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IN THIS ISSUE

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Cover:
Lotta Schelin of Olympique
Lyonnais gets in front of
Joséphine Henning of Paris
Saint-Germain in the first
leg of their UEFA Women's
Champions League round
of 16 tie (1-1)

Photo: E. Baledent/
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SUPPLEMENT

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EXCITING, VIBRANT AND UNPREDICTABLE

These are three words I would use to describe the football we have seen so far during the European Qualifiers.

With an expanded 24-team UEFA EURO 2016 in France, we have seen many teams playing with a renewed sense of purpose, harbouring real aspirations of participating in our flagship tournament for the first time. I know it is early in the qualifying campaign, but we have already seen some historic results, with some of the traditional 'smaller teams' beating established superpowers on their way to leading their groups. The great news is that more fans than ever have been able to watch all the action, since the new Week of Football concept makes more action available to more people on TVs around Europe. The viewing figures have been fantastic across the continent as we continue to increase the exposure of national team football. Exposure leads to development and that is at the core of what I stand for as UEFA President.

Development is indeed crucial to me, and I am happy that together with key stakeholders we are working for it on and off the field. I was pleased to participate in the second edition of the Women in Football Leadership Programme in Nyon, which featured the presence of former European Commission Vice-President Viviane Reding. I am a big supporter of this programme because it aims

to give talented women from our national associations the tools they need to succeed in football and make their voices heard in a world that has been dominated by men for too long.

It is my belief that we must also increase the presence of minorities in football management and administration and I am pleased we are addressing that issue with the creation of the Captains of Change programme. Football should be a force for integration and hopefully this initiative will promote diversity of all kinds across our game and our institutions.

Michel Platini
UEFA President

GUIDING WOMEN TO LEADERSHIP

UEFA has taken an innovative measure in introducing the Women in Football Leadership Programme (WFLP), which is designed to identify potential leaders and to equip them with the appropriate skills to take senior management and decision-making roles in the game. The latest WFLP seminar at the House of European Football from 27 to 31 October suggested that the programme will surely be bearing fruit very soon.



Viviane Reding, MEP (on the right of UEFA President Michel Platini), and UEFA Executive Committee member Karen Espelund (on the left) with the participants at the second Women in Football Leadership Programme seminar

UEFA has seen the way forward. It has understood that it is necessary to bring more women into senior positions in European football – increasing opportunities and changing perspectives within the game. The European body, which launched the WFLP after consultation with Europe's national associations, has been given widespread praise for its recognition that football cannot remain a male-dominated domain, and has responded with positive action. In 2011, Norwegian football administrator Karen Espelund became the first-ever female member of the UEFA Executive Committee. The target of the WFLP is that many more women will join her in taking up senior roles.

The WFLP is proving to be a sound investment in the future, as it is focused not only on working towards the equality and integration that are essential to the development of the football workforce, but also on giving the tools to implement them. In addition, male and female leaders from inside and outside football are

acting as programme mentors, giving advice and exchanging experiences with participants as part of their personal development. UEFA is also making full use of its experience in staging knowledge-sharing workshops and development programmes for national association staff members, such as the Executive Master in European Sport Governance (MESGO) and the UEFA Certificate in Football Management (UEFA CFM).

Inspirational speech

Seminar participants were given coaching on the personal and professional qualities needed for senior management positions – how to lead, self-awareness and self-analysis, networking, coaching and teamwork, and the ability to influence and make an impact. They were guided along the way by experts from the Lausanne-based IMD Business School, which specialises in executive development – and were given motivation for the future by the former European Commission vice-president and current European

parliament member Viviane Reding, who visited the House of European Football to give a keynote speech that served as brilliant inspiration for her audience. Mrs Reding, a keen sports fan, spoke with passion of her experiences as a woman in journalism and politics, and encouraged those present to take the pathway which had brought her such outstanding success.

"Do you have a dream?" Mrs Reding asked. "Do you know the task of putting this dream into practice? Go for it. You will see a lot of obstacles – but each obstacle makes you stronger. Stay as you are and be yourself – be feminine, and don't become a copy of somebody. If you have a failure, try once more."

"Michel Platini, I would like to thank you that you have understood that women are part of our society, and that women's football is cool," Mrs Reding told the UEFA President. "[UEFA's] leadership programme and [women's football] development programme are the right way ahead. Women's football has come a long way, because there was a time when women were not allowed to play football. You are pioneers, you can create something that can become a success story."

"The quality of women's football has grown exponentially over the last decade – and UEFA has done its best to develop all women's competitions," said the UEFA President. "We must now dedicate more resources to ensuring that women also have a place in other areas of football, such as coaching, refereeing and management. This is why we created the Women in Football Leadership Programme."

Reversing a trend

It is a fact that more women are in leadership roles in the game nowadays – however, statistics demonstrate that still very few women occupy leadership posts, either in clubs or in national leagues and associations. Both Mr Platini and Mrs Reding were in agreement that change was necessary. *"We have therefore decided to start reversing that trend,"* the UEFA President emphasised, *"and the programme that has brought us all together represents an important step in the gradual destruction of the infamous 'glass ceiling', which prevents women from reaching the highest levels of their organisations. I believe that things are improving, and that we are making progress – maybe not as rapidly as some might justifiably like, but we can say, like Galileo, 'Eppur si muove' – 'And yet, it moves.'"*

"I think the most important thing is that UEFA takes the leadership, because there is room to make up for," added Mrs Reding, *"You also need to have – besides the men – women in leadership in [football] organisation, and women need to [take] courage to do that, because it is still a very male environment."*

"Equality and integration are both essential to the development of the football workforce," is the viewpoint of Karen Espelund. *"Football has*

come a long way over the last few years, but there is still an evident lack of women in top-level positions. More needs to be done to change perspectives and increase opportunities. The UEFA women's leadership programme has adopted an innovative approach by locating and developing potential female executives from the 54 member associations and helping them climb up the ladder of promotion."

Open-minded and responsive

Speakers at the seminar, including another UEFA Executive Committee member, Michael van Praag, highlighted that women bring their own unique characteristics when they join executive boards and take part in management and decision-making processes. In addition, the contributors and mentors in Nyon found it a real pleasure to be working with their 'students'. *"It's really wonderful being with women who are highly motivated to work on their development, to be with women who are very open, very open-minded,"* said IMD Business School professor Ginka Toegel. *"And also women who are extremely responsive when it comes to action in terms of their development."*

The women officials were urged to make use of their talents, qualities and skills, and show courage and commitment, in order to achieve their ambitions. *"I think there are a couple of messages that we can take away,"* said Jim Pulcrano, member of the IMD teaching team. *"One is to believe in yourself: let your confidence, your energy, your love of football shine through. Don't hide it. The next part of it is about connecting with the others in this programme. Connect with the leaders that you've met [here]. Create a very strong network. Build the network and then use [it]."* UEFA is confident of seeing positive results from its pioneering programme – with more women taking management positions where they are influencing the future development of European football. ●

Events like the Women in Football Leadership Programme seminars are a great opportunity to express opinions, ask questions and share experiences



UEFA via Getty Images

JUBILEE JOY... AND IN TOUCH WITH THE TIMES

UEFA's 60th birthday this year gives us the opportunity to review six memorable decades of European football history. We have reached the new millennium, with UEFA striding ahead as an organisation keeping pace with the times and the European game continuing to make its mark through its competitions and the great players gracing them.

UEFA proudly celebrated its golden jubilee in 2004. The year featured a number of special events and activities, and each national association was asked by UEFA to nominate one of its own players as the single most outstanding player of the past 50 years. A host of memorable names were chosen, including Johan Cruyff, Alfredo Di Stéfano, Ferenc Puskás and Dino Zoff. In addition, Frenchman Zinédine Zidane was voted the number one European footballer of the past 50 years in UEFA's jubilee poll.

The UEFA Champions League continued to project an attractive sporting and commercial glow. Real Madrid CF, FC Barcelona and AC Milan each won the trophy twice between 2000 and 2009, and were joined as champions in this period by FC Bayern München, FC Porto, Manchester United FC and Liverpool FC – whose astonishing success in 2005 saw them come from three goals down at half-time to equalise and eventually beat Milan on penalties in a truly classic final. Brilliant players such as Madrid's Zidane, Manchester United's Cristiano Ronaldo and Barcelona's Lionel Messi headed the stellar names who thrilled the fans week in, week out.

Two host countries

On the national team scene, the EURO was awarded for the first time to two host countries – Belgium and the Netherlands in 2000. The destiny of the title was settled by a sudden-death 'golden goal' in the final. France emerged victorious courtesy of David Trezeguet's extra-time strike, which brought them a 2-1 success over Italy in Rotterdam.

A genuine surprise took place in Portugal four years later. Greece went into the tournament as one of the underdogs. However, under the astute leadership of seasoned German coach Otto Rehhagel, the Greeks were a tightly disciplined and resilient proposition who overcame every hurdle. They beat the Portuguese hosts thanks to an Angelos Charisteas header in the final in Lisbon, and savoured glory beyond their wildest dreams. *"When the referee ended the match, it was as if the lights went out,"* said Greek captain Theodoros Zagorakis. *"Another blank spot in my memory ... the constant smile of an idiot on my face for I don't know how many minutes ... unbelievable moments."*

In a remarkable comeback, Xabi Alonso scores in the 2005 UEFA Champions League final to bring Liverpool back level with AC Milan after being 3-0 down at half-time



Getty Images

Co-hosts were chosen again for the 2008 final round – Austria and Switzerland. The victors were Spain, whose vibrant passing football proved too much for Germany in the Vienna final – Fernando Torres scoring the only goal, which began a glittering era for the Spanish, with the 2010 World Cup and EURO 2012 soon to be added to their list of honours. *“It was beautiful,”* said midfielder Xavi Hernández. *“Perhaps that’s a word used too often in football, but the truth is that the football we played to win in 2008 was beautiful. We won playing a style of touch football combined with talented players.”*

New priorities

The early part of the new millennium saw UEFA’s administrative set-up overhauled, and UEFA General Secretary Gerhard Aigner became CEO. New priorities were set as UEFA moved even further away from being an administrative body to a dynamic business in tune with new times. Gerhard Aigner proved an outstanding head of the UEFA administration for over 14 years, and when he retired at the end of 2003, Sweden’s Lars-Christer Olsson was appointed as chief executive. With Olsson joining long-standing UEFA President Lennart Johansson, two Swedes headed UEFA for its 50th birthday festivities.

