



FIP GENDER EQUALITY POLICY

Creating a Pathway to Equal Opportunities in Padel

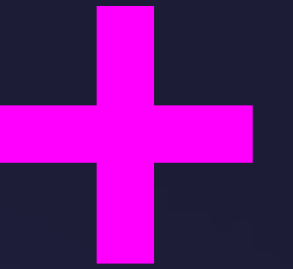
2025-2028

INTRODUCTION TO GENDER EQUALITY IN PADEL

The International Padel Federation (FIP) is dedicated to promoting gender equality across all aspects of the sport.

OUR GOAL IS TO CREATE AN **INCLUSIVE** ENVIRONMENT WHERE INDIVIDUALS HAVE **EQUAL OPPORTUNITIES** REGARDLESS OF THEIR GENDER.





INTRODUCTION TO GENDER EQUALITY IN PADEL

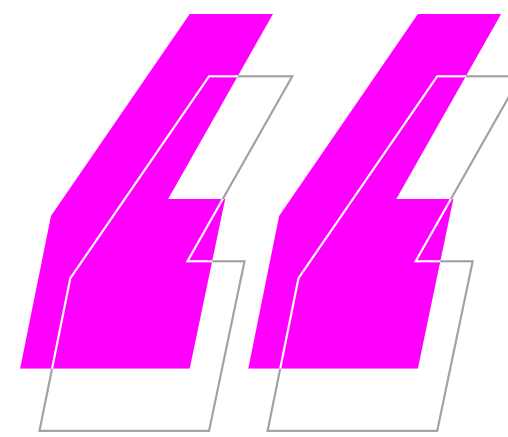
The FIP's Gender Equality Policy is inspired by internationally recognized standards, such as those set by the International Olympic Committee (IOC) and the World Health Organization (WHO), ensuring alignment with global best practices.



International
Olympic
Committee



OUR CORE VALUES



EXCELLENCE

Encouraging excellence across all levels, ensuring that opportunities to succeed are open to everyone.

1

INCLUSIVITY

We believe in providing equal opportunities for all genders, of all abilities, in every aspect of padel, ensuring everyone feels welcome and valued.

2

EQUITY

Our commitment is to provide fair treatment, resources, and opportunities for all players, coaches, and stakeholders, regardless of gender or ability.

3

ACCESSIBILITY

We strive to make padel accessible for individuals of all genders, abilities, skill levels, and backgrounds.

4

RESPECT

Fostering an environment of mutual respect where everyone's contributions are recognized and valued is a key pillar of our approach.



MISSION STATEMENT

Our mission is to foster a padel environment where individuals have equal opportunities to participate, lead, and excel regardless of their gender

We are committed to breaking down barriers, providing **EQUAL ACCESS** to resources, and **PROMOTING FEMALE PARTICIPATION** in all aspects of the sport.

Through collaboration with national federations, partners, and stakeholders, we aim to **CREATE A CULTURE OF INCLUSION** that empowers everyone to reach their full potential.



OUR VISION

To create a Padel community where gender equality is the norm and every individual has the opportunity to thrive.





OUR COMMITMENT

We are committed to removing barriers to participation, ensuring equal access to resources, and *promoting an inclusive culture across all levels of the sport.*

