applied in club and team contests given that relevant notification is made earlier. For clubs or teams to participation national championship contest they must be composed of at least 3 men and 3 women athletes.

Article 8.3. 2 men and 2 women athletes participate to contest ceremony in their sport dresses.

It is observed in policy documents that there are some statements that can be taken as indicator. For example, there are separate headings for women and men athletes in the TTF III Level senior coach-tour coach technical/tactical training programme in the Tennis Federation Coach Training Instructions. On the basis of equality norm, the inclusion of specific examples to both sexes in coach training instructions can be considered as an indicator.

In policy documents there are also some statements running counter to gender equality norm. The leading examples are the terms "ladies" and "sportsmanship". In almost all instructions related to discipline sportsmanship appears a fundamental principle with stress on behaviour in contrast with sportsmanship or athlete ethics. Since it refers to male athletes only the statement "sportsmanship and men of profession" is in contrast with gender equality. Further, some policy documents include articles against the gender equality norm. Examples include the following: The "masters" category in Article 11.4 of the Weightlifting Federation Contest Instructions include weight categories of men exclusively; unequal coverage of travel and boarding expenses in contests according to the Wrestling Federation 2017 Seniors Group and Turkey Championships Contest Instructions (coverage of the first 10 in men, but only the first 6 in women); and higher number of men's categories (5) than women's (3) in boxing contests according to the Boxing Federation Amateur Boxing Contest Instructions.

Another point worth noting in policy documents is that rules in the Basketball Federation Codes of Behaviour do not cover all actors. The code of behaviour related to non-discrimination

including its gender dimension is designated only for basketball players. Yet, there must be rules applicable to coaches, managers, referees, contest observers, spectators and supporters as well. The rule to avoid any act that can be conceived as sexual abuse set for groundwork coaches must also cover senior team coaches and further, all managers, referees, contest observers, spectators and supporters.

B. Mapping Relevant Policies: Checking the Compliance of Policy Documents with Human Rights Documents (Structural Monitoring)

Ministry of Youth and Sports (GSB) - General Directorate of Sport (GDS)

The GSB was established in 1969. The unit related to sport, Sport Education Department comprises four branches as Programme Preparation and Development, Sport Personnel Training, Sport Education Centres and Sport Education Coordination. As a corporate body with annex budget and active under the Ministry of State, the GDS is the largest youth and sport institution in Turkey.¹⁴ Under Constitutional Article 58 and the GDS Law no. 3289, the GDS establishes local directorates and youth centres in 81 provinces and their districts to encourage citizens' participation to sports. Major service units related to sports include the Department of Sport Federations, Sport Education Department, Sport Institutions Department, Sport Activities Department and Board of Sport Inspectors. To carry out the services of GSB and GDS at local level, provincial and district youth services and sport directorates are established in provinces and districts. Provincial Directors of Youth Services and Sport (GHSİM) and District Directors of Youth Services and Sport are appointed by the Minister. There is a sport branch representative in honorary status in each province in order to ensure local ties of federations in their respective branches of sport.

Sport Federations

There are 60 federations under the GDS. In Turkey, federations established under Article 7 of the Physical Education Law No. 3530 are the most authoritative institutions in respective sport branch or branches that they stand for.¹⁵ Autonomous federations are those whose organs are elected by general assembly meetings, make decisions through their decision making bodies, and whose budgets are approved and acquitted by general assemblies (Law no. 5105, Official Gazette No. 25401 dated 13.03.2004). The mandate of sport federations is to carry out and improve their respective sport branch activities in line with national and international rules, adopt relevant measures for athlete health, to organize and represent the federation in international activities. The central organization of federations consist of general assembly; boards of management, auditing and discipline and general secretary. Federations have their local representatives in provinces.

14 www.gsgm.gov.tr

15 www.sgm.gov.tr

Ministry of Family and Social Policies

Sport is an area in which the GSB is active in efforts to prevent discrimination against women and to promote women's rights. Nevertheless, the ASPB carries out its activities in the field of sports in the context of services extended to children and persons with disabilities. For example, social, sportive and cultural activities are organized by the ministry as a part of protective and preventive activities related to children. Projects in sports are carried out under protocols of cooperation with the MoYS and sport federations.

a. Gender Equality Analysis of Objectives, Visions, Missions and Duties of Sport Institutions

While the MoYS are GDS considered as sport institutions, of sport federations that are too numerous, 15 sport branches randomly selected from among individual and team sports are included in gender analysis together with the Special Athletes Federation. It is found that there are only three federations with gender approach.

Turkish Cycling Federation: Gender discrimination is rejected in the context of the norm of non-discrimination: *The Cycling Federation focuses on the mission of promoting and supporting the sport of cycling in all its disciplines on behalf of citizens who like and support this sport branch regardless of age, sex and competence. In the light of this overall goal, it is among the major objectives of the Cycling Federation to promote this sport and to ensure that society is acquainted with bicycle in healthy and safe environments.*

Turkish Federation of Sport for All: Gender discrimination is rejected in the context of the norm of non-discrimination: *Whatever the age, sex and social status of our citizens may be, our aim is to provide them opportunities of economic welfare, opportunities to take part in cultural and sports activities with due regard to our national traditions and to enter into cooperation with relevant organizations and authorities in this field.*

Turkish Scouting Federation: It is observed that the vision of the federation stresses gender equality (*de jure* gender equality): *In its second century, scouting considers itself a trustworthy, value-focussed, educative, dynamic and innovative movement attracting many young people, both women and men, from all sections of society and contributing to the building of a better world for all.*

b. Gender Equality Analysis of Activity Reports, Strategic Plans and Action Plans of Public Institutions and Government Programmes

Policy documents analysed are as follows: GSB Activity Report (2016), National Youth and Sport Policy Document (2013), GDS Activity Reports (2006-2011), Strategic Plans (2010-2014 / 2015-2019), Ministry of Development Sports Special Expertise Commission Report (2014-2018), ASPB Activity Reports (2013-2016), Strategic Plan (2013-2017), Gender Equality National Plan of Action (2008-2013), Government Programmes (61-65), Ice Hockey Federation Strategic Plan (2015-2018), Volleyball Federation Strategic Plan 2024 and Fencing Federation 2014-2016 Strategic Plan & 2023 Vision. Of these documents only the Tenth Development Plan Sports Special Expertise Commission Report and the Ice Hockey Federation Strategic Plan have gender equality approach.

The **T.C. Ministry of Development Tenth Development Plan Sport Special Expertise Commission Report (2013)** mentions women athletes in the context of **Strengthening Groundwork for Athletes**: “Strategies and projects must be developed to increase the number of women athletes in the country.” This can be considered as a target under the gender equality norm (*de facto* gender equality) adopted by international sport policy documents.

The Ice Hockey Federation Strategic Plan (2015-2018) has adopted a priority area for girls in its efforts to promote this branch in the country: With girls in the age interval 5-16 as the target group, projects will be developed accompanied by screening work. This can be taken as a target set in the context of gender equality (equality in difference) adopted as a norm by international sport policy documents.

The ASPB Gender Equality National Plan of Action 2008-2013 was analysed in the context of sport and gender equality. Still, overall strategies and goals formulated in relation to competence and decision making can be taken as reference in ensuring gender equality in decision making mechanisms of sport institutions in the context of sport management.

An important gap was observed while conducting gender equality analysis of policy documents: GDS Activity Reports contain important statistical data, but very few of them are gender-disaggregated.

c. Gender Equality Analysis of Financially Supported Projects of Public Organizations in the Field of Sport

Projects with gender equality approach financially backed up at local, national or international levels are examined on the basis of MoYS, ASPB and Development Agency (DA). In other words projects carried out or supported by these institutions targeting gender equality for women and girls in the field of sport constitute the main area of investigation. These are projects that could be reached on websites of these institutions.

When information available on the website of the **GSB**, it was not possible to conduct any gender analysis since there was no detailed information concerning projects. In the light of available information, it can be said that there is no work that is directly geared to enhancing women’s/girls’ participation to sport and specifically targeting gender equality.

Though not as “project”, children’s participation to sports is promoted by the **ASPB** in cooperation with sport federations. No evaluation is made in this report since detailed information regarding relevant activities could not be obtained. Sport projects are carried out under protocol of cooperation acted with the GSB. The following item exists in the project “I am an Undertaker in Sports, What about you?” implemented by the ASPB İstanbul Provincial Directorate: *“The negative state caused by traditional gender roles can be mitigated and the concept of gender equality can be established by ensuring the participation of both girls and boys to sport activities.”*

The **Development Agency** extends support to projects of civil society organizations active in various areas at province level. Gender equality approach is visible in the project “Women Athletes: A Source of Inspiration for Children” carried out in 2017 by the Association of Sport

and Physical Activity for Women (KASFAD). The objective of the project is to bring together successful women athletes in various branches of sport and primary school students, give inspiration to children with success stories of women athletes, and to demonstrate that women can serve as role models in the field of sport.

C. Mapping Capacity of Civil Society Organizations (CSO) and Other Public Actors (Structural Monitoring)

No information could be found about professional organizations that have public status in the field of sport and available information suggests that there is no such organization in this field. Further, the KASFAD is the only organization active in the field of sport that is both gender and rights-based. Though monitoring and evaluation activities do not constitute the primary objective of the KASFAD, the organization still has three situation analysis reports covering participation to sport, sport management and sport education.

Objectives, visions, missions and projects of CSOs active in sports are evaluated with respect to the presence of gender dimension. Gender equality approach can be observed only in the KASFAD and Turkish National Olympic Committee (TNOOC). As a component of non-discrimination the TNOOC has explicit denial of gender discrimination: *Recognizing that sport and 'Olympic Values' is an inherent part of the life of each citizen and with the aim of creating a winning Olympic nation, the TNOOC conducts its activities to promote our country in international sport community and to impart 'Olympic spirit' to our people. Rejecting discrimination on the basis of religion, language, race, gender and political opinion, the TNOOC is an autonomous, non-profit and public benefit civil society organization.* However, there is no gender equality specific target in the TNOOC Strategic Plan (2012-2016): *"(...) to be one of the leading nations of the Olympic family upholding and encouraging equality in and women's participation to sports."*

IV. Mapping Gender Inequality in Turkey

Gender Equality in Sport Participation

The share of women in total number of athletes (except football) which was 9.92% in 1987-1988 increased to 32.38% in 2017. If we include football, this increase is from 4.02% to 28.63% in the same period. In 2017 sport branches where women athletes outnumber men are gymnastics (62.19%), volleyball (60.33%), dancing sports (59.60%), folk dances (59.44%) and ice-skating (58.15%). Branches where the proportion of women and men athletes is close to each other are equestrianism (women 49.19% - men 50.81%), tennis (women 44.29% - men 55.71%) and badminton (women 43.58% - men 56.42%). Football is the branch where the gap between women and men athletes is the widest (1.03% women). Of active athletes affiliated to 54 sport federations, 37.33% are women and 62.67% are men.

Gender Equality in Decision-Making in Sport

The report covers gender composition of managing boards of GSB, TNOG, GDS (central level and districts) and sport federations. In 2017, the Minister, Deputy-Minister, Undersecretary and Deputy-Undersecretaries in the GSB are all men. There are 13 "Service Units" attached to the GSB. All these service units are headed (their status is established as head/director) by men with the exception of the "Department of External Relations" which is headed by a woman. Again in 2017, the top positions of General Director and Deputy General Director in the GDS were also filled by men. There are 18 Directorates in the GDS. Except "External Relations Branch Director" and "Arbitration Board" other 16 directorates/departments are headed by men. Provincial Directors/Deputy Directors of Youth Services and Sport are on duty in 81 provinces of Turkey. For this report, information about 78 provinces could be obtained and it was found that all of these directors are men (Provinces for which no information could be obtained are Çanakkale, Diyarbakır and Kastamonu). Under provincial directorates there are also District Directorates of Youth Services and Sport. In this context, information could be obtained about district directorates in 54 provinces. According to this information 13 out of 523 district directors are women (2.5%) and the rest are men (97.5%).

