

SUMMARY

**WOMEN, SPORT AND
GOVERNANCE
SHARED GOVERNANCE
OBSERVATORY**

2GAP 2024 PROPOSALS



2024

2GAPWORLD

Things to remember

While the 2024 Olympic and Paralympic Games are the **first parity Games in history**, the place and **visibility of women's sport and women in sports governance** still remains a major issue. Some see it more as a communications strategy for the Paris 2024 CoJop¹, given the significant gender inequalities that remain in the world of sport.

This is why the 2GAP collective, drawing on its 80 women's public and private professional networks, has produced a **White Paper** on the **place of women in sport and the role of sport in women's access to governance**.

Women are under-represented in sports governance:

- In 2024, there were just **19 women presidents out of 119 national sports federations**, i.e. 15.9%, and just **14 women out of 49 board members of the French National Olympic Sports Committee (CNOSF)**, i.e. 28.5%.²
- Within international federations, as well as continental Olympic and Paralympic committees and councils, **women make up just 22% of governing bodies, 21% of executive positions and only 7% of the highest governance positions**.³
- In addition, there is still a **gendered distribution of administrative responsibilities in sports federations and steering committees**. Women are more often general secretaries than treasurers, and many hold deputy positions.
- **Women are still very much in the minority on the governing bodies of sports associations**: 24% of women are presidents, compared with 35% for associations as a whole.⁴

The representation of women's sport in the media also reflects a strong imbalance:

- ARCOM highlights a **50% increase in the hourly volume devoted to women's sport on television** between 2018 and 2021. However, in relation to broadcasts of men's and mixed sports, this **hourly volume remains very low**: between 5.5% and 17.5% on generalist free-to-air channels and 6% on specialty and pay channels.⁵
- In 2021, according to data from ARCOM, which is very rare indeed, only **15% of the 61 French-language media outlets will be women sports journalists**, and women's speaking time in sport will account for 13%.⁶
- As for women referees, they account for just **20.3% of the total number of high-level referees in France**.⁷

Women and sport in the workplace :

- Among the working population, **women are less likely than men to take part in company sports** (18% of women vs. 25% of men)⁸. What's more, the sports activities on offer are often considered too masculine, and are often incompatible with family life.

Corruption: a potential brake on women's governance in sport?

- Worldwide, women are disproportionately affected by corruption in sport.⁹ Moral corruption involving power imbalances¹⁰, This can take the form of **sexual harassment and abuse**.¹¹

¹ https://www.20minutes.fr/sport/jo_2024/4053109-20240124-jo-paris-2024-avancee-egalite-femme-homme-sport-vraiment

² Entretien avec Christelle Foucault, directrice diversité et engagement externe chez Sanofi, membre du Comité d'orientation pour le sport inclusif, 6 février 2024

³ Jordan Matthews et Lucy Piggott (2021) « L'égalité des sexes est-elle à l'ordre du jour international ? Représentation féminine et politique dans la gouvernance internationale du sport »

⁴ Enquête Situation des associations en 2018, INSEE « Les chiffres clés du sport 2023 » <https://www.calameo.com/read/0047558802d703de67fa6>

⁵ Arcom, Analyse du poids des retransmissions de compétitions sportives féminines à la télévision entre 2018 et 2021, 2023.

⁶ <https://femmesjournalistesdesport.fr/association/>

⁷ <https://www.lessportives.fr/dossiers/inegalites-au-sifflet-la-difficile-progression-des-femmes-dans-larbitragemultisport/#:~:text=Selon%20l%27Association%20française%20du,%25%20des%20effectifs%5B1%5D>.

⁸ « Baromètre national des pratiques sportives 2020 » février 2021 https://www.egalite-femmes-hommes.gouv.fr/sites/efh/files/2023-03/Chiffres_clés_de_l%27égalité_2021_ed2022_FR.pdf

⁹ UNCAC 2021 : Global Report on Corruption in Sport

¹⁰ Ibidem

¹¹ Transparency International report: Abusers act with impunity while sport organisations fail to stop widespread sextortion; 23 May 2022

