



UEFA direct

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Cover

England v Montenegro in UEFA EURO 2012 qualifying. For almost all the teams in the qualifying round, the time has come to take stock before the winter break.

Photo: PA Wire/PA Images

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Helping referees reach their full potential

"The best referees are the ones no one talks about." There is certainly some truth in this popular maxim, as clearly it is the players who should take centre stage, not the referee.

There is even more truth in the notion that *"if you're good enough, you're old enough"* and that a precocious talent, if carefully nurtured, has every chance of fulfilling its potential at the highest level. This is true of players, so why not referees?

Referees must be given every opportunity to do their jobs well. First, they should be given the best possible conditions in which to operate. The additional assistant referees experiment is being conducted with this in mind: it is designed to enable them to see more and better. But before all else, it is the quality of the referees themselves that counts, which is why we have launched the Centre of Refereeing Excellence in Nyon, which welcomed its first group of trainees this autumn.

Open to promising young referees from all UEFA member associations, it aims to give them additional training at an early stage of their careers, under the supervision of experienced instructors, in order to help them to develop their skills and, in the not-too-distant future, officiate in international matches, where it is hoped they will feel comfortable in an atmosphere they are already familiar with thanks to their training in Nyon.



UEFA-Woods

This initiative complements the numerous measures already taken by UEFA and its member associations to improve the quality of refereeing and enable the 'men in black' to perform to the best of their abilities.

For in the end, there is one thing better than referees that no one talks about and that is referees that people talk positively about, with all the respect due to officials who, although they do not take centre stage, play an indispensable role on the pitch.



Michel Platini
UEFA President



Meeting in the world champions' kitchen

Sometimes there are happy coincidences. Planning for the 9th UEFA Conference for European National Team Coaches got under way some 18 months before the event, when countries were still competing for places in South Africa. Madrid was therefore selected as the venue long before Vicente Del Bosque's Spanish team lifted the FIFA World Cup in Johannesburg. The happy outcome was that Spain's recipe for success could be analysed right in the world champions' kitchen.

The kitchen doors were flung wide open from 20 to 22 September – and the welcome demonstrated that the Spanish national association (RFEF) was also in world-champion class as hosts. "We have the great pleasure of welcoming you to the home of Spanish football and we do so with respect, fondness and affection," said the RFEF president, Angel María Villar Llona, during the round of three speeches which opened the event.

Crucial role

First on stage had been the UEFA president, Michel Platini: "National teams have always been the supreme expression of a country's football and the defence of national teams is at the top of our priority list at UEFA." This sentiment was endorsed by Jaime Lissavetzky, the Spanish secretary of state for sports. "The role of national teams and national coaches is crucial," he said, "so we have to advocate and defend them. The Spanish government will offer the greatest possible support and work jointly with UEFA in that crusade."

While on stage, the UEFA president was more than happy to hand Vicente Del Bosque a plaque which

commemorated his achievement in winning both the FIFA World Cup and the UEFA Champions League. An identical plaque was also presented to Marcello Lippi, who had become the first coach to complete that particular double when Italy lifted the Jules Rimet trophy in 2006.

Sharing experience

One of the many salient features of the event in Madrid was that the audience was as star-studded as the cast on stage. The participants went right through the European coaching alphabet from Dick Advocaat (Russia) to Hans-Peter Zaugg (Liechtenstein) and Raimondas Zutautas (Lithuania), while the list of technical directors started with familiar names such as Demetrio Albertini, Packie Bonner and Trevor Brooking.

The main objective in Madrid was to allow the national team coaches who had been in South Africa to share their experiences with colleagues. These interchanges were sparked by a series of on-stage interviews. They started with Vicente Del Bosque, continued with the European silver and bronze medallists, Bert van Marwijk of the Netherlands and Germany's





Certain topics were discussed in groups.

Joachim Löw, and went on to feature Fabio Capello (England), Marcello Lippi (Italy), Ottmar Hitzfeld (Switzerland) and Matjaz Kek (Slovenia). They were joined by Carlos Bilardo (Argentina) and Lars Lagerbäck (Nigeria), who added South American and African perspectives to the review of the proceedings in South Africa. The AFC, the Asian confederation, was also represented in Madrid.

Dealing with trends

These personal impressions were underpinned by solid analytical presentations. Jean-Paul Brigger went through the data which had been gathered during the compilation of FIFA's official technical report on the 2010 finals and correlated the findings with the statistics derived from the 2006 finals in Germany. UEFA's technical director, Andy Roxburgh, highlighted trends in team structures, playing styles and the sources of goalscoring situations, with the potential to counterattack at speed emerging as one of the most influential offensive weapons. "The aim is not to copy trends," he said, "but it helps to be aware of them, to be able to deal with them, and to take them into account when you're working on the training pitch."

On the final day, the spotlight moved from the peak to the base of the national team pyramid, with the RFEF's sports director, Fernando Hierro, and technical director, Ginés Meléndez, explaining how the Spanish senior team's title wins had been built on the foundations of successful age-limit teams. "The philosophy of Spanish football," Fernando Hierro noted, "is to develop players from grassroots levels in a way that reflects our personality and our own way of interpreting and playing the game of football."

But the charm of the event extended beyond the conference hall. A unique gathering of so many national team coaches in a non-competitive environment set the scene for informal knowledge-sharing and proposals aimed at safeguarding and enhancing national team football. As Andy Roxburgh said during a final session on the future of the game, "front-line coaches inevitably focus on the next match, but from time to time it's good to take a wider perspective." ●

Unanimously appreciated

Ask the participants and there is no doubting the importance of the 9th UEFA Conference for European National Team Coaches. *"It's fundamental to come together, to discuss issues and understand where football is heading, to be prepared,"* Italy coach Cesare Prandelli said. *"The more direct contact there is, the better we can react."*



Getty Images

Cesare Prandelli at a training session with the Italian national team

Like Prandelli, Greece coach Fernando Santos is taking his first steps at the helm of a national side and he said he benefited from hearing the experiences of the likes of Vicente del Bosque and Ottmar Hitzfeld, who spoke at the conference. *"It's a sharing of opinions,"* he said. *"Each one of us will have his own opinion, but you will always hear something new. I have some of Vicente del Bosque's phrases from other occasions [like this] locked in my memory. All of us have a responsibility to strongly contribute to what we love and therefore I believe it's very important we have these kinds of conferences and ways to connect with each other."*

For a young coach like Romania's Razvan Lucescu, hearing from experienced members of the coaching fraternity *"helps you develop. That's why for me it's a great experience,"* the 41-year-old said. *"I have experiences from a lower level; here you have the top coaches from all over Europe and every time I learn something new."*

Faroe Islands coach Brian Kerr added: *"The opportunity to mix in a relaxed format with other coaches is brilliant, because many times I only see these people about ten metres away from me down the touchline and we are under pressure."*

Kerr also noted, at a practical level, how relevant the conference is for the development of the game. *"Importantly, I noticed over the years, many of the things that were discussed at the tables in the discussion forum groups have come to pass in the decision-making process,"* he said. ●

Raising refereeing standards

UEFA not only cares about the leading European referees of the moment – an ambitious new project is ensuring that aspiring young match officials are also being groomed for excellence at the highest level in the years to come.

The European body's unstinting commitment to raising refereeing standards has been further reinforced by the new UEFA Centre of Refereeing Excellence (CORE), based at the Colovray sports centre opposite UEFA's headquarters in Nyon. An inaugural two-week course took place recently, attended by a keen group of up-and-coming referees and assistant referees from throughout Europe.

The match officials came from associations large and small. The UEFA president, Michel Platini, and general secretary, Gianni Infantino, visited the course to welcome the participants and give their support to the dedicated work that is now underway.

Significant contribution

UEFA took over the management of the Colovray facility in April, paving the way for the CORE project to begin making a significant contribution to referee development across Europe. The creation of a Centre of Refereeing Excellence was approved by the UEFA Executive Committee at its meeting in Malta in January. Within the new scheme, CORE will run a two-part programme, comprising an introductory and a consolidation course, at the end of which a UEFA CORE diploma will be awarded to each successful participant.

Yvan Cornu, the CORE manager, is overseeing the referee education scheme, together with course lead-

ers Jaap Uilenberg and David Elleray, experienced former referees themselves and members of the UEFA Referees Committee. "It's a wonderful idea," says Uilenberg, "It gives such a big motivation to these young referees. I have visited a lot of countries recently, and everybody is talking about this new centre. For us, it's the chance to work with the young referees of the future."

Three weeks in two parts

The introductory course lasts for two weeks as experienced referee instructors and specialists advise the young match officials – aged in principle between 25 and 30, and considered as showing FIFA international badge potential – in areas such as match preparation, player management, control of the game, tactical awareness and fitness training. The one-week consolidation course that follows takes place around seven months later.

Practical exercises and mental preparation complete the busy introductory course agenda, which ends with each participant setting personal objectives. The referees taking part are already handling games at national level – and as part of the CORE course, the young match officials glean further invaluable experience in matches outside their country. They are given the opportunity to officiate at two Swiss or French championship fixtures.

