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## **COMMITTEE ON CULTURE, SCIENCE, EDUCATION AND MEDIA**

### **Football governance: business and values**

Rapporteur: Lord George FOULKES, UK, Socialists, Democrats and Greens Group

### **Follow up by FIFA to PACE Resolution 2200 (2018) on Human rights issues**

**Information note**

PACE calls	Follow-up questions by the Rapporteur	FIFA replies and input (October 2021)
<b>Human rights in general</b>		
<p>Encourage the Qatari authorities to ensure that the worker welfare standards applicable to workers employed at the 2022 World Cup construction sites apply to all workers.</p>	<ol style="list-style-type: none"> <li>1. Have FIFA taken any initiative to spur legal reforms in Qatar intended to improve welfare standards applicable to workers?</li> <li>2. What are (if any) the most recent advances in this respect?</li> </ol>	<p>With respect to the standards that apply for workers on FIFA World Cup projects, the Supreme Committee (SC) for Delivery and Legacy, FIFA’s partner in Qatar responsible for the delivery of the FIFA World Cup infrastructure, enforces its own heightened standards for workers on its sites. For more information in that respect, please refer to the various reports published by the SC, the independent monitor Impactt Ltd, and the Building and Wood Workers’ International (see <a href="#">here</a>).</p> <p>The Workers’ Welfare Standards of the SC are gaining increased traction within the country, both with companies and authorities, and are being discussed to inform wider standardisation in the country. With the expanding scope of the worker-related efforts by the SC, FIFA and FIFA’s subsidiary FIFA World Cup Qatar 2022 Ltd in other sectors relevant to the tournament, the Workers’ Welfare Standards (or slightly amended versions, specific to the sector in question) will likely become the reference standard for a growing number of entities in the country.</p> <p>With respect to the labour reform process more widely, the Qatari government has during the past years and months implemented fundamental reforms to abolish the Kafala system. In particular, the most recent reforms, which allow workers to move jobs freely within Qatar and introduce a non-discriminatory minimum wage, have been widely praised by the ILO, trade unions and civil society organisations. FIFA has been in contact with its Qatari counterparts on these reforms in recent years and has repeatedly called for their implementation and enforcement. For FIFA’s statement on the most recent reforms, please see <a href="#">here</a>.</p> <p>Several of these reforms are inspired by or are a direct result of good practice implemented on FIFA World Cup sites in accordance with the SC’s Workers’ Welfare Standards. This includes legislation on worker committees as well as the heightened protections of workers from heat-related health hazards in force since May 2021. This legislation, which expands summertime working hours during which outdoor work is prohibited and introduces mandatory annual health checks for workers was developed based on the findings of a 2019 study conducted by the Qatari Ministry of Labour, the International Labour Organisation ILO and the SC and mandates measures implemented by the SC for FIFA World Cup workers for all workers in Qatar (see <a href="#">here</a> an article by the ILO on the topic).</p>
<p>Introduce effective checks on compliance with the obligations entered into by countries that apply to host major football competitions and by their national associations.</p>	<ol style="list-style-type: none"> <li>3. What are the mechanisms in place to assess compliance with the obligations entered into by countries that apply to host major football competitions</li> </ol>	<p>As part of the bid requirements, host countries are asked to provide a government declaration in which they (a) pledge to fully support FIFA and the member association (MA) in their efforts to organise the competition in a manner that respects all internationally recognised human rights, and (b) express their commitment to respect, protect and fulfil human rights in connection with the hosting of the competition. Governments furthermore provide Government Guarantees on specific human rights-related matters, including with respect to labour rights, anti-discrimination, safeguarding and child protection and the provision of security. Furthermore, FIFA requires bidders for the FIFA World Cup and the FIFA Women’s World Cup to commission detailed human rights context assessments by</p>

