



# FRANCE

## GENDER EQUALITY IN SPORT

LEAFLET 2019<sup>1</sup>



TOTAL POPULATION  
**65.555.591**  
MEDIAN AGE  
**41.2** YEARS



GDP PER CAPITA  
**42.393** €<sup>2</sup>



POPULATION

**48.7%**

MALE



FEMALE

**51.3%**

LIFE EXPECTANCY

**78.0** YEARS

MALE

FEMALE

**84.5** YEARS

Sources: Countrymeters 2019

### “ALL IN: TOWARDS GENDER BALANCE IN SPORT”

The data in this factsheet is from the “ALL IN: Towards gender balance in sport”, a European Union (EU) and Council of Europe joint project. Its aim is to provide support to public authorities and sport organisations when designing and implementing policies and programmes to address gender inequalities in sport, and when adopting a gender mainstreaming strategy. The project **covers and standardises data collection in 18 countries based on a set of commonly agreed “basic” gender equality indicators** in six strategic fields: leadership, coaching, participation, gender-based violence, media/communication and policies and programmes addressing gender equality in sport.

► **To find more results for France, and the other countries involved in the project, as well as examples of good practice and a toolkit on gender equality in sport, have a look at the project website: [www.coe.int/sport/ALLIN](http://www.coe.int/sport/ALLIN)**

ALL IN: Towards gender balance in sport (Erasmus +)

Funded  
by the European Union  
and the Council of Europe



EUROPEAN UNION

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

Implemented  
by the Council of Europe

1. The results are based on 31 national federations of Olympic sports plus the Ministry of Sports and the Olympic Committee. Data are as at 31 December 2018; except the ones about participation in sport, which refer to data as at 31 December 2017
2. Estimated for 2019

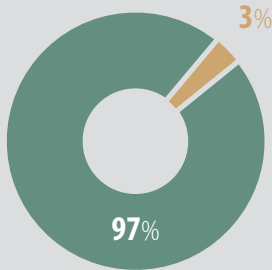


# LEADERSHIP

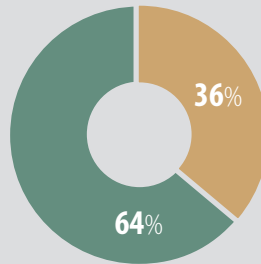
## DATA SEPARATED BY GENDER



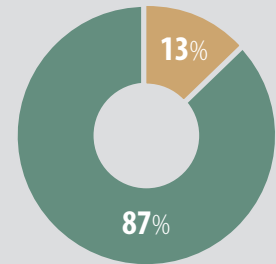
### 1 FEMALE AND MALE PRESIDENTS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



### 2 FEMALE AND MALE VICE-PRESIDENTS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



### 3 PERCENTAGE OF FEMALE AND MALE EXECUTIVE HEADS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



- ▶ Only one (3%) Olympic sport federation: the fencing Federation has a female president **1**.
- ▶ The 31 Olympic sport federations have 133 vice-presidents. Of these 36% (n=48) are women **2**.
- ▶ 6% (n=8) of the federations have the same number of female and male vice-presidents. These are equestrian, handball, sailing, ski, swimming, table tennis, and taekwondo.
- ▶ 13% (n=4) of the sport federations have a female executive head **3**.

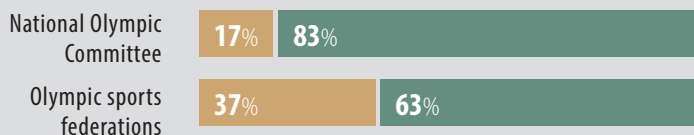
#### THE MINISTRY OF SPORTS

has one female and one male in administrative/managerial positions.

#### THE OLYMPIC COMMITTEE

is chaired by a male president and 8 vice-presidents, **38%** (n=3) of these are women. The executive head of the Olympic Committee is a male.

### 4 FEMALE AND MALE BOARD MEMBERS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS AND THE NATIONAL OLYMPIC COMMITTEE (%)



The Olympic sport federations have a higher representation of females in their boards (37%) compared with the Olympic Committee (17%) **4**.

**6%** (n=2) of the sports federations: gymnastics and taekwondo have a balanced representation of female and male board members.

## ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF WOMEN IN DECISION-MAKING POSITIONS

**84%** As many as **84%** (n=26) of the **sport federations** have implemented actions/measures, since 2015, to recruit or increase the number of females in elected/appointed decision-making positions in sport. These federations are: athletics, badminton, basketball, boxing, canoe, cycling, equestrian, fencing, football, golf, gymnastics, handball, hockey, modern pentathlon, rowing, rugby, sailing, shooting, ski, swimming, table tennis, taekwondo, tennis, triathlon, weightlifting and wrestling.

**77%** (n=20) of the sport federations have worked to include gender representation in boards and/or in committees in their statutes. 69% (n=18) have worked with getting gender quotas/targets in elections or appointment procedures. Only 8% (n=2) have worked with a mentoring program, and none have taken actions which facilitate the reconciliation of private/family life, and professional or elective obligations.

The **Ministry of Sports** has worked with different tools to increase females in decision-making positions in sport: written action plan/strategy to increase the number of females in decision-making positions, gender-balanced representation on boards and/or commissions/committees in the sports organisations' statutes, transparent, clear and gender-friendly election or appointment procedures, gender quotas/targets in elections or appointment procedures, seats reserved for females, education/training courses on leadership for females only, awareness-raising campaigns to encourage females to stand for decision-making positions, network of females in decision-making positions and mentoring programme for (future) females in decision-making positions.

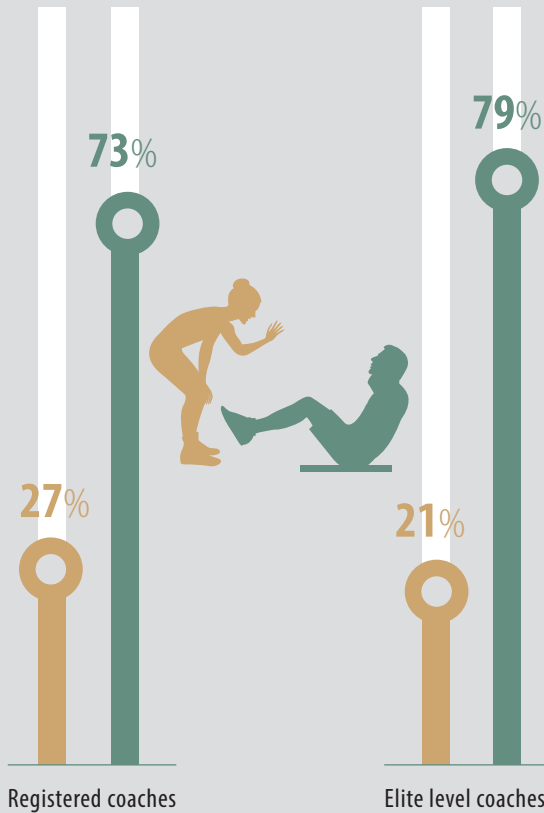


# COACHING<sup>3-4</sup>

## DATA SEPARATED BY GENDER

5

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



Female coaches registered in the Olympic sport federations account for **27%** (n=35432) of coaches, while **21%** (n=132) of employed elite level coaches are females.


### ALL REGISTERED COACHES

**Federations with the highest percentage of registered female coaches:**

- ▶ Equestrian: 76% (n=5033)
- ▶ Bobsleigh/skeleton/luge: 60% (n=66)
- ▶ Modern pentathlon: 37% (n=30)

**Federations with the highest percentage of registered male coaches:**

- ▶ Fencing : 100% (n=18)
- ▶ Ice hockey: 98% (n=200)
- ▶ Swimming: 97% (n=107)

 *No federation has a gender balance with respect to registered coaches.*

### ELITE LEVEL COACHES

▶ **23%** (n=7) of the federations have not employed any elite level female coaches.

▶ **77%** (n= 24) of the federations have employed from 1-50 elite level female coaches, altogether 132.

▶ **97%** (n=30) of the federations have employed from 1-107 elite level male coaches, altogether 497.

## ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF WOMEN COACHES

**45%** (n=14) of the sport federations have implemented actions/measures, since 2015, to recruit or increase the number of female coaches. These federations are: basketball, canoe, football, handball, hockey, ice hockey, rowing, rugby, sailing, shooting, tennis, volleyball, weightlifting and wrestling.

