

Minutes to the 18th Meeting of the EHF Women's Handball Board (WHB)

Date/Time: Tuesday, 8 October 2019 / 10:30-13:30

Venue: Vienna, AUT

Participants:

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| Nodjialem Myaro | Chair (FRA) |
| Pirje Orasson | Vice Chair (EST) |
| Leonor Mallozzi | Member (POR) |
| Narcisa Lecusanu | Member (ROU) |
| Liudmila Bodnieva | Member (RUS) |
| Deja Ivanovic | Member (SLO) |
| Gabriella Horvath | EHF EXEC (HUN) |
| Henrik La Cour | EHF EXEC (DEN) |
| Alenka Cuderman | EHF Coordinator Women's Handball Programme |

In Part:

| | |
|---------------------|--------------------------------|
| Martin Hausleitner | EHF Secretary General |
| Peter Sichelschmidt | EHF National Team Competitions |

Excused: Michael Wiederer EHF President

1. Welcome

Chairwoman Myaro warmly welcomed the participants to the meeting, wishing them good work together throughout the agenda topics and intimated that EHF Secretary General Hausleitner would join the meeting for the AP3, which was postponed to the end as he was attending the meeting of the PHB that was taking place at the same time.

2. Minutes of WHB Meeting No. 17 (3/2019)

The minutes of the previous meeting were adopted with the additional comment that in the future the minutes shall be distributed to the WHB members for their information prior to further distribution.

3. EHF /EHFM Information

Reference to be taken to the minutes of the common PHB/WHB meeting.

3.1 Task Force "2020+ EURO Finances"

Horvath, as a member of the respective task force group, presented the current financial aspects regarding the agreed split of the income in respect of the national teams/EHF, clubs/EHFM and associated services after the deduction of the investments and costs between National Federations, Clubs and the EHF. Based on an EHF Congress decision in 2008 the distribution of the EHF income to the National Federations is after the deduction of investments and costs (10%) as follows: 20% championship organisers, 20% championship participants, 20% development, 10% qualifications, 10% clubs/players and 20% EHF budget. The income from the national team competitions are shared 60%-40% between men and women whereas from the clubs competitions this share is 75%-25%.

Ivanovic informed that the clubs at their GA in Budapest (5/2019) agreed that the shared income for the period of the next 3 years will be split 75%/25% between men/women. Some of the WHB members

expressed their hesitation that 25% is not enough for the women's clubs as they have to be further developed, however Ivanovic explained that the share was agreed commonly and that after three years will be a new evaluation of the TV and marketing figures, which will be the basis for the new agreement. They followed the format: you get what you earn. She also advised that the Women's Champions League clubs will receive 70%, European League 25% and the EHF Cup clubs 5% of the women's clubs share. The clubs are receiving also 10% of the national team budget for their national team players.

La Cour praised the EHF for going to the market at a good time and for achieving a very strong agreement with Infront/DAZN, as based on this agreement all key figures of the guaranteed payments will grow in the future. As an example he further explained the figures of the national team development fund in the future.

WHB has shown the appreciation of the presented EHF MASTER PLAN which will definitely have influence on the distribution and the discussion how to spend the money efficiently has been started:

- ◆ Women's handball has still to be seen as an investment
- ◆ Women's handball has to be seen as an opportunity to increase the number of the target markets and to strengthen the EHF business position
- ◆ EUROs with 24 teams format will attract more organisers and teams and therefore consequently improve the market situation
- ◆ EHF financial support of the women's EURO organisers in order that the hosting/staging the competition is more attractive to the potential event organisers and as a result ensure further development of the event
- ◆ General Management support provided by the EHF for the federations (customized development plan/understanding of culture, politics, environments, habits) to strengthen their professional structure and their further strategic development of handball; Investment from the organisation itself for financing this is necessary; follow up is required
- ◆ Investment into grassroots and youth players (e.g. RYT, etc.) and youth competitions
- ◆ Motivate the federations to increase the number of handball players in respect of the rate of the handball players to the population in the country

The WHB members will provide further input by 31 October 2019 at the latest.

4. Women's National Team Competitions

4.1 Senior Competitions

4.1.1 World Championship 2019 (JPN)

Sichelschmidt informed that 13 European teams are qualified for the event, which will take place in Kumamoto from 30 November to 15 December 2019; the playing schedule is available.