	and by their national associations?	<p>competent and independent entities approved by FIFA (see e.g. <a href="#">here</a> for the United Bid 2026 by Canada, Mexico and the USA, or <a href="#">here</a> for the winning bid book for the FIFA Women's World Cup 2023, which has a chapter on Human Rights).</p> <p>Throughout the preparation and hosting of the event, FIFA works closely with the respective MA and the host government towards ensuring that all entities involved implement their human rights obligations. This includes, for instance, the development and implementation of respective joint strategies and action plans, as well as specific policies and procedures. These efforts are based on regular assessments of government responses to relevant human rights risks, including through engagement with external stakeholders. Where challenges on particular issues are identified, FIFA engages with host governments through the established joint procedures and using various forms of leverage in accordance with its responsibilities under the UN Guiding Principles on Business and Human Rights.</p>
Insist with the governments of host countries on the necessity to protect fundamental civil and political rights, and in particular freedom of expression – including the freedom of the media – and freedom of peaceful assembly, and this not only in connection with their competitions, but beyond.	4. What are, at present, the conditionalities that candidate host countries should commit to fulfil – when presenting their bid – with regard to the protection of fundamental civil and political rights?	<p>Since November 2017, FIFA has been integrating human rights requirements into its bidding processes. As part of these requirements, FIFA asks bidders for its tournaments to identify and present plans to address risks to fundamental civil and political rights associated with FIFA's tournaments. Furthermore, respective requirements and commitments from the bid stage are integrated into the hosting requirements as well as government guarantees and commitments of tournament hosts.</p> <p>The Government Declaration that bidding governments are required to submit to FIFA as part of the bid includes the following wording on human rights (highlighting, amongst other areas, fundamental civil and political rights):</p> <p><i>“The Government will fully support FIFA and the Member Association in their efforts to achieve that the hosting and staging of the Competition and any legacy and post-event related activities do not involve adverse impacts on internationally recognised human rights, including labour rights. The Government is committed to respecting, protecting and fulfilling human rights, including labour rights, in connection with the hosting and staging of the Competition and any legacy and post-event related activities, with particular attention to the provision of security, potential resettlement and eviction, labour rights (including those of migrant workers), the rights of children, gender and other forms of discrimination and freedom of expression and peaceful assembly, and will ensure that access to effective remedies is available where such adverse impacts do occur, including judicial and non-judicial complaint mechanisms with the power to investigate, punish and redress human rights violations.</i></p> <p><i>The Government to ensure that the national anthem of each competing team may be played before kick-off at every match and before and during any other event or ceremony in relation with the Competition as well as that the national flag of each competing team may be flown and/or displayed inside the stadiums and that there shall be no discrimination of whatever nature.”</i></p>

		Furthermore, as part of the Government Guarantees, governments are required to ensure that all security forces, both public and private, deployed in relation to the tournament are trained to comply with relevant international standards on human rights compliant policing, including, but not limited to, the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, the UN Code of Conduct for Law Enforcement Officials and the International Code of Conduct for Private Security Providers. These codes include respect for fundamental civil and political rights.
Ensure that all cases of serious breaches of human rights, including the rights of workers, by private companies involved in the organisation of their competitions, beginning with those who build stadiums and infrastructure, are made public and that effective penalties are applied when the follow-up measures recommended by supervisory bodies are not implemented; the governments of host countries must accept this responsibility.	5. What are the initiatives (if any) taken by FIFA in this respect, in co-operation with the authorities of host countries?	<p>FIFA and/or tournament organisers implement wide-ranging measures to monitor compliance with human rights standards (in particular concerning labour rights) and operate grievance mechanisms to allow for adverse impacts to be reported.</p> <p>FIFA and tournament organisers strive to ensure adequate levels of transparency of their efforts, including with respect to breaches of human rights. The Supreme Committee, for instance, publishes <a href="#">regular reports</a>, including those of the independent monitor Impactt Ltd and the Building and Wood Workers' International, which comprise information on adverse impacts identified on the SC's sites. Furthermore, FIFA publishes information in relation to adverse impacts and measures taken to mitigate and in some cases remediate them in the reports on the implementation of the Sustainability Strategies for its competitions. Examples in that respect are the <a href="#">Sustainability Report</a> on the 2018 FIFA World Cup in Russia or the <a href="#">Progress report</a> on the implementation of the Sustainability Strategy for the FIFA World Cup Qatar 2022.</p> <p>Where such adverse impacts involve violations of national legislation, they are reported to the authorities. In both Russia and Qatar, FIFA has put in place processes to escalate particularly grave or recurring adverse impacts with host country authorities.</p>
<b><i>Protection of the underage players</i></b>		
Ensure compliance with the transfer rules in order to prevent "trading in children" and consider, in collaboration with the Council of Europe's Group of Experts on Action against Trafficking in Human Beings (GRETA), the mechanisms and measures required to put a stop to the chain of "forced transfers" of underage players, which falls within the definition of human trafficking.	6. What are the initiatives (if any) taken by FIFA in this respect?	<p>The FIFA Regulations on the Status and Transfer of Players prohibit international transfers of minor players, and all exceptions are subject to the scrutiny of a committee in charge of making sure that all requirements are strictly met. Strong sanctions apply in case of non-compliance with the FIFA rules.</p> <p>In addition, <a href="#">the FIFA Football Stakeholders Committee (FSC)</a> has taken further steps in the reform of the transfer system by endorsing key measures included in the third reform package, especially in relation to the international transfer of minors.</p> <p>Following a series of meetings with stakeholders from the professional game that took place from February to April 2021 and the subsequent agreement of objectives by the Task Force Transfer System, the FSC confirmed a number of general principles:</p> <ol style="list-style-type: none"> <li>i. <u>Humanitarian exception</u>: to examine the humanitarian exception in article 19 of the Regulations on the Status and Transfer of Players (RSTP) and whether it could be applied more flexibly or modernised to reflect "real-life" cases that are rejected.</li> </ol>

