



2023 EDITION

UEFA Minimum Standards Framework for Women's National Teams

Part I. General provisions

1. Scope

This framework outlines the scope of actions expected from national associations, applying for the relevant funding established under Article 18.4 of the UEFA HatTrick VI Regulations.

2. Objectives

This framework aims to:

- a) improve the conditions and environments for national team players throughout Europe;
- b) support all national associations by providing the best care and environments for players on duty for the national team;
- c) protect national associations and players alike through greater transparency and good governance of national teams;
- d) increase the sporting level of all nations in international competitions;
- e) foster stakeholder relations between national associations and players.

Part II. Minimum standards framework for women's national teams

1. National association's duties

The national association should employ its best efforts to ensure that its senior national team players are provided with quality care and sporting conditions to ensure their welfare and well-being while on duty with the national team, to optimise their training and competitive performance.

2. Sporting and technical provisions

The principles of the sporting and technical provisions are set out below with further details provided in Annex I.

a) **Head coach**

The national association must appoint a full-time coach who holds a Pro licence (or highest coaching licence available through the member association) as per the UEFA Regulations of the UEFA European Women's Championship including UEFA Nations League and European Qualifiers. The head coach must be exclusively and solely dedicated to the senior women's national team. This coach must serve the interests of women's national team football and its development and promote sporting excellence.

b) Competition environments

The national association should ensure optimal competition environments so that national team players can perform to the best of their ability, namely:

- i. Ensure that all international windows are used for official matches, training camps and friendlies in accordance with the Women's International Match Calendar, as stipulated in the FIFA Regulations on the Status and Transfer of Players.
- ii. Establish the best possible travel, accommodation and equipment requirements to protect the welfare of national team players and optimise performance, as described in Annex I.

c) Training facilities and environments

The national association should ensure optimal training facilities and environments at both home and away venues so that national team players can perform to the best of their ability, as described in Annex I.

National associations should ensure that women's national teams have access to national training centres.

d) Medical personnel and health services

The national association should ensure that the following roles are appointed and ensure these individuals are available during matches and training as well as at other appropriate times:

- i) A qualified, experienced, licensed, insured medical doctor
- ii) At least two qualified, experienced, licensed, insured sports physiotherapists

The national association should liaise with national team players' clubs to support any mental health or nutritional needs that players may have while on national team duty.

3. Good governance provisions

The good governance provisions for national team players are set out below, and further explained in Annex II.

a) Cooperative agreement between the national association and national team players

The national association should regularly engage with its national team players. The national association should have a general policy, ideally agreed in writing with its players to encompass the following:

- i. Compensation policy that states what expenses and remuneration will be paid when players are on duty with the national team
- ii. Handling of data and personal information
- iii. Medical and travel insurance

b) Player welfare policies

The national association should provide written policies in consultation with national team players when drafting or revising the following:

- i. Guidelines to outline parental and pregnancy rights and responsibilities
- ii. Procedures and the reporting channels for responding to harassment and discrimination
- iii. Arrangements for educational opportunities for national team players provided by the national association or UEFA

c) National association promotion and advocacy

The national association and the players should employ their best efforts to advocate, support and promote women's national team football as follows:

- i. Establishing communication and marketing policies that include campaigns to promote women's football.
- ii. Specifically targeting match locations and venues to raise awareness and interest.

Part III. Funding, evaluation and monitoring

4. Funding

4.1 An annual incentive of up to €100,000 is allocated to each UEFA national association to implement the requirements of the minimum standards framework for women's national teams as outlined in this document. Specifically, €70,000 is for implementing the sporting and technical provisions and €30,000 for the good governance provisions. It will be allocated as follows:

- a) In the first season, every national association will receive €100,000 regardless of its level of implementation, subject to completion of the following:
 - i. quality assurance self-evaluation,
 - ii. use of funds disclosure form.
- b) In the second, third and fourth seasons, the amount allocated will depend on the level of implementation of the UEFA minimum standards framework for women's national teams as gauged by the UEFA administration. National associations will be asked to complete the following:
 - i. quality assurance self-evaluation,
 - ii. use of funds disclosure form.

