



GENDER EQUALITY IN SPORT

FRANCE



FACTSHEET



TOTAL POPULATION

68.1 MILLION

MEDIAN AGE

45.4 YEARS



GDP PER CAPITA

€33,750

POPULATION

52%

WOMEN

MEN

48%

LIFE EXPECTANCY

86 YEARS

WOMEN

MEN

81 YEARS

Source: Eurostat (2023)

ALL IN PLUS: PROMOTING GREATER GENDER EQUALITY IN SPORT

The following is a breakdown of six gender equality indicators for sport in France:

1. Gender equality in leadership
2. Gender equality in coaching and officiating
3. Gender equality in participation (from grassroots to elite sport)
4. Preventing gender-based violence in sport
5. Gender equality in media/communication
6. Policies and programmes to address gender equality in sport

The results are based on 34 respondents from France – 31 sport federations, the French Olympic Committee, the French Paralympic Committee and the French Ministry of Sport and Olympic and Paralympic Games. Data was collated between May and September 2024 on the basis of 2023 data. The data presented is based on responses to the relevant questions, including those who selected 'don't know' or did not provide a specific answer. As a result, percentages may not always total 100%.

The data in this factsheet is from "**All In Plus: Promoting greater gender equality in sport**", a European Union (EU) and Council of Europe (CoE) joint project. The overarching goal of "**All In Plus**" is to highlight the benefits of greater gender equality in sport. The key objectives are to ensure that the relative invisibility of women in sport and the ongoing lack of awareness about gender imbalance in sport and related issues are brought clearly to the forefront.

The project covers and standardises data collection in 20 countries and Kosovo,* based on a set of commonly agreed "basic" gender equality indicators in six strategic fields: **leadership; coaching and officiating; participation; gender-based violence; media/communication; gender equality policies and programmes.**

► To find more results for France and the other countries involved in the project have a look at the project website: <https://pjp-eu.coe.int/en/web/gender-equality-in-sport/home>

* All references to Kosovo, whether the territory, institutions or population, in this text shall be understood in full compliance with United Nations Security Council Resolution 1244 and without prejudice to the status of Kosovo.

All In Plus: Promoting greater gender equality in sport

Co-funded
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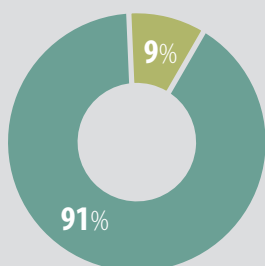
COUNCIL OF EUROPE



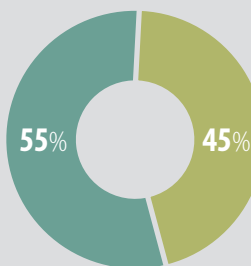
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GENDER EQUALITY IN LEADERSHIP

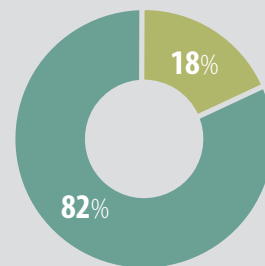
1 FEMALE AND MALE PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=33)



2 FEMALE AND MALE VICE-PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=33)



3 FEMALE AND MALE EXECUTIVE HEADS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=33)



n=x refers to the number of respondents (i.e. sport federations, Olympic and Paralympic Committees, and national authorities responsible for sport) that replied to the question. **N=x** refers to the number of persons in a specific role (vice-presidents, board members, etc.)

- ▶ Only three (9%) national sport federations have a female president – fencing, hockey, and disabled sports.
- ▶ Among the 190 vice-presidents of the 33 respondents, 45% (N=86) are women and represent 27 federations and the Olympic and Paralympic Committees **2**.
- ▶ In national sport federations, less than a fifth of executive heads are women (N=6).

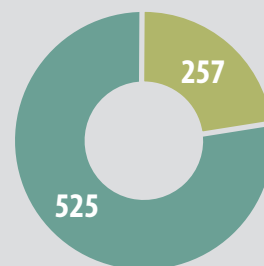
▶ THE OLYMPIC AND PARALYMPIC COMMITTEES are both chaired by male presidents.

▶ **THE OLYMPIC COMMITTEE** has seven female and six male vice-presidents, whereas **THE PARALYMPIC COMMITTEE** has two vice-presidents, one woman and one man.