There are three measures that more than half of the federations have used to recruit or increase the number of female coaches: **written action plan/strategy, transparent, clear and gender-friendly recruitment procedures, and awareness-raising campaigns targeting females.** Very few have developed dedicated resources for female coaches, supported research or organised a mentoring program for female coaches.

The **Ministry of Sports** has also worked with the tools mentioned above, such as mentoring programmes, networks for female coaches, in addition to training courses for females only, reserved spots for female coaches in courses, and dedicated resources for female coaches. The Ministry of Sports has also initiated and/or supported studies on gender equality in coaching.

3. In the following section, the term "coaches" also covers trainers and instructors

4. Seven of the sport federations have not answered the question about registered coaches



# PARTICIPATION (from grassroots to elite sport)

## DATA SEPARATED BY GENDER

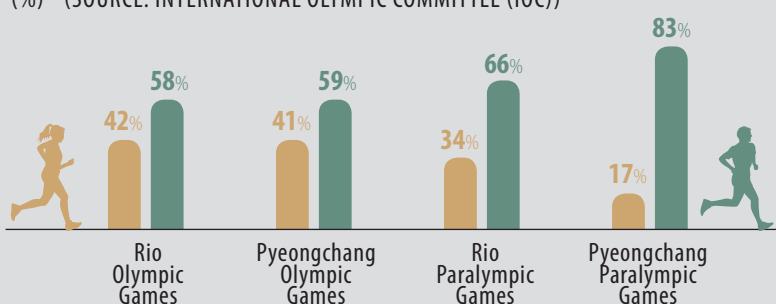
### 6 FEMALE AND MALE MEMBERSHIP OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



► Sport is dominated by men (71%). Both girls (28%) and women (29%) are less often a member of a sport club/federation than boys (71%) and men (72%). As many as 78% (n=21) of the sport federations have less than 40% female members.

► Equestrian and hockey have nearly all female members (83% and 85%). The equivalent sports among men are ice hockey and rugby where respectively 93% and 94% of the members are men. Only two sports federation are almost gender balanced: swimming (53% females) and athletics (47% females).

### 7 FEMALE AND MALE PARTICIPANTS AT THE OLYMPIC AND PARALYMPIC GAMES IN RIO (2016) AND IN PYEONGCHANG (2018) (%) - (SOURCE: INTERNATIONAL OLYMPIC COMMITTEE (IOC))



7 shows that the French delegations had an overwhelming number of male athletes, both in the last Olympic and Paralympic Games. The gender differences are the largest among the Paralympic athletes, where the female athletes counted for only 34% in Rio and 17% in Pyeongchang.

## ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF GIRLS AND WOMEN ACTIVE IN SPORT AND/OR IN PHYSICAL ACTIVITY

**84%** (n=26) of the sport federations have implemented actions/measures, since 2015, to increase the number of girls and women active in sport and/or in physical activity. These federations are: archery, athletics, badminton, basketball, boxing, canoe, cycling, fencing, football, golf, handball, hockey, ice hockey, judo, modern pentathlon, rowing, rugby, sailing, shooting, ski, taekwondo, table tennis, tennis, triathlon, weightlifting and wrestling.

As many as 81% (n=21) of the sport federations who have taken measures to increase girls and women's participation in sport and/or physical activity have worked with a written action plan/strategy. More than ¾ (77%) have also dedicated financial resources to increase activity among girls and women. Only 19% have initiated or supported research and 23% have arranged training seminars/workshops for coaches and decision-makers on how to increase girls and women's participation in sport and physical activity.

The Ministry of Sports has been very active in working with many tools to increase the number of active girls and women in sport and physical activity. In addition to the tools mentioned above, the Ministry of Sports has also elaborated a written action plan/strategy to increase the number of girls and women, awareness-raising campaigns targeting girls and women, changes in sporting opportunities, and changes in the competitions/championships offer to be more tailored to girls and women.

## ACTIONS/MEASURES TAKEN TO IMPROVE THE SITUATION FOR FEMALE ELITE LEVEL ATHLETES

**61%** (n=19) of the sport federations have implemented actions/measures, since 2015, to improve the situation for female elite level athletes. These are: athletics, badminton, basketball, boxing, canoe, cycling, equestrian, fencing, football, handball, hockey, ice hockey, modern pentathlon, rugby, sailing, ski, tennis, volleyball and wrestling.