- Athletes who report sextortion are often treated with suspicion or contempt and may face **reprisals**.¹²
- A **hyper-masculine culture** and resistance to **external regulation fuel "sextortion"** (sexual corruption) in sport.¹³
- It has been established that when corruption is present in decision-making bodies, particularly sporting ones, this leads to **discriminatory practices, inequalities in the allocation of resources and injustices**. In this case, the pressures associated with corruption in the world of sport can influence decisions on team selection, the granting of funding or career opportunities.
- The question that arises is therefore twofold: **Can corruption in sports organizations lead to gender-based discrimination, favoring men over women in terms of access to competitions, funding and support? Similarly, can corruption, by compromising the integrity of competitions, contribute to perpetuating gender stereotypes as well as structural inequalities, affecting visibility, recognition and opportunities for women in sport?**
- But another question arises, a delicate one as it must not fall into the essentialism that would attribute more virtuous behavior to women and see them as "sanitizing agents" of organizations: **isn't the diversity of profiles in management positions, and women in particular, by breaking the networks of corruption in place and bringing the strength and desire for better regulation, specific to outsiders, an element in improving governance and reducing corruption?**

International findings

- There is a striking **scarcity of contemporary statistical data** collection on gender representation in sport governance.
- The United Nations, the Council of Europe, the European Union and nongovernmental organizations all have texts encouraging the practice of sport by women. In reality, however, very little concrete action has been taken.

2G'S RECOMMENDATIONS

Faced with this finding, which testifies to a massive lag in gender equality in the world of sport, 2GAP makes recommendations for both the public and private sectors:

⇒ **CONTRAINED**

➤ **Extend quota systems and make them effective.**

- In all the governing bodies of the sports movement (CNOSF, CPSF, Federations and professional leagues), as well as in all decentralized bodies and in the governing commissions of all these bodies ;
- Require private companies and the civil service to monitor the way in which the associations/clubs/federations they patronize are managed in line with the same rules that apply to themselves.
- Ensure that social and economic committees (CSE) and other corporate sports federations promote parity in the governance of sporting activities.

➤ **Introduce egaconditionality mechanisms with sanctions**

- Implement the principle of égaconditionnalité, i.e. making the granting of a public subsidy conditional on compliance with legal obligations in terms of balanced representation of women and men in governance, for all subsidies awarded by national and local public authorities to sports practices and facilities, and for sports federations' accreditation procedures ;
- Encourage companies to promote equality in terms of subsidies allocated within works councils, taking care not to favor men's sports on pain of reduced aid ;
- Develop gender budgeting for sports budgets.

➤ **Reinforce the maximum number of mandates for presidents of federations, deconcentrated bodies and professional leagues, by strictly limiting it to three mandates. Ultimately, a two-term limit should be considered.**

⇒ **TRAINING AND AWARENESS-RAISING**

- **Introduce training courses for everyone**, including those in charge of sports disciplines, starting at school and for all supervisors, on the promotion of respect in sport, the detection of stereotypes and sexist behavior in the practice and management of sport, and the role of gender diversity in the quality of public decision-making.
- **Introduce awareness-raising sessions and individual support for women to gain access to governance**; Amplify their empowerment by developing for them and with them opportunities to take on responsibility whatever the form of sporting practice envisaged (leisure, maintenance, competition...).
- **Encourage professional organizations** to offer, as part of their management training courses, **sports courses, modules enabling them to work on team spirit, self-confidence and leadership skills**, and to expand their professional network, ensuring parity of access to these modules.

¹² Luis Rubiales scandal: Football lags behind Spain's feminist struggles ; Le Monde 30/8/2023 et revue 4/1/2024

¹³ Transparency International report: Abusers act with impunity while sport organisations fail to stop widespread sextortion; 23 May 2022;

- **Carry out specific actions for newcomer women** by developing "sport discovery" programs with targeted proposals for devices.

⇒ **SURVEY, EVALUATE AND CAPITALIZE**

- **Collect official data from companies and administrations with sports bodies** via their CSEs, and other corporatist federations, enabling the participation of women in sport to be measured, whether as participants, leaders or managers, and cross-reference this data with the distribution of women and men in organizational charts and professions, in order to support concerted actions to rebalance in the event of a discrepancy.

- **Draw up reports on management training sessions that include sports modules**, to assess their impact on strengthening women's leadership and suggest improvements;

- **Capitalize**, within the Ministry of Sports, these new data thus collected by integrating them into the annual report on Women and Sport.





Join us !

