



**2023**

# QUALIFYING CONDITIONS REPORT

Women's World Cup, Australia and New Zealand





# FOREWORD

The 2023 Qualifying Conditions Report for the Women's World Cup in Australia and New Zealand is the first of its kind for FIFPRO and for the women's football industry. This seminal report is the culmination of almost two years of work – from strategic prioritisation to union engagement and player surveying, to analysis and presentation of the data. Centralised and highlighted throughout is the voice and experiences of players around the world, whose labour, efforts, and achievements contribute to the biggest sporting event for women on the planet, the Women's World Cup.

This report highlights the fragmentation of the qualification pathways to the Women's World Cup. During qualification the conditions that the players are exposed to and expected to deliver in, during some of the biggest competitive moments of their lives, are not up to the standards of elite international football, putting both the players and the sport at risk. In highlighting these conditions and the status of players across the globe, FIFPRO firmly calls on the industry to take a closer look at the qualification processes in each of the six Confederations. This is so we all can commit to meaningful changes that look at the overall opportunities the FIFA Women's World Cup can deliver to a greater number of players than those that just appear at the final tournament in July and August this year. This dialogue starts, and ends, with the players.



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FIFPRO President



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FIFPRO Director of Global Policy  
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Women's Football



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# 01 / EXECUTIVE SUMMARY

**In this FIFPRO Women's World Cup Qualifying Conditions Report 2023, a fragmented conditions landscape is revealed; characterised by a lack of universal standards for World Cup qualification and Confederation-level competition.**

The lack of standardised conditions across tournaments subject players to inconsistent and adverse working and playing environments, infringing on their rights and wellbeing and serving as a barrier to their performance and development—and to that of the industry.

FIFA's announcement of equal conditions for its women's and men's World Cup tournaments came in March 2023, representing a historic and long-awaited step forward. The upcoming 2023 FIFA Women's World Cup in Australia / New Zealand will have the same conditions as the 2022 FIFA Men's World Cup in Qatar. This is an acknowledgement of progress towards equality. But equality between the women's and men's World Cups is not the only area of equality that requires attention. Equalising the pathways to any given World Cup is also necessary.

Prize money was the one area not equalised for 2023, but FIFA increased the women's prize money pool to \$150 million with the ambition of equalisation across men's and women's World Cups by 2027. The critical role of the players in this movement for change must be acknowledged. FIFA's announcement came after more than 150 women's national team players from 25 national teams made their collective voice heard through FIFPRO, the global players' union, signing a letter calling for change and refusing to settle for anything less.



# 02 / KEY FINDINGS

The key findings represent the global aggregation of data collected from players competing in the Confederation Championships for the 2023 FIFA Women's World Cup and in the 2022 UEFA Women's European Championship.



The majority of players surveyed believe that **improvements are needed in almost all components of conditions** in their Confederation tournament for both the performance and general wellbeing of players.



**93% of players believe there should be an improvement in pay and prize money** for their Confederation Championship participation.



**29% of players reported not receiving any payment from their national team.** This figure is overwhelming when we acknowledge that these are the world's top women's players, on their road to the World Cup.



**54% of players did not receive a pretournament medical examination.**



The qualitative data demonstrates that **players are concerned about equalisation of conditions between teams at the Confederation Championships**, ensuring the chances of success are more equitably available to all that compete.



When players do get paid by their national team it is often participation and performance dependent which reinforces precarity. **28% of players reported receiving payment per camp; 25% of players reported receiving match payments per win; 15% reported receiving match payments per draw; and 7% reported receiving match payments per loss.**



**70% of players did not receive a pretournament ECG.**



Of the players competing in the 2022 Confederation Championships, **only 40% considered themselves a professional footballer.** While 35% identified as amateur, 16% semi-professional, and 9% unsure of their status.



**66% of players reported having to take unpaid leave or vacation time from another form of employment to participate in these tournaments.** This forces players to have to make a choice between competing for their national team or maintaining a second job and another source of income. A choice no player should have to make.



**39% of players did not have access to mental health support** during the Confederation Championships, with 14% unsure if this support existed.



## CALL TO ACTION



FIFPRO asserts that **Global Standards for Player Conditions in International Tournaments must be established and implemented** in Confederation tournaments.



FIFPRO asserts that **a collaborative approach is required to establish and implement these universal standards** that features both top-down governance from FIFA and Confederations as competition organisers and the enshrinement and protection of the player voice through organised unions.



FIFPRO asserts that the **FIFA Women's World Cup qualifying competitions should be standalone processes with a more complete regulatory framework**. Confederation-level competitions and tournaments should be maximised to provide meaningful processes that qualify teams for senior international tournaments, such as the World Cup or Olympic Games.

This report should serve as a tool for players through their unions and Member Associations to gain a global view of the regional qualifying pathways and help Confederations as regional competition organisers and governing bodies. Confederations and their Member Associations should then work collaboratively with the players through their unions, to ensure impactful and even playing standards are established. A key objective is to add collective, evidence-based, direct player information to the international decision-making environments, a fundamental perspective that can support the formulation and implementation of policies and strategies that protect the interests and rights of players.







# 03

## INTRODUCTION

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This inaugural report provides insight into the conditions of the 2022 Women's Confederation Championships from the perspectives and experiences of the players. Throughout 2022, women's national team footballers from across the six Confederations competed in their continental tournaments, which for most served as qualifying pathways for the 2023 FIFA Women's World Cup.

# 03 / INTRODUCTION

This report is based on a series of international surveys conducted by FIFPRO on women's players competing in these tournaments throughout 2022. These tournaments were:



**With this new data, a comprehensive player-centric picture is captured of the reality on the ground within and across regions.**

The findings reveal a fragmented landscape characterised by a lack of universal standards for World Cup qualification and Confederation-level competition. FIFPRO discusses how the lack of standardised conditions across tournaments subject players to inconsistent and adverse working and playing environments, infringing on their rights and wellbeing, and serving as a barrier to their performance and development—and to that of the industry.

FIFPRO is using this data to highlight the need for better informed, evidence-based decision-making on the qualification pathways to the Women's World Cup.

More specifically, FIFPRO asserts that **establishment of global standards for player conditions at the international level** is required for creating a competition landscape where players can be at their best in a protected and stable environment. These standards must be uniformly implemented in a manner that guarantees player wellbeing is at the centre of the game's development.

This report is part of a continuation of FIFPRO's ongoing action-oriented global research on conditions for women's footballers. It builds on the 2021 Women's Player Workload Monitoring Report, the 2020 FIFPRO Raising our Game Report, and the 2017 FIFPRO Global Employment Report: Working Conditions in Professional Women's Football.

## OBJECTIVES

- The aim of this report is to reveal the current conditions of the Confederations tournaments from a player-centric perspective, highlighting where improvements are required and providing stakeholders across regions direction on how to take the much-needed action.
- This report aims to serve as a tool for players through their unions and Member Associations to gain a global view of the regional qualifying pathways and help Confederations as regional competition organisers and governing bodies to understand the perspective of the players, to then work collaboratively to ensure impactful and even playing standards are established.
- A key objective is to add evidence-based player information to the international decision-making environments, contributing essential input to the formulation and implementation of policies and strategies protecting the interests of players.
- This will, in turn, support a more equitable and sustainable qualification process and regional experience—ultimately allowing players opportunity to perform at their peak at the highest level of continental and international football.