▶ The two Committees combined have 62 board members, of whom 24 are women and 38 are men. Eighteen women chair sports commissions/committees compared to 21 men.

- ▶ In the French Ministry of Sport and Olympic and Paralympic Games, there are 63 (29%) women and 153 (71%) men in managerial positions.
- ▶ Among the 33 respondents that responded to the question, there were 8,997 voting members of the (general) assembly in 2023 – 41% of whom were women (N=3,727).

4 NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATION AND COMMITTEE BOARD MEMBERS COMPRISE 257 WOMEN AND 525 MEN (N=782)



There is low representation of female board members among sports federations as well as the Olympic and Paralympic Committees in France, reaching 33% **4**.

The equestrian federation reported a higher representation of women (N=19) compared to men (N=13), as well as the triathlon federation with 17 women and 15 men.

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

82% (n=28) of the respondents, including 25 sport federations, the Olympic and Paralympic Committees, and the French Ministry of Sport and Olympic and Paralympic Games, have implemented measures to recruit or increase the number of women in elected/appointed decision-making positions in sport.

Exceptions are the federations for badminton, dance, gymnastics, skiing, swimming, and disabled sports.

- ▶ **82%** (n=23) mention gender representation in their organisation's statutes.
- ▶ **57%** (n=16) have gender quotas/targets in elections or appointment procedures.
- ▶ **46%** (n=13) have seats reserved for women.

- ▶ **39%** (n=11) have a written action plan/strategy to increase the number of women in decision-making positions.
- ▶ **36%** (n=10) have organised awareness-raising campaigns to encourage women to run for decision-making positions and organised training seminars, workshops, etc. for decision-makers.
- ▶ **32%** (n=9) have organised education/training courses on leadership for women only and have established a network of women in decision-making positions.
- ▶ **29%** (n=8) have initiated and/or supported research/studies on gender equality in decision-making positions.
- ▶ **7%** (n=2) facilitate the reconciliation of private life and professional or elective obligations, e.g. childcare services when meetings are held.

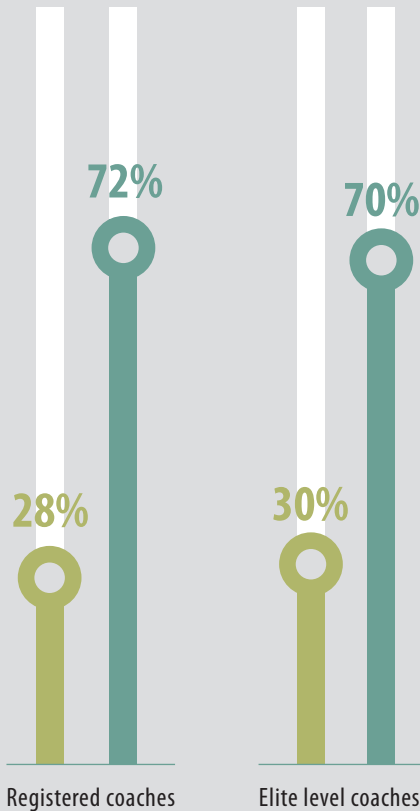
In the **pentathlon federation's** Articles of Association, the representation of women and men is guaranteed on the Board of Directors by the allocation of a number of seats proportional to the number of members of each gender.

GENDER EQUALITY IN COACHING

There are **42,050 women (28%)** and **109,130 men (72%)** among registered coaches, trainers and instructors in France **5**.

5

FEMALE AND MALE REGISTERED COACHES AND EMPLOYED ELITE LEVEL COACHES IN THE NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATIONS (%)



ALL REGISTERED COACHES

Women are underrepresented among coaches in France, reaching only **28%** **5**.

Federations with the highest percentage of female coaches:

- ▶ Tennis: 71%
- ▶ Gymnastics: 70%
- ▶ Equestrian: 61%.

Federations with the highest percentage of male coaches (90-100%):

- ▶ Weightlifting: 100%
- ▶ Boxing: 93%
- ▶ Rugby: 91%.