Starting from 1981, TNOG Presidents and Deputy Presidents have been elected from among men only. There is one woman manager in the position of Secretary General since the period 2003-2004. 2017 is the year when the number of women managers in TNOG Commission/ other boards was the largest (37.1% women, 62.9% men).

There are 62 sport federations in Turkey. Of these federations 3 are headed by women (Sailing, Chess and Orienting Federations). Examining positions of presidency and deputy presidency in 52 federations we find only two women in the position of deputy president (1%). There are 3 women holding the position of secretary general in 53 federations (5.7%). Women's share

in governing bodies of 59 federations is 3%. The proportion of women in lower boards of 57 federations is 11.6%. Their share in provincial representations of 54 federations is 8.9%.

Gender Equality in Coaching and Refereeing

Taking 20 federations, the proportion of women coaches is 26.45%. There are two sport branches where women coaches outnumber men coaches: gymnastics (60.24%) and ice skating (54.95%). As to branches where the number of women coaches is very small they are muayThai (9.78%), sailing (11.54%) and rowing (12.33%).

Under the GHSİM, there are coaches serving in different branches of sport as staff members or on contract basis. Of 3,430 coaches in 79 provinces 22.4% are women and 77.6% are men. According to 2015 data, of 211 coaches in TOHMs (Olympic Preparation Centres) of different provinces (20 provinces), 36 are women (17.1%) and 175 are men (82.9%). As of 2017, these numbers declined to 30 and 161, respectively.

29.47% of referees under 31 federations are women and 70.53% are men. Parallel to the number of athletes, football is the branch where the number of women referees is the least (3.09%). Again, parallel to the number of athletes and coaches, gymnastics (65.05%) and ice skating (52%) are the branches where women referees outnumber men referees.

Gender-Based Violence in Sports

There is no systematic data collection regarding gender-based violence in sport nor is there any definite data on the prevalence of this form of violence. Sources of data on this issue consist of scientific studies, media news and official complaints. However, there is very limited scientific study on the prevalence of sexual violence and experiences of athletes in this regard. According to a survey conducted by Gündüz et al. (2002) 200 women athletes covered by the survey (56.2%) stated to have experienced sexual harassment. The same survey also found that the time of this act is mostly after contest (21.3%, 76 respondents) and after training (19.7%, 70 respondents). Of victims of this form of harassment, 40% state that it came from spectators, 33.1% from their male teammates, and 24.8% from coaches. Another survey conducted in 2014 covered 194 women and 178 men athletes from different branches. Analyses show that 27% of men athletes experienced sexual harassment in changing rooms while 26.3% of women respondents said the incidence took place in the field (Özen & Koca, 2014).

Gender Equality in Sports Media

The approach to gender equality in sports media can be followed in two main spheres. The first is the gender distribution of staff working in sports media. However, the work under the present project did not collect information on gender distribution of managers, journalists, columnists, authors, editors, correspondents and photographers in sports media. The second is to analyse how sport events and athletes are represented in the media with respect to gender. Outcomes of scientific studies show that women athletes are represented in the media less than men athletes, that male dominant nature of sports in general finds its reflection in

the media as well, and that related photographs stress the importance of the status of men in society while referring to rather passive position of women (Arslan and Koca, 2006; Büyükaşar, 2016; Canbaz, Öztürk and Koca, 2016).

Gender Equality in Sports Education

The strategic area of sport education has two components: Physical education and sport courses/teams (primary and secondary schools) and education institutions delivering professional training in sports (high schools, SBF/BESYO/SBTYO). Examining the number of women and men students enrolled to sport high schools in the last four grades we found that men outnumber women. The same is true for teachers in these schools and women teachers are outnumbered by men.

The departments of SBF/BESYO/SBTYO report to the Higher Education Board (YÖK) quotas for each academic year. Universities declare their quotas through the Special Talent Test Guide or on their official websites.

Data from 85 universities indicate that quotas allocated to women candidate students are under quotas allocated to men candidate students with the exception of the category "martyr relatives". Anadolu University, Hacettepe University, İstanbul University, Mersin University, Nevşehir Hacı Bektaş Veli University and Pamukkale University are the higher education institutions allocating equal quotas to women and men in their departments. With the exception of these, all other universities allocate higher quotas to male students than female. 8,557 women and 30,576 men applied SBF/BESYO/SBTYO departments of 36 universities in the academic year 2017-2018. As higher education institutions reporting equal quotas for women and men, Nevşehir Hacı Bektaş Veli and Pamukkale Universities are among the three universities where the number of women applicants is the highest. According to data for the academic year 2016-2017, of students enrolled to SBF 31.10 are women and 68.90% are men; as to students enrolled to BESYO/SBTYO, 32.50% are women and 67.50% are men. Data for the period 2016-2017 shows that male teaching staff outnumbers female teaching staff in all academic statutes in 56 BESYO/SBTYO and 29 SBF institutions.

Gender Equality Mapping in Project Provinces

Gender equality screening in project provinces of Adana, Ankara, Gaziantep, İstanbul, İzmir, Kars and Trabzon took place in strategic areas of participation to sport, sport management and coaching. The number of women athletes is less than that of men athletes in all provinces. As of 2017, the proportion of licensed women athletes is as follows by provinces: Adana 31.97% (n=32,300), Ankara 30.79% (n=76,879), Gaziantep 37.42% (n=39,345), İstanbul 30.80% (n=157,896), İzmir 34.28% (n=58,300), Kars 28.85% (n=3,434) and Trabzon 31.69% (n=12,870). The proportion of women representatives of federations in provinces is, for the year 2017 again, is 4.4% in Adana (n=2), 10.3% in Ankara (n=4), 7.3% in Gaziantep (n=3), 2.3% in İstanbul (n=1), 12.8% in İzmir (n=5), 13.8% in Kars (n=4) and 7% in Trabzon (n=3). Looking at gender distribution of coaches working under the GHSIM in 2017 we find the widest gap in Gaziantep (10% women).

V. Indicators

A. International Indicators

International indicators include those indicators that are recognized as valid in international policy documents and used by international sport institutions. These indicators are classified in five strategic areas (gender equality in sport participation, gender equality in decision-making in sports, gender equality in coaching, gender-based violence in sports and gender equality in sports media) and presented in separate tables.

A1. Indicators for gender equality in sport participation

Table 1. International indicators in the field of gender equality in sport participation

Theme	Relevant human right(s)	Indicator	Data source	Data collection method	Data collection frequency
Sport participation	Gender equality	Existence in the sport institution of an action plan aiming to increase women's sport participation Beijing Art.83.m	NONE	Requesting information Examining legislation	Once in a year
Sport participation	Gender equality	Gender mainstreaming in sport institutions Beijing Art.83.m; EIGE	NONE	Requesting information Examining legislation	Once in a year
Sport participation	Gender equality	Number of active women and men athletes CEDAW Art.10.g, Art.11, Art.13.c; ICPEPAS Art.1.1; European Sports Charter Art. 1, EIGE; Eurostat	TÜİK (Turkish Statistical Institute) GSB	Web site examination Statistical evaluation	Once in a year
Sport participation	Gender equality	Number of women and men athletes by sport branches CEDAW Art.10.g, Art.11, Art.13.c; ICPEPAS Art.1.1; European Sports Charter Art.1; EIGE	TÜİK GSB	Web site examination Statistical evaluation	Once in a year
Sport participation	Gender equality	Number/proportion of women and girls dropping sports EIGE; Council of Europe Gender Equality in Sport, Proposal for Strategic Actions	NONE	Quantitative survey	Once in a year
Sport participation	Gender equality	Number of sports events/organizations arranged for women and men CEDAW Art.10.g, Art.13.c; European Resolution on Women and Sport Art.27, Art.28; ICPEPAS Art.1.1; European Sports Charter Art.1	NONE	Examining activity reports	Once in a year

Theme	Relevant human right(s)	Indicator	Data source	Data collection method	Data collection frequency
Sport participation	Gender equality	Ratio of incomes of women and men athletes in the same position CEDAW Art.10.g, Art.11.1d, Art.13.c; ICPEPAS Art.4; European Resolution on Women and Sport Art.28; Eurostat	NONE	Quantitative survey	Once in a year
Sport participation	Gender equality	Amount of awards to women and men athletes CEDAW Art.10.g, Art.13.c; ICPEPAS Art.4; European Resolution on Women and Sport Art.28	NONE	Quantitative survey	Once in a year
Sport participation	Gender equality	Distribution by gender of participants (spectators, supporters) to live sports events Eurostat	NONE	Quantitative survey	Once in a year
Sport participation	Gender equality	Presence of security measures in sport facilities (Lightening, security, transportation, etc.) CEDAW Recommendation 25 Art.38; Beijing Art.83.m; ICPEPAS Art.1.3, Art.4; European Chart on Women's Rights in Sports Art.1; European Resolution on Women and Sport Art.23	NONE	Quantitative survey	Once in a year
Sport participation	Gender equality	Collection of gender-disaggregated data relating to sport participation Beijing Art.190; European Resolution on Women and Sport, Art.30; EU Recommendation on Gender Mainstreaming in Sport Art.35.	NONE	Examining activity reports Quantitative survey	Once in a year

A2. Gender Equality in Decision Making in Sport Indicators

Table 2. International indicators in the field of gender equality in decision making in sport

Theme	Relevant Human Right(s)	Indicator	Data source	Data collection method	Data collection frequency
Decision making in sport	Gender equality	Existence of an institutional policy in gender equality Beijing Art.83.m; Berlin Art.1.7	NONE	Requesting information Examining legislation	Once in a year
Decision making in sport	Gender equality	Proportion of women and men in decision making mechanisms (president, chair, secretary general) of sport institutions CEDAW Art.11; ICPEPAS Art.1.4; Berlin Art.1.7; European Resolution on Women and Sport Art.28, Art.42; European Chart on Women's Rights in Sports; ELIGE; Sydney Scoreboard	GSB Federation TNOG TNPC	Web site examination Examining activity reports	Once in a year

Theme	Relevant Human Right(s)	Indicator	Data source	Data collection method	Data collection frequency
Decision making in sport	Gender equality	Proportion of women and men in governing bodies of sport institutions CEDAW Art.11; ICPEPAS Art.1.4; Berlin Art.1.7; European Resolution on Women and Sport Art.28, Art.42; European Chart on Women's Rights in Sports; EIGE; Sydney Scoreboard	GSB Federation TNOC TNPC	Web site examination Examining activity reports	Once in a year
Decision making in sport	Gender equality	Proportion of women and men as members of committees/boards of sport institutions CEDAW Art.11; ICPEPAS Art.1.4; Berlin Art.1.7; European Resolution on Women and Sport Art.28, Art.42; European Chart on Women's Rights in Sports; EIGE	GSB Federation TNOC TNPC	Web site examination Examining activity reports	Once in a year
Decision making in sport	Gender equality	Is there gender balance in relevant committees in sport institutions that select candidates and make assessment in recruitment to decision-making posts? Beijing Art.83.m; ICPEPAS Art.1.4; Berlin Art.1.7	NONE	Requesting information Examining legislation	Once in a year
Decision making in sport	Gender equality	Are governing body members of institutions delivered training in gender equality? Beijing Art.195.d; İstanbul Art.14; European Resolution on Women and Sport Art.28.	NONE	Quantitative survey	Once in a year
Decision making in sport	Gender equality	Is personnel trained in gender equality? Beijing Art.195.d; İstanbul Art.14.	NONE	Quantitative survey	Once in a year
Decision making in sport	Gender equality	Is gender quota applied to increase the representation of women in decision making mechanisms? CEDAW Art.13.a, CEDAW Recommendation 25 Art.38; Beijing Art.83.m, Art.192.b, Art.195.e; European Resolution on Women and Sport; European Chart on Women's Rights in Sports, EIGE	NONE	Examining legislation Quantitative survey	Once in a year
Decision making in sport	Gender equality	Budget allocation to increase the number of women managers CEDAW Art.13.a, CEDAW Recommendation 25 Art.38; Beijing Art.83.m; Berlin Art.1.26; European Resolution on Women and Sport	NONE	Quantitative survey	Once in a year
Decision making in sport	Gender equality	Ensuring the delivery of mentoring/leadership training for candidate women managers CEDAW Art.13.a, CEDAW Recommendation 25 Art.38; Beijing Art.83.h, Art.83.m, Art.195.a, Art.195.b, Art.192.g; European Resolution on Women and Sport Art. 28; Berlin Art.1.26; European Chart on Women's Rights in Sports	NONE	Examining activity reports Quantitative survey	Once in a year
Decision making in sport	Gender equality	Collection of gender-disaggregated data relating to decision making mechanisms Beijing Art.190.e, Art. 206.a; EU Recommendation on Gender Mainstreaming in Sport Art.35.	Limited data GSB GDS TNOC	Examining activity reports Quantitative survey	Once in a year