During this period, dialogue was increased with the clubs and professional leagues, while UEFA maintained its unbreakable bond with its member associations, which numbered 52 in 2002. UEFA pursued its quest for greater legal certainty for sport and the recognition of sport’s specificity within the framework of EU legislation. The UEFA club licensing system was an important innovation – in place in time for the 2004/05 season, and aiming to provide a framework for clubs to run themselves more efficiently.

The UEFA Ordinary Congress in Dusseldorf in January 2007 brought a new man to the helm of European football. Frenchman Michel Platini, whose gifts as a player had earned him three European Footballer of the Year awards and a EURO title as France’s captain on home soil in 1984, had moved into football administration with aplomb, and he was elected as UEFA President. Lennart Johansson, who had guided UEFA through a momentous 17-year period, was named honorary UEFA president. *“Football is a treasure, a simple and popular game. I am prepared to protect and defend this treasure,”* was Mr Platini’s call after his election. *“I will be the passionate and unprejudiced servant of the football we all love. We will work together to develop it, taking care not only to preserve its heritage, but also and more importantly to enrich it.”* Scotland’s David Taylor was appointed UEFA General Secretary soon after the new UEFA President came into office.

A new era of positive relations

Michel Platini’s presidency began with fresh harmony within the European game. The launch

of the European Club Association (ECA) and the signing in January 2008 of a memorandum of understanding between the new body and UEFA paved the way for a new era of positive relations. Changes were made to the UEFA competition formats. In September 2008, UEFA decided to increase the EURO field to 24 from 16 – giving more national associations the chance to aim for European glory. From the 2009/10 season, the venerable UEFA Cup was replaced after 37 years by the UEFA Europa League, featuring a 48-team group stage and breathing new sporting and commercial life into European club football’s second major competition. The burgeoning development of women’s football and futsal led to the introduction of European club competitions in both sectors.



H. Kaiser/AFP/Getty Images

Lennart Johansson passes the baton to Michel Platini, elected UEFA President in January 2007

Intensive dialogue with the European Union continued apace. UEFA was also listening to the fans, and a first-ever meeting between supporter groups and the European body took place in 2007. The battle against doping, corruption and illegal betting in football went on unabated. Unstinting work was carried out in various social and humanitarian areas, including the fight against racism and partnerships were forged with specific bodies, UEFA believing that football can be used as a force to benefit society. In another crucial move, in September 2009, the UEFA Executive Committee approved a financial fair play concept designed to curb growing financial excesses across the European club landscape and to safeguard European club football’s stability.

In the same month, the UEFA Executive Committee approved the creation of a new company – UEFA Events SA – to be responsible for UEFA’s business and commercial operations. David Taylor was appointed as chief executive of the new company as of 1 October 2009, and Gianni Infantino was appointed as UEFA General Secretary. Time never stood still as UEFA, 50 years ‘young’, kept moving on with confidence... ●

TACKLING DOPING IN FOOTBALL – ADDRESSING ONE OF THE KEY RISKS TO THE INTEGRITY OF THE GAME

Despite a low historical prevalence of anti-doping rule violations in international football, one of UEFA's key goals in protecting the integrity of its competitions remains that of keeping doping out of European football.

UEFA has always been at the forefront of anti-doping in football and, among other pioneering initiatives, was the first to collect blood and urine samples from every player tested at a major tournament, namely EURO 2008. Today, several new developments mean that the UEFA anti-doping programme is becoming even more effective at detecting players who are out to illegally enhance their performance and in deterring others who might be thinking about doing so.

2013/14 season

In the 2013/14 season, UEFA introduced blood testing into its annual anti-doping programme and, in partnership with the WADA-accredited laboratory in Lausanne and with the assistance of 12 anti-doping laboratories across Europe, also conducted a retrospective study to evaluate the steroid profiles of all players from whom more than three urine samples had been collected across all UEFA competitions since 2008. The aim was to estimate the potential prevalence of steroid use within European football. Anonymised results will be published in the near future.

In all, UEFA collected 2,198 samples (1,860 urine and 338 blood) across all its competitions in the course of the 2013/14 season, 1,698 of them (1,360 urine and 338 blood) collected in the UEFA Champions League and UEFA Europa League. In the UEFA Champions League, samples were collected both in and out of competition.

The anti-doping workshop held at UEFA headquarters in Nyon in June



There were no positive cases in either competition. In other competitions, UEFA collected 500 urine samples.

UEFA at the forefront

The World Anti-Doping Agency (WADA) publishes annual statistics from its Anti-Doping Administration and Management System (ADAMS – the system through which all WADA-accredited laboratories report their positive and negative findings) to evaluate progress in the worldwide fight against doping.

The statistics for 2013 show that:

- worldwide, 269,878 tests were carried out in 2013;
- more tests were carried out in football (28,002) than in any other sport;
- UEFA carried out more tests (1,932) than any other regional sports organisation, and only four international sports federations did more;
- rates of adverse analytical findings (AAFs) in football (0.48%) are among the lowest of any sport – the number of confirmed anti-doping rule violations is, however, lower than the number of AAFs because all AAFs are subject to a results management process which includes, for example, checking whether the player who provided the sample had a valid therapeutic use exemption (TUE) for the prohibited substance detected;
- UEFA had three AAFs out of the 1,932 tests it conducted (0.16%); after investigation, only one AAF was treated as an anti-doping rule violation (cocaine; futsal player suspended for 18 months).

Of the 1,932 tests carried out by UEFA in 2013 – 1,846 urine (1,373 in-competition and 473 out-of-competition) and 86 blood (36 in-competition and 50 out-of-competition) – additional analyses were performed on 616 tests for EPO, 39 for GC/C/IRMS (which looks for steroid doping) and 10 for HGH (human growth hormone).

Doping control officers

UEFA's anti-doping programme would not be possible without its doping control officers (DCOs), the 45 doctors from 24 different countries who conduct doping controls in UEFA competitions. All DCOs are trained and monitored by UEFA to

ensure that they uphold the highest procedural standards at all times and to ensure that samples are collected according to the WADA International Standard for Testing (IST).

At the end of June, UEFA held a workshop for 20 DCO candidates from 12 different countries. They spent two days at UEFA's headquarters in Nyon, where they attended a mix of lectures and demonstrations from UEFA's anti-doping unit staff and experienced UEFA DCOs. Afterwards they underwent a series of practical tests and written exams to evaluate their suitability to become UEFA DCOs. All of those selected are now completing their field training.

Using intelligence

The word 'intelligence' is now one of the most used in international anti-doping and essentially means the use of data or information to plan testing operations in a way that is more effective than random selection. UEFA not only coordinates its testing programme with those of European national anti-doping organisations such as UK Anti-Doping and the Swedish Sports Confederation, but it also now uses a wide range of data to plan testing, such as whereabouts information, injury data, player performance statistics, information obtained by DCOs from test missions and data collected from therapeutic use exemption applications (medical exemptions for players). The addition of steroidal parameters to this list in the future will further improve the range of 'intelligence' available to UEFA to enhance the effectiveness of its doping control programme.

New initiatives

In September 2014, the UEFA Medical Committee and Executive Committee gave their backing for UEFA to start introducing the steroidal module of the WADA athlete biological passport. This will monitor the steroid profiles of players in the UEFA Champions League with a view to ensuring that all are competing cleanly, and will considerably enhance UEFA's ability to deter and detect doping. To support this programme, UEFA will also start storing samples at laboratories after the initial analysis. This will allow the samples to be re-tested in future in the event that a new prohibited substance is identified or a new method of analysis is developed which permits the detection of previously undetectable performance enhancing substances.

Deterrence and education

UEFA continues to educate players in its competitions, with a particular focus on youth football. Direct education, delivered to teams in their own language, is conducted at all UEFA youth final tournaments. To the same end, the 'Training Ground' anti-doping platform produced to further enhance the range of online education given to players and medical staff will be updated in 2014/15.



In 2013, UEFA tested 1,846 urine samples

Additionally, as part of the UEFA Football Doctor Education Programme, 54 doctors (one from each of UEFA's national associations) will be educated on how to deliver anti-doping education sessions to players, with instruction to be given at the next doctor training workshop in Budapest in April 2015. As part of the programme, all attending doctors are then required to 'cascade' the knowledge they receive to doctors in their own country, which will further help to disseminate the anti-doping education message across the European football family.

Those who choose to use illegal means to influence the results of sporting competitions will always remain a threat for sports organisations, and UEFA, as the organiser of some of the world's highest-profile competitions, remains ever vigilant. It is through this vigilance and the commitment of its anti-doping unit based in Nyon that European football remains supported by one of the world's most comprehensive anti-doping programmes. UEFA's commitment to developing new initiatives will ensure that it remains at the forefront of protecting the integrity of football for many years to come. ●

THE FUTURE IS NOW

UEFA's decision to introduce the steroidal module of the athlete biological passport makes it one of the first organisations to plan to implement this new WADA development into an annual anti-doping programme. The steroidal module follows the design of the existing blood passport used by organisations such as the UCI and IAAF by monitoring a player's steroidal parameters in the body over a period of time. The benefit of this programme is that UEFA no longer needs to time a prohibited control exactly on the day that a player might have a doping substance in his body in order to detect doping. Instead, the analysing laboratory can compare a player's results with their previous results collected from other controls, and can then compare and identify where a significant change may have occurred (compared with a player's average levels). This can be used to assist with targeted testing and can, in some cases, lead to a player being prosecuted directly for an anti-doping rule violation. ●

OVER €48M SHARED BY 183 CLUBS

UEFA's solidarity payments mean that the number of clubs who benefit from the UEFA Champions League revenue goes far beyond the 32 clubs who qualify for the group stage.



The league champions of Norway (Strømsgodset Toppfotball) and Romania (FC Steaua București) each received €375,000 in solidarity payments in 2014

A total of 183 other clubs have received a share ranging from €120,000 to €725,000. Most of them are clubs that were knocked out in the qualifying rounds of the UEFA Champions League and UEFA Europa League, others are clubs that were eliminated in the play-offs, and the last group are clubs that have progressed to the group stage of the UEFA Europa League via the qualifying rounds and play-offs of the two competitions.

