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Report on Women's Social Integration Through Sport and Gender Equality Status in Participating Countries

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Introduction

The main objective of the project titled Leveraging Sports for Women Empowerment, LESS4MORE is to improve women's participation in sport and thus, gender equality through sport, trying to reduce all kinds of gender discrimination and to empower women through practicing physical activities to a better and ambitious social integration.

Target groups and project final beneficiaries are:

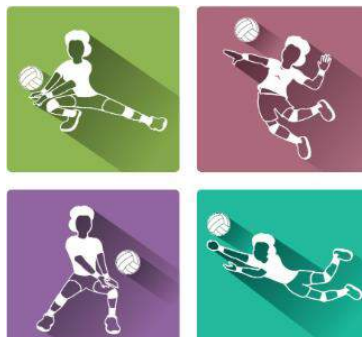
- women, aged 20-45 interested in sport for an active living and socializing, but with fewer opportunities;
- women from disadvantaged groups (minorities, migrants, physically challenged), with the intention of social integration and/or rehabilitation;
- female sport instructors, coaches and social workers lacking awareness, information and coherent education regarding gender issues;
- sports clubs and associations involved in feminine sports;
- local authorities: to adopt special plans on women participation in sport;
- governing bodies: to adopt a coherent policy for encouraging women participation in sport and physical activities, fighting all types of gender discrimination.

In order foster the project outcomes, best practices are identified, gathered, and recorded by all partners, which task is coordinated by the Hungarian University of Sports Science (HUSS) within WP1. The aim of WP1 is to scan the current situation on women participation vs gender issues in sport and how the participating countries are dealing with.

In order to meet one of the specific objectives, namely fostering cooperation across different regions through joint initiatives it is an excellent tool to learn from the presented best practices. In more detailed description: "fostering a European network dedicated to empowering women through sport, to promote best practices, transfer of knowledge and experiences, promote collaboration between sports entities and set the premise of local/national public policy related to gender equality in sport".

To learn more about project and partners, please visit the official website:

<https://les4more.eu/>



Purpose of the project and producing the report

The main purpose why the partnership was set up and started the project is to improve female participation in sport, which is statistically proven to be lower than in case of males citizens. In other words, with the project partners' work and effort towards gender equality through sport, we are trying to reduce all kinds of gender discrimination and to empower women through practicing physical activities to a better and ambitious social integration.

From the generic level to come to the daily practice of sport, our goal is to attract more women to sport, by offering adequate opportunities and games. One of the best methods to learn new ways, different forms of exercise is to study other communities' best practices. Therefore, we edited this handbook and share the information among us and with the European fellows.

As the other purpose is to educate/train women coaches and sport instructors committed to support the principle of equal opportunities and equal representation in sport, we are supporting their learning process and experience with this handbook.

That means the project will target women in search of new possibilities to express themselves, to boldly engage for an active life. The project also addresses the social inclusion of women from disadvantaged groups as ethnical minorities, migrants, trans and gender-diverse people as well as physically challenged women.

In order to achieve this objective, the project a) engages women in regular physical activity through an innovative multidisciplinary indoor/outdoor sport programme that encourage participants to have fun and feel challenged, and b) trains female coaches in a modular cascade training, with the goals that coaches will become experts in the 3 different disciplines and acquire the natural ability to build relationships to organize and support women groups, in this sporting context.



Sport Inclusion Toolkit Increasing opportunities for migrant and minority women (2021)

The Sport Inclusion Toolkit is a document that provides guidelines and tools for sports clubs and organisations to increase the opportunities and participation of migrant and minority women in sports. The toolkit is based on the SPIN Women project, which is a pan-European initiative co-funded by the Erasmus+ Programme.

This document is a toolkit that provides guidelines and tools for sports clubs and organisations to increase the opportunities and participation of migrant and minority women in sports and physical activities. It is based on the findings and experiences of the SPIN Women project was a European initiative that aims to promote social inclusion and equal opportunities of women and girls with an immigrant or ethnic minority background through sport.

The toolkit consists of four main sections:

- **Introduction:** This section explains the background and objectives of the SPIN Women project, as well as the definitions and concepts used in the toolkit. It also provides some statistics and facts about the situation and challenges of migrant and minority women in sport and society in Europe.
- **Barriers:** This section identifies and analyses the main barriers and obstacles that prevent migrant and minority women from accessing and participating in sport and physical activities. These barriers include personal, cultural, structural, and institutional factors, as well as the lack of awareness and sensitivity among sport providers and stakeholders.
- **Guidelines and tools for sports clubs and organisations:** This section offers practical recommendations and examples of good practices for sports clubs and organisations to create a more inclusive and welcoming environment for migrant and



minority women. It covers topics such as communication, outreach, recruitment, retention, empowerment, leadership, and intercultural competence.

