



RECOMMENDATIONS PACKAGE

*-for strengthening gender equality in sport
through targeted and systemic measures*

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GEIN Countries
Albania
Kosovo
Belgium
Finland



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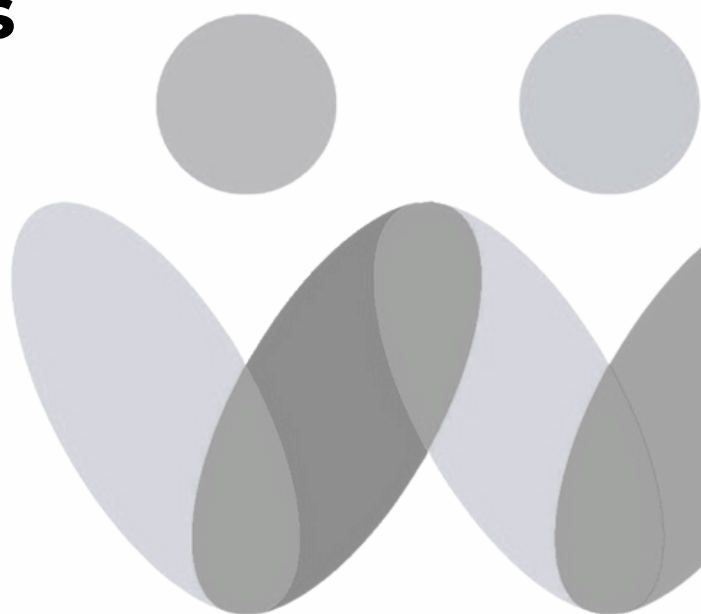
Recommendations Package

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This recommendation package has been developed based on the national assessments of the ALL IN PLUS project and the presentation outlining the interconnected work carried out across the GEIN network.

The recommendations aim to support each country in strengthening gender equality in sport through targeted and systemic measures.



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ALBANIA – Building the Foundations for Gender Equality



1. Leadership & Governance

- Establish national targets for gender-balanced representation in sport governing bodies (e.g., 30% women by year X; 40% by year Y).
- Introduce gender quotas into federation statutes and ensure annual public monitoring.
- Create a national mentoring programme for women in sport leadership.

2. Coaching & Officiating

- Develop a national programme “Women in Coaching & Officiating Albania.”
- Offer scholarships, dedicated courses and a fast-track licensing pathway for women coaches.
- Strengthen recruitment and visibility of women referees and officials, particularly in male-dominated sports.

3. Participation (Grassroots & Elite)

- Institutionalise “School Sports Teams” as a national programme with annual indicators for participation and retention of girls aged 12–18.
- Strengthen school–club partnerships to enable long-term participation and talent pathways for girls.

ALBANIA – Building the Foundations for Gender Equality

4. Gender-Based Violence (GBV)

- Introduce a mandatory national protocol for prevention, reporting and handling of GBV cases in sport.
- Implement compulsory annual training for all sport stakeholders (coaches, officials, administrators).

5. Media & Communication

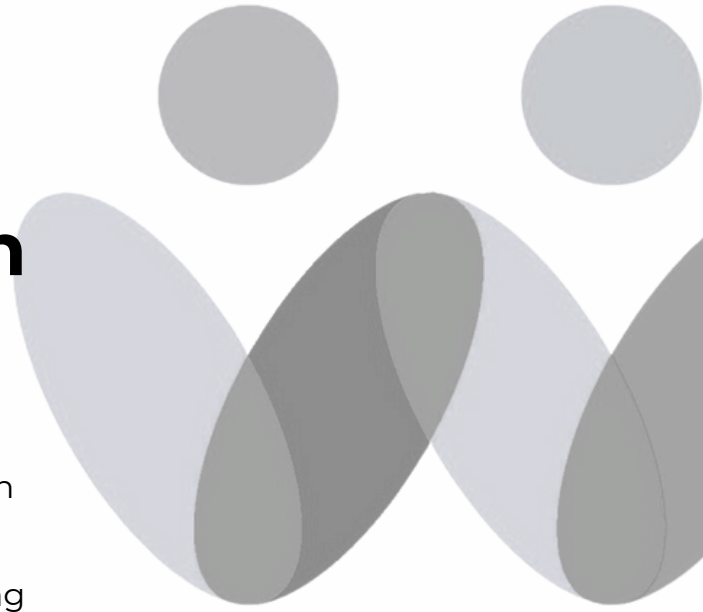
- Adopt a national gender-sensitive communication guideline across all federations.
- Train communication officers on balanced representation in imagery, coverage and storytelling.