The rules governing these solidarity payments made to clubs involved in the 2014/15 UEFA club competitions are laid out as follows.

Clubs involved in the UEFA Champions League

- Each domestic champion club which did not qualify for the group stage receives €200,000.
- Every club that participated in the first qualifying round, but did not reach the group stage receives €150,000.
- Every club that took part in the second qualifying round but did not ultimately qualify for the group stage receives €175,000.
- Every club that was knocked out in the third qualifying round receives €200,000.
- No solidarity payments have been made to the clubs which took part in the play-offs, but the 20 clubs concerned receive a fixed allocation of approximately €2.1m. In addition, those eliminated at this stage qualified for the group stage of the UEFA Europa League and are therefore included in the distribution system of that competition. They also retain any money received from participation in the first two qualifying rounds of the UEFA Champions League.

Clubs involved in the UEFA Europa League

Regardless of whether they qualified for the group stage or not, each club that entered the UEFA Europa League receives:

- €120,000 if they took part in the first qualifying round;
- €130,000 if they took part in the second qualifying round;
- €140,000 if they took part in the third qualifying round.

In addition, each club that was knocked out in the play-offs receives €150,000. There were no extra solidarity payments for the winners, but these clubs retain the payments they received from the UEFA Europa League first, second and third qualifying rounds. ●

Association Clubs	Champions League	Europa League	Total
All figures in euros			
ALBANIA			
KS Skënderbeu	375,000		375,000
KS Flamurtari		250,000	250,000
KF Laçi		250,000	250,000
FK Kukësi		120,000	120,000
Total			995,000
ANDORRA			
FC Santa Coloma	525,000		525,000
UE Santa Coloma		120,000	120,000
UE Sant Julià		120,000	120,000
Total			765,000
ARMENIA			
FC Banants	350,000		350,000
FC Pyunik		120,000	120,000
FC Shirak		120,000	120,000
FC Mika		120,000	120,000
Total			710,000

AUSTRIA			
FC Salzburg	200,000		200,000
SKN St. Pölten		270,000	270,000
SV Grödig		270,000	270,000
SK Rapid Wien		150,000	150,000
Total			890,000
AZERBAIJAN			
Qarabağ FK	575,000		575,000
İnter Bakı PİK		250,000	250,000
Qəbələ İK		120,000	120,000
Neftçi PFK		420,000	420,000
Total			1,365,000
BELARUS			
FC Shakhtyor Soligorsk		420,000	420,000
FC Dinamo Minsk		270,000	270,000
FC Neman Grodno		130,000	130,000
Total			820,000

BELGIUM			
SV Zulte Waregem		270,000	270,000
Club Brugge KV		140,000	140,000
Total			410,000
BOSNIA-HERZEGOVINA			
HŠK Zrinjski Mostar	375,000		375,000
NK Široki Brijeg		250,000	250,000
FK Željezničar		250,000	250,000
FK Sarajevo		420,000	420,000
Total			1,295,000
BULGARIA			
PFC Litex Lovech		250,000	250,000
PFC Botev Plovdiv		250,000	250,000
PFC CSKA Sofia		130,000	130,000
Total			630,000
CROATIA			
GNK Dinamo	575,000		575,000
RNK Split		540,000	540,000
HNK Hajduk Split		420,000	420,000
HNK Rijeka		270,000	270,000
Total			1,805,000
CYPRUS			
AEL Limassol FC	200,000	150,000	350,000
AC Omonia		420,000	420,000
Ermis Aradippou FC		140,000	140,000
Total			910,000
CZECH REPUBLIC			
AC Sparta Praha	575,000		575,000
FC Slovan Liberec		270,000	270,000
FK Mladá Boleslav		270,000	270,000
FC Viktoria Plzeň		140,000	140,000
Total			1,255,000
DENMARK			
Esbjerg fB		270,000	270,000
Brøndby IF		140,000	140,000
FC Midtjylland		150,000	150,000
Total			560,000
ENGLAND			
Hull City		290,000	290,000
Total			290,000
ESTONIA			
FC Levadia Tallinn	525,000		525,000
JK Nõmme Kalju		250,000	250,000
JK Sillamäe Kalev		250,000	250,000
Tartu FC Santos		120,000	120,000
Total			1,145,000
FAROE ISLANDS			
HB Tórshavn	525,000		525,000
Víkingur		390,000	390,000
B36 Tórshavn		120,000	120,000
ÍF Fuglafjørður		120,000	120,000
Total			1,155,000
FINLAND			
HJK Helsinki	575,000		575,000
Myllykosken Pallo-47		250,000	250,000
VPS Vaasa		120,000	120,000
FC Honka Espoo		120,000	120,000
RoPS Rovaniemi		130,000	130,000
Total			1,195,000
FRANCE			
Olympique Lyonnais		290,000	290,000
Total			290,000

GEORGIA			
FC Dinamo Tbilisi	375,000		375,000
FC Chikhura Sachkhere		390,000	390,000
FC Sioni Bolnisi		120,000	120,000
FC Zestafoni		130,000	130,000
Total			1,015,000
GERMANY			
1. FSV Mainz 05		140,000	140,000
Total			140,000
GIBRALTAR			
Lincoln Red Imps FC	350,000		350,000
College Europa FC		120,000	120,000
Total			470,000
GREECE			
Panathinaikos FC	200,000		200,000
Asteras Tripolis FC		270,000	270,000
Atromitos FC		140,000	140,000
Total			610,000
HUNGARY			
Debreceni VSC	575,000	150,000	725,000
Ferencvárosi TC		250,000	250,000
Diósgyőri VTK		390,000	390,000
Győri ETO FC		130,000	130,000
Total			1,495,000
ICELAND			
KR	375,000		375,000
FH		390,000	390,000
Stjarnan		540,000	540,000
Fram		120,000	120,000
Total			1,425,000
ISRAEL			
Maccabi Tel-Aviv FC	575,000	150,000	725,000
Hapoel Beer-Sheva		130,000	130,000
Hapoel Tel-Aviv FC		130,000	130,000
Hapoel Kiryat Shmona FC		140,000	140,000
Total			1,125,000
ITALY			
Torino FC		140,000	140,000
Total			140,000
KAZAKHSTAN			
FC Aktobe	575,000	150,000	725,000
FC Astana		540,000	540,000
FC Shakhter Karagandy		390,000	390,000
FC Kairat Almaty		250,000	250,000
Total			1,905,000
LATVIA			
FK Ventspils	375,000		375,000
FK Daugava Riga		120,000	120,000
FK Jelgava		120,000	120,000
FC Daugava Daugavpils		120,000	120,000
Total			735,000
LIECHTENSTEIN			
FC Vaduz		250,000	250,000
Total			250,000
LITHUANIA			
VMFD Žalgiris	375,000		375,000
FK Atlantas		250,000	250,000
FK Banga		120,000	120,000
FK Ekranas		120,000	120,000
Total			865,000
LUXEMBOURG			
F91 Dudelange	375,000		375,000
AS Jeunesse Esch		120,000	120,000
FC Differdange 03		120,000	120,000
CS Fola Esch		120,000	120,000
Total			735,000

Solidarity payments

FYR MACEDONIA

FK Rabotnicki	375,000		375,000
FK Metalurg Skopje		390,000	390,000
FK Turnovo		120,000	120,000
FC Shkëndija		120,000	120,000

Total 1,005,000

MALTA

Valletta FC	375,000		375,000
Sliema Wanderers FC		120,000	120,000
Hibernians FC		120,000	120,000
Birkirkara FC		120,000	120,000

Total 735,000

MOLDOVA

FC Sheriff	575,000	150,000	725,000
FC Zimbru Chişinău		540,000	540,000
FC Veris Chisinau		120,000	120,000
FC Tiraspol		120,000	120,000

Total 1,505,000

MONTENEGRO

FK Sutjeska	375,000		375,000
FK Budućnost Podgorica		250,000	250,000
FK Čelik Nikšić		120,000	120,000
FK Lovćen		120,000	120,000

Total 865,000

NETHERLANDS

Feyenoord	200,000		200,000
FC Groningen		130,000	130,000
PSV Eindhoven		140,000	140,000
PEC Zwolle		150,000	150,000
FC Twente		150,000	150,000

Total 770,000

NORTHERN IRELAND

Cliftonville FC	375,000		375,000
Linfield FC		250,000	250,000
Crusaders FC		250,000	250,000
Glenavon FC		120,000	120,000

Total 995,000

NORWAY

Strømsgodset Toppfotball	375,000		375,000
Tromsø IL		250,000	250,000
FK Haugesund		250,000	250,000
Rosenborg BK		390,000	390,000
Molde FK		270,000	270,000

Total 1,535,000

POLAND

Legia Warszawa	575,000		575,000
KKS Lech Poznań		270,000	270,000
Ruch Chorzów S.A.		420,000	420,000
WKS Zawisza Bydgoszcz		130,000	130,000

Total 1,395,000

PORTUGAL

Rio Ave FC		140,000	140,000
CD Nacional		150,000	150,000

Total 290,000

REPUBLIC OF IRELAND

Saint Patrick's Athletic FC	375,000		375,000
Dundalk FC		250,000	250,000
Sligo Rovers FC		250,000	250,000
Derry City FC		250,000	250,000

Total 1,125,000

ROMANIA

FC Steaua Bucureşti	375,000		375,000
CFR 1907 Cluj		270,000	270,000
FC Petrolul Ploieşti		420,000	420,000
FC Astra		140,000	140,000

Total 1,205,000

RUSSIA

FC Krasnodar		270,000	270,000
FC Dynamo Moskva		140,000	140,000
FC Rostov		150,000	150,000
FC Lokomotiv Moskva		150,000	150,000

Total 710,000

SAN MARINO

SP La Fiorita	350,000		350,000
S.S. Folgore		120,000	120,000
A.C. Libertas		120,000	120,000

Total 590,000

SCOTLAND

Celtic FC	375,000		375,000
Aberdeen FC		390,000	390,000
Saint Johnstone FC		270,000	270,000
Motherwell FC		130,000	130,000