Technique, match control, fitness and English – the common refereeing language, in which course delegates must already be proficient – are target areas for the introductory fortnight. The main objectives of the consolidation week are to evaluate the young referees' resultant progress at national level with the support of local experts, to reinforce the introductory training, and to offer further opportunities for development in body language, injury prevention and stress management.

"What we are trying to do is to achieve uniformity in refereeing throughout Europe," says Jaap Uilenberg, "so it's important for the young referees, who will be the international referees of tomorrow, to know what to do." In addition to the experienced instructors, the courses are attended by one fitness coach and an assistant. "When the referees take a match in France and Switzerland, the matches are taped, and we will have a debriefing, so the referees and instruction team can analyse performances," says Uilenberg.



Jaap Uilenberg spoke with conviction to the course participants.



The participants even received a visit from the UEFA president, Michel Platini.

UEFA

For every national association

Each of UEFA's 53 member associations will be invited to send one referee and two assistant referees every year to join in the CORE programme. Successful participants receive the UEFA CORE diploma of achievement. The national associations are also being asked to recommend referee coaches to assist the main instructors and senior coach. These instructors should be regularly involved in instructing referees at national level and must have a good command of English.

CORE is an essential addition to the UEFA referee programme, which already includes a winter course and a summer pre-season gathering for top European referees, a talents and mentors programme for promising international referees, and specific activities for assistant referees, female referees and futsal referees. With the launch of this latest project, UEFA is of the firm belief that the Centre of Refereeing Excellence will make a significant contribution to raising refereeing standards throughout all the UEFA member associations. ●

A fantastic opportunity

Referees and assistant referees at the inaugural introductory course at UEFA's Centre of Refereeing Excellence bonded together to make an impressive first batch of 'trainees'.

The match officials – eight referees, each accompanied by two assistant referees from the same association – came from all four corners of Europe to take part in the course, at the onset of what they all hope will be distinguished careers at European and world level.

"It's a fantastic opportunity for the young referees to meet referees from other countries," says joint course leader Jaap Uilenberg. "It's important for them to be together with colleagues from elsewhere to exchange ideas and experiences. For many of them, to be at UEFA is the first time they have travelled abroad for refereeing."

"When they become FIFA referees, it means that we will know them already," Uilenberg adds, emphasising the importance of the CORE activities, "and this means we can appoint them directly for matches which we think will be good for them."

The youngest team of referees at the inaugural course came from Lithuania. The team comprised referee Donatas Rumšas (22) and assistants Vytenis Kazlauskas (23) and Dovydas Sužiedelis (22). *"I started refereeing at 16. My coach encouraged me to referee and I found I liked it,"* said Rumšas, who is already gaining crucial experience in Lithuania in managing players who, in some cases, are much older. *"There are players who don't like it when a young referee tells them what to do – but they must respect me,"* he reflects.

"I'm very happy to be here in Nyon. I'm enjoying it, especially the training sessions. Everything is very professional – it's perfect. And it was a great surprise to meet the UEFA president!" ●



A training session at Colovray

UEFA

Shaping the football finances of tomorrow

More than 100 licensing managers and experts from across Europe attended the UEFA club licensing and financial fair play workshop in Geneva to discuss the latest trends in football finances.



The workshop, now an annual event on the UEFA calendar, offered delegates from all 53 national associations the opportunity to reflect on developments during the 2009/10 season and consider how these will shape football finances in the future.

It has been a year of unprecedented activity for UEFA's club licensing and financial fair play unit, with the publication in June of the UEFA Club Licensing and Financial Fair Play Regulations. These regulations have as the main tenet a break-even requirement for clubs and will be phased in over two seasons from next summer before being fully enforced in 2013/14.

Key project

Licensors present at the workshop on 9 and 10 September were updated on recent activities and given information on the implementation of the top division club licensing system for 2010/11. UEFA's benchmarking figures showed that of the 611 clubs applying for a licence to enter UEFA competitions in 2010/11, 20% fell short of the criteria, with 5 clubs refused access to the UEFA Europa League.

Club licensing, a key project introduced by UEFA in 2004/05, is applied throughout Europe. This work

is now being reinforced by the Club Financial Control Panel, an independent body which verifies that licences are correctly awarded and that clubs fulfil the requirements set out in the UEFA Club Licensing and Financial Fair Play Regulations.

Umberto Lago, a member of the Club Financial Control Panel, explained that 35 clubs from 11 countries had their compliance audits reviewed in 2009/10. "For the time being we have supervised the correct application of the club licensing criteria," Lago said, "but in future our tasks will increase and we will monitor the correct implementation of the newly approved financial fair play requirements as well."

New regulations

UEFA's club licensing staff formalised the improvements made to club licensing with the publication of the new regulations. Criteria such as transfer payables, youth development and financial disclosure have been fine-tuned significantly, while the central importance of supporters has been enshrined.

The regulations, which contain dedicated UEFA club licensing and UEFA club monitoring sections, were heavily influenced by financial fair play. The concept's primary objectives are to encourage financial fairness, decrease inflationary pressure on salaries and transfer fees, and promote long-term investment in the youth sector and infrastructure.

In Geneva, UEFA's club licensing and financial fair play unit responded to questions from the lawyers, accountants and technicians that make up the licensing network. "It is important the associations understand the new rules in detail. Their task will be to immediately inform the clubs," was the message. The workshop was the latest platform for UEFA's efforts to increase transparency and financial fair play in the game. ●





An ongoing dialogue

During an official visit to Brussels on 14 September, the UEFA president, Michel Platini, devoted his day to the future of the relationship between the European Union and football. His busy schedule included two very important meetings with members of the European Commission, followed by a meeting with the Flemish sports minister, responsible for sport-related issues during the Belgian presidency of the EU.

As part of the ongoing dialogue between UEFA and the EU, the UEFA president held talks in Brussels with Joaquín Almunia, European Commission vice-president responsible for competition policy, and László Andor, member of the European Commission responsible for employment and social affairs. His visit to the European Commission headquarters was followed by a meeting with the Flemish sports minister, Philippe Muyters, who is responsible for sport-related matters during the Belgian presidency of the EU, which runs until 31 December.

The UEFA president's meetings with Mr Almunia and Mr Andor took place at a crucial moment for European sport policy, since the European Commission is expected to publish a communication on sport in the Lisbon Treaty – a kind of follow-up to the White Paper on Sport of July 2007 (see uefadirect No. 65) – before the end of the year.

Social role of sport

Discussions focused on the main issues facing UEFA. With Mr Almunia, they centred on financial fair play and audiovisual rights. The UEFA president and the European Commission vice-president also recognised the importance of working together in an organised manner on issues of common interest. The social role of sport was then emphasised during the president's talks with Mr Andor, who highlighted the need to promote the training of young athletes. The protection of minors was another topic high on the agenda.

With Belgium holding the rotating presidency of the EU, the meeting between the UEFA president and Philippe Muyters, the Flemish sports minister, was also attended by the president of the Royal Belgian Football Association (URBSFA-KBVB), François De Keersmaecker.

The UEFA president thanked the sports minister for the attention given to issues related to sport during the Belgian presidency of the EU (see *UEFA-direct* No. 101). All parties agreed on the importance of continuous dialogue between the EU institutions and the European sport federations.

Crucial time

At the end of this fruitful day, the UEFA president said: *"This is a crucial time for European sport and I was very pleased to be invited to Brussels today to discuss key issues affecting sport and football. I was especially happy to find so much common ground on financial fair play, the protection of minors and the specificity of sport. All the meetings were very productive, encouraging and practical, with a view to excellent future cooperation. It was also nice to find fellow football fans at the European Commission!"*

The UEFA president paid similar visits in March and April to Androulla Vassiliou, European commissioner for education, culture and sport, Michel Barnier, European commissioner for the internal market, and Viviane Reding, European Commission vice-president responsible for justice, fundamental rights and citizenship. ●

Direct qualification for the UEFA Europa League

Convening for the first time in the Belarusian capital, Minsk, the Executive Committee held its penultimate session of the year, chaired by the UEFA president, Michel Platini, on 4 October.

Once again, the activities of the UEFA committees, several of which met during August and September, were the basis for a large part of the session, as, in addition to hearing their respective reports, the Executive Committee also took a number of decisions based on their recommendations.

As a result, hosts were selected for several final tournaments taking place in coming years:

- The 2011–13 European Women's Championship finals will be organised by the Swedish Football Association;
- The 2011/12 European Under-17 Championship final tournament will be staged in Slovenia;
- The Under-17 finals in 2013 will take place in Slovakia;
- Estonia will host the 2011/12 European Under-19 Championship final tournament;
- The Under-19 finals in 2013 will take place in Lithuania;
- Turkey will host the 2011/12 European Women's Under-19 Championship final tournament;

■ The women's Under-19 finals in 2013 will be held in Wales.

The Executive Committee also approved:

- the Regulations of the European Women's Championship 2011–13, while at the same time confirming that the final tournament will once more be contested by 12 teams, as it is premature to consider expanding the number of teams after just one edition with the current format;
- the Regulations of the European Under-21 Championship 2011–13;
- the UEFA Kit Regulations (2012).