4.1.2 Olympic Games (Tokio/JPN)

For the Women's OG qualification tournaments, which will be played from 19-22 March 2020, the results from the WWCh 2019 have to be awaited in respect of the place distribution. Currently qualified are JPN as host nation, FRA, BRA, South KOR and Angola as continent champions.

4.1.3 EHF EURO 2020 (NOR/DEN)

The EURO with a newly confirmed playing schedule will be played from 3-20 December 2020 in a four venue system: one PR venue with two groups played in Trondheim (NOR) and two PR groups played in Denmark (Herning and Frederikshavn), MR in Stavanger (NOR) and Herning, with the final weekend in Oslo (NOR). For the main round the new schedule defines fixed playing days for the 'host' nations in order to optimize the spectator situation/ticket sales; in case NOR or/and DEN finish their preliminary round in place

2 or 3, then two matches in the respective group will have to be swapped. 33 nations registered for the event (NOR/DEN included), and 28 teams are competing in the Qualifiers, Phase 2 that relates to Round 3/4 and 5/6 which will be played in March/May 2020. All matches of the Round 6 will be played on Sunday 31 May 2020 at 16:00 CET.

4.1.4 EHF EURO 2022 (SLO/MNE/MKD)

The organisers were awarded in June 2018 at the EHF Congress in Glasgow. The venue structure is still in discussion, whilst in Podgorica a new sports hall will be built.

4.1.5 EHF EURO 2024

The WHB noted with satisfaction that following the bidding process with a new playing schedule for the 24 teams of the Women's EHF EURO 2024 three applications to host the event were received from RUS, and two trilateral OCs - POL/SWE/CZE and HUN/AUT/SUI. After the evaluation of the concepts the decision to award the event will be placed before the Federations at the EHF Extraordinary Congress in January 2020.

4.2 YAC Competitions

4.2.1 YAC EHF Events 2019 - Review

36 teams participated in the W17 EHF EURO/Championships in SLO/GEO/ITA and 34 teams in the W19 EHF EURO/Championships in HUN/BUL/LTU. In addition, the EYOF took place in AZE with 8 teams (W17). There were two double generation champions: HUN at W17/W19 EHF EURO and SUI at the W17/W19 Championship, and the single champions CZE (W17 Championship), SRB (W19 Championship) and FRA (W17 EYOF). Based on the W17 EURO/Championship competitions SUI and CZE will be promoted to the W17/W19 EURO whereas ESP and NED will be relegated to the W17/W19 Championship. The YAC summer ranking was mentioned as a useful comparison tool. All events were well organised, an extraordinary spectator interest with sold out final match in Audi Arena Győr/HUN (5400 spectators) was noted, the injury evaluation of all EHF events is in process, all doping controls were negative. For the first time the digital match report was used at all events to the general satisfaction of the fans receiving an online match data. The new EHF project "Respect Your Talent" was undertaken at all 6 EHF events and the ambassadors, Stine Oftedal, Ana Gros, Nerea Pena, Johanna Ahlm and Anja Althaus, were sharing their experiences with the selected players of the match and inspiring them for the elite handball – see AP 7.2 for more information. At all EHF YAC events the female national team head coaches (19) were awarded.

4.2.2 YAC EHF Events in the Future

Sichelschmidt presented the current YAC EHF event structure and the newly approved additional competitions as follows:

- ◆ **W16/M17 European Open**
- ◆ **W17/M17 EYOF**
- ◆ **W17/W19/M18/M20 EURO/Championship**

Additional competitions:

- ◆ **WU18/MU19 competition in the year of the respective WCh**
 - *Teams W17/M18 EURO who did not qualify for the WCh (e.g. 12-16) and Championships 2nd ranked teams*
 - *Max. 8 participants, 1 venue, 1 week (NTW asap to be able to provide the substitute for WCh)*
 - *Additional qualification for the W17/M18 (W19/M20) EURO, no WCh. qualification*
 - *Start with WU18 in 2022, MU19 in 2021*