ELITE LEVEL COACHES

- ▶ **6,552 women (30%)** and **15,631 men (70%)** coach elite level athletes or national teams **5**. Of the 6,552 women, 54 coach men's national teams/athletes – of the 15,631 men, 158 coach women's national teams/athletes.
- ▶ **82%** (n=28) of the federations employ at least one female elite level coach.
- ▶ **85%** (n=29) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

56% (n=19) of the respondents, including 18 sport federations and the French Ministry of Sport and Olympic and Paralympic Games, have taken measures to recruit or increase the number of female coaches since 2020.

- ▶ **56%** (n=19) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport.
- ▶ **76.5%** (n=26) offered training pertaining to gender-based violence in sport.

These are the most to least commonly used measures:

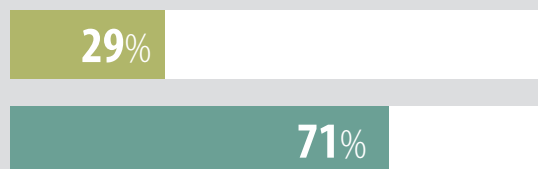
- ▶ Transparent, clear and gender-sensitive recruitment procedures (79%, n=15).
- ▶ A written action plan/strategy to increase the number of female coaches (47%, n=9).
- ▶ Awareness-raising campaigns targeting women (42%, n=8).
- ▶ Database of female coaches (37%, n=7).
- ▶ Positions reserved for female coaches in training courses (26%, n=5).
- ▶ Dedicated resources for female coaches and a mentoring programme for (future) female coaches (16%, n=3).
- ▶ Education/training courses for female coaches only, a network of female coaches, and initiating and/or supporting research/studies on gender equality in coaching (10.5%, n=2).

GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

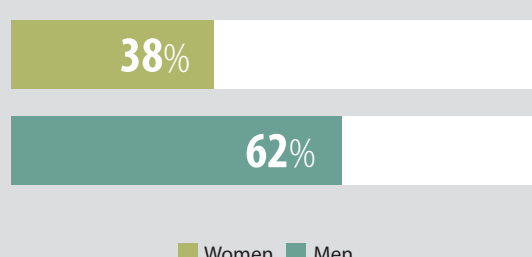
There are **61,624 women (38%)** and **100,458 men (62%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in France **7**.

6 WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS



There were 239 women officiating in elite level competitions in 2023, of whom 175 (73%) officiated games where men were competing. In contrast, there were 590 men officiating in elite level competitions, of whom 207 (35%) officiated games where women were competing. In other words, of the total 829 sports officials who officiated elite games, 29% were women and 71% were men.

7 REGISTERED REFEREES, JUDGES, UMPIRES, RACE COMMISSIONERS ETC.



- ▶ In the Tokyo Olympic Games (2020), 37 French sports officials officiated – 14 women and 23 men.
- ▶ In the Tokyo Paralympic Games (2020), eight French sports officials officiated – four women and four men.
- ▶ In the Beijing Olympic Games (2022), eight French sports officials officiated – two women and six men.

Since 2020, **71%** (n=24) of the federations have reported implementing measures to recruit or increase the number of female sports officials:

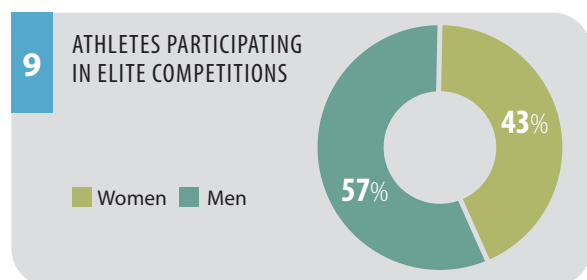
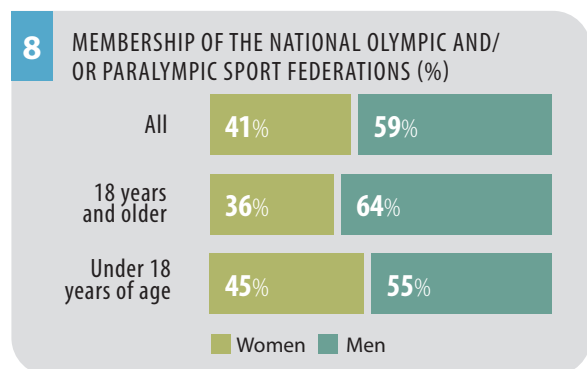
- ▶ **58%** (n=14) have reported having a written action plan to increase the number of female sports officials
- ▶ **54%** (n=13) have adopted transparent, clear and gender-sensitive recruitment procedures
- ▶ **46%** (n=11) have implemented awareness-raising campaigns targeting women
- ▶ **33%** (n=8) have a database of female sports officials
- ▶ **29%** (n=7) have reported offering women education/training courses and have established a network of female sports officials
- ▶ **25%** (n=6) have established a mentoring programme for (future) female sports officials
- ▶ **21%** (n=5) have positions reserved for female sports officials in education/training courses
- ▶ **16%** (n=4) have initiated and/or supported research/studies on gender equality in officiating
- ▶ **4%** (n=1) have dedicated resources for female sports officials.