6. Policy, Funding & Monitoring

- Condition public funding on the existence of gender equality plans and progress reporting.
- Create a national sport data system with sex-disaggregated indicators for leadership, coaching, officiating and participation.



KOSOVO – Empowerment Through Education



1. Leadership

- Formalise gender quotas within federation statutes.
- Establish mentoring schemes for emerging women leaders.
- Use federations with existing action plans as national models for replication.

2. Coaching & Officiating

- Provide scholarships for women coaches and launch dedicated training programmes.
- Establish a “Women in Officiating Kosovo” programme with mentorship and subsidised officiating fees.
- Adapt successful Belgian models such as “Start2Coach – Ladies Only”.

3. Participation

- Expand the “2000 Girls – One Goal: Inclusion Through Sport” programme nationwide.
- Introduce safe training schedules for girls, increase presence of women coaches, and communicate actively with parents.
- Set annual participation targets and monitor progress.

KOSOVO – Empowerment Through Education

4. Gender-Based Violence (GBV)

- Implement a national standard for reporting and intervention in GBV cases.
- Integrate GBV and gender equality training into licensing and re-licensing systems.

5. Media & Communication

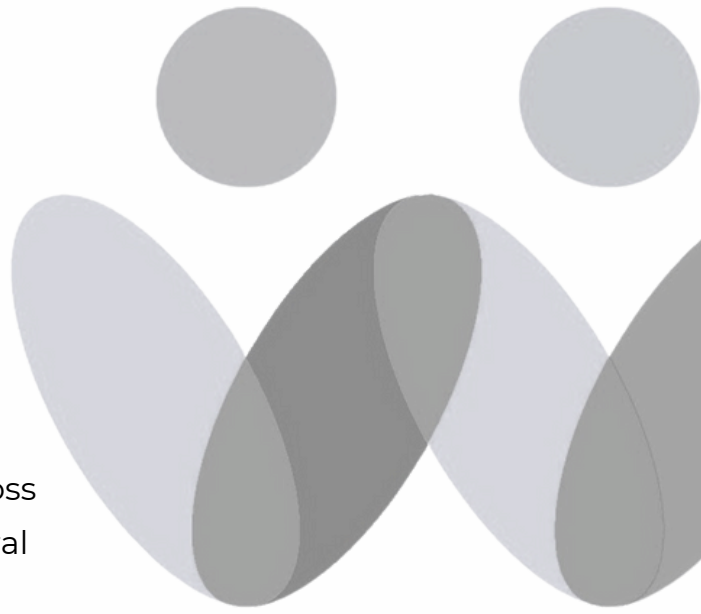
- Ensure full implementation of the gender-sensitive communication guidelines developed by the Kosovo Olympic Committee.
- Conduct regular monitoring of federation communication channels.

6. Policy & Partnerships

- Strengthen cooperation between the Ministry of Education, UN agencies, and GEIN to secure long-term programme funding.
- Expand gender equality action plans across all federations.



BELGIUM – From Policy to Systemic Implementation



1. Leadership

- Harmonise gender quota frameworks across regional systems (Flanders, Wallonia, federal level).
- Condition public funding on gender-balanced representation in governing bodies.

2. Coaching & Officiating

- Document and evaluate existing programmes such as “Futbalista Hattrick” and “Ladies Only Coaching”.
- Export these programmes to GEIN partner countries as practical models.

3. Participation

- Introduce tailored participation initiatives for girls in highly male-dominated sports.
- Focus on retention among girls aged 13–17, a critical dropout phase.

4. Gender-Based Violence (GBV)

- Adopt a mandatory national “safe sport” standard for all federations.
- Provide structured GBV training to all federation employees, coaches and officials.