## SECTIONS OF THE REPORT

# 01 → 02 → 03



### QUALIFICATION PATHWAYS

Maps out the current Confederation tournament schedules and structures.



### PLAYER PROFILES

Examines the specificities of the players competing in the Confederation tournaments.



### FINDINGS - THE CONDITIONS

Shares first-hand data from the ground on the experiences of women's national team players in the six Confederations tournaments. Reveals the urgent need for a single universal standard for all tournaments.

## RESEARCH METHODOLOGY

To examine the current context of international women footballers competing across the Confederation Championships 2022, player surveys were issued via FIFPRO's Member Unions within two weeks of the conclusion of the six Championships that took place in July 2022. A total of 362 players completed the survey. The aim of the research was to understand the experiences of players at the Championships in relation to their conditions. With this aim in mind, FIFPRO targeted all teams who competed in the Championships. The survey was completed by all six Confederations providing global coverage for the research.

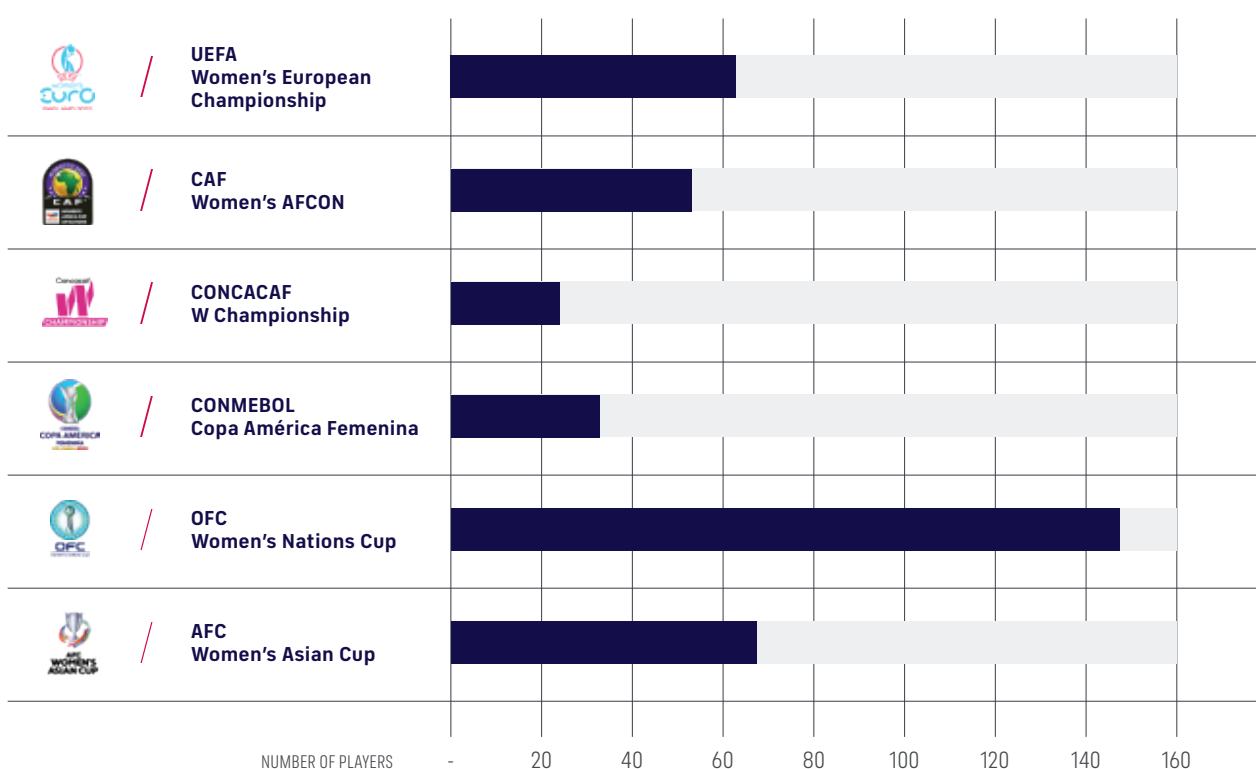
The survey consisted of two parts: The first part contained a set of consistent questions that all players were asked in every Confederation. The second part comprised of Confederation-specific questions that were devised in collaboration with FIFPRO Member Unions.

The rationale for this is that there is staggered and varied development of women's football in each Confederation, meaning not all players will share the same experiences nor be confronting the same issues across regions and therefore, it was crucial to ask questions directly pertaining to their current context.

The most responses came from Oceania (OFC) players. One reason for the higher return of survey completion is that FIFPRO had on-the-ground researchers at the tournament that facilitated the survey distribution. Thus, it should be acknowledged that to obtain a higher response rate, on-the-ground staff offers more opportunities to do so.

All data was obtained through primary research methods and is presented in an aggregated or anonymised way in this report in order to protect the respondents.

### Continent representation\*



# 04

## QUALIFICATION PATHWAYS

The road to the FIFA 2023 Women's World Cup begins with the regional qualification processes. These are regulated and hosted by the six FIFA Confederations in the years leading up to the tournament, which is set to kick off on July 20th, 2023.





# 04 / QUALIFICATION PATHWAYS TO THE FIFA WOMEN'S WORLD CUP



20 July - 20 August 2023

The 2023 FIFA Women's World Cup will be hosted jointly by Australia (AFC) and New Zealand (OFC), thus, becoming a first FIFA tournament to be held across multiple Confederations.

Apart from the host countries, the eligible countries secure a spot via Confederation championships, qualifying competitions or via inter-continental playoffs. In 2023, for the first time, 32 teams will compete to be crowned world champions, the largest number of participating teams in the competition's history. Qualifying matches for the 2023 FIFA Women's World Cup started on September 16<sup>th</sup>, 2021, and ended on February 23<sup>rd</sup>, 2023. Five of the six Confederations used their respective continental championships to decide their representatives at the FIFA Women's World Cup 2023. These were: the AFC Women's Asian Cup; CAF Women's AFCON; CONCACAF W Championship; COMNEBOL Copa America Feminina and the OFC Women's Nations Cup.

UEFA was the only confederation to hold a separate qualifying competition: The 2022 UEFA Women's European Championship was a standalone tournament, meaning the competition results do not dictate which teams qualify for the World Cup.

The scheduling of these tournaments, their position amongst the general availability of national team competitive opportunities in the region, and the impact of their timing on the preparation of players is vastly important, and what is explored in this section.