Total 1,165,000

SERBIA

FK Partizan	375,000		375,000
FK Čukarički		250,000	250,000
FK Jagodina		130,000	130,000
FK Vojvodina		130,000	130,000

Total 885,000

SLOVAKIA

ŠK Slovan Bratislava	375,000		375,000
FC Spartak Trnava		540,000	540,000
AS Trenčín		270,000	270,000
MFK Košice		130,000	130,000

Total 1,315,000

SLOVENIA

FC Koper		250,000	250,000
NK Rudar Velenje		120,000	120,000
ND Gorica		130,000	130,000

Total 500,000

SPAIN

Real Sociedad de San Sebastián		290,000	290,000
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Total 290,000

SWEDEN

IF Brommapojkarna		390,000	390,000
IFK Göteborg		390,000	390,000
AIK		270,000	270,000
IF Elfsborg		420,000	420,000

Total 1,470,000

SWITZERLAND

Grasshopper Club Zürich	200,000	150,000	350,000
FC Luzern		130,000	130,000
BSC Young Boys		140,000	140,000

Total 620,000

TURKEY

Bursaspor SK		130,000	130,000
Kardemir Karabükspor		290,000	290,000

Total 420,000

UKRAINE

FC Dnipro Dnipropetrovsk	200,000		200,000
FC Zorya Luhansk		420,000	420,000
FC Chernomorets Odessa		140,000	140,000

Total 760,000

WALES

The New Saints FC	375,000		375,000
AUK Broughton FC		120,000	120,000
Aberystwyth Town FC		120,000	120,000
Bangor City FC		120,000	120,000

Total 735,000

TOTAL 15,750,000 32,530,000 48,280,000

HISTORIC AGREEMENT IN BRUSSELS

The positive relations between UEFA and the European Commission took another significant step forward with the signing of a historic agreement between the two bodies in Brussels on 14 October.

The UEFA President, Michel Platini, the European Commission President, José Manuel Barroso, and Androulla Vassiliou, the European Union Commissioner responsible for sport, signed an Arrangement for Cooperation, which lays down the basis for formal cooperation between UEFA and the Commission.

For many years, relations between UEFA and the European Union have been fruitful. UEFA has defended football's overall interests, and the European authorities have understood the need for strong ties, often giving invaluable support to UEFA's policies and initiatives.

Under the new agreement, the European Commission and UEFA pledge to reinforce these relations, and to facilitate future cooperation in matters of mutual interest. The two parties will also endeavour to nurture dialogue and exchange information, knowledge and good practice, with the intention of building a strong legacy with sporting, social, cultural, educational and economic benefits.

In addition, stakeholders should unite to address corruption, financial instability, human trafficking, doping, violence, racism and wider public security concerns – all of which require a firm response to safeguard sporting ethics, promote good governance and ensure a positive future for sport.

UEFA and the Commission, among others, confirm their commitment to financial fair play as a means of improving the stability and sustainability of clubs; recognise the need to strengthen rules on the local training of players to boost youth development; recognise the social role of national team competitions; understand the need to address third-party ownership of players; pledge to strengthen the fight against discrimination, and address the issue of cross-border cooperation between sports bodies and public authorities to fight match-fixing; agree to step up efforts to combat violence at football events; and recognise the legitimacy of sports arbitration bodies to resolve sport-related disputes.

"I am very proud of this Arrangement for Cooperation and believe that it comes at a crucial time for European football," said the UEFA President. "We have come a long way in



European Commission

our relationship with the European Commission and this Arrangement for Cooperation is proof that our bond is stronger than ever... with the increased support of the European Commission, we will intensify our fight to safeguard the ethics of sport and to promote good governance. By working together, we will make sure football can overcome the many challenges it faces, whether it be discrimination, match-fixing, third-party player ownership or violence.

"UEFA is also pleased to have the commitment of the European Commission to cooperate in the promotion of grassroots football and to continue to support the implementation of the financial fair play process, which will ensure football can grow and prosper in years to come," he added.

"This agreement is a significant step forward in our cooperation with UEFA, which is an important partner for the European Commission in its dialogue with the world of sport," said Androulla Vassiliou. "I am pleased that, over the course of my mandate, the Commission has strengthened its ties with UEFA, working closely on a wide range of issues affecting football. We have worked well with UEFA in the past on these issues and this agreement ensures that our close collaboration will continue." ●

José Manuel Barroso looks on as Androulla Vassiliou and Michel Platini sign a historic agreement between the European Commission and UEFA

FINANCIAL FAIR PLAY'S POSITIVE IMPACT

The 12th annual UEFA club licensing and financial fair play workshop, held from 9 to 12 September in Dublin, looked back at an important and successful 2013/14 season, and provided a perfect platform to discuss how club licensing and financial fair play can continue to evolve.



There was a full house for the UEFA club licensing and financial fair play workshop in Dublin

Some 140 participants attended the two-and-a-half-day event, which gathered together UEFA's 54 member associations, along with representatives of the world football body FIFA and three of UEFA's sister confederations – the AFC, CAF and CONCACAF.

The chairman of the UEFA Club Licensing Committee, David Gill, welcomed the success of UEFA's financial fair play measures, introduced to help bring more rationality and discipline to clubs' financial management, curb excessive spending and safeguard the future well-being of European club football.

"The results obtained during the first year of the full implementation of the financial fair play measures have been encouraging, and UEFA has demonstrated the appropriate action to fight systemic overspending by certain clubs," David

Gill told the workshop. *"Furthermore, recent figures show a decrease in the aggregate net losses of top European clubs from €1.7bn to €0.8bn over two years, thus providing a concrete sign that clubs are reacting and adapting their strategies to the new environment."*

Andrea Traverso, head of the UEFA club licensing and financial fair play unit, reviewed activities in the 2013/14 season, and summarised the 2014 licensing decisions, which saw 562 top-division clubs undergo the licensing process, with the UEFA licence being granted to 453 clubs. Six clubs were not admitted to the 2014/15 UEFA club competitions on club licensing and financial fair play grounds, and the positive effects of financial fair play were shown by the continued reduction in total overdue payables, down to €8m from €57m in 2010/11.

The workshop also heard that in the 2013/14 season, the Club Financial Control Body (CFCB) had assessed 237 clubs taking part in the UEFA club competitions. Assessing clubs against the new break-even requirement, the investigatory chamber of the CFCB asked for additional information from 76 clubs. Following numerous compliance audits, nine clubs were placed under investigation, and settlement agreements were eventually reached.

Panel debates and discussions at the workshop showed that widespread support remained for financial fair play, which is seen to have a significant positive overall impact. In addition, representatives from FIFA, the AFC, CAF and CONCACAF were able to share best practices with UEFA's member associations – demonstrating how the entire football family can benefit from the implementation of club licensing and financial fair play. ●

STAKEHOLDERS' ROUND ROBIN IN NYON

Key European football stakeholders reiterated their support for the UEFA Club Licensing and Financial Fair Play Regulations at a round-table discussion in Nyon on 13 October.

The meeting – part of a consultative process to discuss the evolution of the regulations – was attended by representatives from the English Football Association (The FA), the European Club Association (ECA), the European Professional Football Leagues (EPFL), FIFPro Division Europe, the German Football League (DFL) and a number of European clubs.

Potential enhancements to the system were also discussed as well as issues such as owners' investment and club debt. *"[The] meeting was very constructive and showed once more that the key stakeholders in Europe are keen to work together to create a healthy financial landscape for club football,"* said the UEFA President, Michel Platini. The financial fair play measures have succeeded in helping clubs to live within their means, as well as in reducing reckless spending, and have been universally accepted. However, UEFA has reiterated that it is open to discussion for the regulations to evolve over time. ●

MEMBER ASSOCIATIONS



First Coca-Cola Junior Cup

October was the month of a very special football event, unique in its kind in the Albanian context – the national Coca-Cola Cup, four rounds of which have now been played. The competition, which involves youngsters from throughout the country, is now moving into its final stages, which will bring the players to Tirana for the quarter-finals, semi-finals and final. The event is organised by Coca-Cola Bottling Albania with the cooperation of the Football Association of Albania (FSHF) and the support of the ministry of education and sports.

The first stage took place in the cities of Tirana, Elbasan, Durrës, Shkodra, Fier and Korça and involved more than 1,000 children from more than 50 primary schools. This tournament is part of a bigger strategic plan of The Coca-Cola

Company to promote healthy lifestyles and football as one of the best ways to educate young people.

The event also includes a series of open lectures in schools with the participation of prominent representatives of Albanian football (past and present), who will advise the youngsters about the value of sport and healthy leisure pursuits and lifestyles. Those goals provided all the stakeholders with a perfect



More than 50 primary schools took part in the first edition of the Coca-Cola Junior Cup

common denominator for getting involved in a tournament that will probably be repeated and aims to become the biggest youth football tournament in the country. ● *Gazmend Malo*



No place for discrimination in women's Bundesliga

Last year all clubs in the Austrian women's Bundesliga got involved for the first time in the action weeks organised by FARE, the Football Against Racism in Europe network. This year, on 1 and 2 November, the clubs took part in the FARE action weeks again, this time with the slogan 'No Place for Discrimination'. With public statements for diversity and against intolerance in football, the women's Bundesliga brought to a close this year's



The logo of the Austrian women's Bundesliga

action weeks in Austria against racism and discrimination. The Austrian women's Bundesliga is the only women's league in Europe to dedicate a whole matchday to the Europe-wide FARE action weeks.

During the line-ups all ten teams displayed banners with the message 'No Place for Discrimination' and before kick-off the team captains, on behalf of their clubs, called for commitment in the fight against exclusion, homophobia and sexism.

FARE action weeks in Austria are a joint initiative of the

association 'FairPlay. Viele Farben. Ein Spiel' (Fair Play. Many Colours. One Game), the Austrian FA and the Austrian Bundesliga, along with many amateur clubs and fan initiatives. This year the focus was on homophobia.

Daniela Iraschko-Stolz, who plays for FC Wacker Innsbruck and who won a silver medal in ski jumping at the 2014 Winter Olympics, supports the initiative: "It is very important that all active footballers campaign for tolerance, respect and human rights – and also broach the issue of homosexuality. Any kind of racist or homophobic hostility has no place in a stadium. Open and respectful behaviour should be cultivated not only in football, but also in society as a whole."