Working towards getting the same conditions as elite level male athletes is mirrored in the implemented measures that these 19 federations have carried out. Bonuses are often mentioned. Some have also managed either to increase the bonuses or to achieve the same level as male elite athletes. "Implementation of a collective agreement for professionals" and "Enhanced personalised assistance for family carers" are other examples of actions taken to improve the situation for female elite level athletes.

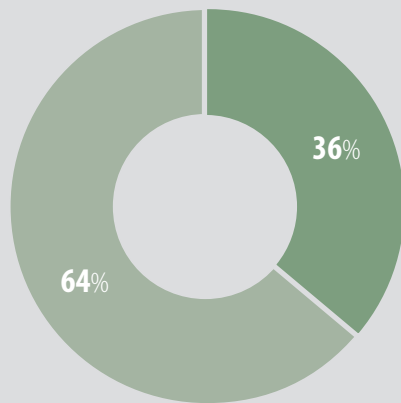
The Ministry of Sports allocated, in 2018, 2.8 million Euros to support actions aimed at elite level sport for women. As a result of this, many federations have implemented actions to promote and increase the success of female athletes at the elite level.



# GENDER-BASED VIOLENCE ACTION PLAN

8

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

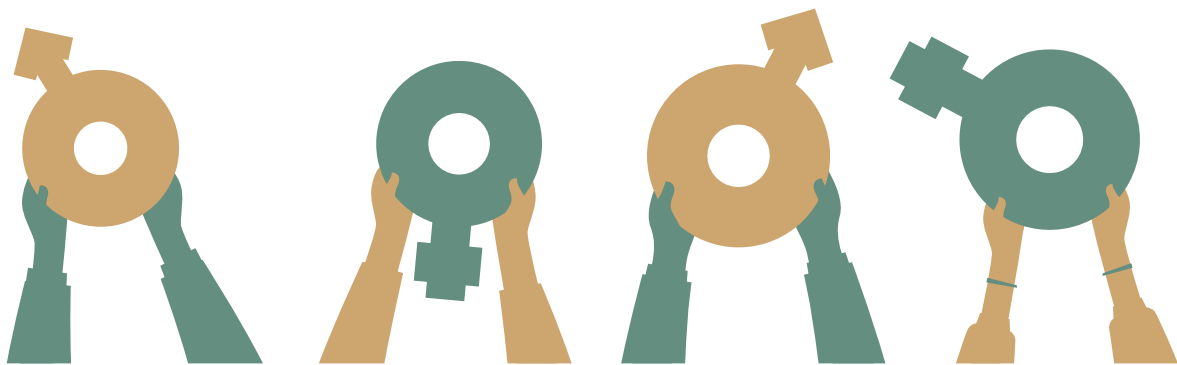


- Have a policy and/or action plan
- Don't have a policy and/or action plan

**8** shows that **36%** (n= 11) of the sport federations have a written policy and/or action plan for preventing and combating gender-based violence in sports. These federations are: athletics, basketball, equestrian, gymnastics, rugby, shooting, ski, swimming, tennis, triathlon and wrestling. The tennis federation was the first one to get a policy and/or action plan – in 2008.

Among those 11 who have a policy and/or action plan:

- ▶ 45% (n=5) have a monitoring and evaluation mechanism
- ▶ 91% (n=10) have human resources dedicated to the implementation of the policy/action plan
- ▶ 45% (n=5) have funds allocated.
- ▶ The **Ministry of Sports** has had a written policy and/or action plan since 2013. It also has a monitoring and evaluation mechanism, human resources dedicated to the implementation of the policy and/or action plan, and funds allocated to prevent and combat gender-based violence in sport.



## ACTIONS/MEASURES TAKEN TO PREVENT AND COMBAT GENDER-BASED VIOLENCE

**48%** (n=15) of the sport federations have implemented actions/measures since 2015 to prevent and combat gender-based violence in sport. These federations are: athletics, basketball, bobsleigh/skeleton/luge, canoe, equestrian, gymnastics, handball, judo, modern pentathlon, rowing, rugby, shooting, swimming, tennis, and wrestling.

The actions most often taken to prevent and combat gender-based violence are: training seminars for coaches and decision-makers (73%), followed by awareness-raising campaigns (53%), and the development of ethical guidelines for coaches and/or people in managerial and decision-making positions (53%).