39% (n=12) of the federations report offering their sports officials training courses on the topic of gender equality in sport.

58% (n=18) have offered training pertaining to gender-based violence in sport.



GENDER EQUALITY IN PARTICIPATION



- ▶ 31 national federations reported 1,576,021 girls as members of their sports clubs – this number accounts for 45% of young people who are members of sports clubs out of 3,477,170 members **8**.
- ▶ Boys account for 1,901,149 (55%) of young people who are members of sports clubs **8**.
- ▶ There are more girls active in sport clubs/federations at 1,576,021 (58%) members compared to women at 1,133,533 (42%).
- ▶ Men represent the majority of male members of sports federations at 2,003,567 (51%).
- ▶ In the adult category, women's participation reaches 36% (n=1,133,533) compared to 64% men (N=2,003,567) **8**.
- ▶ When we count all members from all categories, men members represent the highest percentage with 30% over boys (29%), girls (24%) and women (17%).
- ▶ The sports with the highest proportion of women compared to men are gymnastics and equestrian (85%), followed by swimming (55%). Shooting (89%), rugby and cycling (88%) have the most male members, followed by ice hockey (86%). The athletics federation is the most gender balanced with 4% difference between women and men.
- ▶ There are 2,111 women (43%) and 2,782 men (57%) among athletes participating in elite competitions **9**.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

79% (n=27) of the respondents, including 24 sport federations, the Olympic and Paralympic Committees, and the French Ministry of Sport and Olympic and Paralympic Games, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020.

- ▶ **85%** (n=23) have a written action plan to increase the number of active girls and women in sport.
- ▶ **78%** (n=21) have implemented awareness-raising campaigns targeting girls and women.
- ▶ **74%** (n=20) have dedicated financial resources to girls' and women's sport and/or physical activities.
- ▶ **52%** (n=14) ensure equal access to sport facilities for girls/women and other participants and have offered taster sessions for girls and women.
- ▶ **44%** (n=12) have changed the provision of sport by introducing new sports, activities or ways of practising them.
- ▶ **37%** (n=10) have offered training seminars for coaches and decision-makers.
- ▶ **26%** (n=7) have changed the competition offers to be more tailored to girls and women and initiated and/or supported research/studies on gender equality in participation.

- ▶ The **handball federation** has implemented a range of measures to increase the number of women participating in handball including training for female managers with Femix'Sport, the introduction of a club gender equality label, and the organisation of alternating international women's and men's competitions. They have also initiated a partnership with the association "Sport dans la Ville" for access to handball for young girls.
- ▶ Since 2020, the **basketball federation** has launched a gender barometer to assess the number of female players, managers, officials and technicians. Since 2013, women's trophies have been awarded across the board to recognise women's involvement and identify role models. These trophies are now awarded to clubs, committees and leagues structures that implement remarkable actions aimed at women. Since 2019/2020, through the Plan Sportif Fédéral, the Federation has been subsidising actions carried out by clubs, committees and leagues aimed at women via the creation of dedicated criteria.
- ▶ In 2023, the **French Ministry of Sport and Olympic and Paralympic Games** launched a plan to support the deployment of active school courses: 200 school courses will be co-financed through a call for projects up to €1m via the National Sport Agency (ANS), in collaboration with Paris 2024.

FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

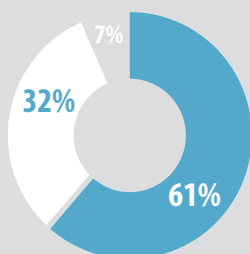
Since 2020, **65%** (n=22) of respondents have taken action to allocate resources equally among women and men. These include 20 federations, the Paralympic Committee and the French Ministry of Sport and Olympic and Paralympic Games.