● *Iris Stöckelmayr*



Women's football on the up and up

Work is being done by the Association of Football Federations of Azerbaijan (AFFA) to increase interest in women's football and the popularity of women's football in general, as well as girls' involvement in football on a regular basis, not only in the capital but especially in the regions. Now the three girls' leagues have been brought under the umbrella of the AFFA, with more than 50 teams competing to win the U19, U16 and U13 girls' leagues. The AFFA also has U19, U17 and U15 national girls' teams.

It is no coincidence, therefore, that as a result of these promotional efforts, the number of girls involved in football in Azerbaijan has now reached about 5,000. The AFFA runs various projects to increase interest in the sport, including the FIFA-supported 'Live Your Goals' project and a 3v3 girls' tournament. In addition, the Coca-Cola Cup rules stipulate that every participating team must have at least one female player among the boys.

One of the most important events in women's football in Azerbaijan took place on 19 March 2010, when FIFA announced that the AFFA had been chosen to host the FIFA U-17 Women's World Cup 2012. Not only was this the most important football tournament ever to take place in our country, but it was the longest sports event to be organised there and the first FIFA tournament to be held in the entire region. Afterwards, FIFA described it as "one of the best world championships in history".

The International Olympic Committee has also recognised the excellent contribution of the AFFA in promoting the

development and participation of women and girls in football by awarding the association its Women and Sport Achievement Diploma.

● *Tora Akhmedova*



More and more girls are taking up football in Azerbaijan



Youth teams performing well

Before Bosnia and Herzegovina's European Qualifiers for UEFA EURO 2016 against Wales and Belgium, the president of the Bosnia and Herzegovina Football Federation (NFSBiH), Elvedin Begić, the general secretary, Jasmin Baković, and national team goalkeeper Asmir Begović visited the oncology department of the pediatric clinic in Sarajevo in support of the national childhood cancer association. Charitable action is not a new experience for Asmir Begović, who has been the country's Special Olympics ambassador since May last year, while the leadership of the NFSBiH, under Elvedin Begić, remains firmly committed to supporting all socially responsible projects.

The 'Dragons' themselves came away with two points from their two matches, their match against Wales in Cardiff ending goalless and their match against Belgium at Bilino Polje finished 1-1 – not the best of starts for Safet Sušić's selection.

Meanwhile, October was a busy and better month for our youth teams, with Toni Karačić's U19s and Sakib Malkočević's U17s both securing places in the elite rounds of their respective UEFA championships.

In Skopje, the U19s beat Liechtenstein 5-0 and drew with FYR Macedonia (1-1) and France

(0-0) to finish the mini-tournament in second place on five points, behind France (seven points).

The U17s also finished their qualifying mini-tournament as group runners-up after a dramatic final-day encounter with Azerbaijan which, with the scoreline at 1-1 at the end of normal time, went to a penalty shoot-out, won 4-3 by the Bosnian youngsters and earning them second place on four points, behind Belgium (six points).

Meanwhile, the women's U17 team finished their UEFA qualifying group in third place following a 1-0 win against Estonia in the mini-tournament in Finland. Finland finished top of the group on nine points.

The futsal national team were also in action, playing two friendly matches in Sarajevo against France. The visitors won 7-2 in the match played in the Mojmilu sports hall, but the home team took their revenge in the return match in the Vogosca sports hall, winning 3-2.

Last but not least, the national training centre in Zenica was used to select young Bosnian players from abroad for the 'Open Doors' project. Youth team coaches Toni Karačić, Sakib Malkočević and Zoran Erbez (U15) were there to assess the youngsters.

The Open Doors project gives boys originally from Bosnia and Herzegovina but who now live



The football representatives' visit was much appreciated by the young cancer patients

abroad the opportunity to showcase their skills and the possibility to play for our national teams. A similar selection process has already taken place in Germany for talented young Bosnian footballers living in Austria, Croatia, France, Germany, Luxembourg, the Netherlands, Norway, Slovenia and Switzerland, who were assessed by licensed coaches Omar Boskailo, Mujo Salkanović and Edhema Duran. Over three days, the selection process consists of two training sessions and two control matches involving 35 talented players. More such Open Door selection sessions are to be organised.

● Fuad Kravac



A busy month of football

October was a busy month for the Croatian Football Federation (HNS), with several national teams achieving excellent results and various activities being organised across the country.

The senior national team's brilliant start to their qualifying campaign for UEFA EURO 2016 continued with a 1-0 win in Bulgaria. They then followed that with a 6-0 win at home to Azerbaijan – a game that was played in a wonderful atmosphere at Stadion Gradski vrt in Osijek. Meanwhile, Croatia's Under-19 and Under-17 teams successfully qualified for the elite rounds of their respective European championships. Football Center Zagreb also joined in the fun, winning their qualifying group



Many girls took part in the football festivals

in the UEFA Regions' Cup, thereby entering the final round of that competition.

In addition, the cities of Dubrovnik and Osijek hosted football festivals promoting the sport to girls. About 400 girls attended these festivals, where national coaches and trainers, along

with players from the women's national team, introduced them to various aspects of the game. Every participant drew at least one important conclusion – that football can be fun!

The HNS also participated in FARE's action weeks campaign. In addition to activities organised at international matches, all matches in round 12 of the Croatian First

League were used to promote the fight against racism and intolerance in football stadiums. Among other things, all players and referees gave a symbolic red card to racism before each match.

● Tomislav Pacak



Successful membership drive

During September the Football Association of the Czech Republic (FAČR) organised a massive recruitment drive to attract more young boys and girls into football. The event was organised under the patronage of Tomáš Rosický, captain of the Czech national team. In every region and district one big event was held for children from primary and nursery schools during which they could have a go at playing with a football. In all, 73 such big events were organised across the country with the support of the FAČR, and many smaller events were held, too. The Czech association contributed €100,000 to the activity, to buy equipment, refreshments and small prizes.

A total of 11,300 children took part in the events, discovering what a fun sport football can be. As a result, membership of the association increased by 9,100 members in the Under-5 to Under-19 age categories, 7,076 of whom fell into the Under-5 to Under-11 categories. It was the most successful recruitment drive by the FAČR to date and is one that the association plans to repeat every year in May and September.

● Michal Blažej



The recruitment drive was a huge success

New schools project to benefit 50,000 youngsters

This autumn, the Estonian Football Association (EJL) launched its new schools project, which will run until 2020 and benefit more than 50,000 pupils aged between 7 and 12. The new initiative was unveiled to the public at the end of September at the Arte Gymnasium, a high school which runs classes dedicated to football studies. In just a couple of weeks, 150 schools had signed up for the programme and more are set to follow. The EJL has already started visiting the participating schools, each of which receive two or three visits from the EJL during the life of the project. Each school will receive bibs, markers and balls, which will be most appreciated in the rural areas, where schools have very few funds to purchase equipment. Within the framework of the project, the EJL is cooperating with local clubs to ensure that children who want to play football regularly have a club to join.

As a part of the project, the EJL has launched a book which will come in handy for school-

teachers. Written by leading Estonian coaches and specialists, it will definitely make the work of teachers easier and more professional. The book contains 148 pages of theory, pictures, ideas for training routines and space for notes.

Every year from March to May the participating schools can compete at the national skills festival 'Goal!' The EJL's partners in the school

project are Coca-Cola HBC Estonia and Nike. "We at the EJL see this project as a very important step in taking responsibility for the development of sport in Estonia. Also, it will help to raise the quality of grassroots football and educate teachers," says Anne Rei, general secretary of the EJL.

● Media office



A dream match for CS Sedan Ardennes

From 15 September to 19 October the French Football Federation (FFF) organised its third annual 'Dream Match' competition in combination with the sixth round of the French Cup. The principle is simple: an amateur club is given the opportunity to play a match in conditions worthy of the final of the competition. This season's lucky winners were CS Sedan Ardennes, which made the club's qualification for the seventh round even more special.

The club have their supporters to thank for that dream match, as they voted for CS Sedan Ardennes in very large numbers on the French Cup's Facebook page. Thus, after ES Labeuvière (in the region of Nord-Pas de Calais) in 2012 and Quimper Kerfeunteun FC (in Brittany) in 2013, it was CS Sedan Ardennes' turn to contest a sixth round match with a difference. They were drawn away against another local side, RC Épernay Champagne, who play in CFA2, the fifth tier of French football. Large numbers of volunteers arrived at Stade Paul-Chandon on the eve of the match to begin dressing the stadium, setting up pitchside advertising hoardings in the colours of the French Cup, decorating the changing rooms, constructing the Dream Match arch, and so on. For the first time, the match was also shown live on



Conditions worthy of a French cup final for the sixth round match between RS Epernay Champagne and CS Sedan

Eurosport 2 (complete with commentary by Christophe Bureau, Thomas Biel and Alain Boghossian of France's 1998 FIFA World Cup winning side), so television equipment also needed to be set up.

At 14.00 on Saturday 25 October, the two teams strode out onto the pitch to the sound of the French Cup's official anthem and the chants of the away fans. More than 300 of CS Sedan Ardennes' supporters had made the journey in special coaches organised by the FFF. As at the final, the players filed past the trophy on their way out onto the pitch, and the cup attracted more than a few covetous glances.

Eurosport's cameras and the 1,500 spectators present in the stadium saw CS Sedan Ardennes beat RC Épernay Champagne 1-0, securing their place in the seventh round of the competition and giving their supporters even more to dream about.

● Laura Goutry



B36 Tórshavn clinch tenth title

The Faroese top division (Effodeildin) reached its climax last month, with B36 Tórshavn winning the title by just one point ahead of arch-rivals and defending champions HB Tórshavn. The title was secured a week before the end of the season, when B36 (who had been top of the league all season) won 3-1 away at B68 Toftir. That result put B36 four points clear of rivals HB ahead of the final round, when the two neighbours would face each other.

Although that derby match had no impact on the final standings, it was as tense as always. HB came out on top, winning 2-1 courtesy of a goal by Fróði Benjaminsen, the captain of the national team, deep in added time.

B36's win came as something of a surprise to most football pundits in the Faroe Islands, as they were not one of the pre-season favourites. However, their head coach, Sámal Erik Hentze (who won the championship with HB in 2009), did a tremendous job with his squad. B36 went top of the table at the beginning of the season and never relinquished that position.

