

## Women's World Cup 2023 - Head Coach Gender Analysis

As a mega sport organization that sees itself as a force for social good, FIFA teamed with the United Nations (UN) for the 2023 Women's World Cup to create a "[Football Unites the World](#)" awareness program. Under this broad umbrella, FIFA's support of the UN includes a number of "unity" initiatives: UN Human Rights "[Unite for Inclusion](#)" and "[Unite for Indigenous Peoples](#)" programs, UNESCO's "[Unite for Education for All](#)" strategy, and the World Food Programme's "[Unite for Zero Hunger](#)" venture.

Of particular interest during the 2023 Women's World Cup in Australia and New Zealand is FIFA's use of the world's game to promote UN Women's "[Unite for Gender Equality](#)" project - encapsulating the [UN's Sustainable Development Goal #5](#). One of [17 Sustainable Development Goals \(SDGs\)](#) adopted in 2015 by UN Member States, [SDG5](#) aims to "achieve gender equality and empower all women and girls" across several factors by the year 2030. In addition to ending violence, harmful practices, and all forms of discrimination against women and girls globally, [SDG5 Target 5.5](#) also seeks to "ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life".

Leadership positions within women's football, particularly when FIFA leverages the game to help realize [SDG5](#) by 2030, ought to be one way to view the internal progress of football towards gender equity. In addition to sport governance roles, the most prominent leadership position available to both men and women at the World Cup includes national team head coaches.

Below are tables, using publicly available sources, providing information regarding gender and head coach appointments for 2023 and 2019 World Cup participating nations. To categorize the gender of each coach (recognizing that gender is one lens that may not capture the intersecting social categories and how members of intersecting social categories are often more under-represented) pronouns used by media outlets in profiles of each coach is used to designate gender ( ). It is recognized that individual coaches may or may not identify with gender categories assumed by media outlets. To the best of our knowledge, no head coaches at the 2019 or 2023 Women's World Cup have publicly requested non-binary or alternative gender identification.

To provide more nuanced analysis, each nation's FIFA Confederation, as well as assumed and informal geopolitical region designation (Global North or Global South) is provided ( ).

### Quick Synopsis:

2023: 11 of 32 (34.4%) women head coaches; 4 from Global South nations; 5 (42%) from UEFA  
2019: 9 of 24 (37.5%) women head coaches; 2 from Global South nations; 5 (55.5%) from UEFA

Based on the data, little progress has been made in terms of women taking the lead coach roles for participating nations at the 2023 Women's World Cup. The percentage of women head coaches is barely above 1/3 (and down from 2019). UEFA nations female head coach representation, with rapidly increasing professionalization and infrastructure, has declined from 5/9 in 2019 to 5/12.

Global South female head coach representation has increased from 2/9 (22%) to 4/14 (29%).

2023 FIFA Women's World Cup Head Coach Gender Table  
( as presented through media pronoun use)

Nation	Confederation	Geopolitical Region <sup>+</sup>	Head Coach	Gender
Argentina	CONMEBOL	Global South	Germán Portanova	Male
Australia	AFC	Global North	Tony Gustavsson	Male
Brazil	CONMEBOL	Global South	Pia Sundhage	Female
Canada	CONCACAF	Global North	Bev Priestman	Female
China	AFC	Global South	Shui Qingxia	Female
Colombia	CONMEBOL	Global South	Nelson Abadia	Male
Costa Rica	CONCACAF	Global South	Amelia Valverde	Female
Denmark	UEFA	Global North	Lars Søndergaard	Male
England	UEFA	Global North	Sarina Wiegman	Female
France	UEFA	Global North	Herve Renard	Male
Germany	UEFA	Global North	Martina Voss-Tecklenburg	Female
Haiti	CONCACAF	Global South	Nicolas Delépine	Male
Ireland	UEFA	Global North	Vera Pauw	Female
Italy	UEFA	Global North	Milena Bertolini	Female
Jamaica	CONCACAF	Global South	Lorne Donaldson	Male
Japan	AFC	Global North	Futoshi Ikeda	Male
Morocco	CAF	Global South	Reynald Pedros	Male
Netherlands	UEFA	Global North	Andries Jonker	Male
New Zealand	OFC	Global North	Jitka Klimkova	Female
Nigeria	CAF	Global South	Randy Waldrum	Male
Norway	UEFA	Global North	Hege Riise	Male
Panama	CONCACAF	Global South	Nacho Quintana	Male
Philippines	AFC	Global South	Alen Stajcic	Male
Portugal	UEFA	Global North	Francisco Neto	Male
South Africa	CAF	Global South	Desiree Ellis	Female
South Korea	AFC	Global North	Colin Bell	Male
Spain	UEFA	Global North	Jorge Vilda	Male
Sweden	UEFA	Global North	Peter Gerhardsson	Male
Switzerland	UEFA	Global North	Inka Grings	Female
United States	CONCACAF	Global North	Vlatko Andonovski	Male
Viet Nam	AFC	Global South	Mai Duc Chung	Male
Zambia	CAF	Global South	Bruce Mwape	Male

Total # of Head Coaches	Female	Male
32	11	21

Female Coaches	Global South <sup>+</sup>	Global North
11	4 (of 14)	7 (of 18)

Female Coaches	AFC	CAF	CONCACAF	CONMEBOL	OFC	UEFA
11	1 (of 6)	1 (of 4)	2 (of 6)	1 (of 3)	1 (of 1)	5 (of 12)

2019 FIFA Women's World Cup Head Coach Gender Table  
(as presented through media pronoun use)

Nation	Confederation	Geopolitical Region <sup>†</sup>	Head Coach	Gender
Argentina	CONMEBOL	Global South	Carlos Borrello	Male
Australia	AFC	Global North	Ante Milicic	Male
Brazil	CONMEBOL	Global South	Vadão	Male
Cameroon	CAF	Global South	Alain Djeumfa	Male
Canada	CONCACAF	Global North	Kenneth Heiner-Møller	Male
China	AFC	Global South	Jia Xiuquan	Male
Chile	CONMEBOL	Global South	José Letellier	Male
England	UEFA	Global North	Phil Neville	Male
France	UEFA	Global North	Corinne Diacre	Female
Germany	UEFA	Global North	Martina Voss-Tecklenburg	Female
Italy	UEFA	Global North	Milena Bertolini	Female
Jamaica	CONCACAF	Global South	Hue Menzies	Male
Japan	AFC	Global North	Asako Takakura	Female
Netherlands	UEFA	Global North	Sarina Wiegman	Female
New Zealand	OFC	Global North	Tom Sermanni	Male
Nigeria	CAF	Global South	Thomas Dennerby	Male
Norway	UEFA	Global North	Martin Sjögren	Male
Scotland	UEFA	Global North	Shelley Kerr	Female
South Africa	CAF	Global South	Desiree Ellis	Female
South Korea	AFC	Global North	Yoon Deok-yeo	Male
Spain	UEFA	Global North	Jorge Vilda	Male
Sweden	UEFA	Global North	Peter Gerhardsson	Male
Thailand	AFC	Global South	Nuengrutai Srathongvian	Female
United States	CONCACAF	Global North	Jill Ellis	Female

Total # of Head Coaches	Female	Male
24	9	15

Female Coaches	Global South <sup>†</sup>	Global North
9	2 (of 9)	7 (of 15)

Female Coaches	AFC	CAF	CONCACAF	CONMEBOL	OFC	UEFA
9	2 (of 5)	1 (of 3)	1 (of 3)	0 (of 3)	0 (of 1)	5 (of 9)