The **Women's Sport Roadmap** provides a system of personalised financial aid issued by the National Sport Agency, for athletes who have a child. **€500,000** was specifically earmarked for this measure and, in 2023, 48 sportsmen and women were involved in this scheme. This scheme has been renewed for 2024.

PREVENTING GENDER-BASED VIOLENCE IN SPORT

10

NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATIONS THAT HAVE A POLICY/ ACTION PLAN TO PREVENT AND COMBAT GENDER-BASED VIOLENCE IN SPORT (%)



- Have a policy and/or action plan
- Don't have a policy and/or action plan

65% (n=22) of respondents, including sport federations, the Olympic and Paralympic Committees and the French Ministry of Sport and Olympic and Paralympic Games, have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport. This is a significant increase from the 2019 data (36%, n=11).

The majority (n=16) adopted their policy/action plan from 2020 onwards. The basketball federation was the first to put its policy in place in 2017 and the most recent was athletics and the Olympic Committee in 2023. For all federations, the Paralympic and Olympic Committees and the French Ministry of Sport and Olympic and Paralympic Games, the policy is associated with the national mechanisms on prevention of gender-based violence in sport.

Among those that have a policy and/or action plan:

- ▶ **68%** (n=15) have human resources dedicated to its implementation.
- ▶ **86%** (n=19) have a monitoring and evaluation mechanism in place.
- ▶ **73%** (n=16) have funds allocated to its implementation.

The **French Ministry of Sport and Olympic and Paralympic Games** has allocated **€600,000** for the implementation of its policy on preventing and combating gender-based violence. The **handball** and **tennis federations** have allocated **€300,000** and **€177,000** respectively.

PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

82% (n=28) of the respondents, including 25 sport federations, the Olympic and Paralympic Committees, and the French Ministry of Sport and Olympic and Paralympic Games, have implemented specific actions/measures to prevent and combat gender-based violence in sport.

The actions taken most often to prevent and combat gender-based violence include:

- ▶ Awareness-raising campaigns on gender-based violence (86%, n=24)
- ▶ Provision of support services for victims/survivors and training seminars for coaches and/or for decision-makers (82%, n=23)
- ▶ Training seminars, workshops, etc. for athletes (75%, n=21)
- ▶ Written action plan/strategy to prevent and combat gender-based violence in sport and minimising risks procedures (criminal record checks, risk assessment procedure, etc.) (68%, n=19)
- ▶ Mention in the organisation's statutes/rules/laws that forbids gender-based violence and provision of formal complaint procedure for reporting gender-based violence (61%, n=17)
- ▶ Codes of conduct/ethical guidelines for coaches and/or people in managerial and decision-making positions (57%, n=16)
- ▶ Guidelines for handling cases of gender-based violence (54%, n=15)
- ▶ Provision of support services for affiliated organisations (46%, n=13)
- ▶ Appointment of a welfare or a protection officer and establishment of a helpline (36%, n=10)
- ▶ Initiation of and/or support for research/studies on gender-based violence in sport and provision of safe venues (lighting, separate locker-rooms, etc.) (18%, n=5).