		<p>ii. <u>Trials</u>: to explore a regulatory framework for trials in order to provide legal certainty and protect minors (and all footballers) from exploitation.</p> <p>iii. <u>Private academies</u>: to explore the possibility of reviewing and modernising the regulation of private academies (currently covered by article 19bis of the RSTP) operating outside the scope of organised football.</p> <p>iv. <u>Safeguarding</u>: to explore the possibility and feasibility of minimum protection standards for minors who transfer internationally.</p>
<p>Initiate a reflection on the protection of underage players (...) by taking account of the specific proposals in the report entitled “Good football governance” (<a href="#">Doc. 14452</a>) and of Recommendation CM/Rec(2012)10 of the Committee of Ministers to member States on the protection of child and young athletes from dangers associated with migration.</p>	<p>7. What are the initiatives (if any) taken by FIFA in this respect?</p>	<p>In relation to the new agent framework and its impact on protecting underage players, we expect to implement the following:</p> <ul style="list-style-type: none"> <li>• There will be a worldwide regulatory framework for agents;</li> <li>• Further prerequisites and an additional authorisation for all agents wishing to represent a minor, including mandatory safeguarding and child protection training;</li> <li>• A public, centralised, international agent register listing all licensed agents with the authority to represent minors will be made available via the FIFA website;</li> <li>• Handbook for children and their parents to be made available in different languages explaining their rights, and outlining agents’ responsibilities and their bad practices;</li> <li>• Enforcing rules through the FIFA Disciplinary Committee and the independent Ethics Committee.</li> </ul> <p><b>Safeguarding</b></p> <p>In July 2019, FIFA launched the <a href="#">FIFA Guardians™</a> programme and toolkit to help FIFA’s 211 member associations and the six confederations in strengthening safeguarding measures across football. The toolkit is a practical handbook to guide member associations on the steps needed to develop and implement safeguarding policies and procedures to prevent and address harm and ensure the well-being of all football actors, especially children.</p> <p>To support roll-out and global uptake, education and awareness, in November 2020, FIFA launched a series of high-level regional orientation workshops<sup>1</sup> for its member associations together with the respective confederations to promote safeguarding in football and the FIFA Guardians programme among its membership.</p> <p>In addition, as part of its education and training programme, in January 2021, FIFA launched the FIFA Guardians Safeguarding in Sport Diploma. This is a major global education programme (developed with The Open University, in co-operation with experts, practitioners and academics in the field)</p>

<sup>1</sup> <https://www.fifa.com/who-we-are/news/participants-hail-informative-afc-fifa-safeguarding-orientation-webinar>; <https://www.fifa.com/who-we-are/news/ofc-strengthens-safeguarding-commitment-in-landmark-webinar-with-fifa>.

		<p>designed to raise safeguarding standards across football and professionalise the role of safeguarding officers. The Diploma provides the 211 FIFA member associations with a dedicated, interactive educational resource to develop safeguarding best practice, with the aim of eradicating all forms of violence and ensuring that football is played in a safe and supportive environment for everyone, especially children.</p> <p>The FIFA Guardian’s programme is a core part of FIFA’s overall vision and commitment to promote safe sport as part of broader efforts to protect human rights in football, in line with the FIFA Vision 2020-2023 “Making Football Truly Global”, article 23 of the FIFA Code of Ethics and Article 3 of the FIFA statutes whereby FIFA commits to respecting all internationally recognised human rights and to promote the protection of these rights. This includes ensuring that safeguarding and the protection of children and vulnerable adults (including women, youth and persons with disabilities) is fully embedded in the complete life-cycle of all FIFA Competitions, from bidding to legacy.</p> <p>FIFA has also created a ‘package of care’ (including counselling and safe refuge support) to assist victims and witnesses involved in FIFA Ethics investigations of sexual abuse in football.</p> <p><b>Safe Sport Entity</b></p> <p>FIFA has led a consultation process that includes sports organisations, intergovernmental authorities, governments and specialist agencies with the objective of establishing an independent, multi-sports, multi-agency international entity to investigate abuse cases in sports. The aim of the entity is to provide trusted and accessible reporting lines for victims of abuse in sport taking prompt action to protect and care for them, specifically in countries where they cannot get the necessary protection and access to remedy locally.</p> <p>It further aims to enable collaboration with statutory authorities in addressing and preventing abuse in sport and help sport organizations to properly investigate and eventually sanction perpetrators. The aim is to ensure culturally sensitive survivor-centered approaches to sports investigations, in parallel to enhancing the capacity of sports organizations to sustainably deal with abuse cases through their disciplinary and judicial bodies.</p>
<p><b>Gender equality - women’s role in football and promotion of women’s football</b></p>		
<p>Promote the adoption by their member associations of rules enshrined in their statutes in order to ensure that the composition of their executive boards and standing</p>	<p>8. Are FIFA members required to ensure that the composition of their executive boards and standing committees includes a minimum</p>	<p>One of FIFA’s 11 goals as stated in <a href="#">The Vision 2020-2023 “Making football truly global”</a> is to accelerate the growth of women’s football by, among others, modernising women’s development programmes, reforming competitions and enhancing the professionalization of women’s football on and off the pitch.</p>

