

## **Project Overview: European Football Governance Index**

The Governance Index and research report will explore the levels of representation of ethnic minorities and women in leadership positions in European football. It will take place over the summer of 2020 with a report launch in Autumn 2020.

The project is being initiated by the Fare network with a team of academic analysts lead by Dr. Jacco Van Sterkenburg of Erasmus University, Rotterdam.

### Introduction

In 2014 figures produced by Bradbury et al on behalf of the Fare network and UEFA showed that 95.8% of all senior governance positions at elite level clubs, national leagues and UEFA were held by white men; and that among 672 senior coaching positions in elite men's and women's football in seven European countries only 3.4% were held by ethnic minority men and none by ethnic minority women. Subsequent reports such as the Council of Europe/ European Union 'ALL IN: Towards gender balance in sport project (2019)' which have examined a more limited data pool have reported similar findings.

The dominant paradigm that we want to examine is that the football industry continues to lack diversity within its leadership and needs to do more to recruit, retain, recognise and benefit from the contribution of women and ethnic minorities.

### Aims of the project

The Governance Index project will produce data that has not been collected elsewhere

The research will have three objectives:

- Collection of data on the levels of ethnic minorities (men and women) and women in football leadership roles, and the number of ethnic minorities (men and women) and women in coaching positions at clubs and national teams across professional football in Europe
- The research will place these findings within wider analysis as to how the processes and practices of exclusion have impacted on the low levels of representation of ethnic minorities and women in senior leadership and coaching positions in professional football
- The Index will build on the previous research and present the key issues European football faces in regard to diversity and inclusion through a series of policy recommendations that address the processes and practices of exclusion. The recommendations will be linked to an ongoing European Commission funded project –IFlipp (Innovating Football Leadership: Inclusion through Practice and Policy)

### Areas of focus

The research data will look at the following areas within European football:

- **Senior Governance Positions (Presidents, Board Members) at:**
  - National Football Associations
  - Elite League Associations
  - Elite level (Top Division) Professional Clubs
- **Senior operations positions (CEOs, Directors of Units) at:**
  - National Football Associations
  - Elite League Associations

- Elite Level (Top Division) Professional Clubs
- **Senior coaching positions (Head Coach, Assistant Head Coach, 2 x First team coaches)**
  - National First Team Squads
  - Elite Level (Top Division) Professional Clubs

The data will be generated through the utilisation of quantitative methodology techniques in 12 countries with the help of national expert contact points ensuring a high quality independent data set.

Countries to be included in the study

The study will look at **14 countries**, including the top 5 European leagues, whose financial income and reach is amongst the biggest in world football, and other leading football nations across Western, Southern, Northern and Eastern Europe.

Austria
Belgium
Denmark
England
France
Germany
Italy
Malta
Netherlands
Poland or Romania
Portugal
Spain
Switzerland
Sweden

Timetable

**Pre- research phase (February - March 2020)**

Planning of methodology and focus  
Partnership activation

**Data collection phase 1 (April - May 2020)**

Call for national level experts to collect data  
Project meeting of experts  
Data collection template design

**Research Phase 2 (May 2020)**

Data collection process

**Phase 3: Analysis (June/ July 2020)**

Academic analysis of data  
Report writing

**Final phase (September/ October 2020)**

Launch of report