GENDER EQUALITY IN MEDIA/COMMUNICATION

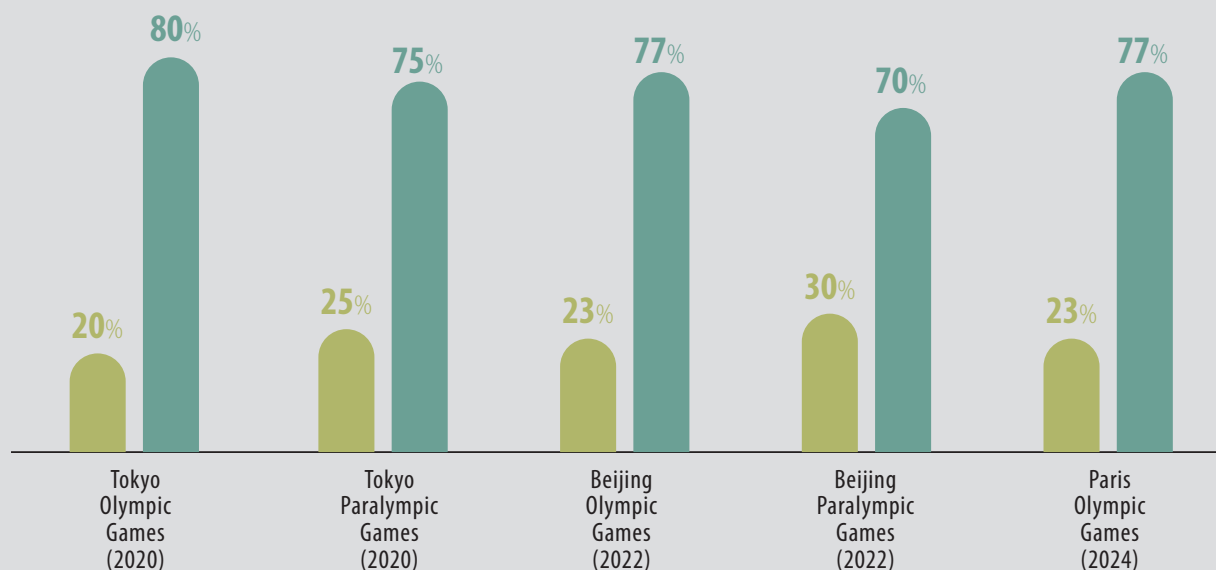
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PRESS ACCREDITATIONS AT THE OLYMPIC AND PARALYMPIC GAMES (%)

ALL REPRESENTED COUNTRIES

(Source: IOC & IPC)

Women Men



In 2022-2023, the **International Sports Press Association (AIPS)** issued **4** memberships for women and **64** for men in France.

Since 2020, **47%** (n=16) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

50% (n=17) have focused on social media for a gender-balanced representation of athletes.

65% (n=22) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

The **French Ministry of Sport and Olympic and Paralympic Games** provides financial incentives for gender-balanced coverage time in public service media (TV/radio).

In 2023, the **French Ministry of Sport and Olympic and Paralympic Games** and the regulatory authority for audiovisual and digital communication (Arcom) organised the "Women's Sport Toujours" operation. The theme of the edition was "Sport as a remedy". On this occasion, Arcom invited the news agencies to highlight the career of women whose practice of sport, professional or amateur, played a major role in healing, reconstruction or emancipation. Throughout the week, national and local television channels, as well as radio stations, international, national or local, and print and digital media participated in the operation, in co-operation with sports institutions.

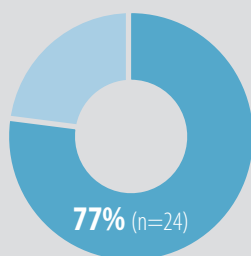
The **handball federation** reports that all media communication materials, whether press kits or press releases, are strictly gender-balanced.

The **basketball federation** has chosen to sell the TV rights to the French men's and women's teams together, to guarantee the same representation. To this end, a major effort has been made to equip venues and broadcast matches on the Sport en France channel and live on YouTube for the Women's Basketball League.

GENDER EQUALITY POLICIES AND PROGRAMMES

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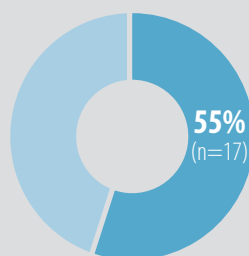
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Athletics, badminton, basketball, boxing, canoe, cycling, dance, equestrian, golf, gymnastics, handball, hockey, ice hockey, judo, mountaineering, rugby, sailing, shooting, skateboarding, surfing, swimming, tennis, triathlon, wrestling

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SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT

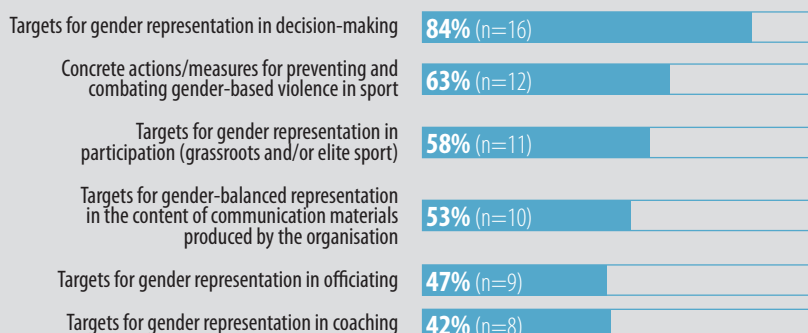


Basketball, canoe, cycling, equestrian, golf, handball, hockey, ice hockey, judo, mountaineering, rugby, sailing, skateboarding, surfing, tennis, triathlon, and wrestling