Club competitions

With regard to the club competitions, the main change concerns the UEFA Europa League. From the 2012/13 season, this competition will, like the UEFA Champions League, provide direct access to the group stage for certain teams, in this case the winners of the domestic cup competitions of the top six associations in the UEFA rankings. This measure will facilitate the sale of TV rights,



as it will ensure the presence of at least one club from these six countries in the group stage. This new regulatory provision will clearly have a broader impact on the access list, which will be adapted accordingly. It should be noted that the domestic cup runners-up will not, under any circumstances, be eligible for one of these six places, even if the cup winners have qualified for the UEFA Champions League. As the current regulations state, in this case *"the domestic cup runner-up qualifies for the UEFA Europa League at the stage initially reserved for the lowest ranking top domestic league representative"* (paragraph 2.04).

In addition, the Executive Committee identified as topics for consideration the future of the UEFA Super Cup beyond 2011 (when the contract that bases the competition in Monaco expires) and the possibility of creating a youth club competition.

Changes to women's prize pool

The Executive Committee decided to modify the distribution of bonuses in the UEFA Women's Champions League and expanded the number of teams that will benefit. In the 2009/10 season, for the first time in the history of the competition (previously known as the UEFA Women's Cup), €325,000 was awarded to the winning team (1. FFC Turbine Potsdam) and €225,000 to the runners-up (Olympique Lyonnais). For the current season, the prize money will be €250,000 for the winners and €200,000 for the runners-up. However, in addition, each of the teams eliminated at the quarter-final stage will receive €25,000, while the losing semi-finalists will each receive €50,000. The aim of this change is to avoid distorting the domestic competitions of the two finalists as a result of excessive financial rewards.

Still on the subject of the UEFA Women's Champions League, the Executive Committee also approved a change relating to the access list. From the 2011/12 season onwards, places will be allotted exclusively on the basis of the coefficient rankings of the national associations. The calculations used to determine the individual clubs' coefficient rankings will also be modified, giving a reduced weighting to the national association coefficient ranking, which will account for only 33% of the overall ranking, instead of the current 50%.

UEFA Grassroots Charter achieves 49 signatories

Having delighted in the performances of the European teams at the World Cup in South Africa, where Europe took bronze, silver and gold, the Executive Committee looked to the base of the pyramid and approved the national associations of Albania and Portugal as one-star signatories to the UEFA Grassroots Charter. At the more advanced levels, Slovenia was awarded two stars, Azerbaijan, Luxembourg, Malta and Turkey all

European Championship

UEFA EURO 2012 match schedule

In Minsk, the Executive Committee fixed the match schedule for UEFA EURO 2012, which will bring together 16 of Europe's national teams in Poland and Ukraine from 8 June to 1 July 2012.

The opening match, in which Poland will take the stage, will be held on 8 June in Warsaw. The Polish capital will also host another two group matches, a quarter-final and one of the semi-finals. Poland will

also play their second match in Warsaw, before heading to Wrocław, the venue for two other group matches. Poznań will host three group matches, while Gdańsk will host three group matches and one of the quarter-finals.

Meanwhile, co-hosts Ukraine will play their first match in Kyiv on 11 June. The Ukrainian capital will stage another two group matches, a quarter-final and the final. The co-hosts will then switch to Donetsk for their remaining two group games. Donetsk will also host a third group match, a quarter-final and a semi-final. The stadiums in Kharkiv and Lviv will each play host to three group matches.

Group A matches will all be played in Warsaw and Wrocław, Group B in Kharkiv and Lviv, Group C in Gdańsk and Poznań, and Group D in Kyiv and Donetsk.

The group stage will be completed on 19 June. After a rest day, the quarter-finals will then be played one a day from 21 to 24 June. Following a further two rest days, the semi-finals will be staged on 27 and 28 June, with the final on 1 July.

■ The Ukrainian and Polish organising committees have drawn up a list of 38 potential team base camps for the final tournament participants. These base camps all comprise a high-standard hotel complex with facilities suitable for long stays and training facilities available nearby, including a regulation-size natural grass pitch.

The national associations are invited to read up on the team bases and may already make provisional reservations via UEFA.





Grassroots football in Azerbaijan

achieved a three-star rating, Andorra gained four stars, and both Armenia and the Republic of Ireland can now boast a five-star rating.

The charter now has 49 member associations as signatories.

As regards the UEFA Coaching Convention, the Cyprus Football Association has been awarded Pro membership status.

Changes to the UEFA administration

The members of the Executive Committee were informed about the latest changes to the UEFA administration, which, under the direction of the UEFA general secretary, Gianni Infantino, now comprises six divisions: national associations (headed by Theodore Theodoridis, deputy general secretary), competitions (headed by director Giorgio Marchetti), legal affairs (Alasdair Bell), finance (Josef Koller), services (Stéphane Igolen) and communications (Alexandre Fourtoy).

At the end of the 2009/10 season, the UEFA administration employed the equivalent of 304 full-time staff, of which 61% were male and 39% were female, with an overall average age of 38.8 and with 36 different nationalities represented. Length of service ranged from 0 to 28 years, with the average set at 5.9 years.

Headed up by David Taylor, the subsidiary company UEFA Events SA comprises two divisions: operations (director Martin Kallen) and marketing (director Guy-Laurent Epstein). It employed 103.4 people at the end of 2009/10, a number which is expected to increase during the build-up to UEFA EURO 2012.

Match organisation

In terms of match organisation, the Executive Committee approved a management programme aimed at

ensuring greater uniformity in the organisation of UEFA EURO 2012 qualifying matches, in close cooperation with the national associations.

The Executive Committee also approved a plan that will allow UEFA to sell the UEFA EURO 2012 tickets allocated to its member associations on their behalf. The vast majority of national associations have given their support to this plan, which will enable them to cut their costs and workload while helping to ensure a better take-up of seats. This measure is not compulsory; rather it has been devised as a service to be made available to any associations which wish to make use of it.

2011 UEFA CONGRESS

Deadlines for candidates

The next Ordinary UEFA Congress will take place on **22 March** in Paris, when elections will also be held. The key dates are as follows:

- **22 December:** registration deadline for candidates for the position of UEFA president.
- **22 January:** registration deadline for UEFA and FIFA Executive Committee candidates.

Anyone standing for election must submit their candidacy in writing to the UEFA administration.

In 2011 the current terms of office of the UEFA president, Michel Platini, and the Executive Committee members Senes Erzik, Angel María Villar Llona, Joseph Mifsud, Gilberto Madail, Mircea Sandu, Grigoriy Surkis and Liutauras Varanavicius come to an end.

The four-year terms of office of the European members of the FIFA Executive Committee Michel Platini, Geoffrey Thompson, Angel María Villar Llona and Franz Beckenbauer are also due to end in 2011.

In brief:

- The Executive Committee has given the Football Federation of Bosnia and Herzegovina until 31 March to amend its statutes in accordance with FIFA and UEFA requirements. Failure to do so will see the federation suspended and stripped of all of its membership rights.
- The Executive Committee heard a report on the meeting held by the Professional Football Strategy Council in Monaco in August, after which a resolution against match-fixing was issued (see *UEFA direct* No.101).
- The Executive Committee also approved the marketing concept for club competitions for the next three-year cycle (2012–15).
- The next meeting of the Executive Committee is being held on 9 and 10 December in Prague.

Eight finalists to compete in Denmark

Qualifying for the final round of the European Under-21 Championship is no easy task, since it is not enough just to finish first or second in your group; play-off matches also have to be negotiated.



In mid-October, seven teams managed to clear the final obstacle in order to book their tickets for Denmark, where they will join the team of the host association in a tournament to be played from 11 to 25 June next year.

As winners of their respective groups, Romania, Switzerland, Italy, the Netherlands, the Czech Republic, Sweden, Croatia, Ukraine, Greece and Scotland contested the play-off matches along with the best runners-up, namely Spain, Iceland, England and Belarus.

All the group winners who were paired with runners-up were eliminated: Scotland lost both their matches to Iceland, as did Croatia to Spain. Romania were knocked out by England and Italy lost to Belarus after extra time. The other three qualifiers are Switzerland (who beat Sweden), Ukraine (who knocked out the Netherlands) and the Czech Republic (who saw off Greece).

The finalists will be split into two groups at the draw in Aalborg on 9 November. The final round will not

only decide who wears the European crown; it will also determine Europe's three representatives at the 2012 Olympic Games in London. → en.uefa.com/under21



Keystone

Switzerland beat Sweden to earn their place in the U21 final round.

European Futsal Championship

Participation record

The draws for the 2011/12 European Futsal Championship preliminary and qualifying rounds were held in Nyon on 24 September and threw up, among others, an encounter between titleholders Spain and fast-improving Azerbaijan.



Spain were the winners in the January 2010 finals in Hungary, the first for which 12 teams qualified, but many headlines were grabbed by debutants Azerbaijan and their thrilling run to the final four. Their qualifying round group is one of six being played from 24 to 27 February. The group winners will all join the hosts, Croatia, in the finals along with the best five runners-up.

Portugal, runners-up in Hungary, have been drawn with Belarus, a team that held them to a thrilling 5-5 draw in this year's group stage. Meanwhile Group 5 contains three of the 2010 finalists, with the mini-tournament hosts, Ukraine, welcoming Hungary and Belgium. None of them made the last four in Hungary, unlike the Czech Republic, who will play neighbours Slovakia and Group 4 hosts Romania for a place in next year's finals.