- **Training programme & practical methods for coaches:** This section presents a training programme and a set of practical methods for coaches and trainers who work with migrant and minority women. The training programme aims to enhance the coaches' knowledge, skills, and attitudes to foster the inclusion and empowerment of migrant and minority women in sport. The practical methods are exercises and activities that can be used in different sport settings and contexts to address various aspects of inclusion, such as trust, respect, diversity, cooperation, and identity. The outlined training programmes and some practical methods for coaches are about to enhance the participants' intercultural competences and skills, such as self-reflection, awareness, communication, adaptation, and evaluation.

The toolkit **identifies some of the barriers** that prevent migrant and minority women from engaging in sports, such as:

- **Lack of information and awareness:** Many migrant and minority women are not aware of the existing sport programmes and opportunities in their communities, or they do not receive adequate information about them. This can be due to language barriers, cultural differences, or limited access to media and communication channels.
- **Lack of resources and facilities:** Many migrant and minority women face economic and social challenges that limit their access to sport facilities and equipment. They may also lack transportation, childcare, or time to participate in sports. Additionally, some sport facilities may not be suitable or welcoming for migrant and minority women, due to factors such as location, safety, hygiene, or dress code.
- **Lack of motivation and confidence:** Many migrant and minority women may not feel motivated or confident to join sport activities, due to low self-esteem, lack of role models, or fear of discrimination and harassment. They may also face pressure from their families or communities to conform to traditional gender roles and norms, which may discourage them from pursuing their sport interests and aspirations.
- **Lack of representation and participation:** Many migrant and minority women are underrepresented and excluded from sport governance and leadership positions, as well as from sport media and public discourse. They may also face barriers to participate in mainstream sport clubs and organisations, due to cultural, religious, or linguistic differences, or due to prejudice and stereotypes from other sport stakeholders.

The toolkit also provides some **guidelines and tools** for sports clubs and organisations to overcome these barriers and promote the inclusion and empowerment of migrant and minority women in sports, such as:

- **Creating a welcoming and supportive environment:** Sports clubs and organisations should foster a culture of respect, diversity, and inclusion, where migrant and minority



women feel valued and accepted. They should also provide adequate support and guidance for migrant and minority women, such as mentoring, coaching, or peer-to-peer learning.

- Adapting and diversifying sport programmes and activities: Sports clubs and organisations should offer a variety of sport options and formats that cater to the needs, preferences, and abilities of migrant and minority women. They should also consider factors such as timing, location, cost, and accessibility, to make sport more convenient and affordable for migrant and minority women.
- Engaging and empowering migrant and minority women: Sports clubs and organisations should involve migrant and minority women in the design, delivery, and evaluation of sport programmes and activities, as well as in the decision-making and leadership processes. They should also encourage and enable migrant and minority women to express their opinions, share their experiences, and advocate for their rights and interests in sports.
- Raising awareness and challenging stereotypes: Sports clubs and organisations should use sport as a tool to raise awareness and educate the public about the benefits and challenges of migrant and minority women in sports. They should also challenge the negative stereotypes and prejudices that affect migrant and minority women, and celebrate their achievements and contributions to sports.

The toolkit also includes a training programme and practical methods for coaches and sport educators to enhance their intercultural competences and skills, and to create inclusive and positive learning experiences for migrant and minority women in sports.

The Sport Inclusion Toolkit is a document that provides guidelines and tools for sports clubs and organisations to increase the opportunities and participation of migrant and minority women in sports and physical activities. The toolkit is based on the experiences and insights of the SPIN Women project, which is a pan-European initiative co-funded by the European Commission under the ERASMUS+ Sport Programme.





The document Sport Inclusion Toolkit Increasing opportunities for migrant and minority women (2021) is a publication of the SPIN Women project, which aims to encourage social inclusion and equal opportunities of women and girls with an immigrant or ethnic minority background through increased participation in sports and recreational physical activities².

The document mentions the **following Less4More project countries** in relation to the project:

1. Austria: The Vienna Institute for International Dialogue and Cooperation (VIDC) is one of the project partners and the publisher of the document. The document includes examples of good practices from Austria, such as the VIDC FairPlay Initiative, the Wiener Sport-Club Integration Team, and the Sportunion Wien Integration Project.
2. Cyprus: The Cyprus Sports Organization (CSO) is one of the project partners and the national coordinator of the project in Cyprus. The document includes examples of good practices from Cyprus, such as the CSO Women's Football Festival, the CSO Women's Basketball Festival, and the CSO Women's Volleyball Festival.
3. Greece: The Hellenic Ministry of Culture and Sports is one of the project partners and the national coordinator of the project in Greece. The document includes examples of good practices from Greece, such as the Hellenic Olympic Committee Women and Sport Commission, the Hellenic Football Federation Women's Football Department, and the Hellenic Basketball Federation Women's Basketball Department.
4. Hungary: The Mahatma Gandhi Human Rights Organization (MGHRO) is one of the project partners and the national coordinator of the project in Hungary. The document includes examples of good practices from Hungary, such as the MGHRO Women's Football Team, the MGHRO Women's Cricket Team, and the MGHRO Women's Yoga Club.
5. Spain: The Fundación Red Deporte y Cooperación (FRDC) is one of the project partners and the national coordinator of the project in Spain. The document includes examples of good practices from Spain, such as the FRDC Women's Football Program, the FRDC Women's Basketball Program, and the FRDC Women's Volleyball Program.
6. Romania: The Romanian Football Federation (FRF) is one of the project partners and the national coordinator of the project in Romania. The document includes examples of good practices from Romania, such as the FRF Women's Football Development Program, the FRF Women's Football Academy, and the FRF Women's Football Festival



