



**Equability in and through Handball  
Leveraging Women's Inclusion Towards Better  
Sports for Everyone**

# PROJECT MANUAL



**Co-funded by  
the European Union**

## **EQUABILITY IN AND THROUGH HANDBALL LEVERAGING WOMEN'S INCLUSION TOWARDS BETTER SPORTS FOR EVERYONE**

The EquaWHAND project, initiated by the Turkish Handball Federation (THF), is a significant venture under the 2022 European Union Erasmus+ Sport program. As the project coordinator, THF will oversee its implementation in collaboration with the University of Ljubljana from Slovenia and the Sports and Body Movement for Social Empowerment Association (BoMoVu) from Turkiye.

The project will encompass a series of targeted activities, including specialized workshops to gather sport-specific insights, digital training sessions scheduled at specific intervals, face-to-face workshops, and internships for participants within handball clubs. A notable aspect of the project involves participants organizing a high-level match, which will serve as a practical application of their training. One of the project's primary long-term goals is to empower participants to take on managerial roles within handball clubs post-completion.

By providing international-standard training and enhancing practical opportunities, the project aims to pave the way for potential career paths in handball management. This initiative will encourage sports clubs to integrate more women into management positions, thereby contributing to the overall development of handball and promoting the principle of "better sports for everyone."

The EquaWHAND project specifically aims to train female managerial candidates from various regions of Turkiye, equipping them with strategic management skills necessary for handball administration. By fostering increased women's employment in management positions, the project aspires to create lasting impacts on the handball community and beyond.



## ERASMUS+ SPORTS

Erasmus+ is the EU programme dedicated to education, training, youth, and sport, and it offers extensive support for sports activities across Europe. The sports component of Erasmus+ focuses on promoting participation in physical activities, fostering social inclusion, and enhancing health and well-being through sport. It encourages collaboration between organizations, institutions, and individuals involved in sports, aiming to develop and share innovative practices. Erasmus+ supports projects that address societal challenges, such as promoting gender equality, combating violence and discrimination, and encouraging active lifestyles. Through funding opportunities for both grassroots and elite sports initiatives, Erasmus+ helps to create a more cohesive and healthier European society, reinforcing the values of solidarity, teamwork, and mutual respect.

The programme also addresses transnational issues in sports, such as the fight against match-fixing, doping, violence, and all kinds of intolerance and discrimination. By promoting good governance in sport and the dual careers of athletes, Erasmus+ ensures that athletes can combine sports training and competition with education or work. One of its key initiatives is the European Week of Sport, which aims to promote sport and physical activity across Europe. This event, held annually in September, brings together millions of people from different age groups and backgrounds, encouraging them to engage in sports and physical activities.

Erasmus+ also funds Collaborative Partnerships, which allow sport organizations to develop, transfer, and implement innovative outputs in various fields, such as social inclusion, equal opportunities, and health-enhancing physical activities. Small Collaborative Partnerships, which are simpler and more accessible, are also available to foster grassroots sports projects. Moreover, the Not-for-Profit European Sport Events component supports the organization of European-wide sporting events, contributing to the promotion of voluntary activities in sports and the enhancement of public health.

Overall, Erasmus+ plays a pivotal role in leveraging the power of sport to address social challenges, improve public health, and promote European values, making it a cornerstone for the development and integration of sports across the continent.



## PARTICIPATING INSTITUTIONS



**The Turkish Handball Federation (THF)** is the governing body responsible for overseeing and promoting the sport of handball in Turkiye. Established in 1976, the THF is dedicated to the development and regulation of handball activities throughout the country, working to enhance the sport's popularity and competitive standards. The Federation

organizes national leagues, tournaments, and training programs, fostering talent from grassroots to elite levels. Additionally, the THF represents Turkiye in international handball associations and competitions, striving to elevate the nation's presence on the global stage. Through its commitment to excellence, inclusivity, and sportsmanship, the Turkish Handball Federation plays a crucial role in the advancement of handball as a prominent and widely respected sport in Turkiye.



**The Network of Sport and Body Movement for Vulnerable Groups (BoMoVu)** is a collective of sports, dance, and performing arts practitioners dedicated to social work. Believing that those who have gained well-being through physical experiences can best share this with

others, BoMoVu bridges the gap between these practitioners and vulnerable groups in Turkiye. They advocate that access to physical activities is a fundamental right, not a luxury. BoMoVu designs physical training programs to help individuals integrate into everyday life and connects members with target groups. Additionally, they offer seminars to help sports practitioners adapt their skills to meet the needs of vulnerable populations, aiding in the creation of holistic social programs. Through these efforts, BoMoVu enhances the well-being and social inclusion of those they support.