<p>committees includes a number of women at least proportional to the number of female members registered, with a minimum number of places reserved for women in all cases.</p>	<p>number of women (and which one, if any)?</p> <p>9. Is FIFA aware of countries (if any) which are doing more efforts in this direction (which ones) and are these good examples recognised and valued?</p>	<p>With regard to representatives on the FIFA Council, the MAs of each confederation must ensure that they elect at least one female member (see art. 33 par. 5 of the FIFA Statutes).</p> <p>With regard to bodies within MAs, art. 15 of the FIFA Statutes states that MAs' statutes must comply with the principle of good governance and shall contain, at a minimum, provisions prohibiting all forms of discrimination (see par. b) and provisions to ensure that legislative bodies are constituted in accordance with the principles of representative democracy and taking into account the importance of gender equality in football (see par. j).</p> <p>FIFA is working hand in hand with the associations on a revision of their statutes to make sure that more female members are part of executive boards and standing committees. There are some examples that show the effectiveness of the measures and recommendations given by FIFA to its MAs, as well as examples in which female members are already represented on such bodies without any specific regulation. Here are just a few examples:</p> <p><b>NORWAY →</b> Clubs from the men's and women's premier, first and second national divisions can have two representatives with voting rights at the Norwegian FA's (NFF) Congress. Clubs with two representatives must have one male representative and one female representative. This is good gender-equality practice that encourages female participation in order to break the male hegemony in the main decision-making body. Meanwhile, the NFF's Disciplinary Committee comprises eight members (chairperson, deputy chairperson and six members). At least two of these members must be women, ensuring more than 30 per cent female participation.</p> <p><b>SWEDEN →</b> No more than two thirds of the Swedish FA's (SvFF) Council members may be of the same gender (whether male or female).</p> <p><b>TURKS AND CAICOS ISLANDS →</b> The Turks and Caicos Island FA's (TCIFA) Council has ten members, six of whom are women. Interestingly, the association has no specific requirements for female participation in its decision-making bodies, but nevertheless, there are more elected women than men.</p> <p><b>AMERICAN SAMOA →</b> The American Samoan FA's (FFAS) Statutes do not stipulate a quota for female participation on the Council, yet three of the six elected members are women.</p> <p><b>AUSTRALIA →</b> Football Federation Australia (FFA) implemented governance reforms in 2018 that committed it to 40:40:20 representation, meaning a minimum of 40% women, 40% men and the remaining 20% being discretionary. It is also a constitutional requirement for the FFA chairperson and deputy chairperson to be gender-balanced.</p>
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		<p>Other examples of FIFA MAs that are progressing in this domain are Timor-Leste, where more than 50% of the administration's staff are women, or the 18 MAs with female general secretaries (October 2021):</p> <table border="1" data-bbox="896 279 2060 1324"> <tr> <td>Anguilla FA (AGA)</td> <td>Marslyn Richardson</td> <td>Great Britain</td> </tr> <tr> <td>Botswana Football Association</td> <td>Goabaone Tylor</td> <td>Botswana</td> </tr> <tr> <td>British Virgin Islands FA (BVIFA)</td> <td>Juliana Luke</td> <td>British Virgin Islands</td> </tr> <tr> <td>Cook Islands FA (CIFA)</td> <td>Mii Piri</td> <td>Cook Islands</td> </tr> <tr> <td>Curaçao Football Federation (FFK)</td> <td>Margareth Craneveldt</td> <td>Curaçao</td> </tr> <tr> <td>Dominica FA (DFA)</td> <td>Jarsmine Vidal</td> <td>Dominica</td> </tr> <tr> <td>Estonian FA (EJL)</td> <td>Anne Rei</td> <td>Estonia</td> </tr> <tr> <td>German Football Association (DFB)</td> <td>Haiku Ullrich</td> <td>Germany</td> </tr> <tr> <td>Bissau-Guinean FF (FFGB)</td> <td>Virginia Mendes da Cruz</td> <td>Guinea-Bissau</td> </tr> <tr> <td>Puerto Rican FF (FPF)</td> <td>María Inés Lugo</td> <td>Puerto Rico</td> </tr> <tr> <td>French Football Association (FFF)</td> <td>Florence Harduin</td> <td>France</td> </tr> <tr> <td>Tahitian FF (FTF)</td> <td>Maeva GRAFFE</td> <td>France</td> </tr> <tr> <td>Icelandic FA (KSÍ)</td> <td>Klara Bjartmarz</td> <td>Iceland</td> </tr> <tr> <td>Lao FF (LFF)</td> <td>Kanya Keomany</td> <td>Laos</td> </tr> <tr> <td>Uruguay FA (AUF)</td> <td>Maria Victoria Diaz</td> <td>Uruguay</td> </tr> <tr> <td>Jordan FA (JFA)</td> <td>Samar Nassar</td> <td>Jordan</td> </tr> <tr> <td>Montserrat FA (MFA)</td> <td>Tandica Hughes</td> <td>Montserrat</td> </tr> <tr> <td>Pakistan FF (PFF) [currently suspended]</td> <td>Manizeh Zainli</td> <td>Pakistan</td> </tr> </table>	Anguilla FA (AGA)	Marslyn Richardson	Great Britain	Botswana Football Association	Goabaone Tylor	Botswana	British Virgin Islands FA (BVIFA)	Juliana Luke	British Virgin Islands	Cook Islands FA (CIFA)	Mii Piri	Cook Islands	Curaçao Football Federation (FFK)	Margareth Craneveldt	Curaçao	Dominica FA (DFA)	Jarsmine Vidal	Dominica	Estonian FA (EJL)	Anne Rei	Estonia	German Football Association (DFB)	Haiku Ullrich	Germany	Bissau-Guinean FF (FFGB)	Virginia Mendes da Cruz	Guinea-Bissau	Puerto Rican FF (FPF)	María Inés Lugo	Puerto Rico	French Football Association (FFF)	Florence Harduin	France	Tahitian FF (FTF)	Maeva GRAFFE	France	Icelandic FA (KSÍ)	Klara Bjartmarz	Iceland	Lao FF (LFF)	Kanya Keomany	Laos	Uruguay FA (AUF)	Maria Victoria Diaz	Uruguay	Jordan FA (JFA)	Samar Nassar	Jordan	Montserrat FA (MFA)	Tandica Hughes	Montserrat	Pakistan FF (PFF) [currently suspended]	Manizeh Zainli	Pakistan
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Strengthen the financial support for training programmes to promote	10. What are the initiatives (if any) taken by FIFA in this respect?	FIFA has invested in training programmes for women in football and has taken a tailored approach towards different groups: women in executive roles, women in administrative roles, women in coaching roles, and a youth leadership programme for young players and referees.																																																						