## THE 2022 CONFEDERATION TOURNAMENTS



2022 AFC  
Women's Asian Cup

+ Australia

20 January - 6 February 2022

(2) (5)

The AFC Women's Asian Cup served as the World Cup qualifying tournament for AFC members: Twelve teams played in the 2022 AFC Women's Asian Cup. It was held from 20 January 20<sup>th</sup> - February 6<sup>th</sup>, 2022. The four semi-finalists qualified for the World Cup. Two teams were entered into the Inter-Confederation play-offs.



2022 Women's  
Africa Cup of Nations (CAF)

2 July - 23 July 2022

(2) (4)

The Women's Africa Cup of Nations served as the World Cup qualifying tournament for CAF members: Twelve teams played in the 2022 Women's Africa Cup of Nations. It was held from July 2<sup>nd</sup> - 23<sup>rd</sup>, 2022. The four semi-finalists qualified for the World Cup. Two teams were entered into the Inter-Confederation play-offs.



2022 CONCACAF  
W Championship

4 July - 18 July 2022

(2) (4)

The CONCACAF W Championship served as the World Cup qualifying tournament for CONCACAF members: Eight teams played in the 2022 CONCACAF W Championship. It was held from July 4<sup>th</sup> - 18<sup>th</sup>, 2022. The top two teams in each of the two groups qualified for the 2023 World Cup, while the third-placed teams from each group advanced to the Inter-Confederation play-offs. Additionally, the winner automatically qualified for one of the two regional spots available for the 2024 Olympics.



number of teams qualified

number of teams in play-offs

+ New-Zealand



### 2022 OFC Nations Cup

13 July - 30 July 2022

The tournament took place in Fiji from July 13<sup>th</sup> – 30<sup>th</sup>, 2022. It served as Oceania’s qualifiers to the 2023 FIFA Women’s World Cup. The winning team advanced to the Inter-Confederation play-offs, as there was no direct berth due to New Zealand automatically qualifying and therefore not participating.

0 (1)



### 2022 Copa América Femenina CONMEBOL

8 July - 30 July 2022

The Copa América Femenina was held from July 8<sup>th</sup> – 30<sup>th</sup>, 2022 and served as the World Cup qualifying tournament for CONMEBOL members. It provided three direct qualifying places and two Inter-Confederation play-off places for the Women’s World Cup.

3 (2)

**32 TEAMS WILL COMPETE**  
to be crowned world champions,  
the largest number of participating  
teams in the competition’s history.



### UEFA Women’s World Cup Qualifiers 2022

6 July - 31 July 2022

The UEFA Women’s World Cup qualifiers is the only standalone competition for women across all confederations for World Cup qualification. The tournament took place between September 2021 and October 2022. There was a total of nine qualification groups with home and away fixtures played. There was a total of 11 direct qualification places and one play off place.

11 (1)

## FRAGMENTED QUALIFICATION PATHWAYS

Depending on which region they qualify through, players have vastly different experiences in the qualification process for the FIFA Women's World Cup. The pathways and tournaments across the continents are not uniformly regulated with a set of universal standards. This results in the qualification pathways to the World Cup being uneven and disparate. This uneven fragmentation means that there are multiple inconsistencies in the scheduling, duration, format and conditions between tournaments, resulting in the players having distinct variations in regulation experiences.

Regarding the Confederations with qualifications via Confederation championships, players could play up to six matches, with CONMEBOL being the only exception, where up to seven matches are needed to earn a place at the tournament. UEFA is the only Confederation with a standalone qualifying competition, where teams have to play 12 matches home and away en-route to the World Cup. This competition, in contrast to the rest of the Confederations, presents a more regular opportunity to play competitively consequential national team games over a longer period.

The below graphic offers a clear picture of the irregularities players experience in their qualification for the FIFA Women's World Cup.





## The Copa America should not be a qualifier for the World Cup and the Olympic Games. Lack of interest in developing women's football and lack of respect for the players.

CONMEBOL player

Finally, those countries that reached a playoff spot in their respective Confederations would be eligible for the Inter-Confederation play-offs, which consist of up to two additional matches depending on the countries' place in the FIFA Women's World Rankings. These Inter-Confederation play-offs were played in February 2023,

## Organising tournaments outside International Match Calendar is a problem.

AFC player

in New Zealand. This evident fragmentation, alongside the qualitative commentary from international players, shows that the pathway and opportunities to play at Confederation level need to be more robustly examined in order to maximise meaningful competitive opportunities.

## World Cup, Olympic and Pan American qualifiers should not all be played in the same month.

CONMEBOL player



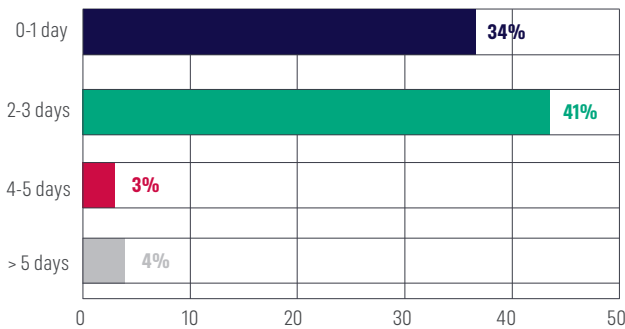
## PREPARATION AND SCHEDULING

As with any scheduled competition, where it sits in the overall match calendar is vastly important, as it can impact on player preparation and readiness to compete. It is always important to strike an adequate balance between club football and international football, so

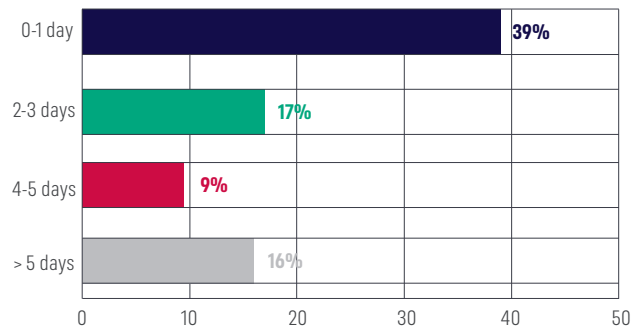
players can physically and mentally rest, recover, and prepare for matches. In-season and off-season breaks must be protected, and recovery time in-season between matches must be optimally managed – especially when also considering the impact of cumulative travel fatigue.

**In every region, players were asked to reflect on scheduling and rest days, with the results outlined in the graphs below:**

**Rest days before national team games  
Not including AFC**



**Rest Days Before Resuming Club Training  
Not including AFC**



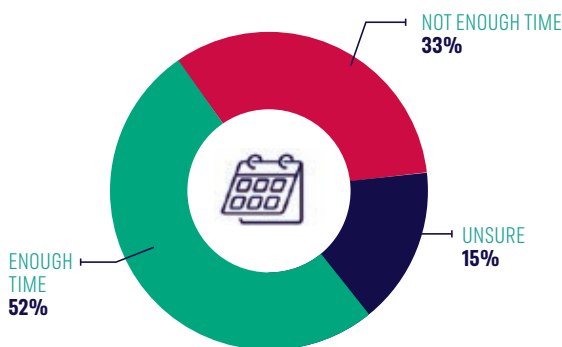
**Dreadful fixture schedule is a problem for the tournament.**

CONMEBOL

**Playing so many games in a row without enough rest is a problem.**

CONMEBOL

### Scheduling of time between matches:



Both graphs and the player quotes show that there are issues in the regions related to rest and scheduling between matches. FIFPRO Medical Research states that there must be a minimum of 72 hours between matches, and this does not consider the impact of travel fatigue. In situations where players are having to travel significant distances both to and from national team assemblies, such as Confederation level competition, additional rest must be factored in.