OUR CURRENT SITUATION IN GENDER EQUALITY

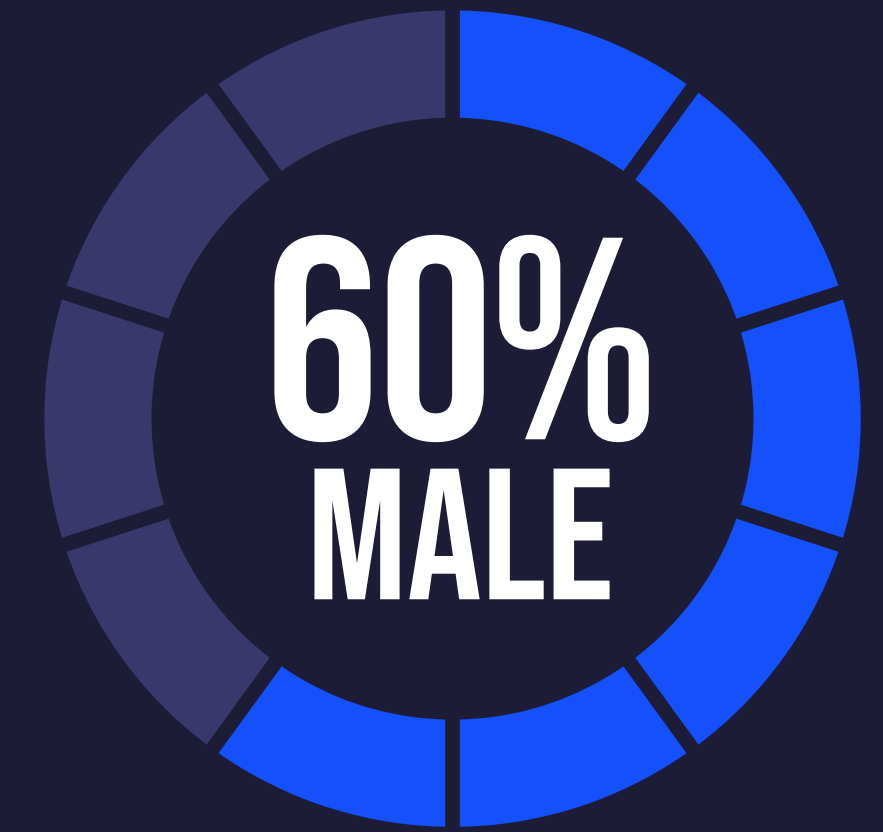
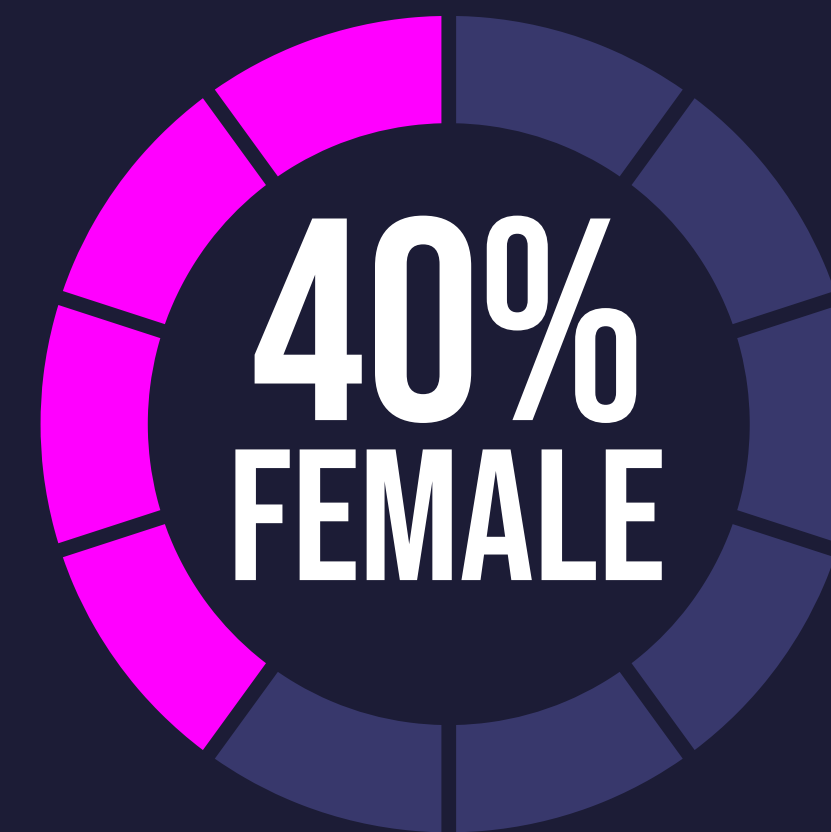
The current landscape of gender equality in padel shows both progress and challenges.
55% OF THE EMPLOYEES IN FIP ARE WOMEN.