This was B36's tenth title, so they can now add a star to their logo on next season's shirts. B36 are only the third Faroese club to achieve this feat, the other two being HB (who have won 22 titles) and KÍ Klaksvík (who have won 17).

HB were runners-up in both the league and the Faroese Cup, while Víkingur finished third in the league but won the Faroese Cup for the third time in a row.

● Terji Nielsen



Captain Jákup á Borg brandishes the trophy



UEFA Certificate in Football Management – second seminar in Tbilisi

On 16 and 17 October the Georgian Football Federation (GFF) hosted its second UEFA Certificate in Football Management seminar in Tbilisi. UEFA launched this very important educational project in Georgia in early spring 2014, the first of its kind organised by the GFF for participants from eastern European countries.

The aim of the course is to provide advanced training to national association staff and stakeholders. The first step for the GFF was to interview applicants in order to select 35 participants from among GFF staff, Georgian football club representatives and staff from the neighbouring football associations of Azerbaijan, Armenia, Ukraine and Kazakhstan. The first seminar took place at the Basa national teams' training centre in Tbilisi on 10 and 11 June, after which the students continued with e-learning modules.

The second seminar was held also in Tbilisi, at the Mikheil Meskhi Stadium, after three months



The CFM participants take to the pitch at the Mikheil Meskhi Stadium

of intensive online training on marketing, public relations and communication. Presentations on marketing were delivered by UEFA, while Professor Raymond Boyle from the University of Glasgow gave a presentation on public relations and communication. Representatives from the Swiss Graduate School of Public Administration (IDHEAP) also attended the event. On the first and the last days, all the participants, including the speakers, played football on the pitch at the Mikheil Meskhi Stadium.

The closing seminar will be held in Tbilisi in March 2015, when the students will sit their final exams, after which the diploma presentation ceremony will be organised and, as a result, more specialists in football management will join the UEFA and Georgian football families.

● Eka Elovshvili



DFB mourns death of Gero Bisanz

The German Football Association (DFB) is mourning the death of Gero Bisanz, who passed away on 17 October. Bisanz, who spent many years at the German Sport University in Cologne as head of coach development and was the first head coach of the German national women's team, died suddenly and unexpectedly at the age of 78 following a heart attack.

The president of the DFB, Wolfgang Niersbach, said: "The news of his sudden death has hit us all very hard at the DFB. Gero Bisanz was a wonderful person and a true professional, and

he leaves behind an enduring legacy in the world of football. He made a major contribution to coach education over many years, and by winning the Women's European Championship in 1989 he helped women's football in Germany to make its breakthrough in terms of public awareness and appreciation."

Silvia Neid, the current coach of the national women's team, said: "I am deeply shocked and saddened. Gero Bisanz was an incredibly caring person who always knew the right thing to say. I have a lot to thank him for personally, because I learnt so much from him as a player and



The late Gero Bisanz

later as a manager. Without his commitment, passion and professional expertise, women's football would not have the status or the structure that it has today. My thoughts are with his family."

Gero Bisanz was head of coach development at the DFB from 1971 to 2000. Between 1982 and 1996 he coached the German national women's team, who were crowned European champions on three occasions during that period – in 1989, 1991 and 1995. In addition to the silver badge of honour, Bisanz was presented with the DFB's special coaching award in 2013. ● Stephan Brause



Girls from elite youth academy qualify as referees

In a unique initiative, 27 girls from the Israel Football Association's elite youth academy recently attended a refereeing course. The chief executive of the national union of referees, Yariv Tepper, and the academy's manager, Sharon Zeevi, invited those 27 players to take part in the course, encouraging them to see a new future for themselves in the sport – not only as players, but also as referees. For many years, the union has been looking to increase the number of female referees in Israel as part of its development programme.



The 27 elite youth players took a lot away from the refereeing course they were invited to attend

The course was a great success. Those 27 girls will continue to play in the league, but they will also referee matches in youth and grassroots competitions.

● Michal Grundland



Extra football lessons in schools

The Latvian Olympic Committee, in close cooperation with the Latvian Football Federation (LFF), partner organisations and Latvian municipalities has launched a project in six Latvian schools called 'Sport for the whole class!' ('Sporto visa klase' in Latvian).

Under the project, third-grade students are offered three optional sports lessons in addition to the two hours of sport which form part of the core curriculum. One of the lessons is in football, one in swimming, and the third focuses on general physical fitness and gymnastics.

Each of the participating classes will also have a mentor who will inspire and help the children to develop and reach their goals. The Latvian national team's all-time leading goal scorer and local football legend Māris Verpakovskis is one of the mentors in his home city of Liepāja.

The project got under way on 3 November and will run until 24 May 2015 with the participation of 164 pupils from Daugavpils, Jelgava, Liepāja, Rīga, Valmiera and Ventspils. As part of the campaign to promote the project, 22 participating children lined up with the Latvia and Turkey national team players ahead of the referees before the European Qualifiers match at the Skonto stadium in Riga on 13 October.

● Viktors Sopirins



Children taking part in the schools project line up with Latvia and Turkey's national team players ahead of their European Qualifiers match



National women's futsal team established

Italian futsal has taken another step forward, with a women's national team being established for the first time. That team will begin competing in 2015, with Roberto Menichelli, head coach of the men's team, at the helm. This was announced by Fabrizio Tonelli, the president of the Italian five-a-side league and a vice-chairman of the UEFA Futsal and Beach Soccer Committee, at the general meeting of the Italian Football Federation (FIGC) in Rome at the end of October. "A sport is only meaningful if it is accessible to both men and women, and I am firmly convinced that competing at international level will contribute to the further improvement of women's futsal in Italy, as has already been witnessed in other categories," Tonelli said. "Three years ago we proudly established our national women's championship, with the aim of creating a national women's team. I believe that this is the best way to get futsal into the Olympic Games." There are currently 338 women's futsal clubs in Italy, of which 40 participate in the top division of the national championship, Serie A (which was established in 2011), and the Italian Women's Futsal Cup. The final round of that cup competition is organised in conjunction with the men's competition, increasing attendance figures and media coverage.

In other news, Fiona May, the coordinator of an FIGC working group, recently chaired a meeting in Rome with representatives of two European supporters associations – Football Supporters Europe (FSE) and Supporters Direct. Following dialogue with fans, the FIGC then established a set of guidelines, establishing priority areas in the fight against violence. These include improvements in the quality of stadiums and increased professionalism among stewards. This was the first time that talks had been held with supporters' associations at national level in order to identify areas for cooperation. "There is a lot of work to be done in this area to catch up with other European countries and stamp out the terrible and despicable crimes committed by violent groups of supporters," said May, who won medals for Italy in the long jump at both the Olympic Games and the IAAF World Championships.

The first meeting between representatives of FSE and the FIGC took place at the UEFA Respect Diversity conference in Rome in September. The issues discussed included the fight against racism, strengthening the role of supporter liaison officers in accordance with UEFA guidelines and the representation of fans. International and Italian experiences with regard to management models in football clubs (e.g. supporters' trusts) were also discussed, along with activities involving fan clubs (such as the organisation of special events and fan embassies).

● Diego Antenzio

Girls' football camp

From 13 to 17 October the Widau recreation ground in Ruggell was firmly in female hands as the Liechtenstein Football Association (LFV) held its first ever girls' football camp. No fewer than 30 girls attended, enjoying five great days of football and other activities. The camp was part of the LFV's aim of further strengthening women's football at grassroots level, with a view to participating regularly in UEFA's youth competitions in the future.

This first girls' football camp was a resounding success. The 30 girls spent the five days playing football and taking part in a range of other activities, including playing judo and painting national flags for a big World Cup tournament on the final day.

The camp was organised and run by one of the LFV's coaches, Monika Burgmeier, who offered a very positive assessment on the final day of the event: "We have received only positive feedback. The girls had fun and enjoyed the variety of activities on offer, and they were always extremely enthusiastic about football." Given the success of this first girls' football camp, Monika Burgmeier believes that there could well be another in 2015.

● Anton Banzer



A well deserved break for some of the girls taking part in the football camp

Another step forward in the fight against match-fixing

The Lithuanian Football Federation (LFF) has recently taken further steps to defend the principles of fair play, signing a cooperation agreement with the national gaming authority. The purpose of that agreement is to ensure that the LFF and the gaming authority exchange information with each other. This will increase the effectiveness of the fight against sports fraud and keep betting fair and transparent across Lithuania.

"When it comes to the problem of match-fixing, the LFF is taking action itself, but at the same time, it also realises that the more partners it has, the easier it will be for everyone to combat this phenomenon," says the LFF's general secretary, Edvinas Eimontas. "This agreement is a good start. In the future, we plan to carry out training and address issues of common interest to enhance implementation in this area."

With the help of its partners, the LFF is paying greater attention to the prevention of match-fixing and illegal betting. It is helping to lead the way in Lithuania, not only by talking publicly about this issue, but also by collecting

material and sending it to law enforcement authorities.

The LFF has also updated its disciplinary code, imposing stiff penalties in the event of unfair practices that influence the outcome of matches.

Meanwhile, the LFF's executive committee has decided to adjust its rules on the ownership of football clubs. From now on, a person who wants to own a club will have to apply to the executive committee and obtain permission. This is aimed at stopping investors whose unfair or deceptive practices could harm football clubs.

● Vaiva Zizaitė



A landmark agreement

Tumbe Kafe Stadium to be rebuilt

The president of the Football Federation of the Former Yugoslav Republic of Macedonia (FFM), Ilcho Gjorgjoski, was in Bitola to sign a contract for the reconstruction of the city's stadium and training ground, as well as for the installation of new stadium floodlights. Under the contract, the Tumbe Kafe Stadium will undergo total reconstruction, new natural grass will be planted and new floodlights will be installed that will enable matches to be played in the evening. The stadium is one of the biggest football centres in FYR Macedonia and is of great importance to the city of Bitola. Its development is also one of the priorities of the FFM as its modernisation will make a huge difference, especially to young footballers. The goal of the FFM, with the support of the

government, is to improve football infrastructure in FYR Macedonia. The federation firmly believes that investing in infrastructure will attract more fans to matches and encourage greater success. It wants to help everyone who needs help, and to work hard and invest more to bring the country's football centres up to the same standards as the rest of Europe. The investment in the facilities in Bitola is a big step in setting the foundations of a brighter future for Macedonian football.