**In relation to the tournament and the season all year long: I am very concerned about the health of the players. There is a big lack of rest between playing for your club and the national team during the year. The level is becoming more and more intense. We demand more from players. But I am not convinced that the resources around the players are good enough today to give the proper recovery we need.**

UEFA player





# 05

## PLAYER PROFILES

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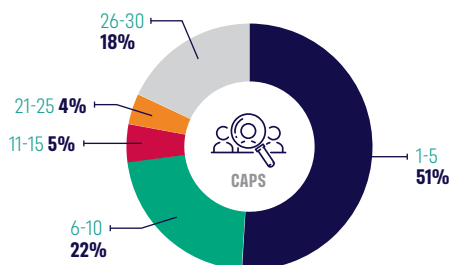
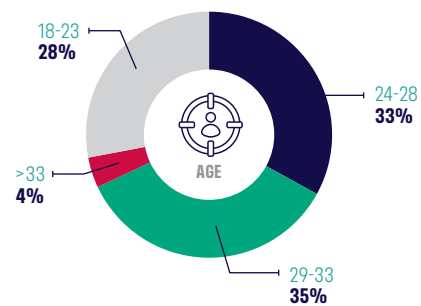
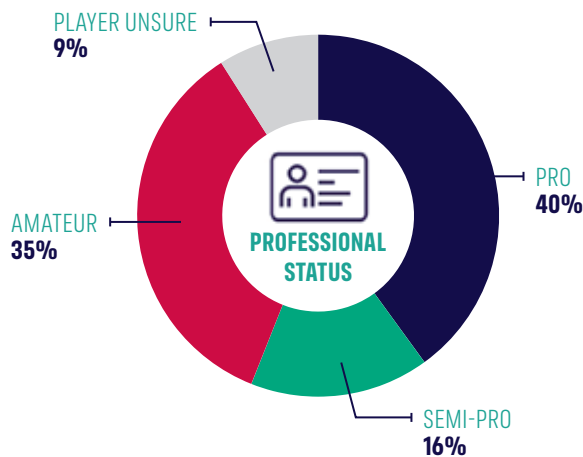
Each squad competing for a place in the 2023 FIFA Women's World Cup via the Confederation Championships (July 2022) and the 2022 UEFA Women's European Championship was comprised of players with differing status. In this section, we look at findings from the survey that reveal how these status differences vary along axes of professional, semi-professional, or amateur and how they are tied to varying forms of player remuneration.





# 05 / PLAYER PROFILES

## Who are the players competing in the Confederation Championships?



## PLAYER PROFESSIONAL STATUS

The challenge still prevalent in the women's game today is that many players who are considered professional by the FIFA definition, do not actually make a full-time living from football exclusively.

The challenge is also prevalent for the players whose status sits between amateur and professional, who may play and train in professional environments—who experience professional obligations and responsibilities placed on them—and yet who do not earn a living wage from their work, and in some cases are denied professional worker status recognition or protections.

Without being recognised as professionals—even when they fit the FIFA definition—it makes it difficult for players to access services and receive the necessary protections as workers.

According to FIFA, a player's professional status is defined by their relationship to a contract and payment:

*"A professional is a player who has a written contract with a club and is paid more for his (sic) footballing activity than the expenses he (sic) effectively incurs. All other players are considered to be amateurs."* - Article 2, FIFA Regulations on the Status and Transfer of Players.

Our research indicates that when competing in the Confederation Championships for the 2023 FIFA Women's World Cup and in the 2022 UEFA Women's European Championship, **only 40% of players considered themselves a professional footballer. While 35% identified as amateur, 16% semi-professional and 9% unsure of their status.**

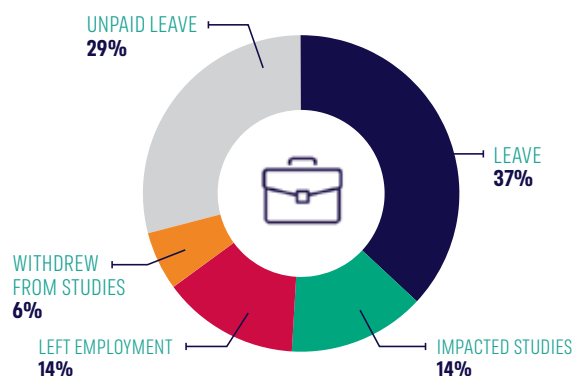
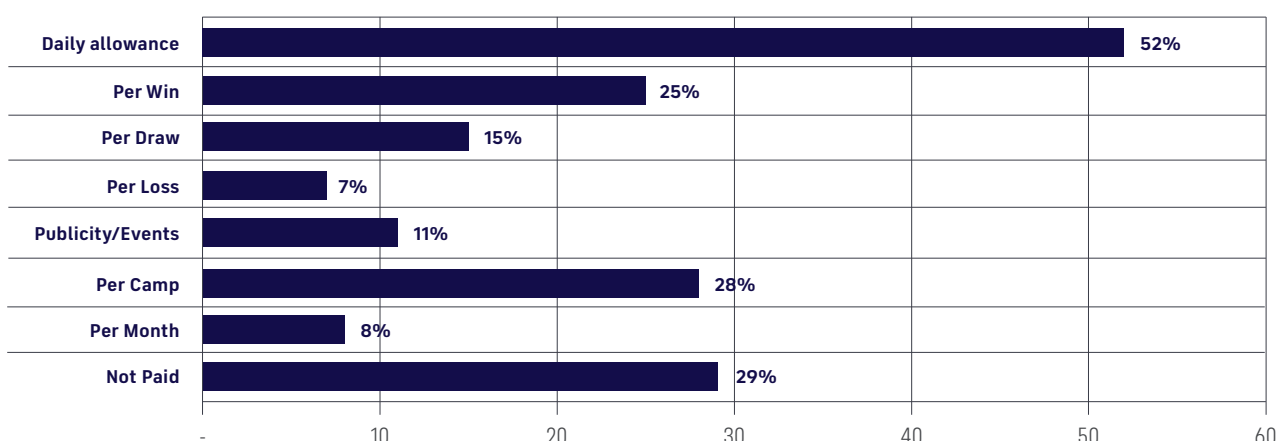
## REMUNERATION

**29% of players reported not receiving any payment from their national team.** This figure is overwhelming when we acknowledge that these are the world's top women's players, on their road to the World Cup.