There is currently equal prize-money in all Cupra FIP Tour tournaments. **FEMALE AND MALE MATCHES ARE ALSO EQUALLY** distributed in the central courts, ensuring balanced portrayal and visibility.

We are actively working with our Research and Development (R&D) **DEPARTMENT TO COLLECT ACCURATE DATA ON FEMALE PARTICIPATION IN PADEL**, which will help identify key areas for improvement.



2024
AMATEUR PLAYER
PARTICIPATION



This data-driven approach will allow us to address existing inequalities and ensure that our policies are both effective and impactful.

FEMALE RANKING IN INTERNATIONAL COMPETITION

2024 saw a **47% INCREASE**
in the overall representation of
International ranked female players



1362
NUMBER OF PLAYERS

2023

2000
NUMBER OF PLAYERS

2024

OUR OBJECTIVES

FEMALE PARTICIPATION

Increase in all aspects of padel: players, coaches, and leadership positions. Reduce participation gaps in national and international circuits.



EQUITABLE ACCESS TO RESOURCES

Including funding, training, and facilities, for all genders.



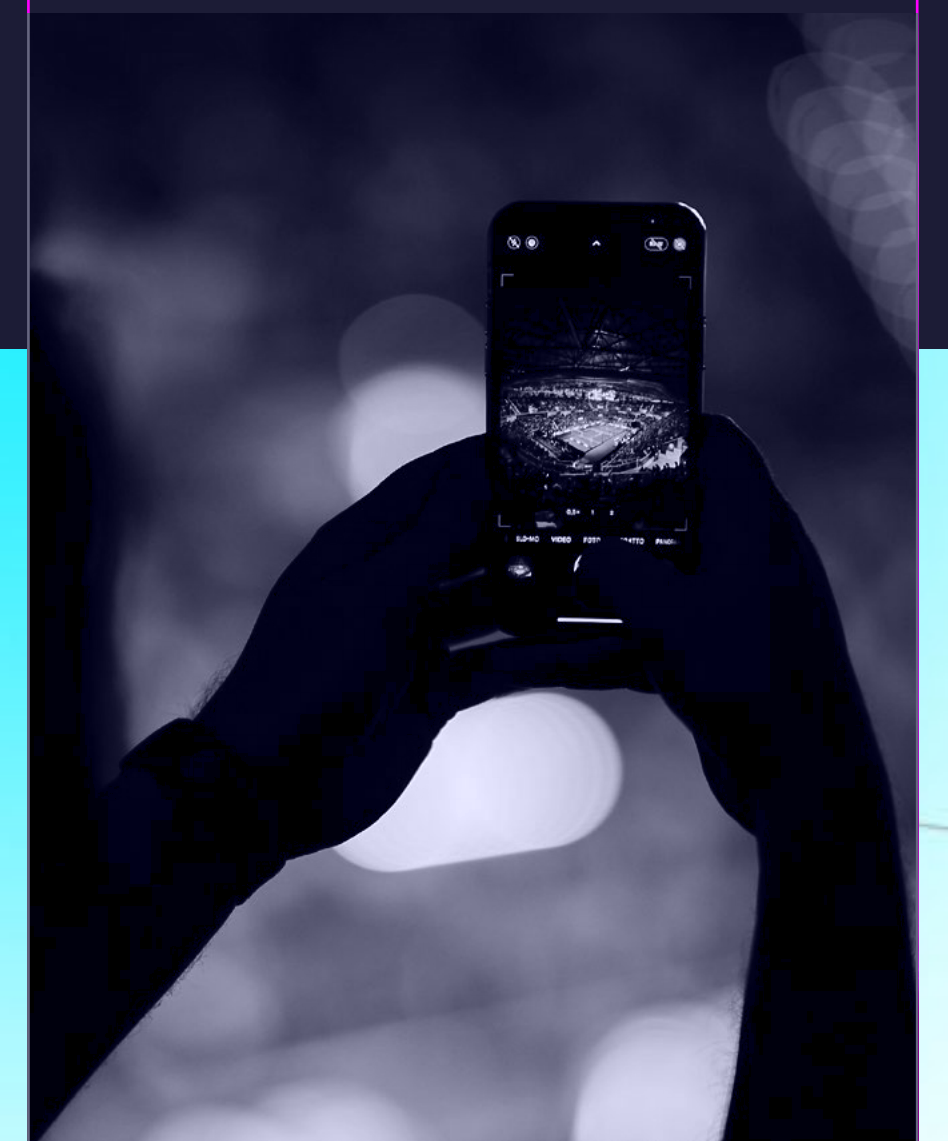
CREATE OPPORTUNITIES

That encourage female athletes to reach their full potential, including inclusive tournaments, mixed events and sponsorship opportunities.



PROMOTE GENDER EQUALITY

Awareness within the padel community through education, media coverage, advocacy, and partnerships with stakeholders.



OUR TARGET AREAS

TALENT DEVELOPMENT

Providing pathways for female players to develop their skills from grassroots to high performance.

To develop a pathway for females leaving their professional padel career to explore opportunities available.

COACHING & EDUCATION

Increasing the number of qualified female coaches through targeted training programs and support.

Introduction of the module 'coaching female athletes'. This module is now embedded in the overall padel certification course.