<p>leadership for women at national level and to increase the number of female coaches and referees.</p>	<p>11. In which countries FIFA is implementing / providing financial support to training programmes of this kind?</p>	<ul style="list-style-type: none"> <li>• Women in Leadership (in cooperation with UEFA; two classes have graduated, and the third class is planned for March 2022)</li> <li>• Women's football administrators (MAs grouped per confederation and regional workshops are organised to upskill women's football administrators in 211 MAs)</li> <li>• Coach Mentorship Programme (part of FIFA's commitment to increase the opportunities that exist within football for female coaches, the FIFA Coach Mentorship Programme sees experienced coaches from the women's game mentor a group of up-and-coming coaches from across the globe); a new call for applications was published in September 2021 (<a href="https://www.fifa.com/news/fifa-opens-applications-for-second-edition-of-coach-mentorship-programme-for-women">https://www.fifa.com/news/fifa-opens-applications-for-second-edition-of-coach-mentorship-programme-for-women</a>)</li> <li>• Coach Education Scholarship for female coaches across six Confederations launched in May 2021 and available for all 211 MAs to apply (<a href="https://www.fifa.com/womens-football/news/fifa-opens-application-window-for-women-s-coach-education-scholarships">https://www.fifa.com/womens-football/news/fifa-opens-application-window-for-women-s-coach-education-scholarships</a>)</li> <li>• Captains of today, leaders of tomorrow (<a href="https://fifa.fans/3n38xSo">https://fifa.fans/3n38xSo</a>)</li> </ul> <p>As part of new development programmes for women's football, (<a href="https://www.fifa.com/news/fifa-womens-development-programme-is-helping-to-grow-the-game">https://www.fifa.com/news/fifa-womens-development-programme-is-helping-to-grow-the-game</a>) FIFA is offering capacity-building courses for women's football administrators with a wide range of topics (strategic planning, financial planning, leadership, marketing and commercialisation, etc.)</p> <p>Some success stories to highlight:</p> <p>REPUBLIC OF IRELAND → <a href="https://bit.ly/3n23ulq">https://bit.ly/3n23ulq</a></p> <p>KENYA → <a href="https://www.fifa.com/womens-football/news/new-era-womens-football-kenya">https://www.fifa.com/womens-football/news/new-era-womens-football-kenya</a></p> <p>FAROE ISLANDS → <a href="https://www.fifa.com/news/ziskason-nesa-faroe-islands-womens-football-growth">https://www.fifa.com/news/ziskason-nesa-faroe-islands-womens-football-growth</a></p> <p>GAMBIA → <a href="https://www.fifa.com/womens-football/news/gambia-womens-football-article-en">https://www.fifa.com/womens-football/news/gambia-womens-football-article-en</a></p> <p>As part of other technical programmes on offer: league development, coach scholarship and coach mentorship programme, FIFA is also supporting MAs with their coach and referee development. In September 2020, FIFA published the first-ever <a href="#">Women's Football Administrator Handbook</a>. This handbook offers a better understanding of how strategies, practices and procedures can reinforce the objectives of growing women's football and fostering gender equality. It proposes good practices learned from experience and points the reader in the right direction for further and specific support.</p> <p>The handbook is designed as an overview for FIFA's MAs and other stakeholders in four parts:</p> <ol style="list-style-type: none"> <li>1. The importance of having women in leadership positions, including new and innovative ways to evolve and establish women's participation at all levels</li> <li>2. The need for a women's football strategy and how it can be implemented in an organisation</li> <li>3. The financial support and programmes that are available to help grow women's football professionally</li> <li>4. The benefits of hosting a FIFA tournament and how to approach the bidding process</li> </ol>
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<p>Use a higher percentage of resources to promote women's football, particularly in countries where associations are less wealthy, by studying forms of co-operation with national associations.</p>	<p>12. What are the initiatives (if any) taken by FIFA in this respect?</p> <p>13. What is at present the % of resources allocated by FIFA to the promotion of women's football?</p>	<p>The FIFA Women's Football Division has been running specific development programmes since its creation in 2017. The division is now formalising its programmes for all 211 MAs in order to grow participation and boost the MAs' Forward Programme investments with additional technical and financial resources.</p> <p>The programmes on offer are the following:</p> <ul style="list-style-type: none"> <li>• Women's Football Strategy</li> <li>• Women's Football Campaign</li> <li>• League Development</li> <li>• Club Licensing</li> <li>• Capacity-Building for Administrators</li> <li>• Coach Education Scholarships</li> <li>• Coach Mentorship</li> <li>• Women in Football Leadership</li> </ul> <p>Additionally, in 2020 as FIFA response to COVID 19 pandemic and as part of the COVID 19 Relief plan, Women's Football specific 500 000 USD grants were made available for all 211 Member associations. - COVID 19 women's football grant main objective was to address any negative impact that COVID 19 had on the women's game. This included but was not limited to: Restart of competitions across all categories, implementation of return to play protocol, including testing, participation of national teams in restarted competitions (all age categories), staff costs (admin and technical).</p> <p>Venezuela: <a href="https://www.fifa.com/news/venezuelan-womens-football-dream-is-born">https://www.fifa.com/news/venezuelan-womens-football-dream-is-born</a>  Mexico: <a href="https://www.fifa.com/football-development/news/mexico-uses-fifa-funding-to-help-women-s-football-through-the-pandemic">https://www.fifa.com/football-development/news/mexico-uses-fifa-funding-to-help-women-s-football-through-the-pandemic</a>  Armenia: <a href="https://www.fifa.com/about-fifa/associations/news/women-s-football-making-strides-in-armenia">https://www.fifa.com/about-fifa/associations/news/women-s-football-making-strides-in-armenia</a></p> <p>As outlined in the <a href="#">FIFA Women's Football Strategy</a> launched in 2018, FIFA has a long-term vision for the development of women's football at all levels and is investing to this end. As one of the key pillars of this strategy, one of FIFA's key priorities is to sustainably grow and develop the entire ecosystem of women's football and to raise the overall standards at all levels of the women's game in collaboration with the confederations and all 211 MAs through various competitions and football development projects and initiatives run by FIFA, including the <a href="#">FIFA Forward Development Programme</a>, the <a href="#">FIFA Foundation</a> and the <a href="#">FIFA Women's Development Programme</a>.</p> <p>Furthermore, during the FIFA Women's World Cup 2019, FIFA announced that it would invest an additional USD 500 million into the women's game, which means that FIFA will invest a total of USD</p>