Equal access and participation of migrant women and girls

in sports – A study report (2020)

The making of the document Equal access and participation of migrant women and girls in sports – A study report (2020) is a research report based on the SPIN Women project, which aims to promote the inclusion of migrant women and girls in grassroots sports. The document identifies the barriers and strategies for the inclusion of migrant women and girls in sports, based on the experiences of 54 experts from seven countries.

The report aims to provide evidence-based recommendations for policy makers and sport organisations to promote the inclusion of migrant women and girls in sport activities. The study covered 27 EU Member States and the United Kingdom, and involved 1,200 respondents from various stakeholder groups, such as migrant women and girls, sport organisations, public authorities, NGOs, and academics. It used a mixed-methods approach, combining desk research, online surveys, interviews, focus groups, and case studies.

It identified several barriers and enablers for the participation of migrant women and girls in sports, such as cultural norms, gender stereotypes, discrimination, lack of information, accessibility, affordability, safety, social support, role models, and empowerment. The study also highlighted the benefits of sport participation for migrant women and girls, such as physical and mental health, social integration, intercultural dialogue, and personal development.

Valuable recommendations have been prepared, proposing a set of recommendations for different levels of action for a variety of stakeholders, such as EU, national, regional, local, and sport organisations. These focus on four main areas: awareness raising, capacity building, funding, and monitoring and evaluation, also highlighting some good practices and examples



of initiatives that promote an specially vulnerable population's inclusion of migrant women and girls in sports.

It is a research report, and is based on the experiences of 54 experts from seven countries who participated in focus groups in the context of the SPIN Women project. The following sections are a must to briefly summarize:

In the introduction we can read about the background and objectives of the study, as well as the definitions and concepts used.

Section about the mapped barriers for migrant women and girls in sports: this part identifies the main challenges and obstacles that prevent migrant women and girls from accessing and participating in sports, such as lack of role models, patriarchal family structures, male-dominated sports structures, structural barriers, and trauma-related barriers.

Strategies for inclusion of migrant women and girls in sports: successful approaches and measures are presented that can foster the inclusion of migrant women and girls in sports, such as female role models, cultural mediators, empowerment programmes, gender-sensitive sports offers, outreach and communication, cooperation and networking, and training and education.

In the Recommendations section practical and policy recommendations for grassroots sport clubs and initiatives are shared, as well as for other stakeholders, such as governments, sport federations, civil society, and media, to promote the rights and participation of migrant women and girls in sports.

Highlight from the **recommendations**:

- Grassroots sport clubs and initiatives should provide more opportunities and resources for migrant women and girls to access and participate in sports, such as flexible schedules, affordable fees, accessible locations, childcare services, and safe and comfortable environments.
- Grassroots sport clubs and initiatives should adopt a gender-sensitive approach that recognizes and addresses the specific needs and interests of migrant women and girls in sports, such as cultural diversity, language support, and female role models.
- Grassroots sport clubs and initiatives should collaborate and network with other stakeholders, such as local authorities, schools, NGOs, and migrant communities, to raise awareness and combat discrimination against migrant women and girls in sports.
- National and European stakeholders should provide more financial and material support for grassroots sport clubs and initiatives that promote the inclusion of migrant women and girls in sports, such as subsidies, grants, and equipment.
- National and European stakeholders should develop more inclusive and anti-discriminatory policies and practices in sports organizations and institutions, such as gender quotas, diversity targets, and cultural competence training.



- National and European stakeholders should enhance the visibility and representation of migrant women and girls in sports, through media, campaigns, and events, and by providing them with opportunities and resources to take on leadership roles and decision-making positions.

Role of the Less4More project countries in the Study report:

Overview of role/appearance in the document of the 6 countries participating in the Less4More project: Austria, Cyprus, Greece, Hungary, Spain, and Romania:

In Austria the focus group discussed the situation of refugee women and girls in sports. They identified barriers such as language, culture, religion, family, trauma, and lack of information. They also suggested strategies such as outreach, empowerment, networking, and cooperation.