Univerza v Ljubljani



**The University of Ljubljana**, the oldest and largest higher education institution in Slovenia, is renowned for its comprehensive and diverse academic programs. Among its many distinguished faculties, the Faculty of Sports stands out for its commitment to excellence in the fields of physical education, sports science, and kinesiology. Established to cultivate top-tier professionals in sports and physical education, the Faculty offers a wide range of undergraduate, graduate, and doctoral programs. It is dedicated to advancing research, fostering innovation, and promoting the benefits of physical activity for all ages. With state-of-the-art facilities, a strong emphasis on practical experience, and a robust network of international collaborations, the Faculty of Sports at the University of Ljubljana plays a pivotal role in shaping the future of sports education and research both in Slovenia and globally.

## PROJECT TIMELINE

Project Timeline		
<b>Kick-off meeting</b>	17 April 2023	Online
<b>Announcement of participants</b>	19 July 2023	Online
<b>Organisational meeting of project partners and introductory meeting for participants</b>	12 August 2023	Ankara (TUR)
<b>In-person workshop and fact finding meeting</b>	7 October 2023	Ankara (TUR)
<b>Online education modules</b>	1 March - 6 June 2024	Online
<b>High level match organization</b>	17 - 22 June 2024	Ankara (TUR)
<b>In-person workshop</b>	21 June 2024	Ankara (TUR)
<b>Participants' practical internships</b>	26 August - 8 September 2024	various cities (TUR, SLO)
<b>In-person workshop and final evaluation meeting</b>	18-20 September 2024	Ljubljana (SLO)
<b>Reporting and dissemination activities</b>	October - November 2024	Online, TUR, SLO
<b>Closing ceremony</b>	tba	Istanbul (TUR)

## CURRICULUM

### **MODULE 1: Sports Management**

#### **“Essentials of Strategic Management”**

This intensive two-hour course is designed to provide a comprehensive understanding of the principles of strategic management and their applications in modern sports organizations, where participants will explore key concepts, frameworks, and tools necessary for effective strategic decision-making and organizational success within a sports context.

#### **“Understanding Sports Governance”**

This two-hour intensive course provides participants with a comprehensive understanding of the principles, structures, and challenges in sports organizations, exploring key concepts, best practices, and strategies for effective sports management in the modern sports environment.

#### **“Ethics in Decision-Making Mechanisms: Ensuring Integrity in Sports Institutions”**

This two-hour course is dedicated to exploring the critical role of ethics in decision-making mechanisms within sports organizations, where participants will examine the ethical principles, dilemmas, and frameworks necessary for maintaining integrity and fair practices in sports management.

#### **“Understanding Handball Regulations: Standards and Legal Frameworks”**

This two-hour specialized course provides a comprehensive overview of the legal regulations governing handball worldwide, with an in-depth examination of the legal framework for handball in Turkiye, exploring the rules, regulations, and key legal aspects in both international and local contexts.

#### **“Sustainability in Sport: Nurturing a Greener Future for Athletics”**

This two-hour comprehensive course explores the intersection of sustainability and sport by focusing on principles, practices, and initiatives that contribute to creating environmentally conscious and socially responsible sports communities, with participants delving into sustainable strategies, green initiatives, and the importance of ethical practices in sport for a healthier planet.

### **MODULE 2: Soft Skills**

#### **“Empowering Women Managers in Sports: Digital Literacy Essentials”**

This two-hour course is designed to equip aspiring female leaders in the sports industry with essential digital literacy skills needed to succeed in management roles in the digital age, exploring key digital concepts, tools, strategies, and the use of digital media in sports organizations.

### **“Effective Communication for Women in Leadership”**

This concise two-hour course is specifically designed for women in leadership roles, focusing on enhancing communication skills, boosting confidence in public speaking, and developing effective interpersonal connections to navigate professional environments successfully.

### **“Financial Literacy for Women Leaders: Empowering Financial Confidence”**

This two-hour course is specifically designed for women in leadership positions, aiming to empower them with essential financial literacy skills to effectively navigate financial decisions both personally and professionally.