Theme	Relevant Human Right(s)	Indicator	Data source	Data collection method	Data collection frequency
Decision making in sport	Gender equality	Regular monitoring and evaluation of gender-based policies, practices and outcomes, publication of outcomes and sharing these with relevant parties Beijing Art.206.a; ICPEPAS Art.4.4; EIGE	NONE	Examining web page Examining activity reports	Once in a year
Decision making in sport	Gender equality	Gender equality awareness building campaigns for decision making mechanisms EIGE	NONE	Examining web page Examining activity reports	Once in a year

A3. Gender Equality in Coaching Indicators

Table 3. International indicators in the field of gender equality in coaching

Theme	Relevant Human Right(s)	Indicator	Data source	Data collection method	Data collection frequency
Coaching	Gender equality	Number/proportion of women and men with coaching certificate CEDAW Art. 11; European Resolution on Women and Sport Art.28; EIGE; Eurostat; Council of Europe Gender Equality in Sport, Proposal for Strategic Actions	Limited data TÜİK GDS Federation	Examining web page Requesting information	Once in a year
Coaching	Gender equality	Number/proportion of women and men coaching in different sport branches CEDAW Art.11; European Resolution on Women and Sport Art.28; Eurostat; Council of Europe Gender Equality in Sport, Proposal for Strategic Actions	Limited data TÜİK GDS Federation	Examining web page Requesting information	Once in a year
Coaching	Gender equality	Number/proportion of women and men coaching national teams CEDAW Art.11; European Resolution on Women and Sport Art.28; Council of Europe Gender Equality in Sport, Proposal for Strategic Actions	NONE	Quantitative survey	Once in a year
Coaching	Gender equality Sporting values	Existence of code of ethics for coaches European Code of Sports Ethics	NONE	Quantitative survey	Once in a year
Coaching	Gender equality	Existence of mentoring programme for the professional development of women coaches CEDAW Art.13.a, CEDAW Recommendation 25 Art.38; Beijing Art.83.m, Art.178.g; European Resolution on Women and Sport Art.28; Berlin Declaration	NONE	Quantitative survey	Once in a year

A4. Gender-based Violence in Sport

Table 4. International indicators related to gender-based violence in sport

Theme	Relevant Human Right(s)	Indicator	Data source	Data collection method	Data collection frequency
Gender-based violence	Gender equality Sporting values	Prevalence of sexual harassment and abuse in sport EIGE	NONE	Quantitative survey	Once in a year
Gender-based violence	Gender equality Sporting values	Presence in legislation of the sport institution banning sexual harassment and abuse Beijing Art.107.r.; European Sports Charter Art. 1.2; European Chart on Women's Rights in Sports; European Resolution on Women and Sport Art.39; European Union Recommendation on Mainstreaming in Sports Art.33; European Code of Sports Ethics Art.4.5; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining legislation	Once in a year
Gender-based violence	Gender equality Sporting values	Policy in the sport institution to prevent sexual harassment and abuse Beijing Art.107.r.; European Sports Charter Art.1.2; European Chart on Women's Rights in Sports; European Resolution on Women and Sport Art.39; European Union Recommendation on Mainstreaming in Sports Art.33; European Code of Sports Ethics Art. 4.5; IOC Statement on Sexual Harassment and Abuse in Sport; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining legislation	Once in a year
Gender-based violence	Gender equality Sporting values	Declaring sanctions included in policy on sexual harassment Beijing Art.107.r.; European Sports Charter Art.1.2; European Resolution on Women and Sport Art.39; European Union Recommendation on Mainstreaming in Sports Art.33; European Code of Sports Ethics Art.4.5; IOC Statement on Sexual Harassment and Abuse in Sport	NONE	Examining legislation	Once in a year
Gender-based violence	Gender equality Sporting values	Enforcement of penalty and discipline provisions on sexual harassment and abuse Beijing Art.107.r.; European Sports Charter Art.1.2; European Resolution on Women and Sport Art.39; European Union Recommendation on Mainstreaming in Sports Art.33; European Code of Sports Ethics Art.4.5	NONE	Examining legislation Quantitative survey	Once in a year

Theme	Relevant Human Right(s)	Indicator	Data source	Data collection method	Data collection frequency
Gender-based violence	Gender equality Sporting values	Presence of a period for reporting and lodging complaint on cases of sexual harassment and abuse Beijing Art.107.r; European Sports Charter Art.1.2; European Resolution on Women and Sport Art.39; European Union Recommendation on Mainstreaming in Sports Art.33; European Code of Sports Ethics Art.4.5; IOC Statement on Sexual Harassment and Abuse in Sport	NONE	Examining legislation Quantitative survey	Once in a year
Gender-based violence	Gender equality Sporting values	Availability of support mechanisms for victims of sexual harassment and abuse Beijing Art.107.r; European Sports Charter Art.1.2; European Resolution on Women and Sport Art.39; European Union Recommendation on Mainstreaming in Sports Art.33; European Code of Sports Ethics Art.4.5; IOC Statement on Sexual Harassment and Abuse in Sport	NONE	Examining legislation Quantitative survey	Once in a year
Gender-based violence	Gender equality Sporting values	Cooperation with relevant institutions to prevent gender-based violence against women and girls in sport Beijing Art.107.r; European Sports Charter Art.1.2; European Code of Sports Ethics Art.4.5	NONE	Quantitative survey	Once in a year
Gender-based violence	Gender equality Sporting values	Training of athletes, their families, coaches, managers and personnel in prevention of sexual harassment and abuse Beijing Art.107.r; European Sports Charter Md1.2; European Chart on Women's Rights in Sports; European Resolution on Women and Sport Art.39; European Code of Sports Ethics Art.4.5; IOC Statement on Sexual Harassment and Abuse in Sport	NONE	Quantitative survey	Once in a year
Gender-based violence	Gender equality Sporting values	Collecting data on sexual harassment in sport Beijing Art.190; European Union Resolution on the Prevention of Sexual Abuse of Women, Young People and Children in Sport	NONE	Quantitative survey	Once in a year
Gender-based violence	Gender equality Sporting values	Supporting scientific studies in sexual harassment and abuse in sport European Sports Charter Art.11; European Union Resolution on the Prevention of Sexual Abuse of Women, Young People and Children in Sport ; ICPEPAS Art.6; IOC Statement on Sexual Harassment and Abuse in Sport			

Theme	Relevant Human Right(s)	Indicator	Data source	Data collection method	Data collection frequency
Gender-based violence	Gender equality Sporting values	Monitoring and evaluation of policies geared to preventing sexual harassment and abuse in sport. ICPEPAS Art.4.4; European Chart on Women's Rights in Sports; IOC Statement on Sexual Harassment and Abuse in Sport	NONE	Quantitative survey	Once in a year

A5. Gender Equality in Sports Media

Table 5. International indicators for gender equality in sports media

Theme	Relevant Human Right(s)	Indicator	Data source	Data collection method	Data frequency
Sports media	Gender equality	Gender ratio in people employed in sports media (journalists, photographers, correspondents, editors, etc.) CEDAW Art.11; European Chart on Women's Rights in Sports, EIGE	NONE	Quantitative survey	Once in a year
Sports media	Gender equality	Sex ratio in news feature writers in sports CEDAW Art.11; European Chart on Women's Rights in Sports, EIGE	NONE	Quantitative survey	Once in a year
Sports media	Gender equality	Relative weight of news related to women and men athletes in sports media European Chart on Women's Rights in Sports	Limited data	Scientific research and study	Once in a year
Sports media	Gender equality	Space allocated to women athletes in publications of sport institutions European Chart on Women's Rights in Sports	Limited data	Scientific research and study	Once in a year
Sports media	Gender equality	Use of sexist language in media news Beijing Declaration Art.243; European Chart on Women's Rights in Sports	Limited data	Scientific research and study	Once in a year
Sports media	Gender equality (Equality in difference)	Presentation of women athletes with gender stereotypes EIGE	Limited data	Scientific research and study	Once in a year

B. Indicators for which Data is Collected and Used in Turkey

Data collected in the field of sport is limited in Turkey. Hence, data collected and used in Turkey are given in a single table without any disaggregation by strategic areas

Table 6. Indicators for which data is collected and used in Turkey

Theme	Relevant Human Right(s)	Indicator	Data source	Data collection method	Data collection frequency
Sport participation	Right to work Right to participation in sports Equality Gender equality	1) Number of licensed women and men athletes 2) Proportion of licensed women and men athletes in total population engaged in sports CEDAW Art.10.g, Art.11, Art.13.c; ICPEPAS Art.1.1; Kazan Action 4; European Sports Charter Art.1	GSB TÜİK	Web site examinations	Once in a year At the same date every year
Sport participation	Right to work Right to participation in sports Equality Gender equality	1) Number of active women and men athletes 2) Proportion of active women and men athletes in total population engaged in sports CEDAW Art.10.g, Art.11, Art.13.c; ICPEPAS Art.1.1; Kazan Action 4; European Sports Charter Art.1	GSB TÜİK	Web site examinations	Once in a year At the same date every year
Sport participation	Right to work Right to participation in sports Equality Gender equality	1) Number of licensed women and men athletes with disabilities 2) Proportion of women and men athletes in total population of athletes with disabilities EHS Art.9, CEDAW Art.10.g, Art.11, Art.13.c; ICPEPAS Art.1.1; European Sports Charter Art.1	GSB TÜİK Relevant federation	Web site examinations	Once in a year At the same date every year
Sport participation	Right to work Right to participation in sports Equality Gender equality	1) Number of women and men athletes by sport branches 2) Proportion of women and men athletes in total population of athletes in each branch CEDAW Art.10.g, Art.11, Art.13.c; ICPEPAS Art.1.1; Kazan Action 4; European Sports Charter Art.1	GSB TÜİK	Web site examinations	Once in a year At the same date every year

Theme	Relevant Human Right(s)	Indicator	Data source	Data collection method	Data collection frequency
Decision making in sports	Equality Gender equality	1) Number of women and men in decision making mechanism 2) Proportion of women and men in total population in decision making mechanisms - President - Deputy President - Secretary General - Director - Deputy Director - Provincial director - District Director - Provincial Sport Branch Representative - Branch Director CEDAW Art.11; ICPEPAS Art.1.4; Berlin Art.1.7; Kazan Action 4; European Resolution on Women and Sport Art.28, Art.42; European Chart on Women's Rights in Sports; EIGE; Eurostat; Sydney Scoreboard	GSB Federation TNOO TNPC	Web site examination Examining activity reports	Once in a year
Decision making in sports	Equality Gender equality	1) Proportion of women and men members in management boards of sport institutions 2) Proportion of women and men members in total population of management board members CEDAW Art.11; ICPEPAS Art.1.4; Berlin Art.1.7; Kazan Action 4; European Resolution on Women and Sport Art.28, Art.42; European Chart on Women's Rights in Sports; EIGE; Sydney Scoreboard		Web site examination Examining activity reports Requesting information	Once in a year
Decision making in sports	Right to work Equality Gender equality	1) Number of women and men working in sport institutions 2) Proportion of women and men working in sport institutions CEDAW Art.11; Eurostat	GSB GDS GHSİM Federation	Examining activity reports Requesting information	Once in a year
Sports education	Right to work Equality Gender equality	1) Number of women and men teachers in sports high schools 2) Proportion of women and men teachers in total population of teachers in sports high schools CEDAW Art.10	MEB	MEB Statistics	Once in a year
Sports education	Right to work Equality Gender equality	1) Number of women and men physical education teachers 2) Proportion of women and men physical education teachers in total population of teachers CEDAW Art.10	MEB	MEB Statistics	Once in a year