In Cyprus the focus group explored the challenges and opportunities for migrant women and girls in sports. They highlighted issues such as stereotypes, discrimination, segregation, and accessibility. They also recommended actions such as awareness, education, integration, and support.

In Greece the focus group examined the experiences and needs of migrant women and girls in sports. They emphasized factors such as gender, age, ethnicity, and legal status. They also proposed measures such as inclusion, diversity, participation, and empowerment.

In Hungary the focus group analysed the barriers and facilitators for migrant women and girls in sports. They pointed out aspects such as social, economic, cultural, and institutional. They also advocated for solutions such as communication, motivation, adaptation, and collaboration.

In Spain the focus group evaluated the situation and prospects of migrant women and girls in sports. They mentioned challenges such as racism, sexism, isolation, and invisibility. They also suggested opportunities such as recognition, empowerment, solidarity, and leadership.

In Romania the focus group investigated the realities and potentials of migrant women and girls in sports. They noted difficulties such as prejudice, violence, poverty, and exclusion. They also indicated possibilities such as respect, protection, education, and inclusion.

Some **successful approaches and measures** that the document *Equal access and participation of migrant women and girls in sports* presents and potentially fostering the inclusion of migrant women and girls in sports, based on the experiences of experts and practitioners from seven countries.

- Empowerment and role models: it is important to empower migrant women and girls to take leadership roles in sports, such as coaches, mentors, or organizers. This can increase their self-confidence, skills, and visibility, as well as inspire other women and girls to join sports activities. Role models can also be found among professional athletes, celebrities, or community leaders who can share their stories and motivate migrant women and girls to participate in sports.



- Cultural mediators and outreach: cultural mediators are people who can bridge the gap between migrant communities and sport organizations, by providing information, translation, guidance, and support. They can help to overcome language barriers, cultural differences, and mistrust that may prevent migrant women and girls from accessing sports opportunities. Outreach strategies can also include visiting migrant centers, schools, or religious places, distributing flyers or posters, or using social media to reach out to potential participants.
- Gender-sensitive and inclusive sport offers: sport offers should be designed to meet the specific needs and preferences of migrant women and girls, taking into account their backgrounds, experiences, and expectations. This may include offering women-only or mixed-gender activities, providing childcare or transportation, ensuring safety and privacy, adapting the rules or equipment, or introducing new or alternative sports. Sport offers should also be flexible, accessible, and affordable, and allow for different levels of skills and abilities.
- Collaboration and networking among different stakeholders can enhance the quality and sustainability of sport offers for migrant women and girls. This may involve working with migrant organizations, sport clubs, schools, local authorities, health or social services, media, or sponsors. Collaboration and networking can help to share resources, expertise, and good practices, as well as to raise awareness and advocacy for the inclusion of migrant women and girls in sports.

Action Research for inclusion: migrant women and girls in sport (2021)

A short introduction to this rare document (action research)

In the first part (introduction) we can find an explanation about the concept and methodology of action research, which aims to achieve social change by involving the affected individuals as experts of their condition. It introduces the SPIN Women Project, the European project that promotes the participation and leadership of migrant and minority women in sports.

Major chapters:

Challenges of migrant and ethnic minority women and girls in Finland

Findings of an action research conducted by Nuria Karimi, who interviewed 12 migrant women and girls in Finland about their experiences and barriers in sports. The document identifies the main challenges as lack of information, cultural and religious factors, gender stereotypes, racism and discrimination, and lack of resources and support.



Female athletes with migrant backgrounds

This chapter reports on the action research conducted by Kayra Hohmann, who explored the participation and inclusion opportunities of migrant and refugee women in non-mainstream football clubs in Berlin, Germany. It highlights five key features that contribute to a positive experience: membership, flexibility, support, social life, and anti-discrimination policies.

A field study report on young migrant women in women's football in Graz, Austria

This action research was conducted by Lulu Sabbiti, who investigated the situation of young migrant women in women's football in Graz, Austria. The chapter reveals the benefits of football for the participants, such as empowerment, integration, and health, as well as the challenges they face, such as language barriers, cultural differences, and discrimination.

Another important outcome of the project work is that valuable resources are gathered as references. Besides scientific publications, reports, and websites related to action research, migration, and sports are listed as well.

Role of the Less4More project countries in the Action research:

Overview of role/appearance in the document of the 6 countries participating in the Less4More project: Austria, Cyprus, Greece, Hungary, Spain, and Romania. To shorten this section, we highlight two case studies.

Austria's case study was conducted by Nuria Karimi, a female migrant researcher based in Austria. The main objectives of the case study were:

- To explore the barriers and challenges that young migrant women face in accessing and participating in women's football.
- To identify the factors that motivate and empower young migrant women to play football and to take on leadership roles in their teams and clubs.
- To provide recommendations and best practices for promoting the inclusion and empowerment of young migrant women in women's football.