Only two nations other than Spain have lifted the trophy in this competition. Italy, the 2003 champions, will meet 2010 qualifiers Slovenia in their 2011/12 qualifying group, while Russia, inaugural champions in 1999, have been drawn alongside Serbia, who beat

them in the group stage in Hungary, and Group 2 hosts the Netherlands.

One place in each qualifying group will be filled by the winners of the six preliminary round groups, which will be decided between 20 and 24 January. Among the teams involved are four competition debutants: Iceland, who are hosting a mini-tournament, Norway, San Marino and Switzerland. They bring the number of nations entering the competition to a record 43.

Preliminary round

Group A:	Moldova, Turkey, Montenegro, Switzerland
Group B:	Greece, Latvia, Armenia, Iceland
Group C:	FYR Macedonia, Georgia, England, Estonia
Group D:	Lithuania, France, Bulgaria, Malta
Group E:	Finland, Cyprus, Albania, San Marino
Group F:	Israel, Andorra, Republic of Ireland, Norway

Mini-tournament hosts in bold

→ en.uefa.com/futsaleuro

Draw for the elite round

The main round of the UEFA Futsal Cup sent 12 teams to join titleholders SL Benfica, MFK Viz-Sinara Ekaterinburg, ElPozo Murcia FS and AFC Kairat Almaty – all of whom qualified automatically – in the draw for the elite round of the competition.



The draw was held at UEFA headquarters in Nyon on 12 October and produced the following four groups:

Group A: SL Benfica, KMF Ekonomac Kragujevac, FC Time Lviv, MNK Nacional Zagreb

Group B: MFK Viz-Sinara Ekaterinburg, Araz Naxçivan, ASD Città Di Montesilvano C/5, AGBU Ararat Nicosia FC

Group C: AFC Kairat Almaty, Iberia Star Tbilisi, Akademia FC Pniewy, Slov-Matic Bratislava

Group D: ElPozo Murcia FS, Sporting Clube de Portugal, FK EP Chrudim, City/us Târgu Mureş

Mini-tournament hosts in bold

The mini-tournaments will be played between 20 and 28 November. The four group winners will contest the finals in April in the city of one of the finalists.

→ en.uefa.com/futsalcup



D.Aquila

UEFA Futsal Cup preliminary round tie between Denmark's BGA Futsal and FS Ilves Tampere of Finland

UEFA Regions' Cup



The participants in the intermediary round of the 2010/11 UEFA Regions' Cup are now known. Ankara (Turkey), FC Carmiel Safed (Israel) and South East FYR Macedonia each topped their respective preliminary round groups. They will be joined by the best two preliminary round runners-up, West Hungary and Eastern Region Northern Ireland, and the 27 teams that qualified directly for the intermediary round of the competition, to be completed by 30 April.

Women's World Cup

A long journey

Whereas, for Germany, hosts of next year's final round, the Women's World Cup is currently an organisational matter more than anything else, it also represents a long journey for the final European teams still involved in the qualifying phase.



Keystone

So near and yet so far for Switzerland's Jehona Mehmeti (10) and her team-mates

It all began in September 2009, with qualifying matches played in eight groups. The top two in each group qualified for play-off matches, held in September 2010, in order to determine four of the finalists. France, England, Norway and Sweden were successful and can now concentrate on their preparations for the finals. The losers of these play-off matches faced each other over two legs in early October: Switzerland caused a surprise by beating Denmark, who had only lost to Sweden after extra time in the play-offs, while Italy defeated Ukraine.

At the end of October, Switzerland and Italy met home and away in an attempt to prolong the adventure, with the winners entering a play-off with the third-ranked team in the North, Central America and Caribbean zone (CONCACAF). The winners of that two-legged play-off (20 November in Europe; return on 27 November) will secure the one remaining place at the finals in Germany.

In the other continents, Australia, Japan, Korea DPR and New Zealand have already qualified. A draw in Frankfurt on 29 November will divide the 16 finalists into four groups. The tournament will take place from 26 June to 17 July.

■ Spain took third place in the U-17 Women's World Cup, played between 5 and 25 September in Trinidad and Tobago. The tournament was won by Korea Republic, who beat Japan in the final after extra time. The two other European qualifiers, Germany and the Republic of Ireland, were knocked out in the quarter-finals.

Social responsibility

Team Europa camps and Baltic Football School



Around 100 children and coaches from seven different countries took part in two camps in Liepaja (Latvia) and Regensburg (Germany). The camps were aimed at developing social learning through football by promoting respect and open-mindedness towards team-mates from different cultural backgrounds. UEFA supported this international project through its Respect campaign.

The camps were organised by the Czecho-German Football School (DTFS), which, since 2002, has been working to promote tolerance in football across borders. In these camps, football is the common language of the children, who learn to organise themselves as a team even though they speak different languages.



Due to the great success of these camps in the Baltic States, a new project is to be launched in the form of the Baltic Football School, which will be primarily aimed at strengthening

relations between Latvia and Lithuania. The integration of national minorities will also be among the project's objectives.

Supporters of the Homeless World Cup

The 9th Homeless World Cup will be played in the heart of Paris from 19 to 29 August 2011.

This annual competition, supported by UEFA, was launched in Graz in 2003. It gives people who experience social exclusion a chance to embark on an adventure as part of a team, helps them to change other people's perceptions of them and, in many cases, gives their lives a new direction. Players from around 70 countries are expected in Paris.

The Paris edition will be supported by two former French internationals, Emmanuel Petit and Lilian Thuram. Arsène Wenger, coach of Arsenal FC, has also agreed to chair the local organising committee.

The 2010 edition of the Homeless World Cup took place in Rio de Janeiro from 19 to 26 September, when Brazil enjoyed success on two fronts, with their men's and women's teams defeating Chile and Mexico in their respective finals.

■ The Football Against Racism in Europe (FARE) network, a UEFA partner, held its annual action week in around 40 European countries from 14 to 26 October. UEFA Champions League and UEFA Europa League matches acted as a platform for this campaign against racism and all forms of discrimination.

■ The World Heart Federation declared 26 September World Heart Day and appealed to employers and employees alike to do their bit in favour of healthy working environments. UEFA supported this initiative, stressing that the good health of its staff is a great asset and that playing a sport and maintaining a healthy diet are essential parts of a balanced lifestyle.

■ The Special Olympics European Summer Games were held in Warsaw from 18 to 24 September, bringing together around 1,600 athletes and 600 coaches, 2,000 volunteers, 200 officials and 250 medical staff. Seven-a-side football was among the disciplines for female athletes.

In brief

■ The first edition of the UEFA Certificate in Football Management began in September. This course is designed for member association staff wishing to broaden their skills. The Executive Master in European Sport Governance (MESGO – see uefadirect No. 93) was also launched in September.

■ The construction of UEFA's third office building began in Nyon on 21 September. The building will accommodate around 180 members of staff and should be ready by December 2011.

■ There was a shock in the Champion Clubs' Cup almost exactly 50 years ago: on 23 November 1960, FC Barcelona beat Real Madrid CF 2-1 at the Nou Camp and, after a 2-2 draw in Madrid, eliminated the winners of the first five editions of the competition in the last 16. More than 170,000 spectators passed through the turnstiles to watch these two Iberian encounters. The Catalans made it all the way to the final in Berne, where they were beaten 3-2 by SL Benfica.



Football as an economic factor

At a media conference held in Klagenfurt in August, Anna Kleissner of SportsEcon-Austria, Leo Windtner, the president of the Austrian Football Association (ÖFB), and Alfred Ludwig, ÖFB general director, presented the impressive results of the study *Wirtschaftsfaktor Fußball – Die volkswirtschaftliche Bedeutung des Fußballs in Österreich* (Football as an economic factor – the economic significance of football in Austria).

There is no disputing that football is very important in Austria and that it makes a considerable contribution to the Austrian economy. And yet it appears that the overall economic significance of football has, until now, been drastically underestimated.

As a value network, football generates a net product of €317.5 million a year in Austria. Including its multiplier effects, the sport creates annual added value of more than €501 million. Football therefore contributes approximately 0.18% of Austria's total gross domestic product. Football clubs themselves generate the greatest proportion of this figure, at a total of just under €125

million. The second largest contribution is made by football-related commerce, which generates €90.1 million. Next come education and youth development (around €60 million) and the betting and lotteries sector (€54.4 million).

Taking into account the whole value network of football, it seems that, with a total of 41,201 jobs, one in every 99 jobs in Austria is directly or indirectly dependent on football. Again, the clubs create the largest share, although professional clubs are only responsible for around 6%. They are followed by "education and youth development", "wholesale and retail trade" and "transport". Employment always has fiscal consequences and every newly created job results in an increase in revenue from taxes and social security contributions. The employment effects of football generate a total of €115.4 million a year in tax and social security revenue. This money is paid not only to social security agencies (€74.2 million), but also to the federal government (€28.3 million), the Länder (€4.2 million) and local authorities (€8.7 million).