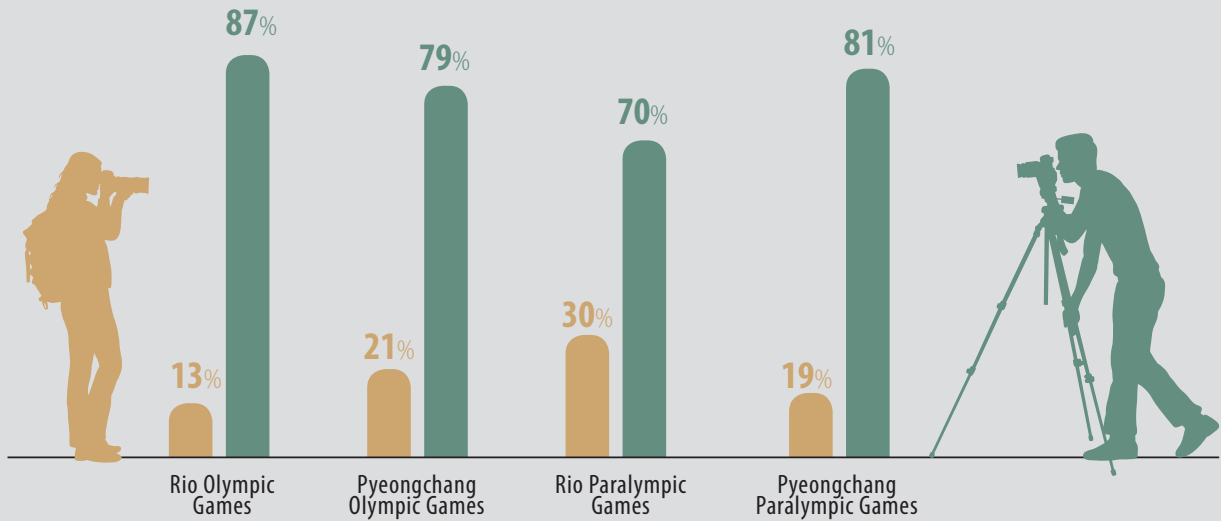
The **Ministry of Sports** has also implemented actions to prevent and combat gender-based violence in sport through mentioning the prevention of gender-based violence in the statutes, launching awareness-raising campaigns, minimising risks procedures and providing formal complaint procedures for reporting gender-based violence.



# MEDIA/COMMUNICATION DATA SEPARATED BY GENDER

9

**FEMALE AND MALE JOURNALISTS/  
REPORTERS ACCREDITED TO THE OLYMPIC AND  
PARALYMPIC GAMES (%) (SOURCE: IOC)**



Female journalists and reporters from French media companies and organisations are heavily underrepresented at the Olympic Games **9**.

## STATISTICS AND/OR SURVEYS ABOUT COVERAGE TIME IN THE PUBLIC MEDIA SERVICE

The Ministry of Sports reports that they have statistics and/or surveys about the coverage of female and male sports in public service media (TV/radio); "The part of women's competition broadcasts on television is measured in the annual report of the Audio-visual council (Conseil supérieur de l'audiovisuel – CSA). The share of women's sports broadcasts on all sports broadcasts on television has risen from 7% in 2012 to nearly 18% today".

Since 2015, both the Ministry and the Olympic Committee have been working to improve the portrayal of women and men practicing sport, through the operation "Women's Sport" (Sport féminin) always in collaboration with the CSA.

## COMMUNICATION GUIDELINES

**77%** (n=24) of the **sport federations** have **portrayal guidelines for a gender balanced representation in the content of communication materials, including in social media.**

Most of these guidelines imply a gender balance in the different forms of communication that the federation publishes, such as: in internal media, broadcasting, posters, publications of results, etc.