PUBLIC AND PRIVATE NETWORKS

2GAP's founding and partner networks

- Administration moderne
- Alliance pour la Mixité en Entreprise (AME)
- Alter Egales, Groupe Caisses des Dépôts
- Asociación Multisectorial de Mujeres Directivas y Empresarias (AMMDE)
- Association BNP Paribas MixCity
- Association des administrateurs territoriaux (AATF)
- A3F Association des femmes fiscalistes
- Association Française des Femmes Medecins
- Association Française des Femmes Juristes (AFFJ)
- Association pour les Femmes Dirigeantes de l'Enseignement supérieur, de la Recherche et de l'Innovation (AFDESRI)
- Avec les Femmes de la Défense
- Association Femmes et Police dans l'Égalité et la Diversité (AFPED)
- Business Professional Women (BPW)
- CEFYCS : Cercle des femmes dans la Cybersécurité
- Cercle InterElles
- CentraleSupelec au Féminin
- Club Com'Elles
- Cultur'Elles
- Curiosity Club
- Dirigeantes et Territoires
- Donner des ELLES à la santé
- Elle&Co
- ElleEau
- EMLyon au féminin
- ESSEC (Centre Européen en Droit et Economie Women Empowerment)
- European Network for Women In Leadership (WIL Europe)
- European Women Lawyers Association (EWLA)
- EX AEQUO
- Femmes Business Angels
- Fédération Femmes Administrateurs (FFA)
- Femmes Chefs d'Entreprises France (FCE)
- Femmes Chefs d'Entreprises Mondiales (FCEM)
- Femmes de Bercy
- Femmes de l'Intérieur
- Femmes de Justice
- Femmes de Loi, Femmes d'Exception
- Femmes des services du Premier ministre
- Femmes du Tourisme
- Femmes en Mouvement
- Femmes et Diplomatie
- Femmes Experts Comptables
- Femmes Huissiers de justice de France (AFHJF)
- Femmes Ingénieures
- Financi'Elles
- Grandes écoles au féminin (GEF)
- HP WIN (Women's Impact Network) France
- INSEAD Women in Business Club _ France
- INSP 50-50
- Justice Administrative Alter-Egales (JAAE)
- La Cour au féminin
- Les Entrepren'Heureuses
- MédiaClub'Elles
- NEOMA ALUMNI / WO.MEN by NEOMA Alumni
- Observatoire de la Mixité
- Parité Assurance
- Pluri'Elles
- Pour les Femmes dans les Médias (PFDM)
- Prenons la Une
- Professional Women's Network Paris (PWN)
- REFENS_JUST 1, Réseau des Femmes Entrepreneures Nord-Sud
- Réseau Parité Un.e
- SERVIR
- SciencesPo Femme et Société by SciencePo Alumni
- SNCF Mixité
- TalentuElles
- VOX Femina
- WeConnect International
- Women in International Security (WIIS)
- Women Network Sanofi
- Women in Toys France
- 100 Women in Finance

Friends of 2GAP

- Corporate Governance Hub (CGHub)
- CREATE Lyon (Centre de recherche Magellan - IAE Lyon)
- Democracy Today
- Elles bougent
- Génération Femmes d'Influence
- JUMP
- Laboratoire de l'Egalite

Our network members: 500,000 in France, 1.5 million worldwide.

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  @2GAPFRANCE



2GAP

ASSOCIATION

Global **collective**
of **women's and mixed**
professional **networks**
in the **private and public sectors**

#2GAP
 #GenderAndGovernance
 #Solidarity
 #Audacity
 #Future
 www.2GAP.fr



A UNIQUE COLLECTIVE

OUR HISTORY AND OUR RAISON D'ÊTRE

Formed in March 2020, 2GAP is a global collective of more than 80 women's and mixed professional networks from the public and private sectors, working for a fairer sharing of governance between women and men.

Sharing decision-making, at all levels, means improving the performance of organizations, and enhancing the quality of public decision-making.

The evidence is clear. Depriving ourselves of women's talents deprives the world of a potential that some international reports have estimated at several hundred billion dollars a year.

"No major global challenge, whether political, economic, social, cultural or ecological, will be met without the effective participation of women in decision-making, whether in the economic world or in public institutions".
Antonio Guterres, UN Secretary-General.

OUR AMBITIONS

Act globally for a better **sharing of governance**.

Giving women the power to build a **fairer society**.

Share an innovative vision born of the alliance of the public and private sectors.

OUR ACTIONS AND OUR COMMITMENTS

- On the one hand, the immense professional expertise of its members, particularly in the legal field, is reflected in a **Think-Tank** and **Do-Tank** from which its annual White Paper is drawn. As a driving force behind proposals, 2GAP **lobbies** for advances in shared governance, including legislation.
- Secondly, the ability to verify the **validity of the collective's proposals** in the field, thanks to its networks.

2GAP IS ALSO ...



A **Base of Experts** from its networks, to promote the place of women in the media and at conferences.

We also provide **professional support** through mentoring, mediatraining and networking.

Finally, 2GAP organizes **webinars** and **conferences** to raise awareness, exchange ideas and make proposals on the impact and opportunities of shared governance. These webinars are aimed at both national and international audiences.