◆ **WU20/MU21 competition in the year of the respective WCh**

- Teams W19/M20 EURO who did not qualify for the WCh (e.g.12-16) and Championships Winners
- Max. 8 participants, 1 venue, 1 week (NTW-women: November/December, NTW-men: January)
- Additional qualification for the WCh
- Start with WU20 in 2022, MU21 in 2021

Orasson expressed the concern of the countries with the ranking 20-40 who have no possibility to participate in any of the EHF YAC competitions in the year of WU18/MU19 WCh as they in general do not qualify to the WCh and are also not included in the newly introduced EHF YAC Competition in the future (2022). It was underlined that the players after W17 Championship competition require continue to collect international experiences year by year to develop and close the gap to the top nations, as well as to stay motivated for handball in this very sensitive drop-off age. The fact is that due to the local policy the Federations can apply for the financial support of the country only for an EHF or IHF competition and not for the regional or cross border tournaments. The WHB group supported the request, and an official letter asking for a further competition will be addressed to the Competitions Commission.

Sichelschmidt also informed that there will be no further IHF/EHF Women's Trophy in the future as this competition will be organised by the IHF alone as well as the IHF Emerging Nations Championships analogues to the men's event.

5. Women's Club Competitions

In the season 2019/20 one hundred (100) women's clubs are registered and divided across three competitions: EHF Champions League (16/13 countries), EHF Cup (57/25 countries) and Challenge Cup (27/17 countries) and the competitions are running smoothly.

5.1 DELO Women's EHF Champions League

Opening the agenda point, Cuderman informed on the positive facts regarding the current development of the DELO Women's EHF Champions League incl. EHF FINAL4 with the title sponsor "DELO" committed for 3 years, extended social media reporting with the ambassador Anja Althaus, improved unified branding implementation of the product based on the title sponsor and supported by the marketing supervisors in the first two rounds of the competition, unified lagoon flooring and LED board on the long side. The advertising rights are modified based on the title sponsor, therefore there is more EHF influence on which the teams will have to adapt. Ivanovic confirmed all measures mentioned and noted the dissatisfaction of the clubs in respect of the abstracted advertising rights. The main challenge continues – how to increase the number of the live spectators.

The EHF FINAL4 agreement with the organiser HUN HF is extended until 2024, which provides a good basis for investments. The EXEC took further development steps for the next season (2020/21) by approving the motions with unified throw-off time (Saturday 16:00 and 18:00, Sunday 14:00 and 16:00, and the obligation to have cube/video screen in the playing hall.

With appreciation the WHB took note of the approved motion that sees investment into Women's European League 2020/21 in the lagoon blue flooring for the group phase.

6. Women's Handball Programme

- ◆ On behalf of the emerging nations Orasson raised the request in respect of the required financial support of the teams participating at Women's EHF EURO Qualifiers, Phase 1 as the costs of organisation and the TV production are too high and essentially reduce their yearly development

budget. Hausleitner confirmed that in the future under the new contract there will be a dedicated budget for the EHF financial support of Qualifiers, both Phase 1 and 2.

- ◆ Cuderman reported about the Workshop “Women in Beach Handball”, which was organised by BC/Rakonjac during the BH EURO 2019 in POL and attended by 15 participants. The EHF educational courses and WHB projects were promoted and extended to BH community (i.e. promotion of role models, encouragement of national initiatives promoting women in BH, etc.), image and attractiveness of women in BH was discussed. WHB note the information and expressed their further support to BH activities.

7. Women's Handball Projects 2019/20

7.1 Educational projects/EHF CAN (5):

- ◆ **2019 EHF Club Manager Seminar in Cologne:** four (4) female participants; all obtained the licence; the EHF absorbed 75% of the associated costs.
- ◆ **2019 Young Coaches Workshop in Hungary:** eight (8) female participants aged <28 years; the EHF absorbed 100% of the associated costs.
- ◆ **2019/20 European Handball Manager in Cologne (German language):** No female participant
- ◆ **2020 EHF RC Master Coach course:** WHB initiative to support three (3) female participants; the EHF will cover the participation fee for all three modules.
- ◆ **2020 EHF Course for Beach Handball Referees, Delegates and Coaches:** WHB initiative to support fifteen (15) female participants; the EHF will absorb 100% of the travel costs.
- ◆ **2020 EHF Club Manager Seminar in Cologne:** WHB initiative to support six (6) female participants; the EHF will absorb 75% of the associated costs.
- ◆ **2020 Young Coaches Workshop:** WHB initiative to support seven (7) female participants aged <28 years; the EHF will absorb 100% of the associated costs.