Theme	Relevant Human Right(s)	Indicator	Data source	Data collection method	Data collection frequency
Sports education	Right to education Equality Gender equality	1) Number of female and male students enrolled to sports high schools 2) Proportion of female and male students in total student population enrolled to sports high schools UDHR Art.26; CEDAW Art.10; Beijing Art.83; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	MEB	MEB Statistics	Once in a year
Sports education	Right to education Right to work Equality Gender equality	1) Number of female and male students enrolled to faculties teaching sports (physical education, recreation, sport management, and coaching) 2) Proportion of female and male students in total number of students enrolled faculties teaching sports (physical education, recreation, sport management, and coaching) UDHR Art.26; CEDAW Art.10; Beijing Art.83; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	YÖK (Council of Higher Education)	YÖK Statistics	Once in a year
Sports education	Right to participation in sports Equality Gender equality	1) Number of female and male student athletes in primary school teams 2) Proportion of female and male student athletes in total population of student athletes in primary school teams UDHR Art.26; CEDAW Art.10; Beijing Art.83, Art.107, Art. 280; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art. 9	School Sports Federation	Statistics from School Sports Federations	Once in a year
Sports education	Right to participation in sports Equality Gender equality	1) Number of female and male student athletes in secondary school teams 2) Proportion of female and male student athletes in total population of student athletes in secondary school teams UDHR Art.26; CEDAW Art.10; Beijing Art.83, Art.107, Art.280; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	School Sports Federation	Statistics from School Sports Federations	Once in a year

Theme	Relevant Human Right(s)	Indicator	Data source	Data collection method	Data collection frequency
Sports education	Right to participation in sports Equality Gender equality	1) Number of female and male student athletes in high school teams 2) Proportion of female and male student athletes in total population of student athletes in high school teams UDHR Art. 26; CEDAW Art.10; Beijing Art.83, Art.107, Art.280; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	School Sports Federation	Statistics from School Sports Federations	Once in a year
Sports education	Right to participation in sports Equality Gender equality	1) Number of female and male student athletes in university teams 2) Proportion of female and male student athletes in total population of student athletes in university teams UDHR Art.26; CEDAW Art.10; Beijing Art.83; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9; YÖK Position Statement	University Sports Federation	Statistics from University Sports Federations	Once in a year

C. Indicators Suggested for Use in Turkey

Under the project, indicators suggested for use in Turkey are classified by strategic areas and presented in separate tables. To the area of coaching which is one of the five strategic areas used in international sport documents and good examples, refereeing is also added in the context of the present report. Further, Sports education was also taken as a strategic area under the project and its indicators were developed and as a result indicators are classified with respect to six strategic areas. Seven general indicators were developed that are applicable to each of six strategic areas. These indicators are used internationally and also contain indicators suggested for Turkey as well as original indicators developed for Turkey in the context of the project.

Table 7. Seven general indicators suggested for use in sports in Turkey

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Preparing gender equality action plan	Equality Gender equality	Existence of a national action plan for gender equality in sport * CEDAW Art.10.g; Beijing Art.304, Art.83.m; Berlin Art.1.7; European Resolution on Women and Sport Art.24, Art.28; Council of Europe Recommendation 2015	NONE	Examining legislation Requesting information	Once in a year
Preparing gender equality action plan	Equality	1) Number of sport institutions having their equality action plans * 2) Proportion of sport institutions having their equality action plans * CEDAW Art.10.g; Beijing Art.304, Art.83.m; Berlin Art.1.7; European Resolution on Women and Sport Art.24, Art.28; Council of Europe Recommendation 2015	NONE	Examining legislation Requesting information Quantitative survey	Once in a year
Preparing gender equality action plan	Equality Gender equality	1) Number of sport institutions where there are arrangements related to gender equality in equality action plans * 2) Proportion of sport institutions where there are arrangements related to gender equality in equality action plans * CEDAW Art.10.g; Beijing Art.83.m; Berlin Art.1.7; European Resolution on Women and Sport Art.42; Council of Europe Recommendation 2015	NONE	Examining legislation Requesting information Quantitative survey	Once in a year
Gender mainstreaming	Gender equality	1) Number of sport institutions that ensured gender equality mainstreaming in the institution * 2) Proportion of sport institutions that ensured gender equality mainstreaming in the institution * Berlin Art. 1.6; Kazan Action 4; Council of Europe White Book in Sports Art.17; European Chart on Women's Rights in Sports; European Resolution on Women and Sport Art.24; Council of Europe Recommendation 2015; EU Recommendation on Gender Mainstreaming in Sport Art.12	NONE	Examining legislation Requesting information Quantitative survey	Once in a year
Gender budgeting	Gender equality	1) Number of sport institutions engaged in gender budgeting * 2) Proportion of sport institutions engaged in gender budgeting * CEDAW Art.10.g; ICPEPAS Art.1.3; European Resolution on Women and Sport Art.27, Art.28, Art.30	NONE	Examining legislation Requesting information Quantitative survey	Once in a year

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Sports policy	Equality Gender equality	Number of international document on sports translated into Turkish **	NONE	Document examination Requesting information	Once in a year
Gender equality	Gender equality	1) Number of sport institutions using sexist language in their legislation (i.e. Ms. man of sports, sportsmanship, technical man, etc.) * 2) Proportion of sport institutions using sexist language in their legislation * European Resolution on Women and Sport Art. 42	NONE	Examining legislation	Once in a year

* Indicator internationally used and suggested for use in Turkey

** Indicator developed for Turkey

C1. Sport Participation

Table 8. Indicators suggested for use in the field of sport participation

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Sports participation	Right to work Right to participation in sports Equality Gender equality Non-discrimination	1) Number of sport activities organized for women and men* 2) Proportion of sport activities organized for women and men in total number of organizations* CEDAW Art.10.g, Art.11, Art.13.c; European Resolution on Women and Sport Art.27, Art.28; ICPEPAS Art. 1.1; European Sports Charter Art. 1	NONE	GSB/GDS/ Examining federation's activity report Requesting information	Once in a year

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Sports participation	Gender equality	<p>1) Number of sport institutions collecting gender-disaggregated data in the field of sport participation*</p> <p>2) Proportion of sport institutions collecting gender-disaggregated data in the field of sport participation *</p> <ul style="list-style-type: none"> - Number of athletes - Number of sport organizations - Number of achievements by athletes - Income of athletes - Number of awards - Number of sponsorships <p>Beijing Art.190, Art.206.a; European Resolution on Women and Sport, Art.30; Recommendation on Gender Mainstreaming in Sport Art.35.</p>	NONE	GSB/GDS/ Examining federation's web site, activity report and strategic plan Quantitative survey	Once in a year
Research	Gender equality	<p>1) Number of sport institutions sharing with public gender-disaggregated data on sport participation*</p> <p>2) Proportion of sport institutions sharing with public gender-disaggregated data on sport participation*</p> <p>Beijing Art. 206.a; Recommendation on Gender Mainstreaming in Sport Art.35.</p>	NONE	GSB/GDS/ Examining federation's web site, activity report and strategic plan	Once in a year
Sports participation	Right to work Right to participation in sports Equality Gender equality Non-discrimination	<p>1) Number of women/men and girls/boys dropping sport*</p> <p>2) Proportion of women/men and girls/boys dropping sport *</p> <p>CEDAW Art.10.g, Art.11, Art.13.c; ICPEPAS Art.1.1; European Sports Charter Art. 1; EI GE; Gender Equality in Sport, Strategic Plan Proposal</p>	NONE	Quantitative survey	Once in a year At the same date every year
Material income/ support	Right to work Right to participation in sports Equality Gender equality Non-discrimination	<p>Ratio of contract value of women and men athletes in the highest league of sport branch*</p> <p>CEDAW Art.10.g, Art.11.d, Art.13.c; ICPEPAS Art.4; European Resolution on Women and Sport Art.28</p>	NONE	Requesting information	Once in a year

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Material income/ support	Right to work Right to participation in sports Equality Gender equality Non-discrimination	Gender ratio of number of awards given to women and men athletes* CEDAW Art.10.g, Art.11.d, Art.13.c; ICPEPAS Art.4; European Resolution on Women and Sport Art.28	NONE	Requesting information Quantitative survey	Once in a year
Material income/ support	Right to work Right to participation in sports Equality Gender equality Non-discrimination	Gender ratio of the amount of sponsor support provided to women and men athletes * CEDAW Art.10.g, Md11.d, Md13.c; ICPEPAS Art.4; European Resolution on Women and Sport Art.28, Art.30	NONE	Requesting information Quantitative survey	Once in a year
Material income/ support	Right to work Right to participation in sports Equality Gender equality Non-discrimination	Distribution of shares from betting game revenues by women and men athletes** CEDAW Art.10.g, Art.11.d, Art.13.c; ICPEPAS Art.4; European Resolution on Women and Sport Art.28	NONE	Spor Toto Organization Requesting information	Once in a year
Policy	Right to work in safety Gender equality Sporting values	1) Number of sport institutions with gender equality provisions in their codes of ethics* 2) Proportion of sport institutions with gender equality provisions in their codes of ethics in total number of sport institutions* European Sports Charter Art.8.2; European Code of Sports Ethics	NONE	GSB-GDS Federation Web site examination Quantitative survey	Once in a year
Safe access and working environment	Right to work in safety Gender equality	1) Number of sports facilities where safety measures are taken* 2) Proportion of sports facilities where safety measures are taken in total number of sports facilities* - Lightning - Safety - Transportation CEDAW Art.11.f; CEDAW Recommendation 25 Art.38; Beijing Art.83.m; ICPEPAS Art.1.3, Art.4; European Chart on Women's Rights in Sports Art.1; European Resolution on Women and Sport Art.23	NONE	GDS-Examining activity reports Requesting information Quantitative survey	Once in a year

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Education	Gender equality	1) Number of sport institutions where the subject of women and sports (physiological and sociological) are included in coaching training programmes* 2) Proportion of sport institutions where the subject of women and sports (physiological and sociological) are included in coaching training programmes in all sport institutions* European Resolution on Women and Sport Art.35, Art.38; Brighton Declaration on Women and Sport Art.2.a	NONE	GDS Examining federation's training curriculum and training materials	Once in a year
Education	Gender equality	1) Number of sport institutions in which the subject of women and sports (physiological/ psychological/sociological) is included in coaching development seminars * 2) Proportion of sport institutions in which the subject of women and sports (physiological/ psychological/sociological) is included in coaching development seminars * European Resolution on Women and Sport Art.35, Art.38; Brighton Declaration on Women and Sport Art.2.a	NONE	GDS Federation Examining federation's training curriculum and training materials	Once in a year
Research	Equality Gender equality	1) Number of sport institutions supporting research on sport participation and gender* 2) Proportion of sport institutions supporting research on sport participation and gender in all sport institutions * Beijing 190f; ICPEPAS Art.4; Kazan Action 4; European Resolution on Women and Sport Art.37	NONE	GSB, GDS Federation TNOC-TNPC Web site Examining activity report	Once in a year

* Indicator internationally used and suggested for use in Turkey

** Indicator developed for Turkey

C2. Gender Equality in Decision Making in Sports

Table 9. Indicators suggested for use in the field of gender equality in decision making in sports