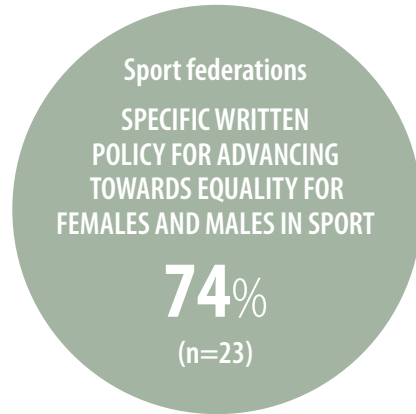






# GENDER EQUALITY POLICIES AND PROGRAMMES

## LONG-TERM BUSINESS PLAN AND ACTION PLAN



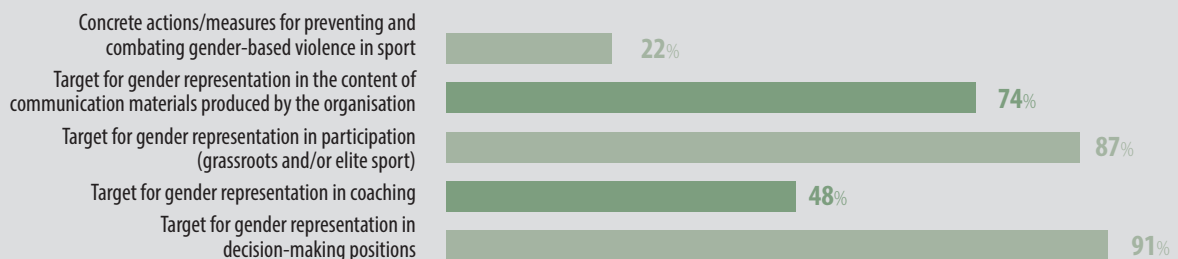
Archery, athletics, badminton, basket, bobsleigh/skeleton/luge, boxing, canoe, cycling, gymnastics, handball, hockey, ice hockey, modern pentathlon, rugby, sailing, shooting, ski, swimming, table tennis, taekwondo, tennis, triathlon, weightlifting and wrestling

Archery, badminton, basket, canoe, cycling, fencing, football, golf, handball, hockey, ice hockey, rowing, rugby, sailing, shooting, swimming, table tennis, taekwondo, tennis, triathlon, volleyball, weightlifting and wrestling

- ▶ As seen on the left side, gender equality is mentioned in 77% (n=24) of the sport federations' long-term or business plan and 74% (n=23) have a specific written policy/or action plan for advancing towards equality between women and men in sport.
- ▶ Only two federations have neither included gender equality in their business plan nor implemented a specific action plan. These are: the equestrian and the judo federations.
- ▶ The **Ministry of Sports** mentions gender equality in its long-term business plan, and has, in addition, a specific written policy/ action plan for advancing towards gender equality in sport.
- ▶ The **Olympic Committee** has a written policy/action plan for advancing towards gender equality in sport, but this is not mentioned in its long-term plan or business plan.

10

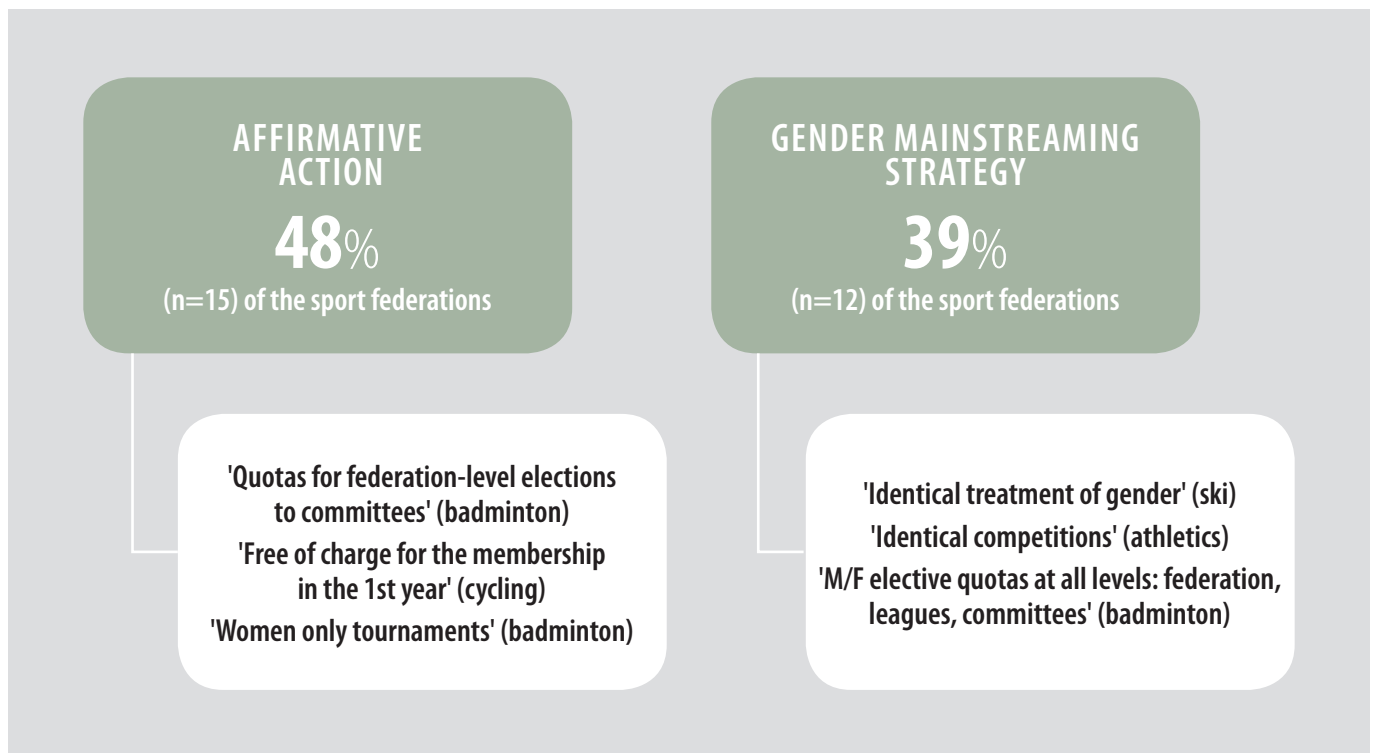
### CONTENT OF THE SPECIFIC POLICY/ACTION PLAN FOR GENDER EQUALITY AMONG THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