### **“Comprehensive Project Management Cycle: From Initiation to Closure”**

This four-hour intensive course offers a comprehensive examination of the project management cycle, covering crucial stages from initiation to closure, and provides a structured approach to effectively plan, execute, monitor, and successfully close projects, equipping professionals with essential tools and methodologies.

## **MODULE 3: Rights of Women in Leadership Positions**

### **“Promoting Gender Equality and Health Rights in the Workplace”**

This two-hour course aims to explore the intersection of gender equality and health rights in professional settings, empowering participants with the knowledge and strategies needed to create inclusive, healthy, and equitable workplaces for all genders.

### **“Addressing Gender-Based Violence: Understanding, Prevention, and Support”**

This four-hour comprehensive workshop aims to provide an in-depth understanding of gender-based violence, its various forms, impacts, and strategies for prevention and intervention, designed to equip professionals, community leaders, advocates, and individuals with the knowledge and practical tools needed to contribute to the eradication of gender-based violence, using a combination of lectures, case studies, group discussions, role-playing, and interactive exercises to facilitate learning and engagement.

### **“Inclusive Leadership for Women in Sports Leadership Roles”**

This two-hour dynamic workshop, aimed specifically at women in leadership positions within the sports industry, focuses on inclusive leadership strategies to promote diverse and evolving sports environments, equipping female leaders with the tools and knowledge needed to advocate for inclusivity, diversity, and equality in the sector.

### **“Child safeguarding and participation”**

This two-hour workshop is specifically designed for female leaders in sports organizations, focusing on child protection and encouraging active participation of children in sports environments, aiming to equip women leaders with the knowledge and skills needed to create safe, supportive, and inclusive spaces for children in sports settings.

## RULES OF CONDUCT

### 1. Respect and Professionalism

- **Respectful Interaction:** All participants are expected to engage with each other respectfully and professionally, both during online education modules and in-person workshops. Discriminatory remarks or behavior based on gender, race, ethnicity, or any other personal characteristic are strictly prohibited.
- **Professional Behavior:** Participants should conduct themselves in a manner that reflects the high standards of the EquaWHand project. This includes punctuality, active participation, and adherence to the project's guidelines and schedules.

### 2. Confidentiality

- **Privacy:** Participants must respect the confidentiality of discussions, personal information, and any sensitive data shared during the project. This includes not disclosing personal information of fellow participants without consent.
- **Data Protection:** All data collected during the project will be used in accordance with applicable data protection laws and regulations. Participants should handle all information provided during the project with care and in compliance with privacy guidelines.

### 3. Conduct During Online and In-Person Activities

- **Online Etiquette:** During online modules via Zoom, participants should maintain a professional environment. This includes using appropriate backgrounds, dressing professionally, and muting microphones when not speaking.
- **In-Person Behavior:** During face-to-face workshops and internships, participants should adhere to the specific guidelines provided by the host institutions and respect the facilities and property.

### 4. Engagement and Participation

- **Active Involvement:** Participants are expected to actively engage in all scheduled activities, including workshops, training sessions, and internships. This involves attending sessions on time, participating in discussions, and completing assigned tasks.
- **Feedback and Communication:** Constructive feedback is encouraged. Participants should communicate any issues or concerns with the project coordinators promptly to ensure they are addressed effectively.

### 5. Health and Safety

- **Safety Compliance:** Participants must adhere to all health and safety guidelines provided by the project organizers, especially during in-person activities. This includes following protocols related to COVID-19 or other health advisories.

- **Well-being:** Participants are encouraged to prioritize their well-being and seek support if needed. The project organizers are committed to providing a supportive environment for all participants.

## 6. Integrity and Accountability

- **Ethical Conduct:** Participants are expected to conduct themselves with integrity and honesty. Any form of cheating, plagiarism, or misrepresentation of work will not be tolerated.
- **Responsibility:** Participants are responsible for their actions and their impact on the project. Any breach of these rules will be addressed according to the severity of the conduct and may result in disciplinary actions.

## 7. Use of Resources

- **Appropriate Use:** Participants must use project resources, including materials, facilities, and technology, solely for the purposes of the EquaWHand project. Unauthorized use or misuse of resources is prohibited.
- **Intellectual Property:** Respect for intellectual property rights is crucial. Participants should not reproduce or distribute materials from the project without proper authorization.

