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## MINUTES TO THE 29<sup>TH</sup> MEETING OF THE WOMEN'S HANDBALL BOARD

**Date | Time:** Tuesday, 04 March 2025 | 11:00 – 13:30

**Venue:** EHF Office | The Arena

**Participants:**

<b>WHB:</b>	Leonor Mallozzi	Chairwoman   Member NB   POR
	Marta Bon	Deputy Chairwoman   Member   SLO
	Deja Ivanovic	Member WFCH   SLO
	Trine Nielsen	Member WFCH   DEN
	Christoph Wendt	Member WEHLB   GER
	Karolina Bryl-Prokop	Member WEHLB   POL
	Elena Borrás Alcaraz	Member   ESP
	Jelena Eric	Member   SRB
	Monika Listkiewicz	Member   POL
	Bente Aksnes	Member EXEC   NOR
	F. V. Blazquez Garcia	Member EXEC   ESP

<b>EHF Office:</b>	Martin Hausleitner	EHF Secretary General
	Simona Margetic	Editorial Content Lead (in part)
	Alenka Cuderman	RYT Coordinator
	Rima Sypkus	National Team Competitions
	Anna Lamprecht	Administrative Assistant

<b>Excused:</b>	Nodjialem Myaro	Member NB   FRA
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The meeting took place as a second part to the common meeting of PHB/WHB where the general presentations were provided.

### 1. Welcome and Introduction

Mallozzi welcomed the WHB members to the meeting and informed about the absence of Myaro due to commitments with the French national league.

### 2. WHB Meeting 10/2024 – Minutes and Follow-up

The minutes of the last meeting were approved unanimously, without further additions.

### 3. Stakeholder Reports

#### 3.1. EHF Nations Committee Women/Nations Board

Mallozzi reported the respective topics from the NCW and the NB:

The NCW/NB discussed the spectator numbers during the EHF Women's EURO 2024 as there was dissatisfaction with the attendance during the preliminary round expressed by local organisers. However, the attendance during the main round and the sold-out final weekend in Vienna was exceptional. The NCW discussed the early and increased involvement of local communities (clubs, schools, etc.). Although the attendance figures compared to previous tournaments and the obvious improvement of the situation were considered, it was encouraged to further increase the promotional efforts.

Safeguarding efforts and the creation of an EHF database were discussed. The NCW strongly calls for the inclusion of the topic safe sports and safeguarding into the Respect Your Talent programme. Involving experts in a webinar was suggested as a first step.

A discussion was held on the competition aspects of the Youth Club Competition, with Hausleitner providing further background on the development of this competition format. Both Nielsen and Bon reported that in their countries it is not common for the most successful senior teams to be those with the most successful youth work and the best youth teams, especially on the women's side, where there is a considerable gap between the youth teams and the senior teams. Aksnes offered a different perspective from Norway, suggesting that the picture regarding youth clubs on the women's side might be heterogeneous throughout Europe, as there it is mainly the successful adult teams having strong youth teams. Additionally, Nielsen emphasised that if considered from a grassroots/developmental perspective, U18 is too early to start international competition. In Denmark, the approach is that the best youth players should be spread out throughout the country, playing for different clubs. It was proposed that national federations select the youth clubs to participate in the youth club competition. Bon further noted that the introduction of a youth club competition could be a way to motivate successful clubs to enhance their youth initiatives. The regional approach adopted for this year's boys' events, aiming to minimise travel distances and costs, was also supported. The motivational aspect of keeping girls in handball through incentivising them to compete at an age where traditionally dropout rates are high was also emphasised. Nevertheless, risk factors such as increased pressure on youth players should be considered.

Hausleitner encouraged all stakeholders to discuss potential settings and environments (including age categories, etc.) for the girls' youth club competitions at all upcoming meetings, such as the WFCH during the FINAL4 in Budapest. He further clarified that there are currently no efforts to involve prize money, but that EHF/M is supporting the project with €200,000. While the project presents opportunities for enhancing visibility of young players and talents, it is not being positioned as an additional product to be marketed, given the limited revenue opportunities and current broadcasting interest. The discussion concluded with a brief review of the definition of youth categories across Europe. While most national associations use the year of birth (1 January) for age categorisation, others use the season (1 July).

The final point of the report from the NCW/NB was the request to increase the number of delegation members for the EURO Qualifiers phase 2. Hausleitner summarised and clarified the discussion, which had been prompted by Orasson's request to address the increase in the number of delegation members covered by the host federation during the EURO Qualifiers phase 2, given that many federations are deciding to come with more than 21 delegation members. The WHB agreed that no changes were required and that the EHF office could handle individual issues as part of their day-to-day business. Secondly, the discussion turned to the matter of the EHF EUROS, where 24 people (18 players and 6 officials) are covered. It was noted that some federations had nominated players but did not bring one or two additional players. This led to the conclusion that only players officially participating in the tournament could be accepted as part of the official squad.