**10** shows that many of the 23 sport organisations that have a policy/ action plan for gender equality have targets for gender representation with respect to decision-making (91%), participation (87%) and in the content of communication materials (74%). Only about half have targets for gender representation in coaching.

- ▶ The **Ministry of Sports'** action plan contains all of these targets. In addition the Ministry of Sports adds the following: "Equality between women and men has been declared a "great national cause" for the five-year period by the President of the Republic. The Ministry of Sports has a roadmap aimed at accelerating the policy of equal access for women and men to sport and responsibilities. One of the priority objectives is to increase the number of people participating in physical activity and sport. This policy is based on a legislative and regulatory framework, a body for reflection and proposals that involves all stakeholders in sport with the establishment of the Standing Conference on Women's Sport in 2017"
- ▶ The **Olympic Committee's** action plan also contains targets for gender-balanced representation in decision-making positions, in coaching and in participation (grassroots and/or elite sport), as well as concrete actions/measures for preventing and combating gender-based violence in sport.

# AFFIRMATIVE ACTION AND GENDER MAINSTREAMING STRATEGIES



**48%** of the **sport federations** are using affirmative actions and 39% have a gender mainstreaming strategy. Examples of actions taken and strategies used are mentioned above.

## THE MINISTRY OF SPORTS

is using both affirmative actions and a gender mainstreaming strategy. Examples:

- ▶ The law of 4 August 2014 on substantive equality between women and men aims in particular at the representation of women in the national (elected) governing bodies of sport federations. The law imposes a relative parity system: 40% for sport federations that issue more than 25% of their memberships to one of the two genders. The other federations are on a 25% system for each of the two genders.

## CONCLUSION

Men hold the most powerful positions in French Sports. Only one federation (fencing) has a female president, and 36% of the vice-presidents are women. Surprisingly the boards of the federations have a better gender balance when compared with the percentage of females that are members of a sports club/federation, which is only 29%. Among coaches, the gender gap is larger, only 27% of all registered coaches and 21% of all employed coaches are females.

With respect to actions taken to improve the situations, as many as 84% of the federations have implemented measures to increase the number of women in decision-making positions and the number of active girls and women in sport and/or physical activity. 45% have taken action to increase the number of female coaches, but only 36% of the sport federations have a written policy and/or action plan for preventing and combating gender-based violence in sport. This analysis also revealed that the Ministry of Sports has been, and is, very active in working for a better gender balance in all areas, whereas the Olympic Committee seems to be less involved in this topic. It has not used any concrete tools to redress gender inequalities, neither for female elite level athletes, nor in combating gender-based violence.