● Peter Klinglmüller



Anna Kleissner and the ÖFB president, Leo Windtner, reveal the true economic value of football at a media conference.

GEPA Pictures für ÖFB

Marketing and advertising department activities

Over the past two years, the marketing and advertising department of the Association of Football Federations of Azerbaijan (AFFA) has made great progress in enhancing the popularity of football in Azerbaijan. In the different regions of the country, the department organises regular 'football festivals' for 14-year-olds, which help the AFFA to find talented young players.

The department has also opened a fan shop where people can buy national team items, as well as organising souvenir sales at stadiums hosting international friendly and competition matches. In 2009, it signed a partnership contract with the biggest mobile operator in the country, Azercell Telecom, which helps the AFFA to organise various other events to promote and popularise football (schools cup, Azercell Telecom U17 league, Football is Life project and player of the year awards). In mid-2010, another partnership agreement was reached with one of Azerbaijan's leading banks, Access Bank, and an U15 league was established and named after its sponsor, Kapital Bank.

One of the marketing and advertising department's latest big projects has been to organise a computer system which helps the AFFA to gather statistical data on ticket sales and match attendance. What's more, with the help of this system, anybody can get tickets to home matches quickly and easily. More than ten outlets are set up a month before each game in the most populous, busy parts of the city, allowing fans to choose their closest point of sale. The marketing and advertising department is now busy preparing a number of projects for 2011 to attract yet more sponsors and partners.

● Mansur Zeynalov



The AFFA president, Rovnag Abdullayev (right), after having just signed a new partnership agreement.



A large grassroots football project

The Belarus Football Federation (BFF) has started a long-term project aimed at developing grassroots football in schools around the country. As part of the Lesson in Football project initiated by the BFF, representatives of the federation have visited each of the six regions (plus the capital, Minsk), where, alongside representatives of the local authorities and regional federations, they met young footballers from specialist schools, together with their parents, to discuss the problems and issues they face. The information gathered will be used to evaluate and further develop the project.

The young players' parents took an active part in the discussions, which turned out to be extremely useful, and the youngsters were delighted to have various masterclasses organised for them.

Also as part of the project, a new artificial turf mini-pitch has been opened in Gantsevichi (a small town in region of Brest). BFF vice-president Mikhail Vergeenko took part in the inauguration ceremony and cut the ribbon.

Just before the country's first UEFA EURO 2012 qualifier, against France, and once again as part of the grassroots project, the head coach of the national team, Bernd Stange, had a question and answer session with the young players from one of the football academies in Minsk who won the Minsk schools football league. He answered lots of questions and the young players received some useful advice, realising that they would have to work very hard to become internationals.

Finally, Belarus hosted the Group 6 mini-tournament in the qualifying round of the 2010/11 European Under-17 Championship. Playing on home turf, the Belarusian U17s didn't disappoint their fans, finishing second in the group and qualifying for the elite round. They won their first two matches, against Kazakhstan and Lichtenstein, and lost the third against Romania.

● Yulia Zenkovich



Mixed fortunes in first EURO 2012 qualifiers

The national team of Bosnia and Herzegovina started their UEFA EURO 2012 qualifying campaign with a win against Luxembourg (3-0) and defeat to France (2-0). Safet Susic's squad beat Luxembourg away before losing to France at home, at the Asim Ferhatovic Hase Olympic stadium in Kosevo. The stadium was renovated specially for this match, in line with UEFA's requirements, and work on it continues.

The Bosnian U21 team have finished their qualifiers for the final tournament of the European U21 Championship in Denmark next year. In the last two matches they were beaten by Italy at the Grbavica Stadium (1-0) and drew against Hungary in Budapest (0-0). They finished in fourth place in Group 3. With two wins, two draws and



Making France work hard in the second of Bosnia and Herzegovina's UEFA EURO 2012 qualifiers

four losses, and a goal difference of -4, they finished behind Italy, Wales and Hungary and ahead of Luxembourg. We had hoped for a better performance and result, but the good news is that Safet Susic, the head coach of the senior national team, has called up the goalkeeper Ibrahim Sehic (FK Zeljeznica Sarajevo) and his U21 team-mates Gordan Bunoza (Wisla Krakow), Muhamed Subasic (FK Olimpik Sarajevo) and Ognjen Vranjes (FC Sheriff) to the senior squad.

Finally, in Sarajevo, the Bosnian women's U19s hosted a mini-tournament in the first qualifying round of their European championship but lost their three matches without hitting the net. They lost to Spain (4-0), Denmark (2-0) and Greece (3-0). ● *Fuad Kravac*



Bulgaria

www.bfunion.bg

Lothar Matthäus appointed new national team coach

The Bulgarian Football Union (BFU) has launched its bid to host the European Under-21 Championship final tournament in 2013. The host country will be announced at the next UEFA Executive Committee in Prague, Czech Republic, in December.

"It is a great honour for us as a federation and for Bulgaria as a country and member of the European Union to participate in this contest," the executive director of the BFU, Borislav Popov, said when presenting the Bulgarian bid to the media in Sofia. *"We are fully aware that organising the final tournament of a European Under-21 Championship involves a lot of effort and responsibility, because it is a very prestigious and highly regarded competition,"* he added.

Lothar Matthäus, winner of the World Cup and the Ballon d'Or was recently appointed to coach the Bulgarian national team. He also backed the bid. *"Bulgaria is a football country with a lot of traditions and a rich history in the game. People here really love football and I've seen some very talented, enthusiastic young players,"* he said. His job on the Bulgaria bench started with a EURO 2012 qualifier against Wales in Cardiff on 8 October. ● *Pavel Kolev*



Successful results for national team

The four away goals that Cyprus scored against Portugal in Guimaraes on 3 September in the first of our EURO 2012 qualifiers ended a long, negative tradition. This was the first time we had scored away to Portugal, and what's more, we took a point from the match.

Our successful results, both in a friendly match against Andorra (1-0) and in EURO qualifying against Portugal (4-4), have put us on 643 points in the FIFA rankings for the first time ever, taking us to No. 43.

Meanwhile, our national U17 team have played two friendly matches against Poland

in preparation for the 2010/11 European Under-17 Championship.

Our team are in a qualifying group with France, Italy and Slovenia and are hosting matches between 27 October and 1 November at the stadiums of Pegeia and Geroskipou, in the district of Paphos. We came close to qualifying for the previous competition, so everyone in the team is aiming high this time round.

Finally, there is now an English version of our website (cfa.com.cy), which went live in August 2009, with facts relating to our national teams and our national competitions.

● *Kyriakos Giorgallis*



The U17 national team



England

www.thefa.com

Return to Botswana

The Football Association (FA) visited the Botswana Football Association (BFA) in September to run an international coaching course as part of The FA's international development programme.

The FA has been working with the BFA for ten years now and FA instructors John Griffiths and Joe Sargison were keen to assess the level of the students attending the course. They were not disappointed: the 36 participants all stood up to the challenge, some achieving a higher level than initially expected.

The FA offers detailed and comprehensive coaching programmes focusing on a range of areas, from planning and organisation to strategy and tactical understanding.

"It was a fantastic experience for me as an FA tutor to spend some time with teachers and coaches from this country. I was pleasantly surprised by the level of prior understanding among the learners and it allowed us to challenge them accordingly," said Joe.

"We witnessed some really positive coaching performances and the level of discussion in the theory sessions was generally very stimulating. They hosted us all very well and made us feel at home," he added.

During their stay, the FA coaches were also able to visit the SOS Children's Village and a township near Gaborone, where they gave out footballs. As the director of UK charity Balls to Poverty, Joe was particularly interested in these

visits, as he intends to return to Botswana in the future to further his charity's work, which has already been making a difference in South Africa since it was founded in 2004.

John was equally enthusiastic about the whole experience and had some positive feedback for the BFA. *"The hospitality of the BFA and the participants was exceptional,"* he said. *"It was a privilege to work with such knowledgeable and enthusiastic people, who are very passionate about their country and their sport. The legacy which the BFA provides in educating teachers to develop their future intentional players is unique and is beginning to bear fruit as Botswana, for the first time in the history of the country, stand a very good chance of qualifying for the Africa Cup of Nations."* ● *Maria de León*



An attentive audience



Women's football spins its web

The French Football Federation (FFF) has launched an unprecedented recruitment campaign aimed at helping women who want to become players, referees, coaches or administrators. Adriana Karembeu, voluntary ambassador for women's football, is promoting the campaign.

"This awareness campaign forms part of the federation's efforts to promote the role of women in football", said Pierre-Jean Golven, the FFF's director of communication. "There are two objectives: to develop women's football and to give women their rightful place as administrators, referees and coaches."



A charm offensive to promote women's football

To this end, the FFF decided to address women through a specially created mini-website, accessible through both the FFF website (fff.fr) and those of the leagues and district associations. As well as bringing together large quantities of information on the state of women's football in France, it is full of practical advice and gives female football enthusiasts online opportunities to get involved.

Promotional kits containing posters, stickers, postcards and a life-size cut-out of the ambassador have been sent to all women's first and second division clubs and to the leagues and district associations. A DVD is also being prepared. A partnership has been agreed with the website aufeminin.com, which is devoting a section to women's football, comprising promotional images, articles, surveys, a competition and interviews with various people involved in football.