### **3.2. Women's Forum Club Handball**

*For further details please refer to the minutes of the 21<sup>st</sup> General Assembly of the WFCH.*

Ivanovic reported from the 21<sup>st</sup> General Assembly of the Women Forum Club Handball (WFCH) according to the meeting minutes distributed. Topics highlighted included:

- FINAL4 events in Budapest and Graz, with Budapest being prolonged until 2027.
- Last season's games and events, which were played as scheduled with increasing costs for travelling organising and production.
- Upcoming meetings, namely the next General Assembly of the WFCH in Budapest including elections.
- Sponsorships and finances, especially potential differences in interest between EHF/M and club sponsors with regards to the timing of sponsor announcements.
- TV and media figures from the Champions League FINAL4 events 2024.
- The FCH development programme for smaller clubs.
- Financial issues in European in clubs such as Vipers Kristiansand. In this matter potential solutions discussed included a licensing system, national federation's guarantees for clubs and bank guarantees.

Additionally, the nomination of referees and the current technological education and knowledge for technologies, especially VOGO, were discussed. Eric emphasised the necessity for top-level referees (regardless of gender) in the Women's Champions League, while Hausleitner noted that the EHF is currently developing further initiatives to professionalise referees, particularly in the context of digitalisation. A female referee course is also scheduled.

Cuderman emphasised the necessity to nurture female referees at the YAC level, as well as the pivotal role of fostering female young referees.

### **3.3. Women's League Convention/Women's Handball League Board**

Wendt provided a report on the activities of the EHLB. In February, the board distributed a survey to all European handball leagues. The results of this survey will be shared in due course and may be used to prepare the Women's Competition Conference. Club and league representatives are planning to meet during the EHF Champions League FINAL4 in Budapest to continue their cooperation. Additionally, a common meeting with the EHLB is planned.

### **3.4. Situation Players Representation**

*For further information please refer to the presentation shared in the appendix.*

Marta Bon provided a presentation on the current state of research concerning female players in handball, with particular emphasis on the implications and examples from practice. The presentation covered a wide range of research topics, including training loads, injury patterns, performance analysis, migration and dual career, management in women's handball, and career development. On the practical side, the role of coaches was given particular emphasis. In particular, the need to empower grassroots coaches and provide them with pedagogical aspects during the coaches' education was highlighted. Furthermore, changes in society and the associated changes in requirements for coaches were discussed.

Cuderman highlighted the importance of good coaches for the development of young players and the past WHB initiatives 'mentoring of coaches in women's youth handball', while Bryl-Prokop referred to discussions during the Women's Handball Conference on the image of female players and the impact on adolescents.

## **4. Competition Related Topics**

*Please refer to the minutes of the common meeting AP 3.*

### **4.1. Follow-up to the Common Meeting**

Mallozzi addressed the IHF rule amendment process, already discussed during the Common Meeting and emphasised the importance of coordinated and consistent actions at the continental level. The WHB expressed unanimous support for a motion to the IHF regarding the procedure for rule amendments. The WHB is of the opinion that stakeholders, including clubs, leagues, federations, confederations and players, must be involved in decision-making procedures regarding official rule amendments. The approach to increase the coordinated involvement of continental federations, such as the EHF, within the IHF is supported.

### **4.2. Review EURO 2024 AHS – Women in Handball media report**

Lamprecht delivered further information from the official event report. The nomination of referees proved to be a challenging task, yet a well-balanced team was eventually selected, with 44% of the pairs (8 out of 18) being female. The process was further complicated by the

assignment of elite referees to the IHF Men's World Championship, the EHF's commitment to include more female referees, and the necessity for neutral pairings, especially in the final phase. Further discussions focused on increasing Main Round ticket sales, with a particular emphasis on addressing challenges related to match schedules, qualified teams, and early match times. The EHF Women's EURO 2024 has been ranked as the second-best EURO in terms of ticket sales and spectator attendance, with additional data to follow.

Margetic reported on promotional and media activities during the EHF Women's EURO 2024. The editorial campaign focused on highlighting the various roles of women in handball, including players, coaches, officials, board and commission members, EHF office staff, as well as photographers, commentators, hosts, fans and volunteers. The campaign aimed to emphasise the growing influence and participation of women in handball, both on and off the court, to enhance the sport's visibility and engagement. The campaign was rolled out between 8 November and 14 December 2024, primarily on EHF channels, including LinkedIn, Instagram and Facebook, resulting in a total of 51 posts shared, and a total of 710,000 impressions. Margetic provided an overview of the positive comments and feedback received, emphasising the overwhelmingly favourable response to the initiatives undertaken. Further educational and mentorship programmes for female commentators are planned for 2025. The campaign, which runs from 3 to 12 March around International Women's Day, focuses on five young players: Léna Grandveau, Nina Engel, Petra Simon, Stefania Stoica and Era Baumann. Through the EHF channels, interviews with all of them are published, focusing on dreams, challenges and inspiration. The campaign also provides an initial overview of the status quo within national federations, which was compiled using statistical data collected from media managers across Europe. During this campaign, the Women's Handball Conference 2026 is announced.

## **5. Women's Handball Conference 2024**

Mallozzi highlighted the successful organisation of the Women's Handball Conference 2024 during the EHF Women's EURO and excused the absence of numerous WHB members.