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		<p>1 billion in women's football over the course of the 2019-2022 period. Further information can be found <a href="#">here</a>.</p> <p>Regarding this additional investment, in line with its Women's Football Strategy, FIFA is currently investing in a range of priority areas together with the confederations and MAs. These areas include, but are not limited to, competitions, capacity-building, development, professionalisation as well as technical programmes.</p> <p>Additionally, two new features were implemented for last year's event in France:</p> <ul style="list-style-type: none"> <li>• USD 11.5 million for the participating teams' preparations, and;</li> <li>• USD 8.5 million in the <a href="#">Club Benefits Programme</a>, which compensates the clubs that release their players for the World Cup.</li> </ul> <p>This took the total figure to USD 50 million, compared to USD 15 million for the teams playing in Canada in 2015. Further details about the beneficiaries of the first-ever Club Benefits Programme for the FIFA Women's World Cup will be announced in the coming weeks.</p> <p>Following the success of the FIFA Women's World Cup in France, the FIFA President announced that FIFA would double the prize money for the next edition in 2023.</p> <p>As part of its mandate to support all MAs to grow and develop women's football in their territories, FIFA and the Women's Football Division is working alongside all countries that require further support and assistance to develop their women's football landscape and the unique environment in which they operate.</p> <p>Lastly, in order to provide a comprehensive picture and benchmarking tool on the current landscape of women's football globally, in 2019 FIFA also published the <a href="#">FIFA Women's Football Survey</a>, including useful data that will help to inform and tailor strategic women's football initiatives in the future.</p> <p>Covid-19 Relief Plan: On 25 June 2020, the <a href="#">FIFA Council unanimously approved the COVID-19 Relief Plan</a> making a total of USD 1.5 billion available to assist the football community. To ensure effective oversight of the plan, there are strict controls on the use of funds, audit requirements, as well as clear loan repayment conditions. A steering committee has been established to supervise the administration of the scheme with Olli Rehn – Governor of the Bank of Finland, member of the Governing Council of the ECB and former EU Commissioner – appointed as chairman.</p> <p>On 8 September 2020, FIFA launched a programme for MAs to further develop women's football on a sustainable basis while pushing it into the mainstream. In line with <a href="#">FIFA's Women's Football Strategy</a>, the FIFA Women's Development Programme aims to provide all 211 MAs with the opportunity to apply for and access additional resources and specialist expertise to develop women's</p>
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		<p>football at a national level. It follows the recent announcement of an additional USD 500,000 grant per MA as part of the <a href="#">COVID-19 Relief Plan</a> that will be specifically allocated to women’s football.</p>
<p>Launch an information campaign to combat sexual harassment and gender discrimination.</p>	<p>14. Is there any ongoing (or planned) FIFA campaign on this sensitive issue?</p>	<p>One of FIFA’s objectives is to work together with key stakeholders, both sporting and political, to ensure that football, the world’s most popular sport, can lead the way in diversity, anti-discrimination and respect.</p> <p>Some concrete measures already in place include the following:</p> <ul style="list-style-type: none"> <li>• In FIFA’s competitions, matches are monitored by anti-discrimination match observers, who observe fan behaviour and report any abusive incidents with misogynist/sexist fan behaviour being an integral part of their checklist. There is also a proactive messaging and a formal three-step procedure in place, whereby the referee can ultimately abandon a match in the event of abusive and discriminatory behaviour in the stadium. The consequences for perpetrators are a ban from attending further matches and, where applicable, criminal action. FIFA strongly encourages its members to follow suit and take dissuasive action in such cases.</li> <li>• Where FIFA has encountered more serious discrimination and abuse against women, FIFA has been unequivocal in its disciplinary measures against the individuals involved, issuing heavy sanctions and even lifetime bans from the sport.</li> <li>• FIFA’s efforts have contributed to very positive social progress in IR Iran, where last year women were allowed to purchase tickets and attend matches for the first time. This development came about thanks in large part to FIFA’s persistent pressure and by deploying FIFA staff to provide expert guidance and support. More still needs to be done to make those improvements permanent and to ensure measures are embedded across Iranian football, as well as to encourage the Iranian authorities: however, this should be seen as a very positive step forward for football, women and society as a whole.</li> <li>• On International Day for the Elimination of Violence against Women 2020, FIFA, the World Health Organization (WHO), the European Commission and the European Parliament Sports Group joined forces to raise awareness about the risk of domestic violence, exacerbated by the COVID-19 pandemic and call for an end to violence against women and children. The campaign, that included video messages from 19 past and present footballers, was aimed at the general public and decision makers (including recommendations to governments) to not only raise their awareness of the risks, but also what actions they can take to prevent and mitigate these risks.</li> </ul> <p>In addition, FIFA is currently drafting the new cooperation plan with the CoE, where anti-discrimination and gender equality are expected to be added as new areas of cooperation. Joint actions, including a possible joint campaign against gender discrimination and other actions around FIFA’s tournaments, are currently under discussion.</p>