"Women's football is currently suffering from a certain lack of publicity and, in particular, an extremely reductive image," lamented Adriana Karembeu. "It has existed for 40 years and many people are now fighting for it to break through. It is an honour to have been chosen to help people discover this treasure. It is the most popular team sport in Germany, the United States and Scandinavia... so why not in France?"

● Pierre Bougeois

ian football. The discussions were preceded by a meeting between Arrigo Sacchi and the coaches of the national youth teams, who then joined the other participants in the Aula Magna of the national football centre. The session was opened by Renzo Olivieri, who welcomed all the participants, and continued with a speech by Demetrio Albertini. The technical coordinator of the national youth teams then took the floor to present a summary of the current situation in football, placing particular emphasis on technical and tactical aspects. The points he made gave rise to numerous comments and responses, especially regarding his comparative analyses with other European countries.

Atalanta's director of youth football, Mino Favini, whose work is much admired by many youth coaches, stressed the importance of allowing children to express themselves on the pitch without tactical systems being imposed on them, and of encouraging former players to coach youngsters, since they have a great deal to contribute to a world they know well.

In addition to Marco Brunelli and Paolo Bedin, the general directors of Serie A and Serie B respectively, the clubs were represented by some of their own high-ranking officials, who presented a programme of speeches and proposals that also took into account the different situations across the country. The speakers included Pantaleo Corvino of ACF Fiorentina, Ernesto Paolillo of FC Internazionale Milano, Giovanni Rossi of Juventus, Andrea Bollini of S.S. Lazio and Filippo Galli of AC Milan.

● Barbara Moschini



Twenty years of football unity

Football history was written 20 years ago: on 21 November 1990, exactly 49 days after German reunification, football in Germany also became one. At an extraordinary general meeting of the German Football Association (DFB) in Leipzig, the East German Football Association (DFV), which had been disbanded the previous day, joined the DFB as a new regional association, known as the North East German Football Association.

Twenty years after this historic date, the DFB is celebrating its anniversary with two special events. On Saturday 20 November, the World Cup stadium in Leipzig will host a match between members of the 1990 World Cup winning side and 'DDR legends' from the same era, under the motto *Wir gegen uns* (Us against ourselves). The following day, a gala will be held at the Leipzig congress centre in order to celebrate the anniversary in style, with prestigious guests including the UEFA president, Michel Platini.

For the DFB vice-president, Hans-Georg Moldenhauer, who played a crucial role in football's reunification as a former DFV president, the celebration in Leipzig is a particularly special occasion: *"The reunification period was a fantastic time with many images that I often still think about, even today. This celebration is a day for memories, but also an opportunity to thank everyone who made the unity of German football possible."* ● Maximilian Geis



Collaboration between national youth teams and clubs

The promotion of youth football and the development of youth academies were the focus of discussions held at the Coverciano technical centre on 27 September. Organised at the initiative of the Italian Football Association (FIGC) in order to involve clubs more directly in projects to promote youth football, the meeting was chaired by the FIGC vice-president, Demetrio Albertini, the technical coordinator of the national youth teams, Arrigo Sacchi, and the president of the coaches' association and director of the coaches' training academy, Renzo Olivieri. It was attended by the technical directors of the youth sections of all Serie A and B clubs.

This was the first – but undoubtedly not the last – initiative of this kind: the presence of almost all clubs represented a watershed for Ital-



Youth development discussions drew a full house.



SK Liepajas Metalurgs top women's championship

SK Liepajas Metalurgs have won the Latvian women's championship for the first time, after winning a decisive match against Skonto FC/Ceriba-46.vsk 5-1 at the end of September, in the second to last round of the competition.



First national title for SK Liepajas Metalurgs

Women and girls have been in the spotlight this autumn as the newly created Latvian football fans' movement has been seeking a female commentator for its new internet TV show. The successful candidate will be responsible for interesting and active football news providing.

Moreover, Latvia has hosted a qualifying mini-tournament in the European Women's Under-17 Championship in two cities, Salaspils and Ogre, where Latvia, Switzerland, Estonia and Poland went head to head. Shortly before that, Latvia's men's U19 team hosted a mini-tournament in Riga and Jurmala involving the Faroe Islands, Croatia and Italy.

November is the decisive month in the LMT Virsliga, where, at the time of writing, Skonto FC have taken the lead. Although the top four teams have collected twice as many points as the rest, all ten are giving it their all. Lots of local players have made their debuts in Latvia's most prestigious football competition this season after various clubs made this a priority. Next season looks set to be similar. At its next meeting, the board of the Latvian Football Federation will discuss strategic improvements in the organisation of the LMT Virsliga, and in December we will all look back on the season just coming to a close when the most capped player of the 2010 LMT Virsliga is announced and the player of the year awards are presented. ● Martins Hartmanis



Greater professionalisation

The Liechtenstein Football Association (LFV) is firmly committed to professionalisation and has therefore hired two new employees to carry out valuable work in this field.

The LFV has appointed Adi Noventa as sports director. A renowned expert and authority on the local football scene, Noventa will manage the senior national team, as well as coordinating and supervising all sport-related matters in close cooperation with the technical director, Bidu Zaugg.

In order to promote the development of girls' and women's football, the LFV has also appointed Monika Zuppiger as technical director for girls' football. She is taking up her post in November. Her initial task is to support and coordinate the efforts of the LFV's seven member clubs to develop girls' football and, in the medium term, to establish a national team. As an active player and holder of a UEFA B coaching licence, Monika Zuppiger is more than qualified for her new role. ● Anton Banzer



Finishing touches on national football academy

The opening of a public square lined with trees and comfy benches marked the completion of the long-term Lithuanian national football academy project.

First opened over ten years ago with just a small building and one pitch, the national academy is now the biggest and best-known training ground in Lithuania and a place for the country's most talented young footballers to live, train and study.



The mayor of Kaunas, Andrius Kupcinkas, and the president of the LFF, Liutauras Varanavicius, unveil the plaque

The youngsters at the national football academy feed Lithuania's U16, U17, U18, and U19 teams. Most of them are already in the spotlight of numerous top European clubs, while some have already made the leap, such as defender Aurimas Vilkaitis, who has signed with S.S. Lazio.

The academy's four outdoor pitches and fully equipped indoor facilities are put to great use by professionals and public alike. The national football academy is fully occupied from dawn to dusk all year round.

According to officials at the Lithuanian Football Federation (LFF), although the national football academy has had huge support from UEFA and FIFA in becoming the country's main training centre, the city of Kaunas has made an equally significant contribution. To show its gratitude, the LFF has donated a public square near the academy, with benches to sit on and a plaque in commemoration of the first *Dainu svente* folk song festival, a tradition that features on the UNESCO list of intangible cultural heritage. ● Jurga Chomskyté-McGeever



Distinction for Natasha Andonova

Our best female footballer, 17-year-old Natasha Andonova, has received further recognition of her performances for her country. The official UEFA website, UEFA.com, has named her their U19 golden player of 2010, paying tribute to her phenomenal performances at the European Under-19 Championship finals, which we hosted in June.



Natasha Andonova (in white) in a match against France

Natasha Andonova was among the ten "emerging talents" of the tournament, according UEFA.com, who later singled her out for the golden player distinction. Having already won the domestic double, her performance at the U19 finals and her stunning goals against Norway and France drew the attention of various European women's clubs and helped her to realise her dream of playing for a top European team in the form of Germany's 1. FFC Turbine Potsdam.

"Many good things happened last season: I won the double with ZFK Borec, I played in the European Women's Under-19 Championship finals which took place in FYR Macedonia, and now I've been named golden player," Andonova said before leaving for Potsdam.

● Zoran Nikolovski



Club officials and council members meet the new president

The chairmen of top league clubs, council members and coaches had a very cordial meeting with the new president of the Malta FA (MFA), Norman Darmanin Demajo, at the association's offices in Ta' Qali recently.

The meeting, also attended by some of the association's other officials, dealt with several issues, starting with the national team's training schedule, giving the club coaches an opportunity to air their views about how best to implement the national team's training programme within the context of their club teams' training schedules.

An agreement was reached whereby senior national team players would be at the full disposal of their club coaches from mid-November to almost mid-January every year, while Under-17, Under-19, Under-21 and Under-23 internationals, who would also have a set training programme, would be available to their respective clubs from mid-October until almost mid-December.

Also at the meeting, the national team physical trainer, Luca Pagani, presented guidelines to the club coaches on physical preparation. Pagani suggested that the clubs make use of the 13 graduates of Malta's first football physical training course, held a short while ago. This also prompted a discussion about the need for the association to invest in fitness

training to create a bigger pool of qualified personnel.

The MFA president stressed the importance of optimal physical and mental preparation for players and appealed to the clubs to continue to work along these lines.

Another item raised by the president was a code of conduct for club officials on matchdays, which, together with CCTV installed in the stadiums, would ensure that everyone – supporters and staff – behaved appropriately.