### **5.1. Review**

The EHF Sport and Game Services department provided an extensive event report, concluding in overall positive feedback. The event focused on promoting women's handball for the next generation, emphasising social sustainability, empowerment, and leadership, and exploring tools and techniques to keep athletes healthy and fit. The programme featured 30 speakers from 21 nations, with 22 presentations, three meeting rooms, two keynote speeches, and six panel discussions. Many speakers generously donated their daily allowances and fees to the Social Fund, contributing to a total of €2,420 being allocated. Further feedback was collected through a questionnaire sent to speakers and participants after the event. While the return rate was non-representative, the questionnaire provided suggestions for future editions, including organisational proposals and ideas for future topics. Key suggestions for future events include

balancing theoretical and practical lectures and switching to an annual format rather than biannual. The event should be scheduled during competition periods to allow coaches and referees to participate. Potential topics for future editions include the male perspective on women's sports, addressing structural discrimination, combating stereotypes through language and actions, showcasing successful women as role models via social media, and exploring legal aspects such as social protection, maternity leave, and motherhood in professional sports.

Mallozzi provided additional feedback on networking opportunities, while Bon contributed further input on future topics, including mental health for players and coaches, injury prevention, and best practice examples in women's clubs. Additionally, Bon suggested exploring a strategic approach to promoting gender equality through club activities and the involvement of safeguarding experts who could offer diverse perspectives and practical tools. Hausleitner then proceeded to inform about the background to the conference format. The conference featured various stages and topics to motivate clubs and federations to send more than one person and potentially create an internal workforce with a distribution of tasks and internal knowledge-sharing in regard to women's handball.

## **5.2. Takeaways and next steps**

*Please additionally refer to AP 6.*

### **5.2.1. Promotion: Platform and Female role models**

### **5.2.2. Safeguarding and Safe Sports**

### **5.2.3. IWG Cooperation**

Hausleitner expressed the EHF aspiration to develop a Roadmap 2026 including specific goals for the development of women's handball and a development path including concrete activities to reach these goals. As a result of topics discussed during the Women's Handball Conference up to five goals should be prioritized.

## **6. Roadmap to 2026**

Hausleitner reintroduced the goals set for the development of women's handball within the EHF in 2023, which include gender equality, the development of competitions, the creation of an improved environment for professional female players and the increase of visibility of women's handball. The primary objectives are to enhance the commercial value of the women's game, expand the number of professional contracts for female players across Europe, raise awareness and provide more female role models. Additionally, Hausleitner emphasised the initiatives undertaken in the last two years to strengthen women's handball and women's competitions. These include the expansion of the Youth Competitions and the EHF Women's EURO to 24 teams. Additionally, the involvement of leagues is crucial to establish a professional environment with adequate working conditions, contracts, and so on.

The French league was identified as a best practice example. Following, the WHB agreed to focus on the following five topics over the next two years:

1. Female referees  
The number of female referees to be increased, professionalisation improved and a career path and potential transition from top level players to referees established.
2. Female coaches  
The number of female coaches to be increased, professionalisation improved and a career path and potential transition from top level players to coaches established.
3. Professional playing and working conditions  
Professional contracts and an improved playing environment, including social security, maternity leave, etc. should be fostered. Currently there are about 15000 contract players in Europe with 3000 female contract players. To increase this, a close collaboration between the EHF and the stakeholders is needed, with the proposal of stakeholders to define the environment for players. Further inputs potentially also via email are highly appreciated. In this context Blazquez requested the EHF to provide more tools such as apps, development opportunities, education and knowledge sharing, to develop women's handball in member countries.
4. Community building, promotion and visibility  
Hausleitner informed about the idea of a women's handball platform.
5. Social sustainability and good governance  
This topic refers to the representation of women in handball boards and leadership positions, with the unchanged goals of achieving equal representation.

Concluding, Hausleitner announced, that EHF professional staff will work on respective headlines and the suggestion of activities.

## **7. Calendar | Meetings | Activities**

### **7.1. Competition Calendars 2024/2025 and 2025/2026**

*Please refer to the minutes of the common meeting AP 4.*

No further information or discussion was added.

### **7.2. Meeting Calendar 2025 – Outlook**

An outlook on the 2025 meeting calendar and activities was provided. Furthermore, the EHF Goalkeeper Summit (03 to 04 October 2025; Vienna) and the 8<sup>th</sup> Scientific Conference (13 to 14 November 2025; Zagreb) were announced.

### **7.3. Women's Competition Conference**

The Women's Competition Conference is scheduled to take place from 12 to 13 May 2025 at the EHF Office in Vienna. Although the official invitation has not yet been issued, preliminary information has been provided. The agenda will encompass the topics of club competitions,

national team competitions, including further development of spectator engagement. Additionally, alternative game formats, comparable to those seen in basketball (3x3 basketball), will be discussed and developed with a view to offering them to the market. The agenda also includes various topics such as the competition calendar and the development of an education compensation system. Inputs for these topics are to be delivered. Further information and the official invitation will be sent in due time.

## **8. Follow-up to the Common Meeting – Other Topics**

*Please refer to the AP 2.*

No further points were discussed.