LEADERSHIP OPPORTUNITIES

Advocating for female representation in decision-making roles within federations and clubs. Quota introduction at leadership level as a tool to accelerate gender equality alongside complementary policies like mentorship programs.

COMMUNITY ENGAGEMENT

Creating inclusive community programs that encourage participation from underrepresented groups. We will continue to engage the community through role models and ambassadors to inspire and empower female participation.

SPONSORSHIP

As an organization, we are committed to expanding sponsorship opportunities for women in padel—both professional and amateur—while enhancing their visibility across sponsorship, media coverage, and avenues for growth and empowerment.

OUR ACTIONS

IMPLEMENT TALENT IDENTIFICATION PROGRAMS

Develop programs to identify and support talented female players at grassroots, national, and international levels.

HOST INCLUSIVE COMPETITIONS

Create inclusive female tournaments and inclusive mixed events to encourage participation and high-level competition. We promote equal centre court time in competitions for male and female players with female friendly facilities.

LAUNCH MENTORSHIP PROGRAMS

Connect experienced female athletes with aspiring players to provide guidance, support, and motivation. Connect experienced female leaders with females commencing leadership careers.

ORGANIZE COACHING CLINICS FOR WOMEN

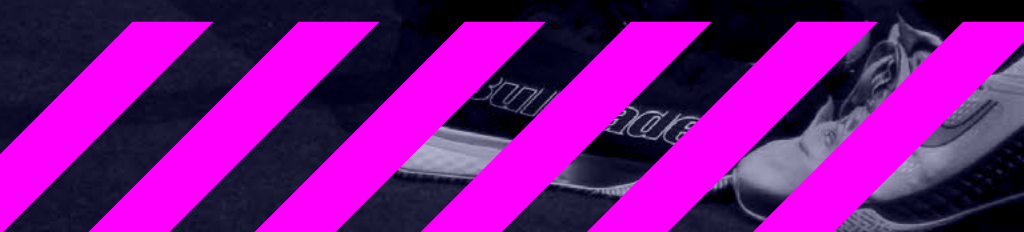
Provide workshops and seminars for female coaches to enhance their skills and support their development.

GENDER EQUALITY IN LEADERSHIP

We have amended the bye-laws to promote gender equality at the FIP board level. We will continue to develop this area and aim to advance gender equality in leadership to at least 30% female participation at executive committee level.