All participants who received financial support are obligated to submit a report to the EHF/WHB. The objective is to raise the competencies of the female non-playing staff and to empower their leadership.

7.2 Development projects (5):

- ◆ **Mentoring of Coaches in Women's Youth Handball (1/2019-1/2021):** the project was created as a women's handball development programme with the objectives to propel the EURO and WCL competition to the next level and to develop more female elite players in more countries in the future, and especially to close the gap to the top nations. The target group are member federations with the women's national team ranking 10-25 with a maximum of six federations in the same project period. BEL entered the project with a clear two-year development plan in women's youth handball with set targets. The EHF received very positive feedback from the first coaches' workshop which was undertaken by the EHF lecturer M. Tijsterman, the second workshop is scheduled for the autumn. Further interest for the project has been expressed by MNE.
- ◆ **Respect Your Talent/RYT (3/2019-3/2022)**
The WHB agreed on a new project/campaign above as a headline for the projects focussing on the encouraging the development of the elite handball players. The project will be structured in three steps:
 - **2019 - Identifying talented players** at the EHF YAC events (W17/W19 EUROs & Championships via award Player of the Match (max. 219 players), provision of a memorial the t-shirt “Player of the Match” & “Respect Your Talent”); **Meeting of the “Players of the Match” with the EHF Ambassador** (Role Model) at the EHF YAC events; **Media tracking of the W17/W19 EURO MVPs** and share the stories on the EHF Social Media Channels.

- **2019 - A camp of talented All-Star team players at the W17 EURO/Championships 2019** will be organised, meeting with the role models, and providing them with various guidelines, personal career and advice in respect of the players' contract, social media training, etc.
- **2020-21: Introduction and active promotion of the RYT Toolkit** - the project has been created with the objective to support the players developing precious life-skills, which will help them to present themselves (& handball) in a more attractive way, and to be better prepared for the challenges they are exposed to. The proposed topics are: projecting a positive image, communication with the media and use of social networks, dual career, anti-doping and planning post-career. The guidelines will be established in a digital form, providing the required information and interactive challenges for the players in cooperation with the experts. Each topic will to be introduced via a promotional video with a role model.

Due to the very successful start of the RYT project being appreciated by the participating players & team officials and the EHF, the EXEC decided that the project shall be extended to the M18/M20 EURO/Championships 2020 as well. La Cour praised the efficiency and attractiveness of the RYT project and proposed the project extension to European Open/Partille Cup as well. It was noted that in the future the ambassadors will be announced in advance, which will make the project more attractive for the players, and also, that due to the very positive feedback from the Federations, a RYT toolbox will be available for the National Federations.

- ◆ **Mobile Reporter project at the W19 EHF EURO 2019** – the initiative with the objective to promote the EURO event and to present and promote “Respect Your Talent” activity was very successful with participation of nine (9) reporters.
- ◆ **Emerging nations support** – festival for women's handball and camp for the girls in Grude/BIH (27-30.8.2019) was organised and EHF supported it on the initiative of WLB by provision of the lecturer.
- ◆ **Women's Handball Network Workshop** (scheduled for 10/11 March 2020) – the programme was agreed with the focus on grassroots, handball at school, development of the youth players aged 14-18y, talent management inclusive “Respect Your Talent” project and special topics for emerging handball nations (experts, MC, EHF CAN/WLB).

7.3 Promotional project (2):

- ◆ **Leadership awards:**
 - Female coach of the season 2018/19 – Helle Thomsen was awarded
 - Female national team head coach at the EHF YAC events: 19 coaches were awarded
 - All-Star team players at the EHF YAC events: 60 players were awarded
- ◆ **Women's EHF EURO 2020 promotion** (project in planning, details to be worked out)

8. Various

The WLB members were informed that following their next meeting the Workshop for Women's Handball Network will be organised in Vienna (10/11 March 2020).

Thanking the members for their cooperation and contribution, Myaro closed the meeting.

For the minutes: A. Cuderman
Vienna, 11 October 2019