The case study used a qualitative approach, combining participatory observation, semi-structured interviews, and focus group discussions with 12 young migrant women who play football in two different clubs in Graz. The participants were between 16 and 25 years old and had diverse migration backgrounds, such as Afghanistan, Bosnia and Herzegovina, Iran, Kosovo, Nigeria, and Turkey.

The case study found that the main barriers and challenges that the young migrant women faced were:

- Lack of information and awareness about the opportunities and benefits of playing football.
- Lack of financial and material resources, such as equipment, transportation, and fees.



- Lack of family and community support, especially from their parents and male relatives, who often had conservative and patriarchal views on gender roles and sports.
- Lack of cultural and linguistic diversity and sensitivity in the football environment, such as coaches, teammates, and officials, who sometimes showed stereotypes, prejudices, and discrimination towards the migrant women.
- Lack of self-confidence and self-esteem, due to the internalization of negative social norms and expectations about their abilities and roles as women and migrants.

The case study also found that the main factors that motivated and empowered the young migrant women to play football and to take on leadership roles were:

- The passion and love for the game, which gave them joy, satisfaction, and fun.
- The personal and social benefits of playing football, such as improving their physical and mental health, developing their skills and competencies, and expanding their social network and support.
- The positive and supportive football environment, such as coaches, teammates, and officials, who respected, valued, and encouraged the migrant women, and who provided them with opportunities and resources to participate and to lead.
- The sense of belonging and identity, which helped them to overcome their feelings of isolation and marginalization, and to express and affirm their multiple and hybrid identities as women, migrants, and football players.

The case study concluded with some recommendations and best practices for promoting the inclusion and empowerment of young migrant women in women's football, such as:

- Increasing the visibility and awareness of women's football and its benefits for migrant women, through media, campaigns, and role models.
- Providing financial and material support and incentives for migrant women to access and participate in women's football, such as scholarships, subsidies, and equipment.
- Engaging and involving the families and communities of migrant women, especially their parents and male relatives, in the promotion and support of women's football, through dialogue, education, and participation.
- Enhancing the cultural and linguistic diversity and sensitivity in the football environment, through training, mentoring, and intercultural exchange, and by creating a safe and respectful space for the migrant women to share and celebrate their cultures and languages.
- Fostering the self-confidence and self-esteem of migrant women, through positive feedback, recognition, and empowerment, and by challenging and transforming the negative social norms and expectations about their abilities and roles as women and migrants.



- Creating and strengthening the opportunities and resources for migrant women to take on leadership roles in their teams and clubs, such as coaching, refereeing, and managing, and by supporting and mentoring them in their development and career paths.

Hungary is one of the six countries involved in the project and has a case study. It was conducted by Lulu Sabbiti, a migrant researcher based in Budapest. She interviewed six migrant women who participated in different sports activities organized by the Mahatma Gandhi Human Rights Organisation (MGHRO), a non-governmental organization that promotes the integration of migrants and refugees through sports and cultural programs.

The study involved a group of 12 young migrant women who participated in football training sessions. The researchers used participatory observation and narrative interviewing methods to collect data. The study revealed that football provided the participants with a sense of empowerment, integration, and health. However, the participants also faced several challenges, such as language barriers, cultural differences, and discrimination.

The study recommended several measures to promote the inclusion of young migrant women in sports in Hungary. These measures include providing language support, creating a welcoming environment, and promoting cultural exchange. The study also emphasized the importance of involving young migrant women in decision-making processes and leadership roles.

The **main findings and recommendations** of the Hungarian case study are:

- **Sport as a tool for empowerment and social inclusion:** The participants reported that sport helped them to improve their physical and mental health, self-confidence, communication skills, and social network. They also felt more accepted and respected by the Hungarian society through sport. The case study recommends that sport programs for migrant women should be designed to address their specific needs and interests, and to foster their empowerment and inclusion.
- **Challenges and barriers to sport participation:** The participants faced various challenges and barriers to sport participation, such as lack of time, money, information, transportation, childcare, and suitable facilities. They also encountered discrimination, racism, and sexism from some Hungarian people and institutions. The case study recommends that sport programs for migrant women should provide adequate support and resources, such as flexible schedules, affordable fees, accessible locations, childcare services, and safe and comfortable environments. It also suggests that sport programs should collaborate with other stakeholders, such as local authorities, media, and civil society, to raise awareness and combat discrimination against migrant women in sport.
- **Diversity and intersectionality in sport:** The participants had diverse backgrounds and experiences, such as age, nationality, ethnicity, religion, education, and family status.



They also faced multiple forms of oppression and marginalization, such as gender, race, class, and migration status. The case study recommends that sport programs for migrant women should respect and celebrate their diversity, and adopt an intersectional approach that recognizes and addresses the complex and interrelated factors that affect their lives and opportunities. It also proposes that sport programs should create spaces for dialogue and exchange among migrant women and other groups, such as Hungarian women, men, and youth, to foster mutual understanding and solidarity.