- ▶ Gender equality is included in 77% (n=24) of the sport federations' long-term plans and 55% (n=17) have a policy for advancing gender equality in sport. Most action plans were introduced between 2020 and 2023 **12 13**.
- ▶ All federations that have a policy for advancing gender equality in sport, include gender equality in their overall long-term goals.
- ▶ Gender equality is included in the long-term plans of the **Olympic and Paralympic Committees** and the **French Ministry of Sport and Olympic and Paralympic Games**. The Olympic Committee and the Ministry also have a policy for advancing gender equality.

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GENDER EQUALITY IN THE POLICY/ACTION PLANS BY NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS, COMMITTEES AND THE MINISTRY OF CULTURE AND SPORT (n=19)



- ▶ **58%** (n=11) of respondents report having a mechanism for monitoring and evaluating their action plan.
- ▶ **89.5%** (n=17) of respondents dedicate human resources.
- ▶ **84%** (n=16) allocate funds to the implementation of the policy/action plan.
- ▶ **89.5%** (n=17) are seeking partnerships/co-operation with other stakeholders in the implementation of the policy/action plan.

Among respondents that have an action plan for gender equality: 16 target gender representation in decision-making, 12 have concrete guidelines for preventing and combating gender-based violence in sport, 11 target gender representation in participation, and 10 target gender-balanced representation in the content of communication materials produced by the organisation. Nine target gender representation in officiating, and eight target gender representation in coaching **14**.

The basketball, handball, and rugby federations target all the actions described in the table.

The **tennis federation** has created the Tennis & Maternity educational programme for pregnant or post-partum players. The Tennis & Maternity programme offers a reassuring and secure framework thanks to its modular teaching content, accessible to all players and all professional teachers. It takes the form of an educational booklet and a web documentary with videos. Based on an innovative approach combining tennis and yoga, it enables better support to the pregnant/post-partum players in their tennis practice, provides professional teachers with the tools and reassurance they need to coach this group, and sets up group sessions with both pregnant and non-pregnant players.

GENDER EQUALITY STRATEGIES

- ▶ **45%** of the sport federations are taking affirmative action and **55%** have a gender mainstreaming strategy.
- ▶ The **Olympic and Paralympic Committees** are using affirmative action but do not have a gender mainstreaming strategy.

AFFIRMATIVE ACTION 45% (n=14)

GENDER MAINSTREAMING STRATEGY
55% (n=17)

The **triathlon federation's** gender equality plan is divided into four areas:

1. Raising awareness among federal actors about gender diversity and fighting stereotypes.
2. Improving women's engagement across all sectors of the federation.
3. Retaining their licensees and promoting the discovery of their disciplines for new practitioners.
4. Offering a fair competitive practice from the youngest to the highest level.



FRANCE: CONCLUDING POINTS

Since 2020, significant steps have been taken to improve the situation of gender equality in sport in France.

Gender equality is included in 77% (n=24) of the sport federations' long-term plans and 55% (n=17) have a **policy for advancing gender equality**.

45% of federations use **affirmative action** measures, and 55% have a **gender mainstreaming strategy**, compared to 48% and 39% respectively in 2019.

Significantly, 65% of respondents, including sport federations, the Olympic and Paralympic Committees and the French Ministry of Sport and Olympic and Paralympic Games, have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**, an increase from 59% since 2019.

The **French Ministry of Sport and Olympic and Paralympic Games** and the Olympic and Paralympic Committees have also demonstrated a strong commitment to addressing gender equality in sport.

Overall, **men continue to dominate leadership positions** in sports organisations in France. Only three (9%) national sports federations report having a female president and less than a fifth of executive heads are women.

Among vice-presidents, there is more gender balance with women's representation at 45%.

In addition, women comprise 33% of all board members in sport federations and the Olympic & Paralympic Committees.

Women are underrepresented among coaches in France at 28% and represent only **29% of sports officials** that officiate elite competitions.

In terms of **women's participation in sports**, the situation is more gender balanced with a rate of **41%** across all sports, with a **steady improvement since 2019 (29%)**.