When players do get paid by their national team, year-round compensation for international play is rare. More common is for federations to pay players for participating

in a training camp or international match. **28% of players reported receiving payment per camp; and 8% reported receiving payment per month.** Sometimes such payment is performance based as well: **25% of players reported receiving match payments per win; 15% reported receiving match payments per draw; and 7% reported receiving match payments per loss.**

### Payments from National Team



**We are not financially supported enough. Some of our girls had to take unpaid vacation at work and it wasn't sure if they can even attend the tournament.**

UEFA Player

Among players, there were varying levels of player contributions required towards expenses for the tournament and some were required to take unpaid leave from another form of employment to participate in qualifiers.

Our research highlighted that during the 2022 Confederation Championships and the 2022 Women's European Championships, **66% of players had to take leave or unpaid leave from another form of employment to participate in these tournaments.** When players are expected to take leave or unpaid leave to play for their national team, players have to make a choice between competing for their national team in international tournaments or maintaining their second job and another source of income. A choice players should not have to make.

That only 40% of players identified as professional who were competing at the Confederation Championships

for World Cup qualification, or the 2022 Women's Euro's, is indicative of the deeper issues in the fragmented development of the sport. These are the Confederations' (and some of the world's) best footballers playing to qualify for football's pinnacle event, one of the most prestigious and high-profile women's sports events globally.

**If a significant proportion of players are unable to dedicate themselves fully to their sporting career because of a lack of professional opportunity, whilst 29% are also saying that services to the national team are unpaid, the sustainable growth of the women's game will continue to be impacted. It is only through a combination of meaningful, competitive opportunities and appropriate and consistent remuneration can the development of player talent be maximised – providing the means for time and focus.**

# 06

## THE CONDITIONS

This section details the perspective of players on their experiences of the conditions in the six Confederation tournaments throughout 2022.

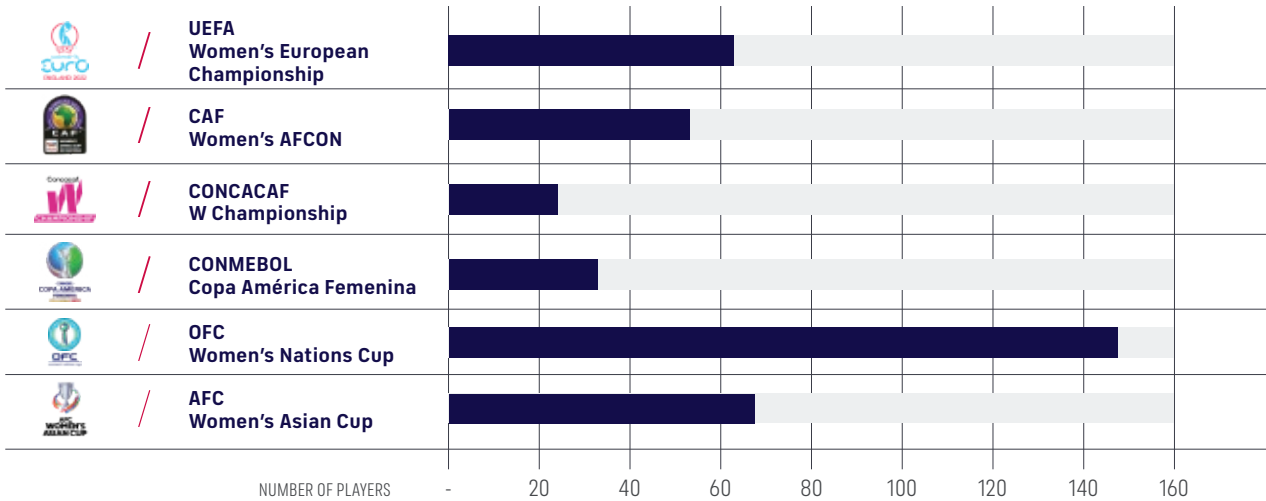






# 06 / THE CONDITIONS

## Continent representation



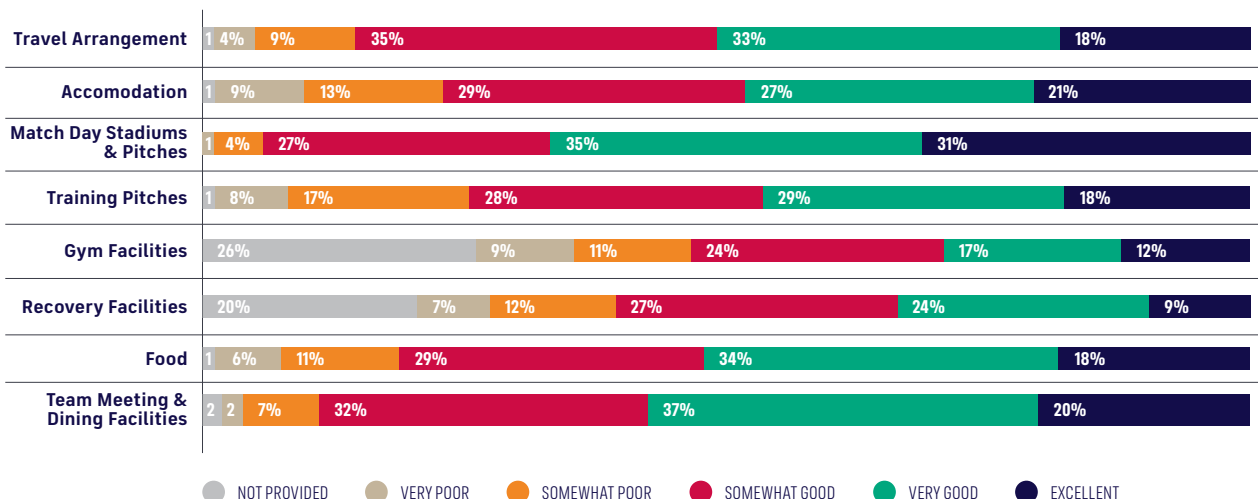
To establish a clear, representative picture of the experiences of players at Confederation Championships, FIFPRO's 2022 player surveys had representation from all six Confederations. The following FIFPRO data highlights some of the key concerns of players who competed at the Confederation Championships in July 2022.

## CONDITIONS DURING THE CONFEDERATION CHAMPIONSHIPS

The below graph details key components that support the in-tournament performance of elite international footballers: Travel Arrangement, Accommodation, Match Day Stadiums and Pitches, Training Pitches, Gym Facilities, Recovery Facilities, Food, Team Meeting & Dining Facilities. These can be understood as the 'general wellbeing'

parameters and infrastructure players need to prepare and perform. These elements can directly impact the players ability to compete. It is crucial we recognise players' bodies as the physical tool for their performance, ensuring they have what they need to perform at their peak, while seeing the athlete as a whole person.

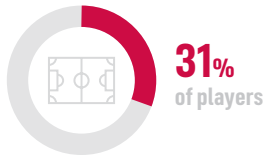
## In tournament experiences



● NOT PROVIDED ● VERY POOR ● SOMEWHAT POOR ● SOMEWHAT GOOD ● VERY GOOD ● EXCELLENT

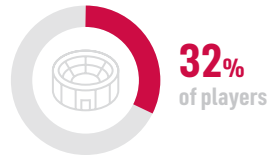
- Overall, the majority of players were dissatisfied with the conditions at the Confederation Championships.
- The majority of players are not being provided with the best opportunity to rest and recover during the Confederation Championship.