BELGIUM – From Policy to Systemic Implementation

5. Media & Communication

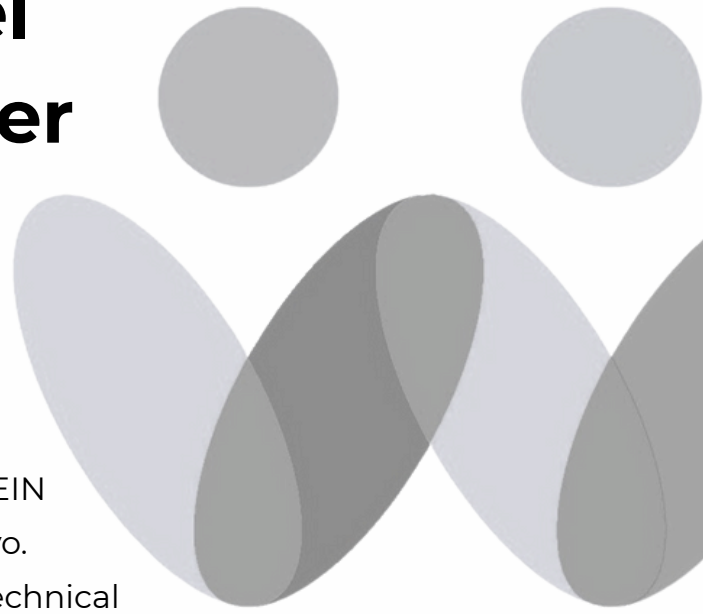
- Replicate the Paralympic Committee's model of gender-balanced communication.
- Develop a unified national guideline on gender-sensitive sports reporting.

6. Policy & Partnerships

- Extend gender equality plans to all national federations (beyond the current 39%).
- Strengthen monitoring mechanisms and allocate dedicated resources within each organisation.



FINLAND – A Model of Advanced Gender Governance



1. Leadership

- Use Finland's gender quota system as a GEIN best-practice model for Albania and Kosovo.
- Promote bilateral expert exchanges and technical cooperation within the GEIN network.

2. Coaching & Officiating

- Expand programmes such as “Balance in Coaching” to further increase women's presence in elite coaching.
- Prioritise male-dominated sports (e.g., ice hockey, combat sports).
- Share training modules, materials and methodologies with GEIN partners.

3. Participation

- Develop targeted campaigns for increasing participation in sports where women remain underrepresented.
- Maintain high overall participation rates with a focus on girls aged 14–20.

4. Gender-Based Violence (GBV)

- Increase the number of federations with formal GBV policies.
- Integrate the national online prevention and intervention service as a standard within GEIN.

FINLAND – A Model of Advanced Gender Governance

5. Media & Communication

- Promote the Finnish gender-sensitive communication model for adoption across GEIN countries.

6. Policy & Partnerships

- Export Finland’s performance-based funding model, where “gender equality work” directly influences grant decisions.
- Adapt and pilot this model in Albania, Kosovo and Belgium.



Comparison Table

Area	Albania	Kosovo	Belgium	Finland
Leadership	National targets; quotas in statutes; leadership mentoring	Formalised quotas; mentoring; replication of best-practice federations	Harmonised quotas across regions; funding conditionality	Share Finnish quota model with GEIN partners
Coaching & Officiating	National programme for women coaches/officials	Scholarships; “Women in Officiating Kosovo”; Belgian models	Export “Hattrick” & “Ladies Only Coaching”	Expand “Balance in Coaching”; share modules
Participation	Nationalise “School Sports Teams”; school–club pathways	Expand “2000 Girls–One Goal”; yearly targets	Focus on male-dominated sports; retention 13–17	Targeted campaigns in male-dominated sports
Gender-Based violence	Mandatory national protocol; annual training	National reporting standard; GBV training in licensing	National safe-sport standard mandatory	Expand GBV policies; integrate online services
Media & Communication	National gender-sensitive guidelines	Implement KOC guidelines; monitoring	Paralympic model replication; national guideline	Export Finnish communication model
Policy & Funding	Funding conditional on equality plans; data system	Strengthen partnerships; expand plans	Expand gender plans; build monitoring systems	Export performance-based funding model