		FIFA is also working together with the EU Commission on the topic of racism and anti-discrimination and has supported the launch of the EU action plan against racism: <a href="#">FIFA and European Commission working together to take action against racism.</a>
<b>Human development of players</b>		
Design support programmes – particularly the Forward Programme – in such a way as to promote the human development of players, by linking the allocation of funds distributed under these programmes to the obligation to give young footballers an education and vocational training.	<p>15. Has FIFA included in its support programme – and particularly in the Forward Programme – a conditionality requiring that the beneficiary member must develop education and vocational training programmes for young footballers?</p> <p>16. If not (yet), is this a move that FIFA is considering?</p> <p>17. Is FIFA aware of countries (if any) which are doing more efforts in this direction (which ones) and are these good examples (if any) recognised and valued?</p>	<p>One of the core areas described in FIFA's <a href="#">Vision 2020-2023: Making football truly global</a> is social responsibility and education. An example is FIFA's Football for Schools programme, which seeks to teach "life skills" (developed together with UNESCO) through football.</p> <p>The objective of Football for Schools (F4S) is to contribute to the education, development and empowerment of boys and girls across the globe reaching all 211 FIFA Member Associations. F4S will facilitate the learning process of (certified, age &amp; region appropriate) life-skills on a global scale to promote social change. The main educational resource developed is a mobile app destined for physical education teachers and educators, enabling them to teach both football and life-skills, and developed in collaboration with Sportradar and UNESCO over the past two years.</p> <p>The four life-skill themes tackled by F4S are personal understanding, relationships, living in the wider world and health &amp; wellbeing. Topics covered include crucially important cognitive, interpersonal, active citizenship and healthy behaviour skills, such as self-confidence, respect, equality, critical thinking, empathy, communication, peer support, leadership, mental health promotion, nutrition, hygiene and safety, amongst others.</p> <p>Additional content is currently being created in collaboration with WADA, UNODC, the <i>Fédération Internationale de l'Automobile</i> (FIA) and the Qatar Foundation / Generation Amazing. In addition, a supporting website has been created along with a range of pedagogical tools. FIFA will distribute equipment, including millions of Adidas footballs, to thousands of schools worldwide that need it and a one-off payment of USD 50,000 will be made to support the successful applicant's implementation and reporting costs.</p> <p>The F4S mobile app is currently available in Lebanon and Puerto Rico, the programme's two initial pilot projects, since late July 2021, as well as Tonga and Chile, since September 2021. 329 teachers are using the F4S app in these countries, reaching 2229 boys and 324 girls, and this is only the beginning as no promotion has yet taken place. The pilot phase has recently been extended to another six countries worldwide (Guyana, India, France and Mauritania in addition to Tonga and Chile) and, once these six have launched F4S, all other countries will be invited to apply for the programme.</p> <p>The implementation of F4S is expected to run from 2021 until the end of 2023, by which time all countries interested in the F4S programme will have received the mobile app (and subsequent training / capacity-building), financial subsidy as well as quota of Adidas footballs. One of the differences that F4S can make in a given territory is to contribute to the addition of football in the national Physical Education Curriculum in places where it was not (officially) present.</p>