## **9. WHB Initiatives**

### **9.1. Respect Your Talent (RYT) Programme**

Cuderman reported about the Respect Your Talent Camp for M18 boys, 16 to 19 January 2025 in Vienna and presented the official highlights video. It has been the best RYT camp so far, due to the chemistry and the professionalism of the ambassadors and closeness of the participants. The new EHF headquarters offered excellent infrastructure opportunities. 29 players from 19 nations participated. The strong involvement of participants and high interactive factor were underlined. The RYT camp brought together a number of distinguished handball players, including Hans Lindberg, Viran Morros, Vid Kavtchnik, Carlos Prieto, and Ljubomir Vranjes as programme ambassadors. A great working atmosphere has been achieved, strong motivation of players and ambassadors and their constant interaction were underlined. The event provided a platform for these experienced professionals to share their insights and mentor young athletes. The camp featured six interactive workshops that covered key aspects of a professional athlete's journey, including nutrition, mental fitness, interview training, social media, dual career, anti-doping, and sports law. The camp's programme emphasised holistic development, underlining the significance of education, resilience, and players' self-responsibility in conjunction with physical skills. Its mission was to furnish young players with practical tools, motivation, and a robust international network to facilitate their growth beyond the game.

Additional Respect Your Talent activities include 'Player of the match events' for girls (W17/W19) in the summer and RYT app activities including digital ambassador sessions. RYT will also be part of the new EHF YAC Club Trophy competition, the MVPs of the five tournaments will be invited to the RYT Camp in their category. From 27 to 30 November 2025 the next camp for girls (W17) will be organised. Again, for more frequent use of the app, the importance to involve and approach coaches, who are in direct connection with the young players was underlined.

Finally, Mallozzi added the suggestion to involve female ambassadors at boys RYT activities and male ambassadors during girls RYT activities. In this context the importance of female handball role models and star players with a high visibility and reach was emphasized.



## **9.2. Educational Initiatives: European Handball Manager Course 2024/25**

Lamprecht provided an update on the WHB supported participants at the European handball manager course, confirming that the three participants supported for the 2024/2025 intake have successfully completed the first two modules of the three-module programme. The next intake, which will be conducted in German, is scheduled to commence in October 2025. Information regarding this opportunity was circulated to European clubs and federations in February. To date (4 March 2025), two applications for WHB financial support (€3,500 of the €5,000 participation fee) have been submitted to the EHF, with the application deadline for the next course being 30 April and the deadline for EHF support being 21 April. Since 2015, the WHB has supported 17 women in participating in this course, 14 of whom are currently involved in handball, primarily in management positions within the professional sector.

## **9.3. Women's Handball Conference 2026**

*Please refer to AP 5.1.*

The next edition of the Women's handball conference is planned during the main round of the EHF Women's EURO in 2026 in Katowice.

## **10. Miscellaneous**

With no further comments Mallozzi concluded the meeting and thanked the board members and EHF office employees for their participation.