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Participation to decision making mechanisms	Gender equality (Equality in difference)	1) Number of sport institutions applying gender quota to increase women's representation in management positions* 2) Proportion of institutions applying gender quota to increase women's representation in management positions in all sport institutions* CEDAW Art.13.a, CEDAW Recommendation 25 Art.38; Beijing Art.192.b, Art.195.e; European Resolution on Women and Sport; European Chart on Women's Rights in Sports; EIGE	NONE	Examining legislation Requesting information Quantitative survey	Once in a year
Participation to decision making mechanisms	Gender equality (Equality in difference)	1) Number of sport institutions allocating budget to increase the number of women in managing positions* 2) Proportion of sport institutions allocating budget to increase the number of women in managing positions * CEDAW Art.13.a, CEDAW Recommendation 25 Art.38; Beijing Art.83.m; Berlin Art.1.26; European Resolution on Women and Sport	NONE	Examining legislation Requesting information Quantitative survey	Once in a year
Participation to decision making mechanisms	Right to organize Equality Gender equality	1) Number of women and men having membership to CSOs such as associations, foundations and professional organizations in the field of sport * 2) Proportion of women and men in total membership to associations, foundations and professional organizations in the field of sport*	NONE	Web site examination Requesting information Quantitative survey	Once in a year
Participation to decision making mechanisms	Equality Gender equality Non-discrimination	1) Number of women and men holding management posts in CSOs such as associations, foundations and professional organizations in the field of sport* 2) Proportion of women and men in total management posts of CSOs such as associations, foundations and professional organizations in the field of sport *	NONE	Web site examination Requesting information Quantitative survey	Once in a year

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Participation to decision making mechanisms	Equality Gender equality Non-discrimination	1) Number of women and men as members of management boards of CSOs such as associations, foundations and professional organizations in the field of sport * 2) Proportion of women and men as members of management boards of CSOs such as associations, foundations and professional organizations in the field of sport in total number of members in management boards*	NONE	Web site examination Requesting information Quantitative survey	Once in a year
Education	Equality Gender equality	1) Number of management board members in sport institutions receiving training in gender equality* 2) Proportion of management board members receiving training in gender equality in total number of management board members * CEDAW Art.10; Beijing Art.195.d; İstanbul Art.14; European Resolution on Women and Sport Art.28	NONE	Requesting information Quantitative survey	Once in a year
Education	Equality Gender equality	1) Number of employees in sport institutions receiving training in gender equality * 2) Proportion of employees in sport institutions receiving training in gender equality in all employees of sport institutions * CEDAW Art.10; Beijing Art.195.d; İstanbul Art.14.	NONE	Requesting information Quantitative survey	Once in a year
Education	Gender equality (Equality in difference)	1) Number of women manager candidates receiving mentoring/ leadership training offered by sport institutions* 2) Proportion of women manager candidates receiving mentoring/ leadership training * CEDAW Art.10, Art.13.a, CEDAW Recommendation 25 Art.38; Beijing Art.83, Art.195.a, Art.195.b, Art.192.g; European Resolution on Women and Sport Art.28; Berlin Art.1.26; European Chart on Women's Rights in Sports	NONE	Requesting information Quantitative survey	Once in a year

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Research	Gender equality	1) Number of sport institutions supporting research on sport management and gender* 2) Proportion of institutions supporting research on sport management and gender in total number of sport institutions* CEDAW Art.13.a, CEDAW Recommendation 25 Art.38; Beijing Art.190.f; Kazan Action 4; ICPEPAS Art.6; European Sports Charter Art.11	NONE	Requesting information Quantitative survey	Once in a year
Data collection	Gender equality	1) Number of sport institutions collecting gender-disaggregated data in the field of sport management* 2) Proportion of institutions collecting gender-disaggregated data in the field of sport management in all sport institutions* Beijing Art.190, Art.206.a	NONE	Examining activity reports Requesting information Quantitative survey	Once in a year
Data collection	Gender equality	1) Number of sport institutions sharing with public gender-disaggregated data in the field of sport management* 2) Proportion of institutions sharing with public gender-disaggregated data in the field of sport management in all sport institutions* Beijing Art.206.a; ICPEPAS Art.6.4	NONE	Examining activity reports Requesting information Quantitative survey	Once in a year

* Indicator internationally used and suggested for use in Turkey

** Indicator developed for Turkey

C3. Gender Equality in Coaching and Refereeing

Table 10. Indicators suggested for use in the field of gender equality in coaching and refereeing

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Coaching	Right to work Equality Gender equality Non-discrimination	1) Number of women and men coaches with coaching certificate* 2) Proportion of women and men coaches in total population of coaches with coaching certificate * CEDAW Art.11; European Resolution on Women and Sport Art.28; EIGE; Eurostat; Council of Europe Gender Equality in Sport, Proposal for Strategic Actions	TÜİK (Turkish Statistical Institute) GDS Federation	Examining web page Requesting information	Once in a year
Coaching	Right to work Equality Gender equality Non-discrimination	1) Number of women and men coaches at each level* 2) Proportion of women and men coaches in total population of coaches at each level* CEDAW Art.11; European Resolution on Women and Sport Art.28; EIGE; Eurostat; Council of Europe Gender Equality in Sport, Proposal for Strategic Actions	TÜİK GDS Federation	Examining web page Requesting information	Once in a year
Coaching	Right to work Equality Gender equality Non-discrimination	1) Number of women and men coaches by branches of sport* 2) Proportion of women and men coaches in total population of coaches in each sport branch* CEDAW Art.11; European Resolution on Women and Sport Art.28; EIGE; Eurostat; Council of Europe Gender Equality in Sport, Proposal for Strategic Actions	TÜİK GDS Federation	Examining web page Requesting information	Once in a year
Coaching	Right to work Equality Gender equality Non-discrimination	1) Number of women and men coaches in national teams* 2) Proportion of women and men coaches in total population of coaches in national teams* CEDAW Art.11; European Resolution on Women and Sport Art.28; EIGE; Eurostat; Council of Europe Gender Equality in Sport, Proposal for Strategic Actions	NONE	Examining activity reports Requesting information	Once in a year
Coaching Education	Gender equality	1) Number of coaches trained in gender equality* 2) Proportion of coaches trained in gender equality in total population of coaches* CEDAW Art.10; Beijing Art.195.d; İstanbul Art.14	NONE	Examining activity reports Requesting information	Once in a year

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Coaching Education	Right to work in safety Gender equality Sporting values	1) Number of sport institutions with gender equality provisions in their codes of ethics prepared for coaches in total number of sport institutions * 2) Proportion of sport institutions with gender equality provisions in their codes of ethics prepared for coaches in total number of sport institutions * European Code of Sports Ethics; IOC	NONE	Requesting information Quantitative survey	Once in a year
Coaching Education	Gender equality (equality in difference)	1) Number of sport institutions providing mentoring for professional development of women coaches* 2) Proportion of sport institutions providing mentoring for professional development of women coaches in all sport institutions* CEDAW Art.10; Art.13.a; CEDAW Recommendation 25.Art.38; Beijing Art.83.m, Art.192.g, Art.178.g; European Resolution on Women and Sport Art.28; Berlin Declaration	NONE	Requesting information Quantitative survey	Once in a year
Coaching Education	Gender equality (equality in difference)	1) Number of women coaches receiving mentoring for their professional development* 2) Proportion of women coaches receiving mentoring in total population of women coaches* CEDAW Art.10; Art.13.a; CEDAW Recommendation 25 Art.38; Beijing Art.83.m, Art.192.g, Art.178.g; European Resolution on Women and Sport Art.28; Berlin Declaration	NONE	Requesting information Quantitative survey	Once in a year
Coaching Research	Gender equality (equality in difference)	1) Number of sport institutions supporting research on coaching and gender* 2) Proportion of sport institutions supporting research on coaching and gender in all sport institutions* CEDAW Art.13.a, CEDAW Recommendation 25 Art.38; Beijing Art.190.f; Kazan Action 4; ICPEPAS Art.6; European Sports Charter Art.11	NONE	Requesting information Quantitative survey	Once in a year
Coaching Data collection	Gender equality	1) Number of sport institutions collecting gender-disaggregated data in the field of coaching* 2) Proportion of sport institutions collecting gender-disaggregated data in the field of coaching * Beijing Art.190, Art.206.a	TÜİK GDS GHSİM Federation	Examining web page Requesting information Quantitative survey	Once in a year

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Coaching Data collection	Gender equality	1) Number of sport institutions sharing with public gender-disaggregated data in the field of coaching * 2) Proportion of sport institutions sharing with public gender-disaggregated data in the field of coaching in all sport institutions* Beijing Art.206.a; ICPEPAS Art.6.4	NONE	Examining web page Requesting information Quantitative survey	Once in a year
Refereeing	Right to work Equality Gender equality Non-discrimination	1) Number of women and men referees in different status* 2) Proportion of women and men referees in total population of referees in each status* CEDAW Art.11; European Resolution on Women and Sport Art.28; Eurostat	GDS GHSİM Federation	Examining web page Requesting information Quantitative survey	Once in a year
Refereeing	Right to work Equality Gender equality Non-discrimination	1) Number of women and men referees by branches of sport* 2) Proportion of women and men referees in total population of referees in each sport branch* CEDAW Art.11; European Resolution on Women and Sport Art.28; Eurostat	GDS GHSİM Federation	Examining web page Requesting information Quantitative survey	Once in a year
Refereeing	Right to work Equality Gender equality Non-discrimination	1) Number of women and men referees assuming duties in international sport institutions/organizations ** 2) Proportion of women and men referees in total population of referees assuming duties in international sport institutions/organizations** CEDAW Art.11; European Resolution on Women and Sport Art.28	NONE	Web page, examining activity report Requesting information Quantitative survey	Once in a year
Refereeing Education	Gender equality	1) Number of referees trained in gender equality* 2) Proportion of referees trained in gender equality in total population of referees* CEDAW Art.10; Beijing Art.195.d; İstanbul Art.14; European Resolution on Women and Sport Art.28, Art.24	NONE	Examining coach training curriculum and course materials	Once in a year
Refereeing Education	Right to work in safety Gender equality Sporting values	1) Number of sport institutions with gender equality provisions in their codes of ethics prepared for referees ** 2) Proportion of sport institutions with gender equality provisions in their codes of ethics prepared for referees in total number of sport institutions ** European Code of Sports Ethics; IOC	NONE	Requesting information Quantitative survey	Once in a year

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Refereeing Education	Gender equality (equality in difference)	1) Number of sport institutions providing mentoring for Professional development of women referees** 2) Proportion of sport institutions providing mentoring for Professional development of women referees ** CEDAW Art.10; Art.13.a; CEDAW Recommendation 25 Art.38; Beijing Art.83.m, Art.192.g, Art.178.g; European Resolution on Women and Sport Art. 28; Berlin Declaration	NONE	Requesting information Quantitative survey	Once in a year
Refereeing Education	Gender equality (equality in difference)	1) Number of women referees receiving mentoring for their professional development ** 2) Proportion of women referees receiving mentoring for their professional development in total population of women referees** CEDAW Art.10; Art.13.a; CEDAW Recommendation 25 Art.38; Beijing Art.83.m, Art.192.g, Art.178.g; European Resolution on Women and Sport Art.28; Berlin Declaration	NONE	Requesting information Quantitative survey	Once in a year
Refereeing Research	Gender equality	1) Number of sport institutions supporting research on refereeing and gender** 2) Proportion of sport institutions supporting research on refereeing and gender in all sport institutions** CEDAW Art.13.a, CEDAW Recommendation 25 Art.38; Beijing Art.190.f; Kazan Action 4; ICPEPAS Art.6; European Sports Charter Art.11	NONE	Requesting information Quantitative survey	Once in a year
Refereeing Data collection	Gender equality	1) Number of sport institutions collecting gender-disaggregated data in the field of refereeing** 2) Proportion of sport institutions collecting gender-disaggregated data in the field of refereeing in all sport institutions** Beijing Art.190, Art.206.a	NONE	Requesting information Quantitative survey	Once in a year
Refereeing Data collection	Gender equality	1) Number of sport institutions sharing with public gender-disaggregated data in the field of refereeing** 2) Proportion of sport institutions sharing with public gender-disaggregated data in the field of refereeing in all sport institutions** Beijing Art.206.a; ICPEPAS Art.6.4	NONE	Requesting information Quantitative survey	Once in a year