By adhering to these Rules of Conduct, participants contribute to the successful implementation of the EquaWHand project and help foster a positive and inclusive environment that supports the project's goals of leveraging women's inclusion towards better sports for everyone.

## PROJECT TEAM (in alphabetical order)



**Dr. Altay Atlı | Project Manager:** Professor of international political economy, teaching at Koç University and Boğaziçi University in Istanbul, and also running an international business consultancy firm. Established experience in international collaboration projects, including profit and non-profit ones. A former handball player, currently a board member at the Turkish Handball Federation, in charge of international development projects.



**Burcu Ayan | Expert and Trainer:** PhD candidate at the Department of Sociology of Anadolu University, she has been engaged in sports such as swimming, volleyball, tennis since a young age, trained people from different age groups in swimming, and volunteered in many NGOs to share her experience. She is currently taking part in different projects of BoMoVu and supporting the development of the volunteer network consisting of sport and art practitioners.



**Sinda Barış | Senior Advisor:** Psychology graduate with pedagogical training, holds a master's in Clinical Psychology from Uskudar University. She actively engages in various projects, including supporting children's development, facilitating workshops for girls, and volunteering with victims of violence. Currently, works as a play therapist and psychologist about GBV at Tarlabasi Community Center while serving as President of the Board and Co-Coordinator at BoMoVu, actively working with clients.



**Dr. Marta Bon | Senior Expert:** Notable Slovenian sports scientist and academic, affiliated with the University of Ljubljana. She is recognized for her extensive research in sports training, sports psychology, and kinesiology. In addition to her academic work, Bon serves as a board member at the European Handball Federation, where she contributes to the development and promotion of handball across Europe. Her expertise spans enhancing sports performance and integrating scientific principles into practical sports applications.

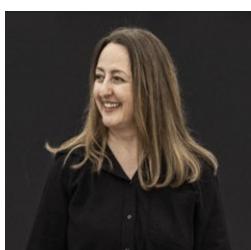
## PROJECT TEAM (in alphabetical order)



**Dr. Mojca Doupona | Senior Expert:** Member of Ex-Com of EAS and full professor of Sports Sociology at the University of Ljubljana. Coordinated several national, European, and International research and educational projects and organized the last four editions of the biannual International Conference Youth Sport. Participated in more than ten Collaborative Partnerships projects including those related to dual careers and she was a coordinator of the EMPATIA project.



**Dr. İlknur Hacisoftaoğlu | Senior Advisor:** She has 11 years of experience in implementing the decentralized activities of the Erasmus+ programme - project coordinator of Erasmus+ partnership for School Education at Slovenian National Agency for Erasmus+ (responsibilities include preparation of yearly work programme and report, promotional activities, counselling to applicants and beneficiaries and dissemination of project results).



**Gilnitz Kotza | Senior Expert:** Sociologist by profession, worked in Germany for 18 years on different projects to prevent gender-based violence and addiction through sports. She was a consultant and project manager at a centre against sexual violence and a women's shelter in Marburg and Wetzlar. She has Psychotraumatology Specialist Counseling and Wendo trainer certificates. She is a self-defence trainer for girls and women and the vice president of BoMoVu.



**Berkan Küçükyılmaz | Administrative Personnel:** PhD candidate in the field of Sports Sciences at Marmara University. Currently, the strength & conditioning coach of girls' U18 and U16 national handball teams. Also working for the Turkish Handball Federation as International Projects Officer. Played handball for 15 years.



**Güneş Viter | Project Manager:** Faculty member at Özyegin University, concentrating her scientific studies on sports sociology with a specialization in gender in sports. Has been a professional handball player for 28 years, and acted as coordinator in several sports organizations and events both in Turkey and abroad. Currently the chairwoman of the Women's Board of the Turkish Handball Federation and a lecturer at the European Handball Federation.

## CONTACT US

### Project website

<https://equawhand.com>

### Contact persons

Şında Barış

e-mail: [sinda.baris@bomovu.org](mailto:sinda.baris@bomovu.org)

Tel: +905306851247

Berkan Küçükyılmaz

e-mail: [berkan.kyilmaz@thf.org.tr](mailto:berkan.kyilmaz@thf.org.tr)

Tel: +905326878281



Co-funded by the  
Erasmus+ Programme  
of the European Union



*Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.*