For the Minutes: Anna Lamprecht  
Vienna, 06 March 2025

# WOMENS HANDBALL & PLAYERS

WHB, March 20025 \_\_\_\_\_MARTA BON

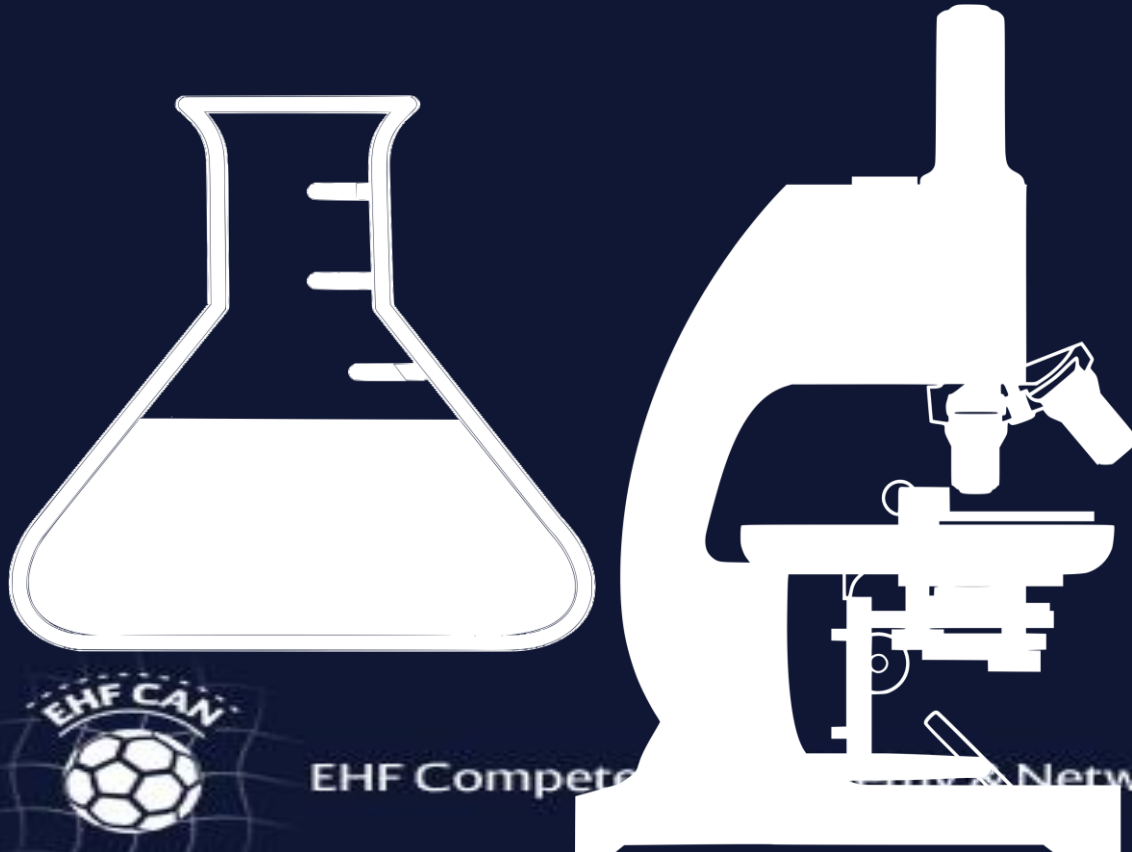


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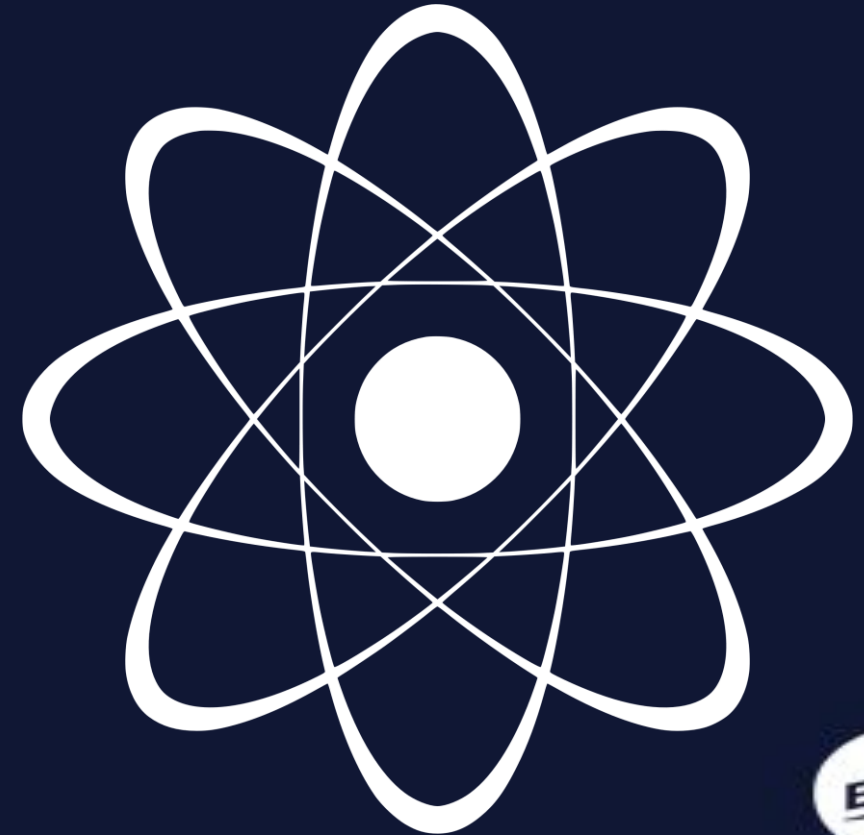


# Womens handball & **players- topics**

## Science



## PRACTICAL CHALLENGES



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# Topics

## Basic

- Injury patterns
- Training load
- Performance analysis
- Effects of Playing Positions on Physical Demands

## Social/personal

- Migration
- Dual career
- Career planning
- Well being
- Sleeping patterns & performance



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# Training load

- Frøelund, K., & Kjærgaard, T. (2002). The impact of training load on performance in women's handball. *European Journal of Applied Physiology*, 87(3), 256-262. <https://doi.org/10.1007/s00421-002-0623-4>



# Injury patterns

1. Andersen, C., & Mortensen, K. (2001). Injury patterns in women's handball: A retrospective study. *Scandinavian Journal of Medicine & Science in Sports*, 11(5), 284-289. <https://doi.org/10.1034/j.1600-0838.2001.110505.x>



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# Performance analysis

- Grini, K. (2000). Performance analysis of elite women's handball players. *Journal of Sports Sciences*, 18(4), 293-301. <https://doi.org/10.1080/02640410050074377>



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# Performance

1. Performance Factors in Women's Team Handball: Physical and Physiological Aspects—A Review by Carmen Manchado (2013). This review covers various physical characteristics, physiological attributes, and on-court performances of women's team handball players



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1. Same Training for Everyone? Effects of Playing Positions on Physical Demands During Official Matches in Women's Handball by Carlos García-Sánchez et al. (2024). This study analyzes the differences in physical demands based on playing positions during official matches



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# Migration and dual career

1. Bon, M., Doupona, M., Wilson-Gahan, S., Capranica, L., & Guidotti, F. (2022). Transnational migration and dual career of Slovenian and Swiss elite female handball players: A longitudinal analysis. *Sports*, 10(9),



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# Management in W HB

- Bon, M. (2012). Analysis of Slovenian women's handball: Achievements and current conditions. *Sport Mont*, 10(34-35), 27-33. [https://www.sportmont.ucg.ac.me/clanci/SportMont\\_Septembar\\_2012\\_Bon\\_27-33.pdf](https://www.sportmont.ucg.ac.me/clanci/SportMont_Septembar_2012_Bon_27-33.pdf)[2]([https://www.sportmont.ucg.ac.me/clanci/SportMont\\_Septembar\\_2012\\_Bon\\_27-33.pdf](https://www.sportmont.ucg.ac.me/clanci/SportMont_Septembar_2012_Bon_27-33.pdf))



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# Career development planning in women's handball elite players – middle ranking countries specifics

The purpose of this qualitative research was to study the outcomes of career development of women's handball players through longitudinal systematic observation.