* Indicator internationally used and suggested for use in Turkey

** Indicator developed for Turkey

C4. Gender-Based Violence in Sports

Table 11. Indicators suggested for use in the field of gender-based violence in sports

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Sexual harassment and abuse	Right to safe work/life Gender equality	Proportion of frequency of sexual harassment and abuse in sports by gender and sport branches* EIGE	NONE	Quantitative survey	Once in a year
Policy	Right to safe work/life Respect for human dignity Gender equality Sporting values	1) Number of institutions that explicitly include the denial of sexual harassment and abuse in their bylaws, ethic codes or other similar official documents * 2) Proportion of institutions that explicitly include the denial of sexual harassment and abuse in their bylaws, ethic codes or other similar official documents in all sport institutions* Beijing Art. 07. r; European Sports Charter Art. 1.2; European Chart on Women's Rights in Sports; European Resolution on Women and Sport Art. 39; European Union Recommendation on Mainstreaming in Sports Art.33; European Code of Sports Ethics Art. 4.5; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining legislation Quantitative survey	Once in a year
Policy	Right to safe work/life Respect for human dignity Gender equality Sporting values	1) Number of institutions having their policies to prevent sexual harassment and abuse* 2) Proportion of institutions having their policies to prevent sexual harassment and abuse in all sport institutions* Beijing Art.107.r; ICPEPAS Art.93; European Sports Charter Art.1.2; European Chart on Women's Rights in Sports; European Resolution on Women and Sport Art.39; European Union Recommendation on Mainstreaming in Sports Art.33; European Code of Sports Ethics Art.4.5; IOC Consensus Statement on Sexual Harassment and Abuse in Sport; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining legislation Requesting information Quantitative survey	Once in a year

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Policy	Right to safe work/life Respect for human dignity Gender equality Sporting values	1) Number of institutions that have explicit definition of sexual harassment in their policies for the prevention of sexual harassment and abuse* 2) Proportion of institutions that have explicit definition of sexual harassment in their policies for the prevention of sexual harassment and abuse in all sport institutions* Beijing Art.107.r; ICPEPAS Art.93; European Resolution on Women and Sport Art.39; European Code of Sports Ethics Art.4.5; IOC Consensus Statement on Sexual Harassment and Abuse in Sport; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining legislation Requesting information Quantitative survey	Once in a year
Policy	Right to safe work/life Respect for human dignity Gender equality Sporting values	1) Number of institutions that specify penal and discipline provisions in their policies for the prevention of sexual harassment and abuse* 2) Proportion of institutions that specify penal and discipline provisions in their policies for the prevention of sexual harassment and abuse in all sport institutions* Beijing Art.107.r; Kazan Action 4; European Sports Charter Art.1.2; European Resolution on Women and Sport Art.39; European Union Recommendation on Mainstreaming in Sports Art.33; European Code of Sports Ethics Art.4.5; IOC Consensus Statement on Sexual Harassment and Abuse in Sport; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining legislation Requesting information Quantitative survey	Once in a year

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Policy	Right to safe work/life Respect for human dignity Gender equality Sporting values	<p>1) Number of institutions that enforce penal and discipline provisions in the context of sexual harassment and abuse *</p> <p>2) Proportion of institutions that enforce penal and discipline provisions in the context of sexual harassment and abuse in all sport institutions *</p> <p>Beijing Art.107.r, Art.124.c; Kazan Action 4; European Sports Charter Art.1.2; European Resolution on Women and Sport Art.39; European Union Recommendation on Mainstreaming in Sports Art.33; European Code of Sports Ethics Art.4.5; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport</p>	NONE	Examining legislation Requesting information Quantitative survey	Once in a year
Policy	Right to safe work/life Respect for human dignity Gender equality Sporting values	<p>1) Number of institutions that have their complaint mechanisms for reporting cases of sexual harassment and abuse*</p> <p>2) Proportion of institutions that have their complaint mechanisms for reporting cases of sexual harassment and abuse in all sport institutions*</p> <p>Beijing Art.107.r; Kazan Action 4; European Sports Charter Art.1.2; European Resolution on Women and Sport Art.39; European Union Recommendation on Mainstreaming in Sports Art. 33; European Code of Sports Ethics Art.4.5; IOC Consensus Statement on Sexual Harassment and Abuse in Sport; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport</p>	NONE	Examining legislation Requesting information Quantitative survey	Once in a year

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Policy	Right to safe work/life Respect for human dignity Gender equality Sporting values	1) Number of institutions that have their support mechanisms for victims of sexual harassment and abuse * 2) Proportion of institutions that have their support mechanisms for victims of sexual harassment and abuse in all sport institutions* Beijing Art.107.r, Art.124.d; Kazan Action 4; European Sports Charter Art.1.2; European Resolution on Women and Sport Art.39; European Union Recommendation on Mainstreaming in Sports Art. 33; European Code of Sports Ethics Art.4.5; IOC Consensus Statement on Sexual Harassment and Abuse in Sport; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining legislation Requesting information Quantitative survey	Once in a year
Education	Right to safe work/life Gender equality Sporting values	1) Number of athletes trained in prevention of sexual harassment and abuse* 2) Proportion of athletes trained in prevention of sexual harassment and abuse in total number of athletes* CEDAW Art.10; Beijing Art.107.r, Art.126.b; Kazan Action 4; European Sports Charter Art.1.2; European Resolution on Women and Sport Art.39; European Chart on Women's Rights in Sports; European Code of Sports Ethics Art.4.5; IOC Consensus Statement on Sexual Harassment and Abuse in Sport; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining activity reports Quantitative survey	Once in a year

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Education	Right to safe work/life Gender equality Sporting values	1) Number of athlete families trained in prevention of sexual harassment and abuse * 2) Proportion of athlete families trained in prevention of sexual harassment and abuse in total number of athlete families* CEDAW Art.10; Beijing Art.107.r, Art.126.b; Kazan Action 4; European Sports Charter Art. 1.2; European Resolution on Women and Sport Art.39; European Chart on Women's Rights in Sports; European Code of Sports Ethics Art. 4.5; IOC Consensus Statement on Sexual Harassment and Abuse in Sport; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining activity reports Quantitative survey	Once in a year
Education	Right to safe work/life Gender equality Sporting values	1) Number of coaches trained in prevention of sexual harassment and abuse * 2) Proportion of coaches trained in prevention of sexual harassment and abuse in total number of coaches * CEDAW Art.10; Beijing Art.107.r, Art.126.b; Kazan Action 4; European Sports Charter Art.1.2; European Resolution on Women and Sport Art.39; European Chart on Women's Rights in Sports; European Code of Sports Ethics Art.4.5; IOC Consensus Statement on Sexual Harassment and Abuse in Sport; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining activity reports Quantitative survey	Once in a year

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Education	Right to safe work/life Gender equality Sporting values	1) Number of personnel in institutions trained in prevention of sexual harassment and abuse * 2) Proportion of personnel trained in prevention of sexual harassment and abuse in total number of personnel * CEDAW Art.10; Beijing Art.107.r, Art.126.b; Kazan Action 4; European Sports Charter Art. 1.2; European Resolution on Women and Sport Art.39; European Chart on Women's Rights in Sports; European Code of Sports Ethics Art.4.5; IOC Consensus Statement on Sexual Harassment and Abuse in Sport; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining activity reports Quantitative survey	Once in a year
Education	Right to safe work/life Gender equality Sporting values	1) Number of managers trained in prevention of sexual harassment and abuse * 2) Proportion of managers trained in prevention of sexual harassment and abuse in total number of managers * CEDAW Art.10; Beijing Art.107.r, Art.126.b; Kazan Action 4; European Sports Charter Art.1.2; European Resolution on Women and Sport Art.39; European Chart on Women's Rights in Sports; European Code of Sports Ethics Art.4.5; IOC Consensus Statement on Sexual Harassment and Abuse in Sport; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining activity reports Quantitative survey	Once in a year
Data collection	Gender equality Sporting values	1) Number of sport institutions collecting data on sexual harassment and abuse in sport* 2) Proportion of institutions collecting data on sexual harassment and abuse in all sport institutions* Beijing Art.190, Art.129.a; European Union Resolution on the Prevention of Sexual Abuse of Women, Young People and Children in Sport	NONE	Quantitative survey	Once in a year

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Data collection	Gender equality Sporting values	1) Number of sport institutions sharing with public data on sexual harassment and abuse in sport * 2) Proportion of sport institutions sharing with public data on sexual harassment and abuse in sports in all sport institutions* Beijing Art.190, Art.129.a; European Union Resolution on the Prevention of Sexual Abuse of Women, Young People and Children in Sport	NONE	Quantitative survey	Once in a year
Research	Gender equality Sporting values	1) Number of sport institutions supporting research in sexual harassment and abuse in sport * 2) Proportion of sport institutions supporting research in sexual harassment and abuse in all sport institutions* CEDAW Art.13.a, CEDAW Recommendation 25 Art.38; Beijing Art.190.f; Kazan Action 4; ICPEPAS Art.6; European Sports Charter Art.11; European Union Resolution on the Prevention of Sexual Abuse of Women, Young People and Children in Sport ; IOC Consensus Statement on Sexual Harassment and Abuse in Sport	NONE	Quantitative survey	Once in a year

* Indicator internationally used and suggested for use in Turkey

** Indicator developed for Turkey

C5. Gender Equality in Sports Media

Table 12. Indicators suggested for use is assessing gender equality in sports media

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Representation	Equality Gender equality Non-discrimination	1) Number of news features on women and men athletes* 2) Proportion of news features on women and men athletes in total news features on sports* European Chart on Women's Rights in Sports; Council of Europe Gender Equality in Sport, Proposal for Strategic Actions; EIGE	YÖK academic theses database Refereed journals	Quantitative survey	Monthly
Representation	Equality Gender equality Non-discrimination	1) Number of news features on women and men athletes presented by using gender stereotypes * 2) Proportion of news features on women and men athletes presented by using gender stereotypes in all news features on athletes * Beijing Art.243	YÖK academic theses database Refereed journals	Quantitative survey	Monthly
Representation	Right to work Equality Gender equality Non-discrimination	1) Number of women and men working in sports media (writers, journalist, correspondents, editors, etc.) * 2) Proportion of women and men in total number of persons working in sports media* CEDAW Art.11; Kazan Action 4; European Chart on Women's Rights in Sports; Council of Europe Gender Equality in Sport, Proposal for Strategic Actions; EIGE	NONE	Quantitative survey	Once in a year
Representation	Right to work Equality Gender equality Non-discrimination	1) Number of women and men working in press units of sport institutions** 2) Proportion of women and men in all personnel working in press units of sport institutions** CEDAW Art.11; European Chart on Women's Rights in Sports; EIGE; Eurostat	NONE	Requesting information Quantitative survey	Once in a year

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Representation	Gender equality Non-discrimination	Number of publications by sports institutions using sexist language (i.e. Ms. man of sports, sportsmanship, technical man, etc.) (in bulletins, periodicals, web pages, social media, etc.) ** Beijing Art. 243; Kazan Action 4	NONE	Quantitative survey	Once in a month
Representation	Gender equality	1) Number of sport institutions with action plans targeting higher representation of women athletes * 2) Proportion of sport institutions with action plans targeting higher representation of women athletes * CEDAW Art.13.a; CEDAW Recommendation 25 Art.38; Kazan Action 4	NONE	Strategic plan examination Quantitative survey	Once in a year
Gender equality in sports media	Gender equality Non-discrimination	1) Number of sport institutions/organizations highlighting gender equality in their promotional materials (i.e. mascots, logos, etc.) ** 2) Proportion of sport institutions/organizations highlighting gender equality in their promotional materials **	NONE	Web page materials	Once in a year
Research	Gender equality	1) Number of sport institutions supporting research on sports media and gender equality * 2) Proportion of sport institutions supporting research on sports media and gender equality * CEDAW Art.13.a, CEDAW Recommendation 25 Art.38; Beijing Art. 190.f; Kazan Action 4; ICPEPAS Art. 6; European Sports Charter Art. 11	NONE	Activity report Quantitative survey	Once in a year