		<p>In addition to the above, please note within the context of the international transfer of players:</p> <p>The FIFA Regulations on the Status and Transfer of Players prohibit the international transfers of minor players. All exceptions are subject to the scrutiny of a committee in charge of making sure that all requirements are met. This includes guaranteeing the player academic and/or school and/or vocational education and/or training in addition to his football education and/or training in order to allow the player to pursue a career other than football should he cease to play professional football.</p> <p>In particular: Regarding the regulatory framework currently in place, art. 19 par. 1 of the Regulations on the Status and Transfer of Players (RSTP) stipulates that the international transfers of players are only permitted if the player is over the age of 18.</p> <p>In addition, art. 19 par. 2 lit. b) of the RSTP provides an exception to art. 19 par. 1 should the transfer take place within the territory of the European Union (EU) or European Economic Area (EEA) and the player is aged between 16 and 18. In this case, the new club must fulfil the following minimum obligations:</p> <ol style="list-style-type: none"> <li>i. It shall provide the player with an adequate football education and/or training in line with the highest national standards (cf. Annexe 4, article 4).</li> <li>ii. It shall guarantee the player an academic and/or school and/or vocational education and/or training, in addition to his football education and/or training, which will allow the player to pursue a career other than football should he cease to play professional football.</li> <li>iii. It shall make all necessary arrangements to ensure that the player is looked after in the best possible way (optimum living standards with a host family or in club accommodation, appointment of a mentor at the club, etc.).</li> <li>iv. It shall, on registration of such a player, provide the relevant association with proof that it is complying with the aforementioned obligations.</li> </ol> <p>Finally, the topic of minors is being closely examined within the global context of the reform of the transfer system undertaken by the FIFA administration.</p>
<p>Increase the funds allocated to education programmes and the financial support for educational projects launched by national associations.</p>	<p>18. In which Countries FIFA is implementing (or providing financial support to) education programmes for children and youth (NB: distinct from the programmes intended to support the practice of football in schools)?</p>	<p><b>Educational program for football professionals (athletes and support services)</b></p> <p>FIFA is planning to create a dedicated education programs that will further empower professionals within football to progress their careers in different areas of the industry. These education programs also appeal to all professionals in the football industry, with the goal to increase the value and performance of the human capital and ultimately upgrade the football product itself.</p> <p>It is a fact that many of the young players (athletes) as well as other professionals in football, do not have adequate knowledge of the way the industry operates. Moreover, they usually do not carry a</p>

	<p>19. What is at present the % of resources allocated by FIFA to own educational programmes and/or to support projects launched by the national associations?</p>	<p>high-level of expertise from other fields such as science, marketing, finance, economics, law and others.</p> <p>While the sport aspect is always highlighted, and some footballers enjoy rewarding careers contributing more than anyone to the “football product”, the topic of their further professional development has not been adequately addressed by the industry. At the end of their careers as players, professional athletes often face difficulties to identify opportunities for further professional evolution within the industry. While athletes reach this point relatively early in terms of age, and despite their rich skillset on the football field, they find themselves unprepared for what is coming next. With the ever-increasing number of professional clubs (counting to many thousands in Europe alone) and the ever-growing appeal of football to young boys and girls, there is an immediate need and, at the same time, an opportunity to address this topic and manage both to support athletes but also to maintain valuable human resources within the industry.</p>
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