Outcome of the Eurobarometer on Sport and Physical Activity in a related question to gender equality

It is important to remember that the Special Eurobarometer on Sport and Physical Activity 525, last time conducted in 2022, is a public opinion survey that explores the attitudes and behaviours of Europeans towards sport and physical activity. It is part of the Eurobarometer series, which are conducted regularly since 1973 on behalf of the European Commission to channel in the public opinion on a wide variety of topics across the European Union member states. The survey results provide valuable insights into the perceptions of gender equality in sports and physical activity across the EU. They can inform policy decisions and initiatives aimed at promoting gender equality in these areas.

The 2022 survey of the Special Eurobarometer on Sport and Physical Activity 525 included a question no. QB20 was asking respondents to express their level of agreement or disagreement with the statement: "Female role models among managers, athletes, officials and coaches are inspiring more women and girls to follow their example." In this report we chose not to analyse the 2 other sub questions due to lack of volume of the document.

Analysing the finding of the EU27 and 6 countries participating in the Less4More project

The 2022 Eurobarometer survey included question QB20, which asked respondents to express their level of agreement or disagreement with the statement: "Female role models among managers, athletes, officials and coaches are inspiring more women and girls to follow their example." This question is about gender equality in sport and physical activity, and it aims to understand public opinion on the impact of female role models in these areas. The results of this question would provide valuable insights into perceptions of gender equality in sports and physical activity across the EU. It could inform policy decisions and initiatives aimed at promoting gender equality in these areas.



Respondents could answer in terms of “Totally agree,” “Tend to agree,” “Tend to disagree,” “Totally disagree,” and “Don’t know.” These categories allow the survey to capture a range of sentiments, from strong agreement to strong disagreement, as well as uncertainty.

Austria

the EU27 and Austria (AT) to a certain statement or question. The categories of responses are “Totally agree,” “Tend to agree,” “Tend to disagree,” “Totally disagree,” and “Don’t know.” Here are detailed observations based on the image:

1. **Total Agreement:** The graph shows that 32% of respondents from Austria completely agreed with the statement, which is slightly lower than the 35% of respondents from the EU27 who expressed the same level of agreement. This suggests that the sentiment or policy reflected in the statement resonates slightly less with individuals in Austria than with the average individual in the EU27.
2. **Partial Agreement:** The sentiment of partial agreement was less prevalent among respondents from Austria, with 36% tending to agree with the statement, compared to 43% from the EU27. This indicates a lower level of moderate agreement in Austria, suggesting that the statement is not as well-received there as in the EU27.
3. **Disagreement:** The percentage of respondents who tended to disagree with the statement was higher in Austria, standing at 12%, compared to 8% in the EU27. This suggests a larger group of dissenters in Austria. Furthermore, a higher percentage of respondents from Austria (11%) totally disagreed with the statement, compared to 4% from the EU27. This indicates that strong disagreement with the statement is more common in Austria than in the EU27.
4. **Uncertainty:** When it came to respondents who were unsure or did not have a clear stance on the statement, the EU27 had a slightly higher percentage, with 10% choosing “Don’t know,” compared to 9% from Austria. This suggests a similar level of uncertainty or indecision among individuals in both regions.

These results highlight subtle differences in opinion between Austria and the EU27 regarding the statement in question. Understanding these differences can be valuable for policymakers, researchers, or anyone interested in public opinion in these regions. However, without knowing the exact content of the statement, it’s difficult to draw more specific conclusions from these results. If you could provide more context or details about the survey or the statement, I could potentially provide a more in-depth analysis.

QB20. To what extent do you agree or disagree with the following statement about gender equality in sport and physical activity? (%) Female role models among managers, athletes, officials & coaches are inspiring more women and girls to follow their example.



Cyprus

When comparing the figures of EU27 and Cyprus we can see that a significant 57% of respondents from Cyprus completely agreed with the statement, which is considerably higher than the 35% of respondents from the EU27 who expressed the same level of agreement. This suggests that the sentiment or policy reflected in the statement resonates more with individuals in Cyprus than with the average individual in the EU27.

The also positive approach reply “Partial Agreement” was more prevalent among respondents from the EU27, with 43% tending to agree with the statement, compared to 35% from Cyprus. This indicates a similar level of moderate agreement across both regions, suggesting that the statement is generally well-received.

About the Disagreement and Total Disagreement: The percentage of respondents who tended to disagree with the statement was identical for both EU27 and Cyprus, standing at 8%. This suggests a small but significant group of dissenters in both demographics. Understanding the reasons behind this disagreement could be valuable for decision-makers aiming to build consensus or address concerns. Fewer respondents from Cyprus (2%) totally disagreed with the statement, compared to 4% from the EU27. This indicates that strong disagreement with the statement is less common in Cyprus than in the EU27, suggesting that there might be a small but significant group of individuals in the EU27 who strongly oppose the sentiment or policy reflected in the statement.