**TRAINING PITCHES**



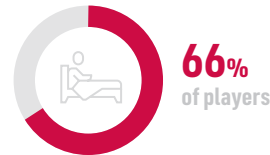
reported that the training pitches were not of an elite standard.

**MATCH DAY STADIUMS**



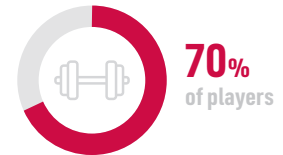
believed that the match day stadiums and pitches were not of an elite standard.

**RECOVERY FACILITIES**



reported that the recovery facilities were not of an elite standard or provided at all.

**GYM FACILITIES**



reported that the gym facilities were not of an appropriate level.

**Long journey times to training sessions and sub-par pitches are a problem.**

CONCACAF W Championship

**The tournament organisation, the training and playing grounds.**

CONMEBOL

**It is important to demand that all federations follow the same minimum guidelines to make the championship fairer.**

CONMEBOL



**Coordination accommodation, venue, possibilities, etc. must be improved. More professional investments.**

UEFA



**We had a very poor training pitch. But after one session, we were able to change that.**

UEFA

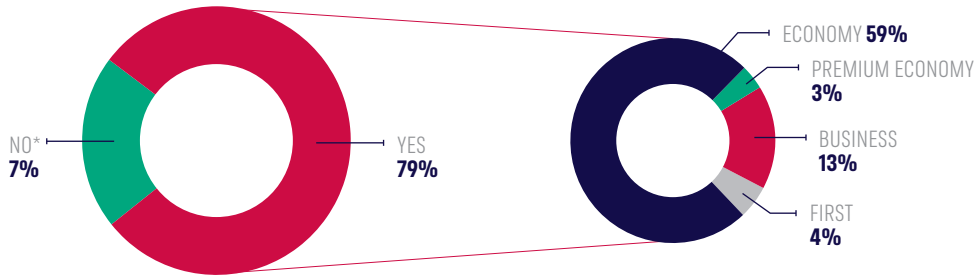


## AIR TRAVEL

Travel commitments are a significant part of what it means to be an international footballer, therefore the way in which players travel must be a central focus. Negotiating for travel conditions that meet the

physiological needs of players remains a frequent battle for many players and their unions. The lack of proper and uniformly regulated travel conditions further exacerbates the negative side effects of long and frequent trips.

### Air travel to tournament in the 2022 Confederation Championships



\*Not including CAF

- 79% of players travelled by air to compete in the 2022 Confederation Championships.
- 59% of players travelled in economy class with only 13% travelling in business class.

Players embarking on cross-continent journeys to meet up with their national teams suffer fatigue and jetlag, which is exacerbated as the majority of players are flying in economy class. Studies have shown that there is an increased risk of Venous Thromboembolism (VET) of Deep Vein Thrombosis (DVT) also known commonly as the "economy class syndrome" for high-performance

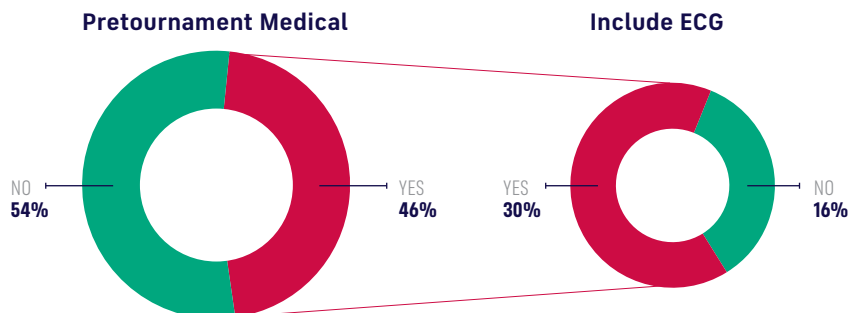
athletes travelling long distance by air, in cramped conditions. FIFPRO strongly recommends—and elite performance demands—business class as the minimum standard travel class during flights crossing 3 or more time-zones, and the fastest route possible always taken when booking travel for women's national teams to reduce time spent in the air.

## HEALTH AND SAFETY DURING COMPETITION

Players are the heart of the football industry. They are football's most important and valuable contributor to a team's performance, both from a sporting and economic perspective. The profession comes with a natural risk of injuries and long-term effects on the health of the players. Contrary to the positive effects of physical activity, high-performance sport places enormous strain on the human body. Protecting the

players' health and safety is therefore one of the highest priorities and duties of the industry. More specifically, it is the responsibility of the event or competition organiser to ensure the health and safety of players during their competition. This includes ensuring mandatory pre-competition examinations are readily available and completed. These form part of the players' fundamental rights and guarantees.

### Pre-tournament medical examination



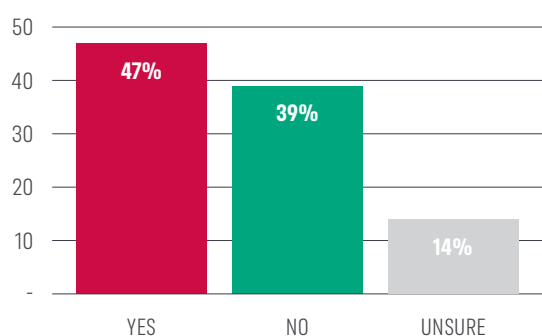
- 54% of players did not receive a pretournament medical examination.
- 46% of players received a pretournament medical examination, just 30% included an Electrocardiogram examination. An electrocardiogram examination can help detect problems with your heart rate or heart rhythm, which is essential for any player entering intense competition.

## MENTAL HEALTH SUPPORT

Mental wellbeing concerns – such as distress, anxiety, depression, and sleep disturbance – refer to adverse feelings, thoughts and/or behaviors that are likely to hinder important life areas such as learning, living, working, and social contact. Professional footballers play out their career in full view of the general public and media, and as professionals they are exposed to football-specific and generic stressors likely to induce mental health problems. Therefore, it is not surprising that

players are comparatively as likely (or even more likely in several circumstances) to suffer from mental health problems as the rest of the population (as revealed by FIFPRO studies). A FIFPRO study conducted in 2015 found that 38% of active professional footballers reported depressive symptoms. This equates to approximately 9 players out of a 25-person squad. Therefore, it was pertinent to ask players to reflect on their perspectives on access to this vital piece of health and wellbeing support.

### Access to Mental Health Support



- **39% of players did not have access to mental health support during the Confederation Championships, with 14% unsure if this support existed.**

As clearly articulated by an international player below, it is crucial that when mental health support is offered, there is a quality control mechanism in place. Meaning all support staff must be qualified and experienced in working with elite athletes. Without this, athletes will not have elite-sport specific support and therefore without the correct support needed.