Theme	Relevant Human Right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Data collection	Gender equality	1) Number of sport institutions in sports media collecting gender-disaggregated data* 2) Proportion of sport institutions in sports media collecting gender-disaggregated data * Beijing Art.190, Art.206.a	NONE	Activity report Quantitative survey	Once in a year
Awareness building campaign	Gender equality	Number of campaigns in building gender awareness in the field of sport conducted through the media* Berlin Art.1.27; Kazan Action 4	NONE	Web page Media survey Activity report	Once in a year

* Indicator internationally used and suggested for use in Turkey

** Indicator developed for Turkey

C6. Gender Equality in Sports Education

Table 13. Indicators suggested for use in the field of gender equality in sports education

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Participation in physical education	Right to education Right to participation in physical education Equality Gender equality Non-discrimination	1) Number of female and male students taking game and physical activities course in primary school * 2) Proportion of female and male students taking game and physical activities course in total number of primary school students* UDHR Art.26; CEDAW Art.10; Beijing Art.83; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art. 1, Md5; White Book in Sports Art.9	NONE	Quantitative survey	Once in a year

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Participation in physical education	Right to education Right to participation in physical education Equality Gender equality Non-discrimination	1) Number of female and male students taking physical education and sport course in secondary school * 2) Proportion of female and male students taking physical education and sport course in total number of secondary school students* UDHR Art.26; CEDAW Art.10; Beijing Art.83; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	NONE	Quantitative survey	Once in a year
Participation in physical education	Right to education Right to participation in physical education Equality Gender equality Non-discrimination	1) Number of female and male students taking physical education and sport course in high school * 2) Proportion of female and male students taking physical education and sport course in total number of high school students* UDHR Art.6; CEDAW Art.10; Beijing Art.83; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	NONE	Quantitative survey	Once in a year
Participation in physical education	Right to education Right to participation in physical education Equality Gender equality Non-discrimination	1) Number of female and male students taking elective sport and physical activity course in secondary school** 2) Proportion of female and male secondary school students taking elective sport and physical activity course in total number of students taking this course ** UDHR Art.26; CEDAW Art.10; Beijing Art.83; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	NONE	MEB Requesting information Quantitative survey	Once in a year

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Participation in physical education	Right to education Right to participation in physical education Equality Gender equality Non-discrimination	1) Number of female and male students not participating to game and physical activities course in primary school (on medical report) ** 2) Proportion of female and male students not participating to game and physical activities course (on medical report) in total number of primary school students** UDHR Art.26; CEDAW Art.10; Beijing Art.83; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	NONE	Quantitative survey	Once in a year
Participation in physical education	Right to education Right to participation in physical education Equality Gender equality Non-discrimination	1) Number of female and male students not taking physical education and sport course (on medical report) in secondary school** 2) Proportion of female and male students not taking physical education and sport course (on medical report) in secondary school in all students enrolled to secondary school** UDHR Art.26; CEDAW Art.10; Beijing Art.83; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	NONE	Quantitative survey	Once in a year
Participation in physical education	Right to education Right to participation in physical education Equality Gender equality Non-discrimination	1) Number of female and male students not taking physical education and sport course (on medical report) in high school** 2) Proportion of female and male students not taking physical education and sport course (on medical report) in high school in all students enrolled to high school** UDHR Art.26; CEDAW Art.10; Beijing Art.83; ICPEPAS Md1.; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	NONE	Quantitative survey	Once in a year

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Education materials	Gender equality	Number of physical education and sport textbooks and materials supporting gender equality (in content, discourse and visuals used)* - Primary school - Secondary school - High school Beijing Art.83; CEDAW Art.10; İstanbul Art.14; ICPEPAS Art.9; Council of Europe Recommendation 2015	NONE	Quantitative survey	Once in a year
Vocational training	Right to education Right to work Equality Gender equality Non-discrimination	1) Proportion of women and men quotas applied in admittance tests of higher education institutions teaching in sports (teaching in physical education, sport management, recreation, coaching) ** 2) Proportion of women and men quotas applied in admittance tests of higher education institutions teaching in sports (teaching in physical education, sport management, recreation, coaching) in all quotas applied** UDHR Art.26; CEDAW Art.10; Beijing Art.83; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	NONE	Examining faculty web pages Requesting information	Once in a year
Coaching	Right to work Equality Gender equality Non-discrimination	1) Number of women and men coaches working in university sport teams** 2) Proportion of women and men coaches in total number of coaches working in university sport teams** CEDAW Art.10; YÖK Position Statement	NONE	Quantitative survey	Once in a year
Education	Gender equality	1) Number of physical education teachers trained in gender equality** 2) Proportion of physical education teachers trained in gender equality in all teachers** CEDAW Art.10	NONE	Quantitative survey	Once in a year

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Education	Gender equality	1) Proportion of students trained in gender equality in students enrolled to departments/faculties teaching in sports* 2) Proportion of students trained in gender equality in total number of students enrolled to departments/faculties teaching in sports * CEDAW Art.10; İstanbul Art.14; YÖK Position Statement	NONE	Quantitative survey	Once in a year
Education	Gender equality	1) Number of academic personnel in departments/faculties teaching in sports trained in gender equality* 2) Proportion of academic personnel trained in gender equality in total faculty members in departments/faculties teaching in sports * CEDAW Art.10; YÖK Position Statement	NONE	Quantitative survey	Once in a year
Education	Gender equality	1) Number of departments/faculties teaching in sports that included gender equality in their teaching programmes ** 2) Proportion of departments/faculties teaching in sports that included gender equality in their teaching programmes in all departments/faculties teaching in sports ** CEDAW Art.10; İstanbul Art.14; YÖK Position Statement	NONE	Quantitative survey	Once in a year

* Indicator internationally used and suggested for use in Turkey

** Indicator developed for Turkey

D. Indicators to be Used in Provinces

D1. Gender Equality in Sport Participation

Table 14. Indicators suggested for use in relation to the field of gender equality in sport participation in provinces

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Sport participation	Right to work Right to participation in sports Equality Gender equality	1) Number of sport activities organized for women and men * 2) Proportion of sport activities organized for women and men in total number of organizations* CEDAW Art.10.g, Art.11, Art.13.c; European Resolution on Women and Sport Art.27, Art. 2.8; ICPEPAS Md1.1; European Sports Charter Art.1	NONE	GDS/ GHSIM Examining federation's activity report Requesting information	Once in a year
Research	Gender equality	1) Number of sport institutions collecting gender-disaggregated data in the field of sport participation * 2) Proportion of institutions collecting gender-disaggregated data with respect to:* - Number of athletes - Number of sport organizations - Number of athletes with achievement - Number of awards given Beijing Art.190, Art.206.a; European Resolution on Women and Sport, Art.30; Recommendation on Gender Mainstreaming in Sport Art.35.	NONE	GDS/ GHSIM Examining federation's web site, activity report and strategic plan	Once in a year
Research	Gender equality	1) Number of sport institutions sharing with public gender-disaggregated data in the field of sport participation* 2) Proportion of sport institutions sharing with public gender-disaggregated data in the field of sport participation* Beijing Art. 206.a; Recommendation on Gender Mainstreaming in Sport Art.35.	NONE	GDS/ GHSIM Examining federation's web site, activity report and strategic plan	Once in a year

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Sport participation	Right to work Right to participation in sports Equality Gender equality	1) Number of women/men and girls/boys dropping sports * 2) Proportion of women/men and girls/boys dropping sports in total number of droppers* CEDAW Art.10.g, Art. 11, Art. 13.c; ICPEPAS Art. 1.1; European Sports Charter Art. 1; EIGE; Gender Equality in Sport, Strategic Plan Proposal	NONE	Quantitative survey	Once in a year At the same date every year
Safe access and working environment	Right to work in safety Gender equality	1) Number of sport facilities with relevant safety measures * 2) Proportion of sport facilities with relevant safety measures in all sport facilities* - Lightening - Safety - Transportation CEDAW Art.11.f; CEDAW Recommendation 25 Art.38; Beijing Art.83.m; ICPEPAS Art.1.3, Art.4; European Chart on Women's Rights in Sports Art.1; European Resolution on Women and Sport Art.23	NONE	GDS/ GHSİM Examining activity reports Requesting information Quantitative survey	Once in a year

* Indicator internationally used and suggested for use in Turkey

** Indicator developed for Turkey

D2. Gender Equality in Decision Making in Sports

Table 15. Indicators suggested for use in the field of gender equality in decision making in sports in provinces

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Education	Equality Gender equality	1) Number of management board members in sport institutions who received training in gender equality * 2) Proportion of board members who received training in gender equality in all board members in sport institutions* CEDAW Art.10; Beijing Art.195.d; İstanbul Art.14; European Resolution on Women and Sport Art.28	NONE	Requesting information Quantitative survey	Once in a year
Education	Equality Gender equality	1) Number of employees in sport institutions who received training in gender equality * 2) Proportion of employees who received training in gender equality in all employees of sport institutions * CEDAW Art.10; Beijing Art.195.d; İstanbul Art.14.	NONE	Requesting information Quantitative survey	Once in a year
Education	Gender equality (Equality in difference)	1) Number of women manager candidates who received training in mentoring/ leadership offered by sport institutions * 2) Proportion of women manager candidates who received training in mentoring/leadership * CEDAW Art.10, Art.3.a, CEDAW Recommendation 25 Art.38; Beijing Art.83, Art.195.a, Art.195.b, Art.192.g; European Resolution on Women and Sport Art.28; Berlin Art.1.26; European Chart on Women’s Rights in Sports	NONE	Requesting information Quantitative survey	Once in a year

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Data collection	Gender equality	1) Number of sport institutions collecting gender-disaggregated data in the field of sport management * 2) Proportion of sport institutions collecting gender-disaggregated data in the field of sport management * Beijing Art.190, Art.206.a	NONE	Examining activity reports Requesting information Quantitative survey	Once in a year
Data collection	Gender equality	1) Number of sport institutions sharing gender-disaggregated data in the field of sport management* 2) Proportion of sport institutions sharing gender-disaggregated data in the field of sport management * Beijing Art. 206.a; ICPEPAS Art. 6.4	NONE	Examining activity reports Requesting information Quantitative survey	Once in a year

* Indicator internationally used and suggested for use in Turkey

** Indicator developed for Turkey

D3. Gender Equality in Coaching and Refereeship

Table 16. Indicators suggested for use in relation to the field of gender equality in coaching and refereeing in provinces

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Coaching	Right to work Equality Gender equality	1) Number of women and men coaches with coaching certificate* 2) Proportion of women and men coaches in total number of coaches with coaching certificate* CEDAW Art.11; European Resolution on Women and Sport Art.28; EIGE; Eurostat; Council of Europe Gender Equality in Sport, Proposal for Strategic Actions	TÜİK GDS Federation	Examining web page Requesting information	Once in a year
Coaching	Right to work Equality Gender equality	1) Number of women and men coaches at each level* 2) Proportion of women and men coaches in total number of coaches in each level* CEDAW Art. 11; European Resolution on Women and Sport Art. 28; EIGE; Eurostat; Council of Europe Gender Equality in Sport, Proposal for Strategic Actions	TÜİK GDS Federation	Examining web page Requesting information	Once in a year