4.2 For the national association that already

meet the UEFA administration's requirements as laid out here, it must either:

- a) Provide a development plan detailing how funds could be used to enhance conditions and environments for senior national team players; or
- b) Apply the funds to fulfil the framework requirements of the sporting and technical provisions at national youth team level (e.g. U21, U19, U17).

4.3 If the national association does not meet the requirements laid out in this framework, it must provide a development plan detailing how funds could be used to fulfil the requirements.

4.4 The payment dates and deadlines for the submission of the quality assurance self-evaluation, use of funds disclosure form and development plans are set out in Annex III.

5. Responsibilities of the national association

- a) Provide an annual breakdown of the use of the HatTrick VI incentive payments.
- b) Annually complete the quality assurance self-evaluation provided by UEFA.
- c) Send feedback to UEFA and request assistance if required.

- d) Participate in expertise-sharing between national associations if applicable.

6. Responsibilities of UEFA

- a) Collect and assess disclosures and quality assurance self-evaluations to assist in benchmarking and analysis for national associations.
- b) Work with national associations to facilitate access to UEFA assistance, materials and educational and technical programmes that may supplement the criteria set out above.
- c) Provide expertise (including site visits) and information on best practices and enable knowledge-sharing among UEFA and the national associations.
- d) Assist national associations with development plans if requested.

ANNEX I

Guidance on sporting and technical provisions

This Annex explains the criteria set out in Part II, section 2 (sporting and technical provisions) in greater detail.

1. Head coach

- a) The national association must employ a full-time head coach who is exclusively in charge of the women's senior national team. They must hold a valid UEFA Pro licence or, subject to domestic regulations, have at least started the UEFA Pro diploma course (registration alone for the course is not sufficient to meet this criterion), or hold a valid UEFA A licence if the UEFA Pro licence is not available in the association where the coach is employed (see UEFA Coaching Convention).
- b) The head coach should have experience and competence in coaching female players (see UEFA Women's Football Competence Framework).
- c) The coach must adhere to the responsibilities set out in the UEFA Coaching Convention.
- d) The full-time head coach of the women's senior national team must not have other duties, such as technical director or coaching national youth teams or any other teams.

2. Competition environments

a) Use of international windows

In principle, national associations should guarantee regular national team activities in all international windows, in the form of official matches, friendlies and training camps. If, however, in order to prioritise player protection and welfare, the head coach and support staff deem rest to be the best course of action, this should prevail over matches and training camps.

All national associations must respect the release dates set out in the Women's International Match Calendar (see FIFA Regulations on the Status and Transfer of Players).

b) Travel and accommodation

National associations should provide optimal equipment, transport and accommodation for players and staff, to protect player welfare and optimise match preparedness.

- Transport in accordance with the following criteria:
 - Most direct route available.
 - Arrival no later than 24 hours before the match.
 - If a direct flight is available, the national association should choose that route when possible.
- A high standard of accommodation, suitable for an elite football team, including:
 - A reasonable distance from the stadium/training facilities.
 - Gym and recovery facilities.
 - Meeting rooms.

c) Equipment

- The optimal quality and quantity of essential match, travel, and training kit, tailored to female athletes.
- Access to technologies used by the national association.

3. Training facilities and environments

National associations should ensure that the training facilities and environments for players meet optimal, professional standards, including:

- Facilities used by elite teams;
- High quality, professionally maintained full-sized pitches;
- Appropriate choice of playing surface consistent with the surface used for competitive matches;
- Fully equipped gym with an adequate range and number of cardiovascular machines and strength and conditioning facilities;
- Recovery facilities and equipment;
- Dedicated changing rooms including seated toilets, sanitary provisions and breast-feeding facilities (according to national legislation);
- Medical facilities that offer privacy and have essential equipment (i.e. defibrillator and first aid kit)
- Proximity to emergency services;
- Optimal times and durations of training slots;
- Access to technologies used by the national association.

4. Medical and health services related to training and competitions

The appointed doctors and physiotherapists must be trained in basic life support and be familiar with mandatory medical equipment and its use, as described in Annex B of the UEFA Medical Regulations. In addition, practitioners must hold a licence from the competent national authority.