**With the question about mental health, there was a psychologist that came with us over the first week there, but we met him late in the week we came into camp. My feeling is that it is more of a box to check than actually bringing in a person who understands the pressure of being a national team player in a tournament or a professional player. Personally, I would have really needed a person to talk to but the person that came with us hasn't played the game at this level and just graduated with his degree and I didn't feel like I could talk to him.**

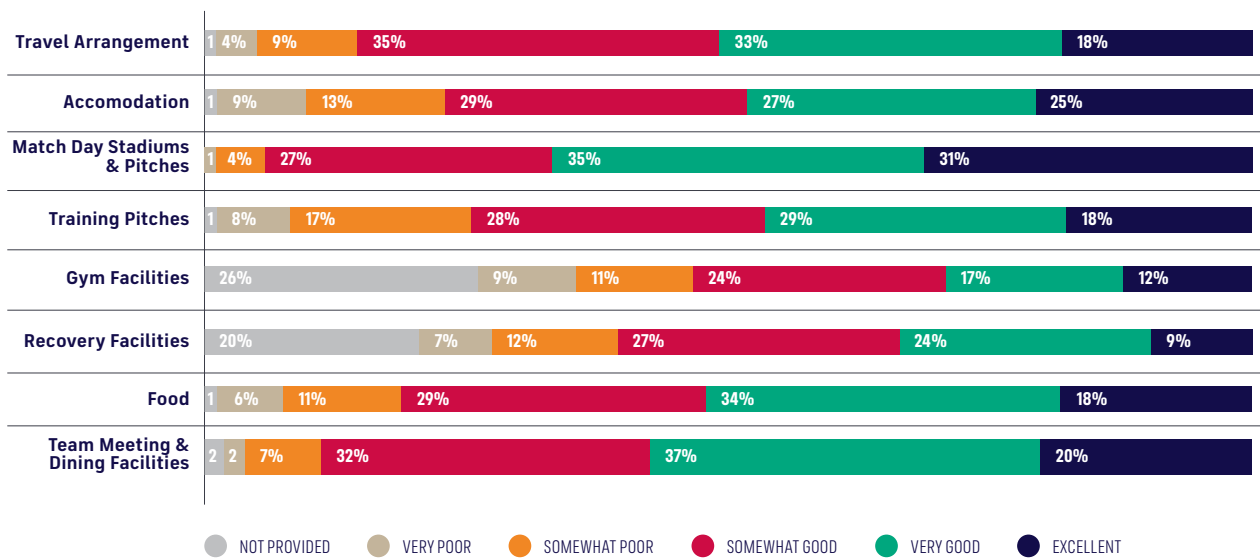
UEFA player

## IMPROVEMENTS FOR CONFEDERATIONS

Players are the most important and essential part of any successful football competition, and the development of the women's football industry is dependent on the potential of players being fully realised and supported. Adding the lived experience of players and centralising their voice is a critical aspect of developing better informed, evidence-based decision-making on the qualification pathways. This data provides a fundamental perspective that can support the formulation and

implementation of policies and strategies that protect the interests and rights of players and support a more equitable and sustainable qualification process and regional experience. Irrespective of their income, sporting success or public image, footballers are people first. Their human rights and pursuit of a dignified professional career are the essence of a well governed, sustainable, and just football world.

### Improvements for confederations




- The majority of players believed that there can be improvements in almost all components of conditions for both performance and general wellbeing for players.
- 93% of players believe there should be an improvement in pay and prize money for their Confederation Championship participation.
- 60% of players conclude that match scheduling requires improvements.
- 69% believe that the quality of travel arrangements can improve and 72% think that the accommodation can improve.

As evident in the above data, the players have recognised and articulated concrete areas for improvement in the current conditions concerning the Confederation Championships. Importantly, **the qualitative data also shows that players are concerned about equalisation of conditions between teams at the tournaments themselves, to make the chances of success more equitably available to all that that compete.**

Similarly, there is an overwhelming call from players that there should be an improvement in pay and prize money at Confederation level competition. The wellbeing of the players is a precondition to

the wellbeing of the game. Therefore, economic opportunities in the women's game are vital to its growth and success, and prize money and equitable redistribution to players can play a massive role in providing and improving those important economic opportunities. As with the recent example of the FIFA / FIFPRO negotiations regarding the Pathway to Equality, backed by the voices of women national teams and their unions, **competition organisers and governing bodies can sit with players and their representatives to proactively reach solutions and work collaboratively to address inequities.**



**My concerns are that some team accommodations and facilities are better than others, so some teams are better rested etc. for games. One thing is that all teams should have the same standard off the pitch to make sure on the pitch we are playing fair.**

OFC player

**The difference in the performance level because of the different conditions players experience.**

UEFA



# 07 / CALL TO ACTION

A unified set of elite performance conditions must apply to those participating in elite global competitions such as international and continental tournaments – both at club and national team level. Competition organisers have a duty to ensure that the playing conditions of their competitions are the same elite standard for all participating players and thus a single universal qualifying standard and structure must be established and implemented. This is about ensuring that all football players competing in international tournaments can perform to the best of their abilities in a manner that protects and respects them as people and athletes.



## IS USING THIS DATA TO CALL FOR



**Better informed, evidence-based decision-making**  
on the qualification pathways to the Women's World Cup.



**Universal standards and adequate conditions**  
to be in place that support the physical and mental well-being of players and protect and promote their ability and integrity.



**FIFA Women's World Cup qualifying competitions**  
be standalone processes with a more complete regulatory framework.

How these conditions are implemented, enshrined and protected, is vitally important. Working proactively with players and their unions to address their concerns and gather their input for areas of meaningful improvement will help charter a path forward towards sustainable growth for the industry. Establishing standards for a single set of universal conditions in football's top tournaments is also about ensuring that that fair and equitable conditions are provided across the game, giving the world's best players, regardless of geography, the opportunity to perform at their full potential.

The development, implementation, and enforcement of recognised principles at the international level are essential to provide guidance and best practice to many domestic football markets around the world. While collective development is a key first step, the full

establishment and application of such working standards depends on the domestic market situation and the context-specific possibilities for implementation and enforcement. While this is ultimately a responsibility for domestic and national football stakeholders, there is a fundamental role for regional confederations, FIFA and FIFPRO. The governing bodies must determine the frameworks for how these standards for player conditions are applied, monitored, and ultimately enforced.

Players are the most important resource for all football teams and the athlete is central to the existence of sport. The potential of the game and the industry is dependent on the potential of the player being fulfilled. This can only be realised under conditions that support the physical and mental wellbeing of players, and that protect and promote their ability.