Finally, when it came to respondents who were unsure or did not have a clear stance on the statement, the EU27 had a slightly higher percentage, with 10% choosing “Don’t know,” compared to 2% from Cyprus. This suggests a higher level of uncertainty or indecision among individuals in the EU27, which could be due to a lack of information or understanding about the statement.

These results highlight subtle differences in opinion between Cyprus and the EU27 regarding the statement in question.

Greece

The outcome of the dataset comparison of EU27 and Greece. A significant 48% of respondents from Greece completely agreed with the statement, which is considerably higher than the 35% of respondents from the EU27 who expressed the same level of agreement. This suggests that the sentiment or policy reflected in the statement resonates more with individuals in Greece than with the average individual in the EU27. The sentiment of partial agreement was slightly less prevalent among respondents from Greece, with 42% tending to agree with the statement, compared to 43% from the EU27. This indicates a similar level of moderate agreement across both regions, suggesting that the statement is generally well-received.

On the negative side: the percentage of respondents who tended to disagree with the statement was lower in Greece, standing at 6%, compared to 8% in the EU27. This suggests a smaller group of dissenters in Greece. Furthermore, a lower percentage of respondents from



Greece (1%) totally disagreed with the statement, compared to 4% from the EU27. This indicates that strong disagreement with the statement is less common in Greece than in the EU27.

When it came to respondents who were unsure or did not have a clear stance on the statement, the EU27 had a slightly higher percentage, with 10% choosing “Don’t know,” compared to 3% from Greece. This suggests a higher level of uncertainty or indecision among individuals in the EU27, which could be due to a lack of information or understanding about the statement.

These results highlight subtle differences in opinion between Greece and the EU27 regarding the statement in question. Understanding these differences can be valuable for policymakers, researchers, or anyone interested in public opinion in these regions.

Hungary

From Hungary 37% of respondents completely agreed with the statement. This is slightly higher than the 35% of respondents from the EU27 who expressed the same level of agreement. This suggests that the statement resonates slightly more with individuals in Hungary than with the average individual in the EU27. The sentiment of partial agreement was equally prevalent in both regions, with 43% of respondents from both the EU27 and Hungary tending to agree with the statement. This indicates a similar level of moderate agreement across both regions.

A slightly larger fraction of respondents from Hungary (10%) tended to disagree with the statement, compared to the 8% from the EU27 who shared this sentiment. This suggests a slightly higher level of skepticism or disagreement among individuals in Hungary. More respondents from the EU27 (4%) totally disagreed with the statement, compared to 2% from Hungary. This indicates that strong disagreement with the statement is more common in the EU27 than in Hungary.

Respondents who were unsure or did not have a clear stance on the statement, the EU27 had a slightly higher percentage, with 10% choosing “Don’t know,” compared to 8% from Hungary. This suggests a slightly higher level of uncertainty or indecision among individuals in the EU27. These results highlight subtle differences in opinion between Hungary and the EU27 regarding the statement in question.

Romania

On the positive side, 23% of respondents from Romania completely agreed with the statement, which is significantly lower than the 35% of respondents from the EU27 who expressed the same level of agreement. This suggests that the sentiment or policy reflected in the statement resonates less with individuals in Romania than with the average individual in the EU27. The sentiment of partial agreement was slightly less prevalent among respondents from Romania, with 42% tending to agree with the statement, compared to 43% from the



EU27. This indicates a similar level of moderate agreement across both regions, suggesting that the statement is generally well-received.

The percentage of respondents who tended to disagree with the statement was higher in Romania, standing at 17%, compared to 8% in the EU27. This suggests a larger group of dissenters in Romania. Furthermore, a higher percentage of respondents from Romania (8%) totally disagreed with the statement, compared to 4% from the EU27. This indicates that strong disagreement with the statement is more common in Romania than in the EU27.

Equal responses on uncertainty: respondents who were unsure or did not have a clear stance on the statement, the EU27 had a slightly higher percentage, with 10% choosing “Don’t know,” compared to 10% from Romania. This suggests a similar level of uncertainty or indecision among individuals in both regions.

Spain

Based on the data our observations are: a higher percentage of respondents from Spain (43%) completely agreed with the statement, compared to 35% from the EU27. This suggests that the sentiment or policy reflected in the statement resonates more with individuals in Spain than with the average individual in the EU27. The sentiment of partial agreement was slightly less prevalent among respondents from Spain, with 37% tending to agree with the statement, compared to 43% from the EU27. This indicates a similar level of moderate agreement across both regions, suggesting that the statement is generally well-received.

