



WE CARE ABOUT FOOTBALL

## Football and social responsibility (FSR) officer

Rate of employment requirement per association  
Season 2022/23

### Introduction

From the 2022/23 season, UEFA member associations must appoint a dedicated FSR officer, failing which they are not entitled to the annual incentive (Article H.2 of the HatTrick regulations 2021 edition).

The overview below indicates the rate of employment required per association.  
(FTE = full-time equivalent).

By percentage	Rate of employment	Alphabetical order	Rate of employment
Andorra	30%	Albania	50%
Cyprus	30%	Andorra	30%
Faroe Islands	30%	Armenia	50%
Gibraltar	30%	Austria	100%
Iceland	30%	Azerbaijan	100%
Liechtenstein	30%	Belarus	100%
Malta	30%	Belgium	100%
Montenegro	30%	Bosnia and Herzegovina	50%
San Marino	30%	Bulgaria	50%
Bulgaria	50%	Croatia	100%
Bosnia and Herzegovina	50%	Cyprus	30%
Estonia	50%	Czech Republic	100%
Georgia	50%	Denmark	100%
Kosovo	50%	England	at least one FTE position
Latvia	50%	Estonia	50%
Lithuania	50%	Faroe Islands	30%



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<b>Luxembourg</b>	50%	<b>Finland</b>	100%
<b>Moldova</b>	50%	<b>France</b>	at least one FTE position
<b>Albania</b>	50%	<b>Georgia</b>	50%
<b>Armenia</b>	50%	<b>Germany</b>	at least one FTE position
<b>North Macedonia</b>	50%	<b>Gibraltar</b>	30%
<b>Slovenia</b>	50%	<b>Greece</b>	100%
<b>Austria</b>	100%	<b>Hungary</b>	100%
<b>Azerbaijan</b>	100%	<b>Iceland</b>	30%
<b>Belarus</b>	100%	<b>Israel</b>	100%
<b>Belgium</b>	100%	<b>Italy</b>	at least one FTE position
<b>Croatia</b>	100%	<b>Kazakhstan</b>	100%
<b>Czech Republic</b>	100%	<b>Kosovo</b>	50%
<b>Denmark</b>	100%	<b>Latvia</b>	50%
<b>Finland</b>	100%	<b>Liechtenstein</b>	30%
<b>Greece</b>	100%	<b>Lithuania</b>	50%
<b>Hungary</b>	100%	<b>Luxembourg</b>	50%
<b>Israel</b>	100%	<b>Malta</b>	30%
<b>Kazakhstan</b>	100%	<b>Moldova</b>	50%
<b>Northern Ireland</b>	100%	<b>Montenegro</b>	30%
<b>Norway</b>	100%	<b>Netherlands</b>	at least one FTE position
<b>Poland</b>	100%	<b>North Macedonia</b>	50%
<b>Portugal</b>	100%	<b>Northern Ireland</b>	100%



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<b>Republic of Ireland</b>	100%	<b>Norway</b>	100%
<b>Romania</b>	100%	<b>Poland</b>	100%
<b>Scotland</b>	100%	<b>Portugal</b>	100%
<b>Serbia</b>	100%	<b>Republic of Ireland</b>	100%
<b>Slovakia</b>	100%	<b>Romania</b>	100%
<b>Sweden</b>	100%	<b>Russia</b>	at least one FTE position
<b>Switzerland</b>	100%	<b>San Marino</b>	30%
<b>Ukraine</b>	100%	<b>Scotland</b>	100%
<b>Wales</b>	100%	<b>Serbia</b>	100%
<b>England</b>	at least one FTE position	<b>Slovakia</b>	100%
<b>France</b>	at least one FTE position	<b>Slovenia</b>	50%
<b>Germany</b>	at least one FTE position	<b>Spain</b>	at least one FTE position
<b>Italy</b>	at least one FTE position	<b>Sweden</b>	100%
<b>Netherlands</b>	at least one FTE position	<b>Switzerland</b>	100%
<b>Russia</b>	at least one FTE position	<b>Turkey</b>	at least one FTE position
<b>Spain</b>	at least one FTE position	<b>Ukraine</b>	100%
<b>Turkey</b>	at least one FTE position	<b>Wales</b>	100%



# RESPECT



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