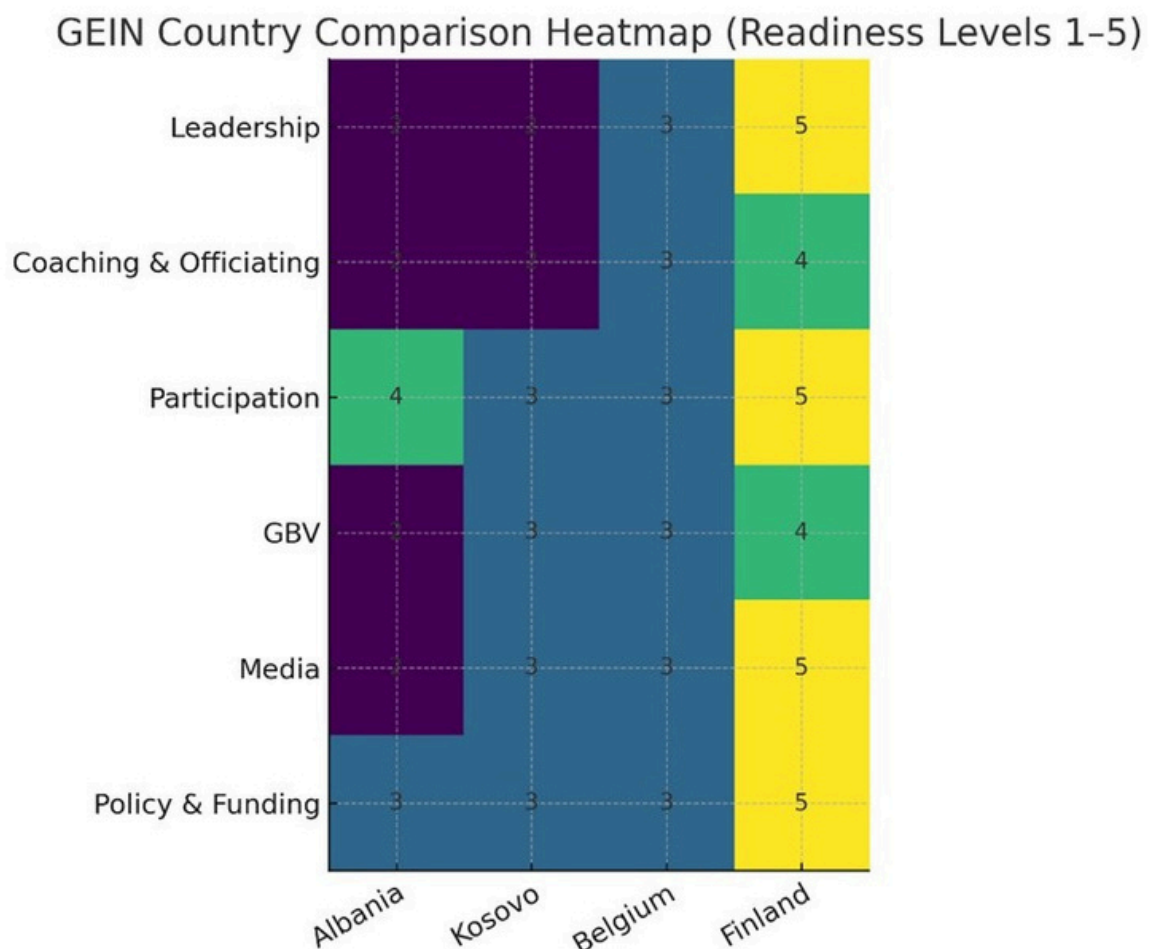
Comparison Heatmap

This is a professional heatmap, comparing the four GEIN countries (Albania, Kosovo, Belgium, Finland) in six key areas:

- Leadership
- Coaching & Officiating
- Participation
- GBV (Gender-Based Violence)
- Media
- Policy & Funding

The scale 1–5 is built according to the summaries and relative performance that emerges from ALL IN PLUS & GEIN.

- Finland appears strongest in almost all areas.
- Belgium has a solid, but not uniform system.
- Kosovo has good progress in education & policy, but still with gaps in coaching.
- Albania has high potential but requires formal structuring (quotas, protocols, data systems).