ANNEX II

Guidance on good governance provisions

This Annex explains the criteria set out in Part II, section 3 (good governance provisions) in greater detail.

1. National association/player agreements

National associations should have written policies, ideally formalised in written agreements with players to cover areas that directly affect them while they are on duty for the national team.

These policies and agreements should include provisions on responsibilities and obligations regarding expenses, remuneration and handling of personal information, as follows:

- a) Expenses related to the player's accommodation, meals, travel and childcare costs while on national duty.
- b) Potential loss of income from third party employment for semi-professional or amateur players.
- c) Medical insurance for players not covered by the employing club's policies, as stipulated in the FIFA Regulations on the Status and Transfer of Players or relevant national legislation.
- d) The handling of image rights (if applicable).
- e) Protection of the player's data, e.g. medical and performance data.
- f) The allocation of daily allowances (if applicable), including parameters on amounts, processes and expense types.
- g) Performance payments and bonuses (if applicable).
- h) Percentages of commercial agreements (if applicable).
- i) The timing of reimbursement and proof-of-payment processes.

2. National association player consultations

National associations should regularly ask national team players for input and feedback on certain policies intended to promote well-being, safety and personal development.

2.1 Parental and pregnancy policies

- a) Provisions for parental management and allocations for childcare (if not outlined in the compensation policy).
- b) Directions for accompanying children when a player is on national duty.
- c) Guidelines for access to independent medical advice while pregnant in terms of the players' national team duties (if applicable).
- d) Provisions that align with Article 18quater, para. 5 of the FIFA Regulations on the Status and Transfer of Players.

2.2 Discrimination and safeguarding policies

- a) A written policy document communicated to all those concerned.
- b) A safe, secure reporting system with designated 'trusted persons' inside and outside the organisation.
- c) Applicable to players and staff of national teams at all levels: WU17, WU19 and senior team.

2.3 Educational and career opportunities

- a) 'Career and education session' for players, outlining how the national association can help.
- b) Communication and promotion of scholarships and programmes provided by the UEFA Academy and the UEFA Technical Division, e.g. UEFA Coach Development Programme for Women.
- c) Information on accessing coach education courses.

ANNEX III

Information on documentation and deadlines

This Annex sets out the procedures regarding documentation, amounts due and the associated deadlines.

1. Process schedule

Deadline	Documents and review	Amount due
Submission period: 1 June to 30 September	The national association completes and submits: <ul style="list-style-type: none"> • Quality assurance self-evaluation • Use of funds form 	€50,000 (paid with the November HatTrick instalment on receipt of the quality assurance self-evaluation and use of funds form).
Review period: 1 June to 30 November	The UEFA administration assesses the above-mentioned forms upon receipt. The UEFA administration informs the national association of the outcome. National associations that do not meet the requirements will be asked to provide an agreed development plan. UEFA may also ask for copies of any agreements or policies listed in this framework.	
Submission deadline: 28 February	National associations required to complete a development plan must do so by this date.	€50,000 (paid with the May HatTrick instalment upon receipt of the development plan).

2. Development plans

National associations may be requested to submit development plans in the following circumstances:

a) On non-fulfilment of the minimum standards framework

In this instance, the plan should clearly state the targets, timelines and budgets to achieve fulfilment of Part II, including milestones for the subsequent seasons. The following season's evaluation process should also take the development plan into account and monitor progress. The national association is recommended to work with UEFA to set out a reasonable timeline for full compliance with the criteria in Part II.

UEFA Minimum Standards Framework for Women's National Teams

- b) To apply funds to women's youth national teams once the minimum standards framework has been fulfilled for the women's senior national team

In this instance, the plan should specify the youth team (e.g. U21, U19, U17) and the targeted areas as set out in Part II, section 2. The plan should contain budgets, timelines and, if applicable, milestones.

- c) To apply funds to increasing standards for the women's senior national team football once the minimum standards framework has been fulfilled

In this instance, the plan should outline the objectives, targets, budgets and timeline for development. The plan should also demonstrate how it will develop women's national team football.



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