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Coaching	Right to work Equality Gender equality	1) Number of women and men coaches by branches of sport* 2) Proportion of women and men coaches in total number of coaches in each sport branch * CEDAW Art. 11; European Resolution on Women and Sport Art. 28; EIGE; Eurostat; Council of Europe Gender Equality in Sport, Proposal for Strategic Actions	TÜİK GDS Federation	Examining web page Requesting information	Once in a year
Coaching Education	Gender equality	1) Number of coaches trained in gender equality* 2) Proportion of coaches trained in gender equality in total number of coaches* CEDAW Art.10; Beijing Art.195.d; Istanbul Art.14	NONE	Examining activity reports Requesting information	Once in a year
Coaching Education	Gender equality (equality in difference)	1) Number of women coaches receiving mentoring for their professional development * 2) Proportion of women coaches in total number of women coaches* CEDAW Art.10; Art.13.a; CEDAW Recommendation 25 Art. 3.8; Beijing Art.83.m, Art.192.g, Art.178.g; European Resolution on Women and Sport Art.28; Berlin Declaration	NONE	Requesting information Quantitative survey	Once in a year
Refereeing	Right to work Equality Gender equality	1) Number of women and men referees in different status* 2) Proportion of women and men referees in total number of referees in each status* CEDAW Art.11; European Resolution on Women and Sport Art.28; Eurostat	GDS GHSİM Federation	Examining web page Requesting information Quantitative survey	Once in a year
Refereeing	Right to work Equality Gender equality	1) Number of women and men referees by branches of sport* 2) Proportion of women and men referees in total referees in each branch* CEDAW Art. 11; European Resolution on Women and Sport Art.28; Eurostat	GDS GHSİM Federation	Examining web page Requesting information Quantitative survey	Once in a year
Refereeing Education	Gender equality	1) Number of referees trained in gender equality* 2) Proportion of referees trained in gender equality in total population of referees* CEDAW Art.10; Beijing Art. 195.d; Istanbul Art.14; European Resolution on Women and Sport Art.28, Art.24	NONE	Examining coach training curriculum and course materials	Once in a year

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Refereeing Education	Gender equality (equality in difference)	1) Number of women coaches receiving mentoring for their professional development** 2) Proportion of women coaches receiving mentoring in total number of women coaches** CEDAW Art.10; Art. 13.a; CEDAW Recommendation 25 Art. 38; Beijing Art. 83.m, Art. 192.g, Art. 178.g; European Resolution on Women and Sport Art. 28; Berlin Declaration	NONE	Requesting information Quantitative survey	Once in a year

* Indicator internationally used and suggested for use in Turkey

** Indicator developed for Turkey

D4. Gender-Based Violence in Sport

Table 17. Indicators suggested for use in relation to the field of gender-based violence in sports in provinces

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Sexual harassment and abuse	Right to safe work/life Gender equality	Proportion of frequency of cases of sexual harassment and abuse in sports by gender and sport branches* EIGE	NONE	Quantitative survey	Once in a year
Education	Right to safe work/life Gender equality	1) Number of athletes trained in prevention of sexual abuse and harassment* 2) Proportion of athletes trained in prevention of sexual abuse and harassment in total number of athletes* CEDAW Art.10; Beijing Art.107.r, Art.126.b; Kazan Action 4; European Sports Charter Art.1.2; European Resolution on Women and Sport Art.39; European Chart on Women's Rights in Sports; European Code of Sports Ethics Art.4.5; IOC Consensus Statement on Sexual Harassment and Abuse in Sport; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining activity reports Quantitative survey	Once in a year

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Education	Right to safe work/life Gender equality	1) Number of families of athletes trained in prevention of sexual abuse and harassment* 2) Proportion of families of athletes trained in prevention of sexual abuse and harassment in total number of families of athletes * CEDAW Art. 10; Beijing Art. 107.r, Art. 126.b; Kazan Action 4; European Sports Charter Art. 1.2; European Resolution on Women and Sport Art. 39; European Chart on Women's Rights in Sports; European Code of Sports Ethics Art. 4.5; IOC Consensus Statement on Sexual Harassment and Abuse in Sport; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining activity reports Quantitative survey	Once in a year
Education	Right to safe work/life Gender equality	1) Number of coaches trained in prevention of sexual abuse and harassment * 2) Proportion of coaches trained in prevention of sexual abuse and harassment in total number coaches * CEDAW Art. 10; Beijing Art. 107.r, Art. 126.b; Kazan Action 4; European Sports Charter Art. 1.2; European Resolution on Women and Sport Art. 39; European Chart on Women's Rights in Sports; European Code of Sports Ethics Art. 4.5; IOC Consensus Statement on Sexual Harassment and Abuse in Sport; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining activity reports Quantitative survey	Once in a year
Education	Right to safe work/life Gender equality	1) Number of personnel in institutions trained in prevention of sexual abuse and harassment * 2) Proportion of personnel in institutions trained in prevention of sexual abuse and harassment in total personnel* CEDAW Art. 10; Beijing Art. 107.r, Art. 126.b; Kazan Action 4; European Sports Charter Art. 1.2; European Resolution on Women and Sport Art 39; European Chart on Women's Rights in Sports; European Code of Sports Ethics Art.4.5; IOC Consensus Statement on Sexual Harassment and Abuse in Sport; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining activity reports Quantitative survey	Once in a year

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Education	Right to safe work/life Gender equality	1) Number of managers trained in prevention of sexual abuse and harassment * 2) Proportion of managers trained in prevention of sexual abuse and harassment in total number of managers* CEDAW Art.10; Beijing Art.107.r, Art.126.b; Kazan Action 4; European Sports Charter Art.1.2; European Resolution on Women and Sport Art.39; European Chart on Women's Rights in Sports; European Code of Sports Ethics Art.4.5; IOC Consensus Statement on Sexual Harassment and Abuse in Sport; IOC Toolkit to Safeguard Athletes from Harassment and Abuse in Sport	NONE	Examining activity reports Quantitative survey	Once in a year

* Indicator internationally used and suggested for use in Turkey

** Indicator developed for Turkey

D5. Gender Equality in Sports Media

Table 18. Indicators suggested for use in relation to the field of gender equality in sports media in provinces

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Representation	Equality Gender equality	1) Number of media news on women and men athletes* 2) Proportion of media news on women and men athletes in all news features in sports* European Chart on Women's Rights in Sports; Council of Europe Gender Equality in Sport, Proposal for Strategic Actions; EIGE	YÖK academic theses database Refereed journals	Quantitative survey	Monthly
Representation	Equality Gender equality	1) Number of media news about women and men athletes presented by using gender stereotypes* 2) Proportion of media news about women and men athletes in total sports news presented by using gender stereotypes * Beijing Art.243	YÖK academic theses database Refereed journals	Quantitative survey	Monthly
Representation	Right to work Equality Gender equality	1) Number of women and men working in sports media (writers, journalists, photographers, correspondents, editors, etc.) * 2) Proportion of women and men in total community in sports media* CEDAW Art. 11; Kazan Action 4; European Chart on Women's Rights in Sports; Council of Europe Gender Equality in Sport, Proposal for Strategic Actions; EIGE	NONE	Quantitative survey	Once in a year
Gender equality in sports media	Gender equality	1) Number of sport institutions/organizations giving place to gender equality in their promotional materials (i.e. mascots, logos, etc.) ** 2) Proportion of sport institutions/organizations giving place to gender equality in their promotional materials in total sport institutions/organizations**	NONE	Web site, Examining materials	Once in a year

* Indicator internationally used and suggested for use in Turkey

** Indicator developed for Turkey

D6. Gender Equality in Sports Education

Table 19. Indicators suggested for use in the field of gender equality in sports education in provinces

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Participation in physical education	Right to education Right to participation in physical education Equality Gender equality	1) Number of female and male students taking game and physical activities course in primary school * 2) Proportion of female and male students taking game and physical activities course in total number of primary school students* UDHR Art.26; CEDAW Art.10; Beijing Art.83; ICPEPAS Art. 1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	NONE	Quantitative survey	Once in a year
Participation in physical education	Right to education Right to participation in physical education Equality Gender equality	1) Number of female and male students taking physical education and sport course in secondary school* 2) Proportion of female and male students taking physical education and sport course total number of secondary school students * UDHR Art.26; CEDAW Art.10; Beijing Art.83; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	NONE	Quantitative survey	Once in a year
Participation in physical education	Right to education Right to participation in physical education Equality Gender equality	1) Number of female and male students taking physical education and sport course in high school * 2) Proportion of female and male students taking physical education and sport course total number of high school students * UDHR Art.26; CEDAW Art.10; Beijing Art.83; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	NONE	Quantitative survey	Once in a year
Participation in physical education	Right to education Right to participation in physical education Equality Gender equality	1) Number of female and male students taking elective sport and physical activities course in secondary school** 2) Proportion of female and male secondary school students taking elective sport and physical activities course in total number of students taking this course ** UDHR Art.26; CEDAW Art.10; Beijing Art.83; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	NONE	MEB Requesting information Quantitative survey	Once in a year

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Participation in physical education	Right to education Right to participation in physical education Equality Gender equality	1) Number of female and male students not participating to game and physical activities course in primary school (on medical report) ** 2) Proportion of female and male students not participating to game and physical activities course (on medical report) in total number of primary school students** UDHR Art. 2.6; CEDAW Art.10; Beijing Art.83; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	NONE	Quantitative survey	Once in a year
Participation in physical education	Right to education Right to participation in physical education Equality Gender equality	1) Number of female and male students not taking physical education and sport course in secondary school (on medical report) ** 2) Proportion of female and male students not taking physical education and sport course (on medical report) in total number of secondary school students** UDHR Art. 26; CEDAW Art.10; Beijing Art.83; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	NONE	Quantitative survey	Once in a year
Participation in physical education	Right to education Right to participation in physical education Equality Gender equality	1) Number of female and male students not taking physical education and sport course in high school (on medical report) ** 2) Proportion of female and male students not taking physical education and sport course (on medical report) in total number of high school students** UDHR Art.26; CEDAW Art.10; Beijing Art.3; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Art.5; White Book in Sports Art.9	NONE	Quantitative survey	Once in a year

Theme	Relevant human right(s)	Indicator	Suggested data source	Suggested data collection method	Suggested data collection frequency
Vocational training	Right to education Right to work Equality Gender equality	1) Proportion of women and men quotas applied in admittance tests of higher education institutions teaching in sports (teaching in physical education, sport management, recreation, coaching) ** 2) Proportion of women and men quotas applied in admittance tests of higher education institutions teaching in sports (teaching in physical education, sport management, recreation, coaching) in all quotas applied** UDHR Art.26; CEDAW Art.10; Beijing Art.83; ICPEPAS Art.1; Berlin Art.1; European Sports Charter Art.1, Md5.; White Book in Sports Art.9	NONE	Examining faculty web pages Requesting information	Once in a year
Coaching	Right to work Equality Gender equality	1) Number of women and men coaches working in university sport teams** 2) Proportion of women and men coaches in total number of coaches working in university sport teams** CEDAW Art.10; YÖK Position Statement	NONE	Quantitative survey	Once in a year
Education	Gender equality	1) Number of physical education teachers trained in gender equality ** 2) Proportion of physical education teachers trained in gender equality in all teachers** CEDAW Art.10	NONE	Quantitative survey	Once in a year
Education	Gender equality	1) Proportion of students trained in gender equality in students enrolled to departments/faculties teaching in sports* 2) Proportion of students trained in gender equality in total number of students enrolled to departments/faculties teaching in sports * CEDAW Art.10; İstanbul Art.14; YÖK Position Statement	NONE	Quantitative survey	Once in a year
Education	Gender equality	1) Number of academic personnel in departments/faculties teaching in sports trained in gender equality* 2) Proportion of academic personnel trained in gender equality in total faculty members in departments departments/faculties teaching in sports * CEDAW Art.10; YÖK Position Statement	NONE	Quantitative survey	Once in a year

* Indicator internationally used and suggested for use in Turkey

** Indicator developed for Turkey

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