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## Career development planning in women's handball elite players – middle ranking countries specifics

<b>Marta Bon</b> University of Ljubljana, Faculty of sport	<a href="#">PDF</a>
<b>Susan Wilson Gahan</b> <a href="https://orcid.org/0000-0002-3803-4682">https://orcid.org/0000-0002-3803-4682</a>	Published 2024-11-06
<b>Primož Pori</b> Faculty of sport, University of Ljubljana <a href="https://orcid.org/0009-0004-0660-2376">https://orcid.org/0009-0004-0660-2376</a>	Issue <a href="#">Vol. 29 No. 2 (2023)</a>
<b>Mojca Doupona</b> Faculty of sport, University of Ljubljana	Section Articles
DOI: <a href="https://doi.org/10.52165/kinsi.29.2.157-182">https://doi.org/10.52165/kinsi.29.2.157-182</a>	License Copyright (c) 2024 Marta Bon, Susan Wilson Gahan, Primož Pori, Mojca Doupona
<b>Keywords:</b> career playing, dual career, female handball, career development	 This work is licensed under a <a href="#">Creative Commons Attribution-ShareAlike 4.0 International License</a> .
<b>Abstract</b> The purpose of this qualitative research was to study the outcomes of	



# Some general studies (men and women )

- 1. From a Static to a Dynamic Perspective in Handball Match Analysis: a Systematic Review** - This article reviews the evolution of handball match analysis, focusing on both static and dynamic complexity approaches
- 2. The Evolution and Impact of Handball in Modern Sports** - This article explores the history, rules, and contemporary significance of handball, emphasizing its growth and impact on the global sports landscape
- 3. Handball Research: State of the Art** - This article discusses the various factors influencing performance in handball, including anthropometric features, coordination, strength, endurance, nutrition, cognition, tactics, and social factors



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1. Prieto, J., Gómez, M.-Á., & Sampaio, J. (2015). From a static to a dynamic perspective in handball match analysis: A systematic review. *The Open Sports Sciences Journal*, 8, 25-34. <https://opensportssciencesjournal.com/contents/volumes/V8/TOSSJ-8-25/TOSSJ-8-25.pdf>
2. Joldasbaevna, D. A. (2024). The evolution and impact of handball in modern sports. *International Journal of Education, Social Science & Humanities*, 12(7). <https://farspublishers.com/index.php/fars/article/view/924>
3. García, P. (2018). The strategic elements of modern handball. *Journal of Sports Science and Coaching*. <https://www.eurohandball.com>
4. Olsen, L. (2019). Handball: Skills, techniques, tactics. *Human Kinetics*. [https://www.researchgate.net/publication/327864133\\_Handball\\_Research\\_State\\_of\\_the\\_Art/fulltext/5baa2d3d92851ca9ed23b935/Handball-Research-State-of-the-Art.pdf](https://www.researchgate.net/publication/327864133_Handball_Research_State_of_the_Art/fulltext/5baa2d3d92851ca9ed23b935/Handball-Research-State-of-the-Art.pdf)





# PRACTICAL EXPERIANCE (M BON)



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# Women's Youth Handball -Mentoring young players - Coaches competencies



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It is all about W HB ... ?

Real  
Girls  
play  
Handball



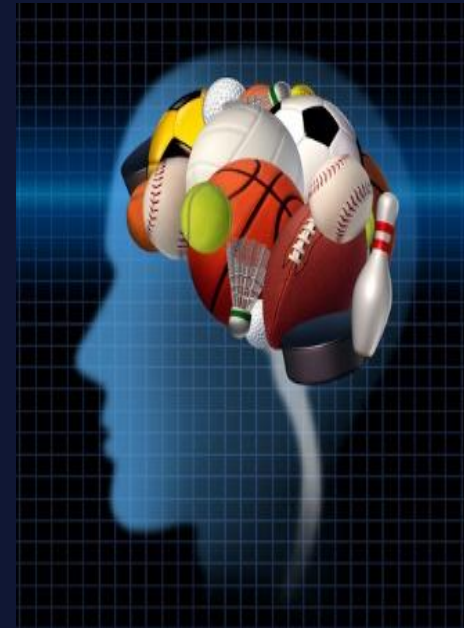
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# COACH

## Operational framework (Cardinal, 1998)

- **Provides support to the athletes in the following areas: te/ta/str.; athletics; psy.**
- **Works towards improving athletes competitive skills (abilities)**
- **Works to develop athletes in the long term**

