



Lisbon, 21st November 2019

The Portuguese Golf Federation is proud to pledge its long-term commitment to 'Women in Golf Charter', led by the R&A.

Portugal is currently home to approximately 5.200 million women aged over 15 years. Accounting for approximately 53% of the national population yet of all golf club members (i.e. male and female) women have remained at 21% of total club membership.

Recognizing that the need for increased gender diversity in golf is a societal responsibility, the Portuguese Golf Federation is taking steps to ensure women's golf in Portugal develops to its full potential and becomes a sport where women and girls have great and inclusive experiences. The Portuguese Golf Federation is also committed to developing female leaders for the next generation both in athletics and business. Several initiatives have already been implemented and several are in progress, including:

- Made 'WOMEN'S BEGINNER' sessions available at the Centro Nacional de Golfe do Jamor designed to provide new golfers with basic fundamentals and knowledge needed to get started playing the game and to further engage with the sport.
- Implemented national initiatives to make golf relaxed and fun for beginners (open days, forward tees, and shorter formats).
- Introduced girls to golf through the DRIVE School program.
- Implemented measures to ensure that the media department reports equally on women's and men's golf, from the grassroots to the elite.

The Action Plan for 2020 identifies a new set of key initiatives to be implemented in the short to medium term:

- Boost the visibility of female athletes in sports media through digital media.
- Appoint ambassadors and influencers to promote the participation of women and girls in golf through targeted programs and promotions.
- Work with and within local clubs, golf academies, golf facilities, schools and communities to drive equality, from the grassroots to elite.
- Identify emerging female coaches and provide greater opportunities for them to progress coaching at elite levels.
- Promote learning and information sharing across clubs, golfers, stakeholders and partners to develop the capacity to deliver opportunities, programs and services.



- Increase the involvement of women across all projects, programmes and events.

The Portuguese Golf Federation has 24 full time employees, 13 woman and 11 men, which means that 54% of our staff are female.

In the management team the distribution is 50-50 out of 8 managers.

We look forward to working collaboratively with the R&A to promote the Charter, to get more girls and women involved in the game and to contribute to the growing representation and recognition of women in sport.

Miguel Franco de Sousa

President