Ilcho Gjorgjoski says: "Even though the Football Federation of [FYR] Macedonia is busy managing the national teams, we will never stop giving financial, administrative and moral support to all the football centres. With support from UEFA, the FFM will be able to support different kinds of projects to improve Macedonian football, from improving infrastructure, to educating new coaches,

administrators and fans. With the support of the municipalities, we can ensure a brighter future for this sport, especially among the young generations, because it's better to start practising at an early age."

The reconstruction of the Bitola stadium is a part of a project supported by the UEFA HatTrick IV programme for a new natural grass pitch and floodlights. Previously, with funds from HatTrick III, the FFM successfully installed artificial pitches at grounds in ten different municipalities. By providing artificial pitches, the federation can attract younger players into football and allow them to practise in good conditions. This latest project will make football more popular and, it is hoped, allow many new talented players to develop, which has always been the FFM's goal – players united in the joy that football brings!

● Zlatko Andonovski



'Football People Weeks' activities

This year's activities marking 'Football People Weeks', until last year known as FARE action weeks, were held in Malta against the background of UEFA's annual initiative to promote the campaign against racism and all other forms of discrimination which have unfortunately tarnished the game.

Malta's EURO 2016 home qualifier against Norway and Italy heralded a series of events which were continued during two top league matches on the island. T-shirts were presented to the players and match officials as they lined up prior to the matches wearing anti-discrimination vests. While these presentations



The referees and the players of Birkirkara FC and Valletta FC sporting FARE T-shirts before kick-off

were taking place, stadium announcements connected with the theme were made. The aim was to stress values of togetherness and thus increase public awareness that there is no place

for exclusion in football and to put into practice principles that mark the positive contribution football is making to enhance noble values.

Maltese social media also joined in the campaign, which included new ideas and practices that challenge social malpractices. These common stands in Europe and UEFA, also advocated by FIFA, are regarded by the game's stakeholders and the public as positive contributions to the cause. Malta's part in this campaign also adds to the significance of this laudable initiative.

● Alex Vella



Moldova Government Cup

The Mihai Eminescu high school from Drochia has won the 9th Moldova Government Cup for Under-14 teams. In the final, played at the Criuleni stadium, Mihai Eminescu beat the Mihai Viteazul high school from Tomai 2-0. The goals were scored by Tudor Mocanu and Radu Derega. In the third-place match, Olimp high school from Puhăceni beat their counterparts from the Mihai Eminescu gymnasium from Telenesti 4-1.

In all, 18,000 young players took part in the competition organised by the ministry of youth and sports, the ministry of education, the ministry of healthcare, the ministry of internal affairs and the Football Association of Moldova. The awards ceremony after the final was attended by Dragoș Hîncu, vice-minister of youth and sports, Nicolae Cebotari, general secretary of the FA of Moldova, and other officials. They presented the medals, trophies and gifts.

The organisers chose their best players of the tournament, namely Ghenadie Taran (Mihai Eminescu Drochia) – best goalkeeper, Victor Sculea (Olimp) – best defender, Andrei Boico (Mihai Eminescu Drochia) – best midfielder, Ilie Majoc (Mihai Viteazul) – best forward, and Andrei Lisnic (Olimp) – the most wonderful goal. All received prizes.

Former winners of the competition are the Lopatnic high school in 2006 and 2008, the Minerva high school from Chisinau in 2007, the Mihai Eminescu high school from Edineț in 2009, the Congaz high school in 2010, the Hyperion high school from Gura Galbenei in 2011, the Vasile Alecsandri high school from Bălți in 2012 and the Negureni high school in 2013.

● Press Office



The final four teams in the Moldova Government Cup



An incredible experience

In late October the Northern Ireland team won the Acción Total Cup at the Homeless World Cup tournament in Santiago, Chile. In the final of that competition, Northern Ireland defeated Denmark 10-6, thanks to five excellent goals from Pdraig McKissock. The team



Northern Ireland's representatives came away from the Homeless World Cup as winners of the Accion Total Cup

returned home as champions – not only on the pitch, but also in terms of their journey off it.

The eight young men who represented Northern Ireland were all selected from Northern Ireland Street League's weekly five-a-side leagues in Belfast and Derry/Londonderry. Those leagues are supported by the Irish Football Association (IFA), the EU's PEACE III Programme, Comic Relief, the East Belfast Mission and Sported. They provide opportunities to people who have experienced homelessness, long-term unemployment, and drug and alcohol addiction, giving them the chance to play regular football. The selection of the Homeless World Cup team was not based solely on playing ability, also taking account of players' commitment to making positive changes in their lives. The eight-man squad travelled to Chile in October following almost nine months of trials, training and preparation. During that time,

many of the players overcame adversity in the form of drug addiction, homelessness and alcoholism in order to make the life-changing trip with the team. The support team of coaches were bursting with pride as they contacted people back home to tell them of their victory.

Speaking after the final, Michael Boyd, the IFA's director of football development and a coach/mentor for the squad, expressed his excitement: "The Northern Ireland team are winners both on and off the pitch. We have made new friends and shared experiences that money cannot buy. We are on top of the world, and the team can't wait to get home and share their success with friends and family."

Brendan Kingsmore, the captain of the Northern Ireland team, said: "This trip has changed my life. I have seen so many cultures and met so many new people, and I now have a new view on things. I am so grateful for this opportunity. It has been amazing. Thank you to all those back home who have shown us so much support."

● Claire Adams

A portal for all football fans in Poland

On 8 October the Polish Football Association (PZPN) launched a new multimedia platform called 'Łączy nas piłka' designed to unite and gather all football fans in Poland. Based on the experience of the German Football Association, the PZPN decided to create a multimedia platform that combined two crucial aspects – passion for football and the social media experience. After registering for the portal, users can create and personalise their profiles, add photos and interact with each other by posting comments on exclusive, up-to-date articles. Moreover, people can now follow their

favourite teams and tag themselves on any given match in Poland. Whether it is a senior national team game at the National Stadium in Warsaw or a match between 11-year-olds in a small town, users of www.LaczyNasPilka.pl can share their experience with everyone.

The PZPN wanted to provide the broad football family and fans with something they have never had access to before – results and fixtures from all competitions in Poland. Not only can the users see and follow the action from Ekstraklasa or the Polish Cup, but they can also access electronic match sheets from women's football, youth games or futsal. Regardless of which part of Poland they come from, they can now use their phone to check



The new multimedia platform

the location of the nearest match to their home. Last but not least, the PZPN has not forgotten about the highly committed national team fans. Starting in October, they can find official match jerseys, team scarves and other merchandise in an official e-shop on www.LaczyNasPilka.pl. There is no better place for them to show their devotion to football!

● Jakub Kwiatkowski

Football under discussion

Between 15 September and 3 November, the Portuguese Football Federation (FPF) held a number of conferences under the heading of 'Football under Discussion'. The initiative, which ran for almost two months and brought together top names from the Portuguese and international cultural, scientific and sports circles, was part of the programme of celebrations to mark the FPF's centenary. Discussion topics included 'Football and National Identity – From Eusébio to Ronaldo', 'Football Spaces and Rituals', 'Football in Words', 'Dispute Resolution in Football', 'Football and Health', 'Analysis



FPF
Fernando Gomes

of Performance in Football', 'Leadership & Teams and National Team Management', and 'Player Training in Portugal'.

Looking back at the eight conferences, Fernando Gomes, president of the FPF, thanked the academic world for its cooperation and said: "This cycle was aimed not only at commemorating the 100th anniversary of the FPF but also celebrating the opening of football to civil society. Football can only benefit from the contributions of the academic world, of writers, journalists, scientists and lawyers. This union strengthens football and helps to establish the path we want to take in the future."

● Francisco Trigo Abreu

Dundalk FC crowned champions

Dundalk FC have been crowned champions of Ireland, winning the Irish Premier Division for the first time since 1995 thanks to a dramatic end of season victory over their nearest rivals, Cork City FC. In Ireland the title race often



FAI
Dundalk FC, champions of Ireland for 2014

seems to go down to the last day of the campaign, and this year was no different – with the added twist that Cork City travelled to Dundalk on the final evening leading the championship by a single point.

Two second-half goals from Dundalk's captain, Stephen O'Donnell (who had battled back from a career-threatening injury), and defender Brian Gartland sealed a 2-0 victory for Stephen Kenny's side, securing the club's tenth league title. That final encounter, which was watched by a packed house at Oriel Park (including UEFA dignitaries such as honorary member Des Casey, as well as FIFA vice-president Jim Boyce), showcased the passion that surrounds Irish club football on its most important evenings.

Meanwhile, Women's National League champions Raheny United FC saw their marvellous run in the UEFA Women's Champions League come to an end in the round of 32, where they lost to English side Bristol Academy WFC. The Pandas had won all three of their qualifying round games, becoming only the second Irish side to top their group in a UEFA competition. They drew a crowd of more than 1,200 to Richmond Park for the first leg of that tie, while an audience of almost 10,000 people watched a live stream of the match.

● Stephen Finn

Promoting diversity

On Saturday 18 October the Romanian Football Federation (FRF) and the Policy Center for Roma and Minorities – a long-term partner supporting anti-racism initiatives and the promotion of inclusion – organised a diversity event at the National Arena in Bucharest. This event was part of the action weeks campaign organised by the Football Against Racism in Europe (FARE) network.

Famous Romanian footballers and celebrities took part in an all-star match. The game finished 2-2, with both teams leaving the pitch to rapturous applause after the final whistle. The match was a moment of friendship, promoting diversity and the fight against racism.



FRF
The diversity mini-tournament involved 60 children at the National Arena in Bucharest

In addition, 60 Roma and non-Roma children from poor and marginalised communities in Bucharest competed in a mini-tournament, before being presented with certificates, medals and special prizes.

The event showed those children positive alternatives and offered them a new perspective on life, giving them the opportunity to meet their heroes and football idols in an atmosphere of friendship, fair play, cooperation, solidarity and equality.

Raluca Negulescu, executive director of the Policy Center for Roma and Minorities, said: "We salute the Romanian Football Federation for helping to organise this event, which underlines the importance of football in fighting marginalisation and racism in Romanian society. We believe that children from poor communities can change their destiny through football, and opportunities such as our event on 18 October introduce them to positive alternatives and role models."