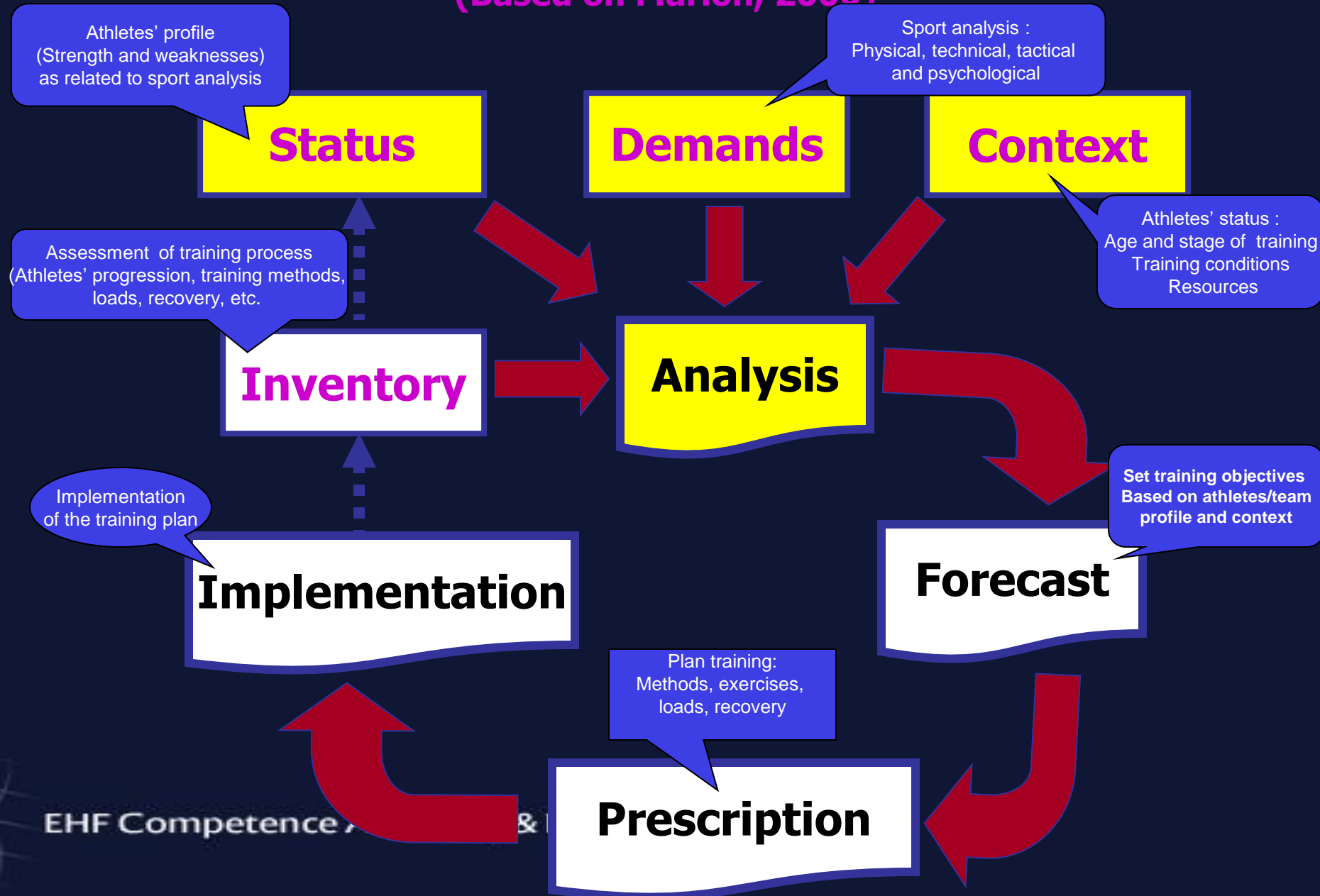


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# Process: Design and Evaluation program/activity

(Based on Marion, 2000)