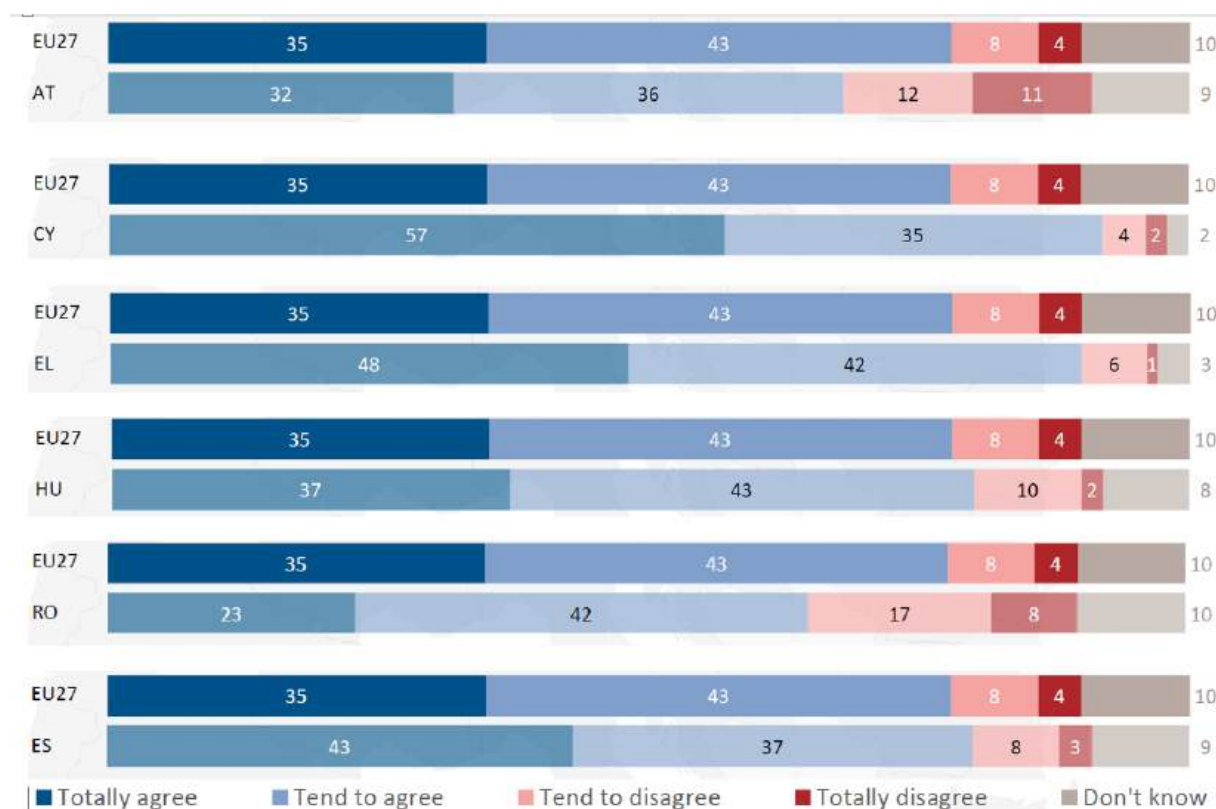
On the negative answers: the percentage of respondents who tended to disagree with the statement was identical for both EU27 and Spain, standing at 8%. This suggests a small but significant group of dissenters in both demographics. Understanding the reasons behind this disagreement could be valuable for decision-makers aiming to build consensus or address concerns. Fewer respondents from Spain (3%) totally disagreed with the statement, compared to 4% from the EU27. This indicates that strong disagreement with the statement is less common in Spain than in the EU27, suggesting that there might be a small but significant group of individuals in the EU27 who strongly oppose the sentiment or policy reflected in the statement.

Similarly to Romania, respondents who were unsure or did not have a clear stance on the statement, the EU27 had a slightly higher percentage, with 10% choosing “Don’t know,” compared to 9% from Spain. This suggests a similar level of uncertainty or indecision among individuals in both regions.



Summary

After asking the question “To what extent do you agree or disagree with the following statement about gender equality in sport and physical activity?” about: “Female role models among managers, athletes, officials & coaches are inspiring more women and girls to follow their example” (QB20) we have the understanding that comparing to the EU average the 6 project counties show differences in both directions of the positive range “Totally agree and Tend to agree”, which can answered by regional differences, as we see similar figure from the Mediterrian countries (Cyprus, Greece and Spain) with higher figures, being way over the EU average. In other words: it is very important for these citizens to have more female role models among managers, athletes, officials and coaches, who inspire more women and girls to follow their example!! Austria and Hungary are closer to the EU average, while interestingly Romania has 13% less positive responses and double of the numbers of negative responses “Tend to disagree, Totally disagree” which calls for more sociological, qualitative research.





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