● Alex Vella



The MFA president, Norman Darmanin Demajo, at the meeting with Maltese football officials

Football – Ambassadors of Peace

The FA of Moldova (FMF), together with the British and US embassies in Chisinau and the Spirit of Soccer organisation, held the 2010 Football – Ambassadors of Peace project during the week of 23 to 26 September at the Moldovan national teams' technical centre in Vadul lui Voda and the FC Sheriff sports complex in Tiraspol.

The event was attended by over 120 boys and girls from 7 football clubs on both sides of the Dniester river. FC Dinamo Bender, FC Sheriff, FC Sfintul Gheorghe, FC Goleador, Sport School No.4, FC Roma and CSCT Buiucani all took part in the project, which culminated in a two-day football festival in Vadul lui Voda and Tiraspol. To start with the children were split into eight groups (four for girls and four for boys), and then they all played together.

This project uses football to promote trust, understanding and teamwork and to establish contacts among young people from across Moldova, including from Trans-Dniester and the autonomous region of Gagauzia. The slogan of the festival is "together we are one team".

The football festival was attended by officials from the diplomatic mission of Great British, Keith Shannon, the British ambassador to Moldova, staff of the US embassy in Moldova, and Scott Lee, director of the Spirit of Soccer organisation, as well as FMF representatives Radu Rebeja (vice-president) and Ghenadie Scurtu



FMF

(technical director and coordinator of the Cross Cultures Project Association's Open Fun Football Schools in Moldova). Also present were Moldova's Open Fun Football School instructors Oleg Molceanov, Svetlana Ceban, Iana Pogrevici, Gheorghe Copusciu, Tatiana Corman, Natalia Ceban, Irina Jeleascova, Irina Jeleascova and Vladislav Pocotilo. ● Press office

Football-fest in Vadul lui Voda

Sports associations united in fair play

Eleven Dutch sports associations have joined forces to advocate fair play and respect in their respective sports. On behalf of the united sports associations, Michael van Praag, president of the Royal Netherlands Football Association (KNVB), handed the Together for Fair Play and Respect manifesto to the sports minister, Ab Klink, on 29 September. In addition, the sports associations presented their individual plans on how to tackle unsporting behaviour in the years to come.

Since 2009, the sports associations have worked together to analyse and determine how sports administrators can promote fair play and respect. The manifesto presentation was the final step in this process, which at the same time launched the plans for a better and cleaner future. These plans represent practical guidelines for administrators.

One of the proposals mentioned in the manifesto is a roadshow for administrators, designed to help them find out for themselves the importance of fair play and what they can do to promote it. For all associations, a key element of the plans is improving youth members' knowledge of the rules of the game. Teaching the rules is essential if you want to improve the attitude and behaviour of those on and off the pitch.

The manifesto was signed by the Dutch associations of handball, netball, ice hockey, field hockey, basketball, water polo, baseball, cycling, rugby, volleyball and football.

● Rob de Leede

Referee academy

September marked the launch of the Irish FA's referee academy. This new project is aimed at active affiliated Irish FA referees, male and female, aged between 16 and 18. The first intake will finish in June 2011 and all successful participants will receive a certificate through the University of Ulster sports academy.

During the programme, each referee student will aim to complete 50 hours of study through a mixture of lectures given by expert tutors, practical sessions, self-directed learning and refereeing seminars and courses given by the Irish FA. This will supplement any other coaching the referees may receive via local referee society meetings and other seminars they may attend. There will be a wide variety of matters covered during the programme, including regular fitness testing with expert support, understanding of rest and recovery requirements, and advice on injury prevention and rehabilitation, as well as on training schedules suitable for referees, including strength and conditioning programmes.

Sports psychology in refereeing is now also very important. It includes aspects such as motivation, dealing with stress and anxiety, target setting, use of personality, building relationships, improving confidence and controlling emotions. Good use of body language, accurate written communication and appropriate oral communication are also tools required in the referee's armoury. Dealing with confrontation, use of calm and composed body language, handling angry players and finding the right solution will also be dealt with in the programme.



Students at the referee academy

Every athlete must understand the importance of leading a healthy and balanced lifestyle and maintaining the right mix of exercise, good health, rest and recovery, and sleep. Eating and drinking in a way that helps performance is also essential.

The Irish FA's referee development officer, Alan Snoddy, said: "This is an exciting new project for the association and I am really looking forward to seeing our young referees learning from this programme. Not only will it help them in their refereeing careers, it will also assist them with their fitness and healthy lifestyle and I am very confident we will produce some of the top referees of the future from this group."

It is also another example of the continuing cooperation between the Irish FA and the University of Ulster, which has been very supportive in putting the syllabus together and providing some of the experts giving lectures.

● Alan Snoddy

Record numbers

A year ago, the communications department of the Polish Football Federation (PZPN) started the long process of redeveloping the federation's website. After six months of preparations, the relaunch took place in February this year.

The previous PZPN website was launched in 2005, which in internet terms is prehistoric. In 2007 we had 200,000 individual users a month, but by 2009 the site was no longer meeting our fans' expectations and in January 2010 traffic dropped to 30,000. Two months after the relaunch, the numbers were up three-fold and in August, 240,000 users visited www.pzpn.pl more than a million times in total. The new website is eye-catching and user-friendly, and news can be presented in a more attractive manner, enriched with photos, videos and sound.

This year we also registered a record number of participants in our two largest football tournaments for children aged 10 and 11. More than



40,000 10-year-old boys and girls took part in the tenth "from the grassroots to the stadium" Tymbark tournament, which is twice as many as last year, while over 20,000 took part in the 15th Orange Cup, organised for children aged 11. The finals of these two tournaments took place in September. ● Agnieszka Olejowska



Republic of Ireland

www.fai.ie

Shared Access to boost telecoms infrastructure with FAI partnership

Eamon Ryan, the Irish minister for communications, energy and natural resources, recently launched an innovative telecoms partnership between Shared Access, a leading US telecoms provider, and the Football Association of Ireland (FAI), which will see Shared Access provide local clubs with floodlights in return for the right to erect telecoms structures. The initiative, which could extend to up to 500 local football clubs throughout Ireland, with a minimum investment by Shared Access of €30 million, will result in world-class, shared telecoms resources in urban and rural areas all around the country.

In a deal facilitated by the FAI, Shared Access will pay for and erect floodlights for local football clubs. These floodlights will house state-of-the-art wireless antennas and, where available, fibre connections, enabling significantly enhanced broadband penetration and mobile phone coverage in the area. To date, 400 local clubs have applied to join the scheme and it is expected that this figure will reach over 500 by the end of 2010.

Speaking at the launch, Eamon Ryan said: "This partnership represents the best of collaborations. It will bring better broadband and mobile coverage to areas across the country, while lighting sporting fixtures. This is shared infrastructure at its best. The country will benefit from this excellent scheme. Though broadband penetration has trebled in the past three years, we will take every opportunity to continue this pace of progress. Broadband provision is central to our economic recovery."

"Competition for public funding means that innovative private investments, such as this one by Shared Access, are even more significant and beneficial. The overwhelming response from local communities is very encouraging. I commend Shared Access and the FAI on this partnership, which is both mutually beneficial and will reap wider benefits for the country. I would urge various operators to share their

resources, bringing less waste, greater efficiency and better results all round."

In brief:

- Shared Access is to provide floodlights to FAI football clubs in return for the right to erect combined lighting and telecoms structures.
- The number of clubs applying to join the scheme could reach 500 throughout the country.
- The minister for communications, energy and natural resources supports the initiative, which will encourage greater sharing of telecoms infrastructure.
- Sites will be made available to all telecoms operators in Ireland to provide advanced mobile and broadband services.
- The development has the potential to address broadband gaps throughout Ireland and significantly enhance broadband penetration.

● Fran Whearty



John Delaney, right, with Chris Jackman, general director of Shared Access, and Eamon Ryan, minister for communications, energy and natural resources

Medical study on female players

Active recovery training between games does not seem to have any significant physiological benefits for elite female players. That is the conclusion of the doctoral dissertation completed by Swedish FA physiologist Helena Andersson.

This study was conducted on women from two elite teams that played two 90-minute games with a 72-hour recovery period in between. Between the games, one group performed active recovery training while the control group rested. Meanwhile, tests were carried out and the players' physiological markers were analysed.

"Contrary to my initial belief, we could not identify any difference between the groups. The active recovery training had neither a positive nor a negative impact on the efficiency of recovery," says Andersson.

"Of course it should not be underestimated that players like to perform some physical activity after games. It's possible that other measurements than those we used could prove the benefits. But the fact is there is as yet limited research to show that active recovery really does have an effect."

The study was conducted at the University of Örebro and is available in full on the internet under the title: The physiological impact of soccer on elite female players and the effects of active recovery training. ● Andreas Nilsson



Helena Andersson





BSC Old Boys Basel: fairest club in Switzerland

BSC Old Boys Basel, of the football association of north-west Switzerland, have been named fairest club in Switzerland and awarded the Swiss Football Association (SFV/ASF) and SuvaLiv club fair play trophy.

The Basel club was also presented with a cheque for CHF 10,000 by the SFV/ASF president, Peter Gilliéron, at a ceremony in Berne. FC Dombresson and FC Aarau finished second and third respectively. BSC Old Boys Basel have

been among the ten fairest clubs in Switzerland several times in the past decade.