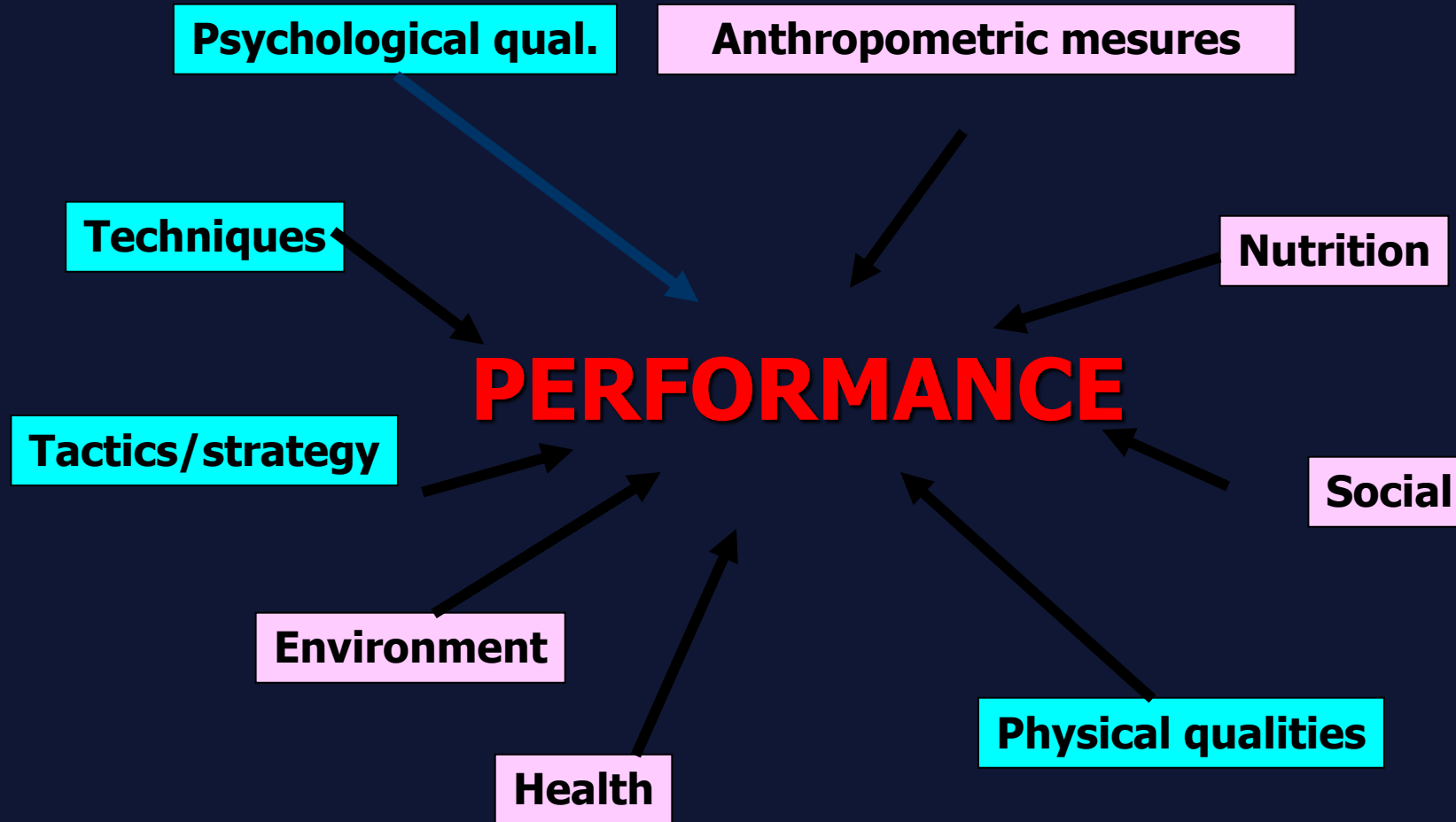


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# FACTORS INFLUENCING PERFO.

(Cardinall, 2004)



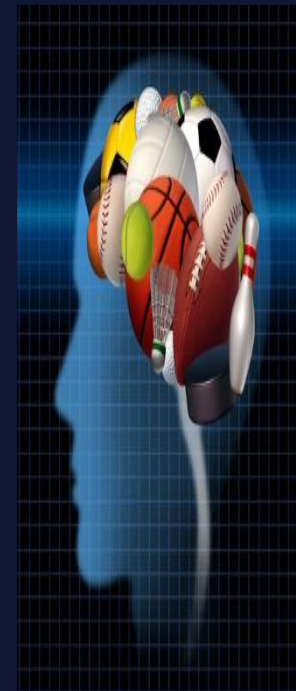
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# COACHING MISSION

(Cardinal, 1998)

- **Raise the performance capacity of the athletes/sport/age/perfo. level**
- **Prepare the athletes to perform in several major competitions and reach a peak performance for the decisive event (e.g. championship)**
- **Help the athletes reach autonomy in competition**



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# Coaching competences....?

Clothes aren't  
going to change  
the world, the  
women who  
wear them will.

- Anne Klein

RoC

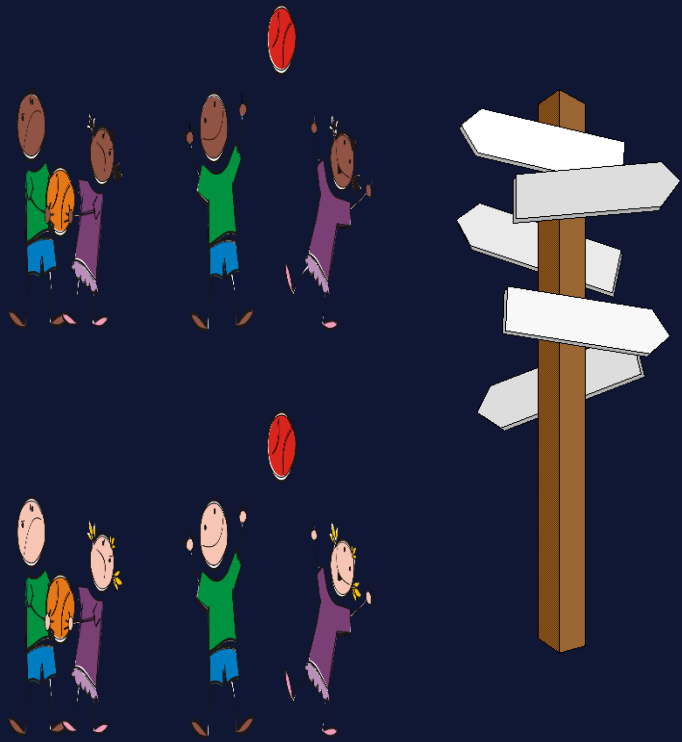


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# Long Term Athlete Development (LTAD) (by C. Cardinal, 2004)



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