EQUAL GENDER BALANCE

To promote equal balance representation across competition, coaching and officiating, we work with the stakeholders and national federations to promote equal opportunities in courses, competition and career opportunities.



FUNDING

To allocate dedicated financial resources to support female-specific programs, including training, competitions, and mentorship initiatives and specific programs aimed at under-developed/disadvantaged groups.

STEERING COMMITTEE

A dedicated committee and key stakeholders will oversee the implementation of the gender equality policy, ensuring accountability and progress.

PROGRAMS

A series of targeted initiatives, such as training courses, mentorship programs, networking and community outreach, designed to promote gender equality across all levels of padel.



NEXT STEPS

- 1 Collect and analyze data from R&D, national federations and IPPA to identify current gaps.
- 2 Launch targeted initiatives, including training programs and community engagement activities.
- 3 Establish monitoring processes to assess progress and make adjustments as needed.
Establishment of Gender Equality seminars for all National Federations to highlight collective goals and provide support on reaching these goals.



ATHLETES' COMMISSION



Key stakeholders involved in the implementation
and success of the Gender Equality Policy



INITIATIVES / ACTIONS 2025-2028

Initiatives rolled out to national federations aimed at targeting the drop out of young **FEMALES/TEENAGERS** in sport

Disability Inclusion initiatives aimed at increasing opportunities for female players with **DISABILITIES**.

Female **ATHLETE HEALTH AND WELLBEING** focused modules developed and embedded in official padel **COACHING CERTIFICATION COURSE**.

Female high-performance initiatives increasing opportunities for females to compete at top level.

Continue to implement and monitor our principles and approach to safeguarding athletes from harassment and abuse in sport.



INITIATIVES / ACTIONS 2025-2028

Fair and **EQUAL PORTRAYAL** of men and women in all aspects of official padel competition including materials, media coverage, promotion.

Encouraging NFs to consider gender equality in their **NOMINATIONS OF APPLICANTS** for coaching courses, officiating courses, executive committee level and other relevant areas of development opportunities.

Encouraging NFs to promote **EQUAL PRIZE MONEY** in their national competitions.

GENDER EQUALITY COMMISSION to oversee and address any breaches related to gender equality, with a responsibility for encouraging compliance with agreed equality policies, and implementing corrective measures.





INITIATIVES / ACTIONS 2025-2028

Gender Equality Commission to ensure an **ELECTORAL PROCESS** that reflects the FIP commitment to diverse and balanced representation.

Increased gender representation on the FIP Board of Directors, Continental Entities and Commissions, establishing **STRATEGIC MECHANISMS** as per the IOC recommendations.

Establishment of **GENDER EQUALITY** seminars for our Continental Entities with a working reporting system to monitor, measure and evaluate our collective goals and provide support on reaching these goals.

We will continue to integrate gender equality into the organization through our **STATUTES, POLICIES, AND THE ELECTORAL PROCESS**, ensuring fair representation and inclusive governance.

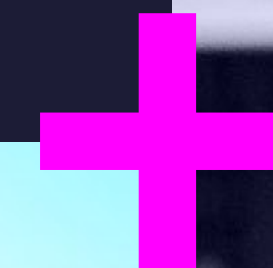
INITIATIVES / ACTIONS 2025-2028

We will endorse and aim to become signatories of the Brighton Plus Helsinki Declaration, demonstrating our commitment to uphold the 10 core principles including:

A dedicated strategy for gender equity and equality within our organization and the sport of padel, or a broader strategy where this is a key focus.

Specific programs designed to support and empower women within the organization and sport, such as leadership or participation initiatives.

A clear commitment to identifying and addressing systemic barriers to gender equity and equality within our organization and padel.





***JOIN US IN OUR MISSION
TO ACHIEVE GENDER
EQUALITY IN PADEL.***

*Contact us to learn more about
partnership opportunities and how
you can be a part of this movement.*

www.padelfip.com