Founded in 1894, BSC Old Boys currently field 34 teams, making them one of the biggest football clubs in Switzerland. As well as five senior men's teams, they have seven women's and girls' teams and two so-called 'dream teams'.

BSC Old Boys have also proved to be adept organisers of women's and youth international matches, while the first team have been one of the mainstays of the 1. Liga for many years, where they play a prominent role. ● Pierre Benoit



The young players of BSC Old Boys



Federation hosts KISS seminar

The Turkish Football Federation (TFF) has hosted the first KISS (Knowledge and Information Sharing Scenario) workshop of the new season.

The workshop, which was held from 20 to 22 September in Istanbul, focused on different aspects of marketing (promotional activities, merchandising and licensing, sponsorship, etc.). More than 60 participants from football associations all over Europe met in Istanbul to share their knowledge and ideas with each other. Case studies and group discussions took place and the delegates presented to one another their marketing strategies, the challenges they faced and lessons they had learnt.

● Altug Sotuna



KISS workshop in Istanbul



Over 50,000 teams in youth tournament

Under-11 and Under-13 teams are celebrating success in the Coca-Cola Leather Ball tournament, in which youth sides from all over Ukraine competed on 8 September at Kyiv's Victor Bannikov training complex.

In accordance with the competition rules, eight teams from each age category were divided into two groups, the winners of which met in the final. The team representing Volodymyr-Volynskiy school No. 3 emerged as winners in the 13-year-olds category, while their younger counterparts from the Khmelnytskiy region came out on top in their competition.

The official awards ceremony featured former Dynamo Kyiv players Andriy Biba and Sergiy Rebrov, who presented prizes including plaques, footballs and tracksuits. Also in attendance was the Football Federation of Ukraine (FFU) vice-president, Anatoliy



New manager for national women's teams

The Football Association of Wales (FAW) is delighted to announce the appointment of Jarmo Matikainen from Helsinki, Finland, as the new national women's teams manager.

Jarmo has a wealth of experience in football, both as a player and a coach. He has worked in all areas of football administration, including with UEFA technical study groups at various tournaments over the last five years.

During his 400-match playing career, he played in the Finnish first to fourth divisions with clubs such as Ponnistus Helsinki, KontU Helsinki, MPS and Viikingit (as player-coach). He then served as head coach at Ponnistus before working with various Finnish women's national sides from 1999 onwards.

This included helping the A team reach the semi-finals of the UEFA Women's EURO 2005. In the same year, he took the Under-19 side to the semi-finals of their European championship.

Most recently, his work at the Finnish FA has been as head of the women's and girls' national teams.

Fluent in five different languages, Jarmo's new brief is to manage the women's national teams of Wales, at senior, Under-19 and Under-17 level. In addition, it will be his job to coordinate a strategy for women's football in Wales with the FAW and the Welsh Football Trust.

Jarmo was born in 1960 and is married. He holds a UEFA Pro coaching licence and is looking forward to the challenge of helping the women's game to progress in Wales.

● Ceri Stennett



Jarmo Matikainen

FAW



The Leather Ball youth tournament is going from strength to strength.

Bidenko. "On behalf of the FFU president, Grigoriy Surkis, I congratulate all the participants of this true football festival. You came a long and tough way to make it to the coveted final. There were tears and disappointments along the way but finally the joy and smiles overshadow the difficulties. Not all of you will become professional players, but I hope this beautiful game will always find a place in your hearts," Bidenko said.

The Leather Ball tournament boasts an illustrious history, its foundations having been laid back in the 1970s in the USSR. It was reincarnated by Ukraine's amateur football association in 1998, when around 100 teams took part. The tournament then promptly gained widespread popularity, with the number of entries increased to 13,000 the following season. Coca-Cola joined the project this year, when over 50,000 teams entered the field.

● Ivan Dyvak

Birthdays

Referee observer **James McCluskey** (Scotland) is celebrating his 60th birthday on 1 November. He is followed on 8 November by **Sergio Di Cesare** (Italy), member of the Development and Technical Assistance Committee, on 25 November by **Jonas Braga** (Lithuania), referee observer, and on 30 November by **Wolfgang Niersbach** (Germany), member of the National Team Competitions Committee.

UEFA also extends birthday greetings in November to:

Marc Batta (France, 1.11)
Josef Krula (Czech Republic, 1.11)
György Szilagyi (Hungary, 2.11)
Francesco Bianchi (Switzerland, 2.11)
Peter Kenyon (England, 2.11)
Gero Bisanz (Germany, 3.11)
Istvan Kisteleki (Hungary, 3.11)
Micky Zager (Israel, 4.11)
Andrea Ferretti (Italy, 4.11)
Lennart Johansson (Sweden, 5.11)
Fernand Meese (Belgium, 5.11)
Mircea Pascu (Romania, 6.11)
Dragan Djordjevic (Serbia, 6.11)
Peter Gardiner (Scotland, 7.11)
Vladimir Badura (Slovakia, 7.11)
Rudolf Zavrl (Slovenia, 9.11)
Jorge Perez Arias (Spain, 9.11)
Willi Hink (Germany, 9.11)
Marc Van Geersom (Belgium, 10.11)
Frank Paauw (Netherlands, 10.11)
Emilio Garcia Silvero (Spain, 10.11)
Gerhard Kapl (Austria, 11.11)
Uno Tutk (Estonia, 11.11)
Antonio Silva Pereira (Portugal, 12.11)
Giovanni Stavanato (Italy, 12.11)
Howard Wilkinson (England, 13.11)
Stefan Hans (Germany, 14.11)
Peter Fröjdfeldt (Sweden, 14.11)
Peter Rees (Wales, 15.11)
Jean Lemmer (Luxembourg, 15.11)
Otto Demuth (Austria, 16.11)
Wolf-Günter Wiesel (Germany, 16.11)
Susan Ann Hough (England, 16.11)
Jan Fasung (Slovakia, 17.11)
Dumitru Mihalache (Romania, 18.11)
Knarik Abelyan (Armenia, 18.11)
Dr Jacques Liénard (France, 19.11)
Horst R. Schmidt (Germany, 19.11)
Petr Fousek (Czech Republic, 19.11)
Jean-Louis Piette (France, 20.11)
Sergey Storozhenko (Ukraine, 21.11)
Jyrki Filppu (Finland, 22.11)
Paul-Heinz Lenhart (Germany, 22.11)
George Koumas (Cyprus, 24.11)
Zbigniew Przesmycki (Poland, 26.11)
Styrbjörn Oskarsson (Finland, 26.11)
Marcos Del Cuadro (Switzerland, 26.11)
Marios N. Lefkaritis (Cyprus, 28.11)
Giancarlo Dal Forno (Italy, 28.11)
Marko Ilesic (Slovenia, 29.11)
James Finnegan (Republic of Ireland, 29.11)
Alojzije Suprha (Croatia, 29.11)

Forthcoming events

Meetings

8.11.2010, Nyon

HatTrick Committee

9.11.2010, Nyon

Marketing Advisory Committee
Media Committee

9.11.2010, Aalborg

European Under-21 Championship:
final round draw

10.11.2010, Nyon

Medical Committee

11.11.2010, Nyon

Football Committee
Development and Technical Assistance Committee

12.11.2010, Nyon

Legal Committee
National Team Competitions Committee

16.11.2010, Nyon

European Women's Under-17 and Under-19 Championships: 2010/11
second qualifying round and 2011/12
first qualifying round draws

19.11.2010, Nyon

UEFA Women's Champions League:
quarter-final and semi-final draws

25.11.2010, Nyon

Players' Status, Transfer and Agents and Match Agents Committee
Stadium and Security Committee

30.11.2010, Nyon

Professional Football Strategy Council
European Under-17 and Under-19
Championships: 2010/11 elite round
and 2011/12 qualifying round draws

Competitions

2/3.11.2010

UEFA Champions League:
group matches (Matchday 4)

3/4.11.2010

UEFA Women's Champions League:
round of 16 (first legs)

4.11.2010

UEFA Europa League: group matches
(Matchday 4)

10/11.11.2010

UEFA Women's Champions League:
round of 16 (return legs)

20-28.11.2010

UEFA Futsal Cup: elite round

23/24.11.2010

UEFA Champions League: group matches
(Matchday 5)

Notices

■ On 25 September, **Jan Kovacik** was elected president of the Slovak Football Association. **František Laurinec**, the outgoing president and member of the UEFA Executive Committee, was made honorary president.

■ On 5 October, **Regan Stewart** was appointed chief executive of the Scottish Football Association.

■ The following changes have been made within UEFA committees: **Lord Triesman** (England) has been replaced by **Alex Horne** as first vice-chairman of the National Team Competitions Committee, **Sandor Csanyi** (Hungary) has been appointed second vice-chairman of the Development and Technical Assistance Committee in place of compatriot **Istvan Kisteleki**, and **Nikola Kostov** (former Yugoslav Republic of Macedonia) is no longer a member of the Legal Committee.

Match agents

Five new UEFA match agent licences have been awarded:

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dbosumtwe@hotmail.com

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RESPECT
The Opponent



RESPECT
Diversity



RESPECT
The Game