● Paul Zaharia



A new official nominated charity

Scotland's Stevie Naismith last month helped launch the Scottish FA's official partnership with Dyslexia Scotland as the association's official charity.

The Everton striker is an ambassador for the charity, having revealed he struggled with dyslexia at school. He took time out from preparations for the EURO 2016 qualifier against Georgia at Ibrox to announce the Scottish FA's partnership. Being an official nominated charity will enable Dyslexia Scotland to raise the profile and awareness of their activities over the next two years, become part of the Scottish FA's marketing and digital media inventory, receive charity donations from the governing body and receive assistance and support for the charity's events.



Scotland international Stevie Naismith, an ambassador for Dyslexia Scotland

In other news, Scotland's Women's World Cup dream ended in Rotterdam after a 2-0 defeat against the Netherlands. Anna Signeul's side were trailing 2-1 from the first leg, and a tough task became even more difficult when Lieke Martens smashed a shot into the net early in the second half, before Manon Melis doubled the lead with 13 minutes remaining to make it 4-1 on aggregate. It was a sad end to what was a brilliant campaign, in which Scotland won eight out of their 12 World Cup qualifiers.

● David Childs



Swedish football supports cancer awareness

Cancer awareness has forced its way into the Swedish football season. First the 33-year-old captain of IF Brommapojkarnas, Pontus Segerström, tragically died less than three months after playing in the UEFA Europa League, after being diagnosed with a brain tumour. Then Elfsborg manager Klas Ingesson (World Cup bronze medallist in 1994) lost his long battle against myeloma.

Many touching tributes have been seen throughout this football season, as has action to support the fight against cancer. Players at several clubs (among others Kalmar FF, Helsingborgs IF, Gefle IF) have promised to donate a portion of their wages to fund cancer research.

The Swedish women's national team chose a collaboration with the Childhood Cancer Foundation named 'Football of Hope'. For two



World Cup qualifiers, ticket prices were increased to include a small donation to cancer research. The players promoted a special bracelet and signed match kits that were put up for auction, with all proceeds going directly to the foundation.

"Fundraising and awareness are crucial for us, so we're very happy and grateful to the FA and the women's national team for supporting our cause," said Billy Ydell of the Swedish Childhood Cancer Foundation.

● Fredrik Madestam and Andreas Nilsson

Despite his illness, Klas Ingesson continued to coach IF Elfsborg until the end



Performance workshop in Kyiv

From 21 to 23 October a FIFA Performance programme workshop was held in Kyiv. During those three days of activities at the headquarters of the Football Federation of Ukraine (FFU) in the Ukrainian capital, FIFA instructors Eva Pasquier, Hansruedi Hasler, James Hynes and Nikos Kartakoulis took part in meetings with the leadership of the FFU as well as with members of its executive committee, heads of department, representatives of the leagues (clubs) and regional football associations.

One of the key topics discussed was the strategic plan for football development in the country. The participants talked about strategic management and defined short-term and medium-term strategic, management and technical priorities. James Hynes and Hansruedi Hasler shared the experience of other football associations in this area, using the examples of

the football development strategies of the Scottish and Swiss football associations.

Using the information gathered during the discussions, the FIFA and FFU representatives conducted a SWOT analysis to define the current situation in Ukrainian football and identified key strategic objectives for the development of the number one sport in the country.

The participants also divided into discussion groups to come up with SMART criteria for each of the four strategic directions presented by the FIFA instructors: development of professional football and national team achievements, development of youth and grassroots football, identification of possible sources of income and generating income to achieve the main objectives, and marketing and creating attractive initiatives in Ukrainian football. Another important topic discussed at the workshop was the importance of qualified human resources to implement the strategic plan.

At the end of the event, the FFU president, Anatoly Konkov, thanked the guests from FIFA for their fruitful cooperation and hoped that the national association would be able to implement this strategic football development plan over the next few years.

● Yuriy Maznychenko



The workshop participants

BIRTHDAYS

John Ferry (Northern Ireland, 1 December)
 Željko Širić (Croatia, 1 December)
 Sergei Roumas (Belarus, 1 December)
 Nic Coward (England, 1 December)
 David R. Griffiths (Wales, 2 December)
 Charles Agius (Malta, 2 December)
 Ligita Ziedone (Latvia, 2 December)
 Sean Dipple (England, 3 December)
 Juan Antonio Fernandez Marin (Spain, 3 December)
 Gylfi Thor Orrason (Iceland, 3 December)
 Sayan Khamitzhonov (Kazakhstan, 3 December)
 Josipa Flam (Croatia, 3 December)
 Miroslav Liba (Czech Republic, 4 December)
 Ioannis Farfarellis (Greece, 4 December)
 Ján Kováčik (Slovakia, 4 December)
 Georg Lüchinger (Liechtenstein, 4 December)
 Desislava Ralkova (Bulgaria, 4 December)
 Maurizio Montironi (San Marino, 5 December)
 Leszek Rylski (Poland, 6 December)
 Antonio Manuel Almeida Costa (Portugal, 6 December)
 Andrea Agnelli (Italy, 6 December)
 Andreas Akkelides (Cyprus, 7 December)
 Raymond Ellingham (Wales, 7 December)
 Raili Ellermaa (Estonia, 7 December)
 Andrea Manzella (Italy, 8 December)
 Michel D'Hooghe (Belgium, 8 December)
 Vitaly Mutko (Russia, 8 December)
 Tim Meyer (Germany, 8 December)
 Konstantin Sonin (Russia, 8 December)
 Les Reed (England, 9 December)
 Dušan Bajević (Bosnia and Herzegovina, 10 December)
 Leif Lindberg (Sweden, 10 December)
 Christian Andreassen (Faroe Islands, 10 December)
 Alain Hamer (Luxembourg, 10 December)
 Trefor Hughes (Wales, 11 December)
 Avi Levi (Israel, 11 December)
 Ilcho Gjorgjioski (FYR Macedonia, 11 December)
 Alvaro Albino (Portugal, 12 December)
 Kaj Natri (Finland, 13 December)
 Stefan Messner (Austria, 13 December) 50th
 Gilberto Madaíl (Portugal, 14 December) 70th
 Antonio Mortagua (Portugal, 14 December) 70th
 Ged Poynton (England, 15 December)
 Steve Stride (England, 16 December)
 Karel Vertongen (Belgium, 17 December)
 Bobby Barnes (England, 17 December)
 Michael Riley (England, 17 December) 50th
 Artan Hajdari (Albania, 17 December)
 Gennady Lisenchuk (Ukraine, 18 December)
 Guntis Indriksons (Latvia, 18 December)
 Niklas à Lidarenda (Faroe Islands, 18 December)
 Rainer Koch (Germany, 18 December)
 Ludvik S. Georgsson (Iceland, 19 December)
 Harri Talonen (Finland, 19 December)

David Casserly (Republic of Ireland, 19 December)
 José Nebot (Spain, 20 December)
 Edgars Pukinskis (Latvia, 20 December) 30th
 William Young (Scotland, 21 December)
 Bjarne Berntsen (Norway, 21 December)
 Henrique Jones (Portugal, 22 December)
 Olzhas Abrayev (Kazakhstan, 22 December) 30th
 Josef Geisler (Austria, 23 December) 60th
 Pia Hess (Germany, 23 December) 40th
 Laszlo Vagner (Hungary, 24 December)
 Irina Mirt (Romania, 24 December)
 Noël Le Graët (France, 25 December)
 Patritiu Abrudan (Romania, 25 December) 60th
 Guy Goethals (Belgium, 26 December)
 Servet Yardımcı (Turkey, 26 December)
 Rudolf Repka (Czech Republic, 26 December) 40th
 Bernhard Heusler (Switzerland, 27 December)
 Nils Fisketjonn (Norway, 27 December) 50th
 Dusan Tittel (Slovakia, 27 December)
 Krisztina Varga (Hungary, 27 December) 40th
 Bernard Carrel (Switzerland, 28 December)
 Martial Saugy (Switzerland, 28 December) 60th
 Otakar Mestek (Czech Republic, 28 December)
 Einar Halle (Norway, 29 December)
 Evangelos Mazarakis (Greece, 29 December) 60th
 Dagmar Damkova (Czech Republic, 29 December) 40th
 Hans-Hubert Vogts (Germany, 30 December)
 Wolfgang Thierriechter (Austria, 30 December)
 Jean Fournet-Fayard (France, 31 December)

Horst Brummeier (Austria, 31 December)
 Christian Moroge (Switzerland, 31 December)
 David Findlay (Scotland, 31 December)
 Jens Larsen (Denmark, 31 December)
 Liene Kozlovska (Latvia, 31 December)

NOTICES

- The Italian Football Federation has new contact details for international communications: +39 06 849 12 553 (phone), +39 06 254 96 455 (fax) and international@figc.it (email). It has also appointed a new media officer, Paolo Corbi.

OBITUARY

Gero Bisanz (Germany), member of the circle of former UEFA committee members, passed away on 17 October aged 78. He served on the UEFA Technical Development Committee from 1992 to 1996 and as an expert advisor to the same committee from 1996 to 1998. He was also vice-chairman of the Jira Committee from 1998 to 2000, then a UEFA technical instructor from 2000 to 2006. He was a driving force behind the UEFA Coaching Convention and a key figure in the development of women's football.

FORTHCOMING EVENTS

Meetings

2 December, Nyon
 National Team Competitions Committee

3 December, Nyon
 Women's Football Committee
 European Under-17 and Under-19 Championships: draws for the 2014/15 elite rounds and 2015/16 qualifying rounds

4 December, Nyon
 Executive Committee
 UEFA Women's Champions League: draw for the quarter-finals and semi-finals

6 December, Ottawa, Canada
 FIFA Women's World Cup: draws for the final round

15 December, Nyon
 UEFA Champions League: draw for the round of 16
 UEFA Europa League: draws for the rounds of 32 and 16

Competitions

9/10 December
 UEFA Champions League: group matches (matchday 6)

10–20 December, Morocco
 FIFA Club World Cup

11 December
 UEFA Europa League: group matches (matchday 6)



NO TO RACISM



RESPECT