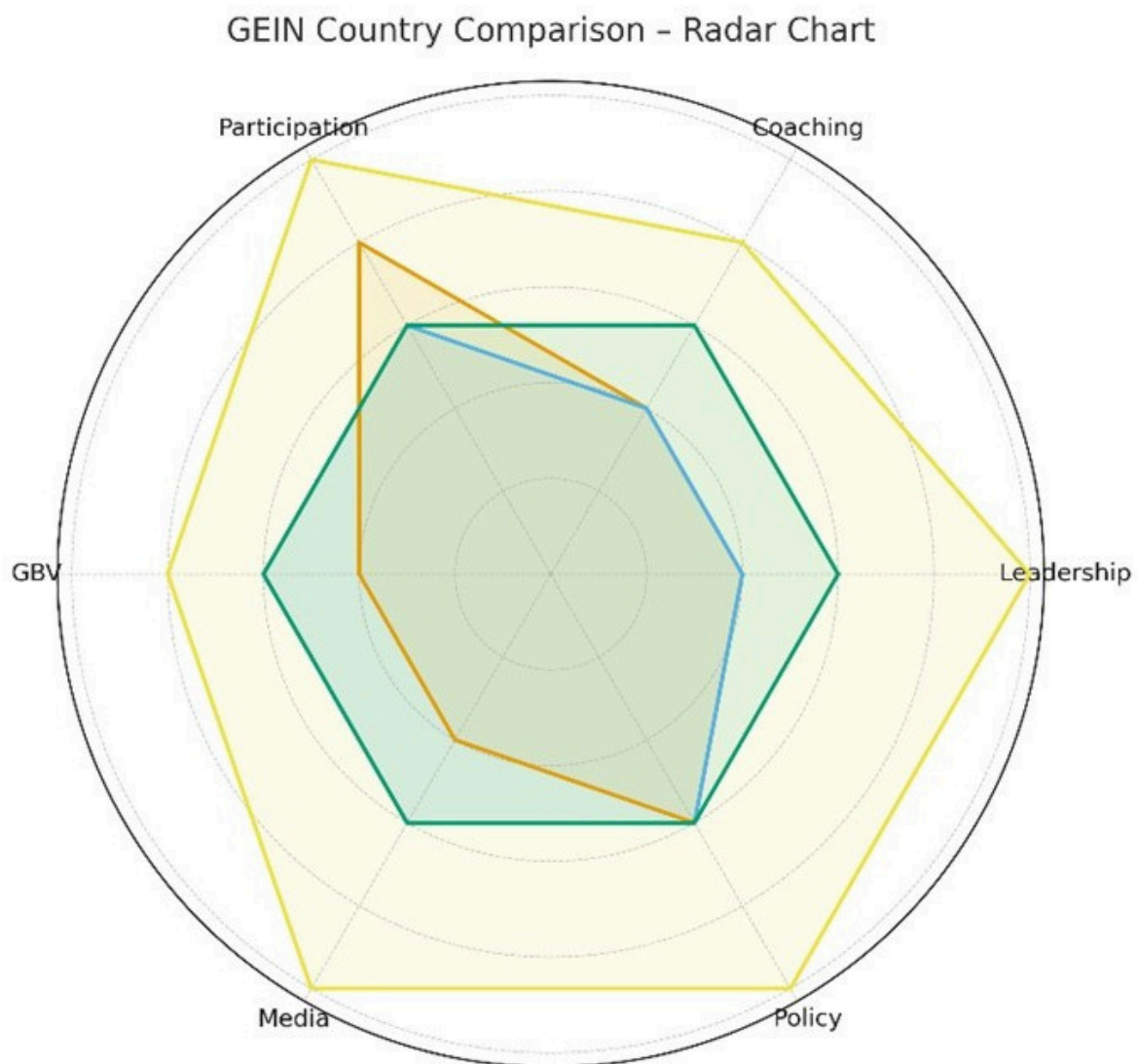
Comparison Radar Chart

The importance of the graph.

- It provides a very clear visual comparison between the 4 countries.
- It immediately shows where strengths and gaps appear.
- It is modern, minimalist and institutional, like the EC/Erasmus+ reports.

What it shows graphically:

- Finland dominates in all areas (broader area).
- Belgium is consolidated, but more uniform (average 3).
- Kosovo has strong progress in education and GBV.
- Albania has high potential in participation, but requires formal policy and structure in 4 areas.
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The project partners will continue to promote activities in line with these recommendations in their countries.



The project “Female Sport Leaders Promoting Gender Independent Physical Activity” (GEIN), funded by the Erasmus+ program 2024 - 2025, is designed to empower sport actors in Albania and Kosovo.

It focuses on promoting gender equality and leadership skills through a structured learning program and mentorship.

This initiative directly addresses the underrepresentation of women in sports leadership roles, predominantly dominated by men, by fostering awareness and skill development across all genders.

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