# 08

## APPENDIX - SURVEY DATA BY CONFEDERATION

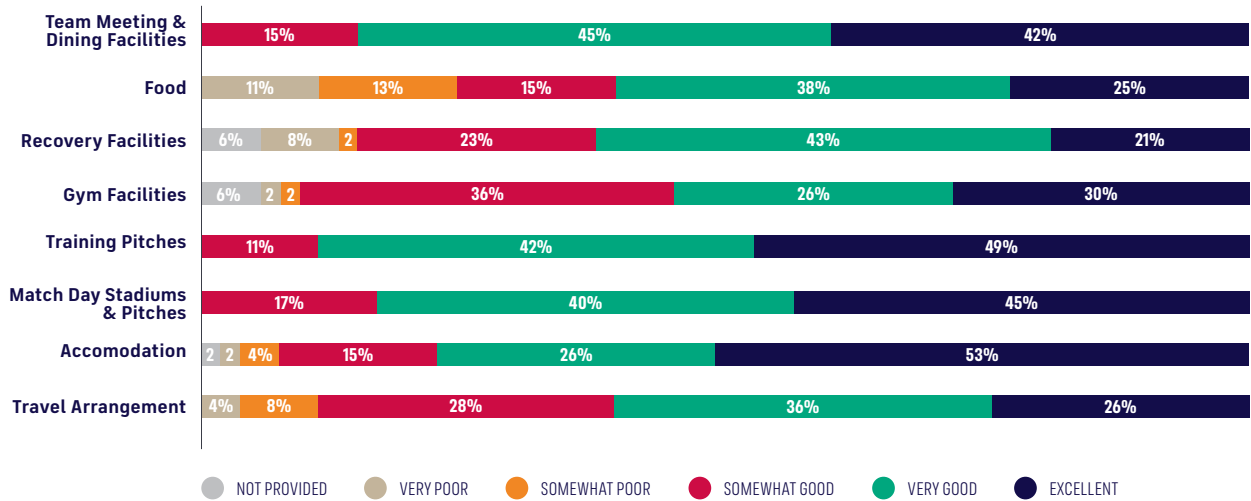
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# 08 / APPENDIX - SURVEY DATA BY CONFEDERATION

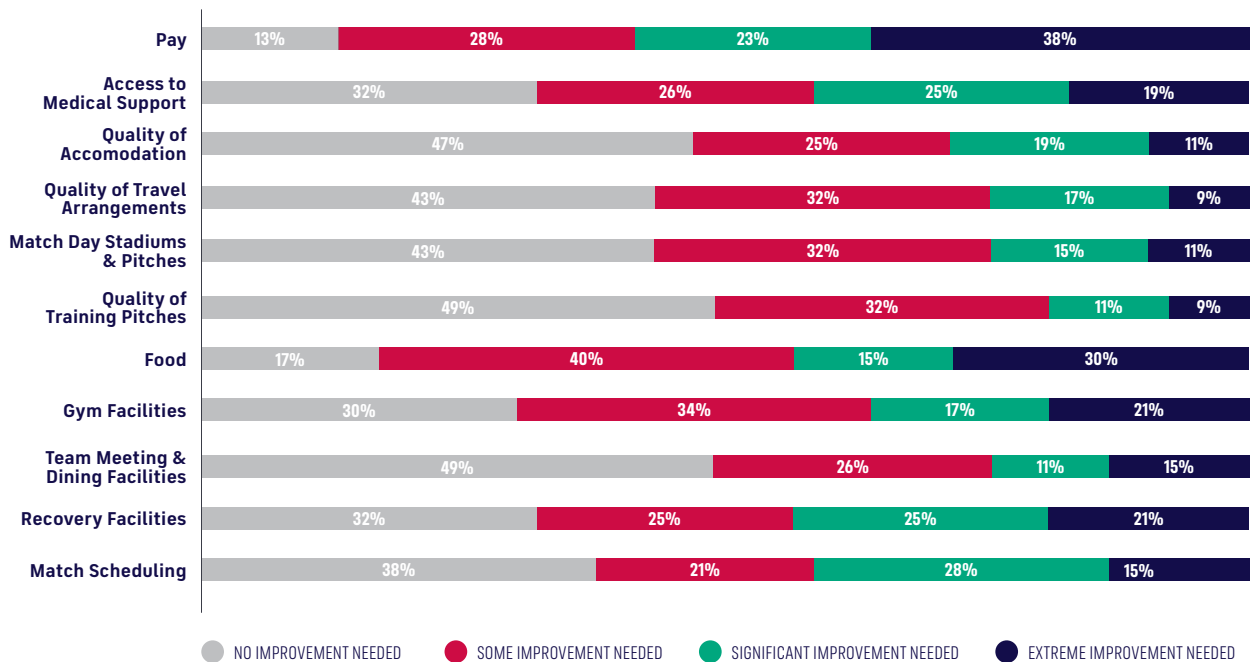


## 1. CONFEDERATION OF AFRICAN FOOTBALL (CAF) African Women's Cup of Nations (AWCON) 2022

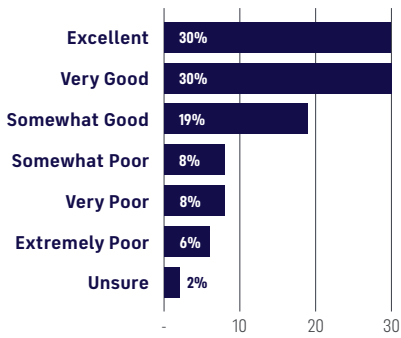
### Accommodation & Facilities



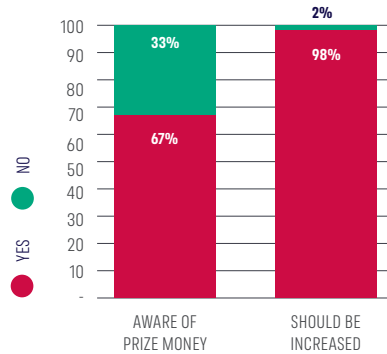
### CAF



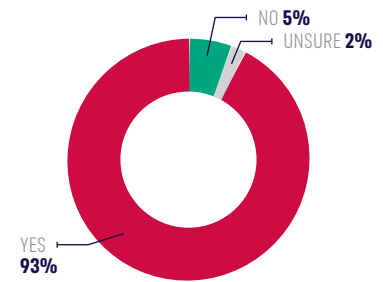
### Performance of CAF at 2022 AWCON



### Prize Money

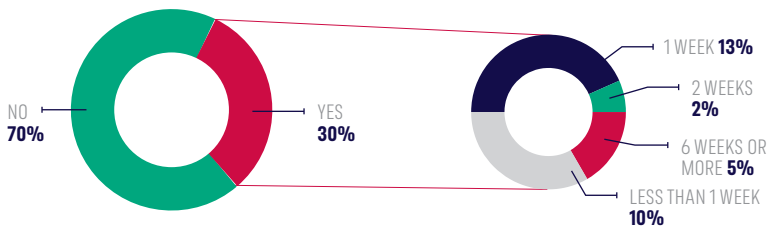


### Briefed Regarding Tournament Regulations

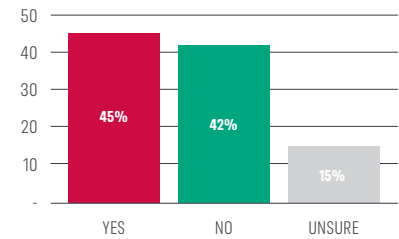


## Health & Safety

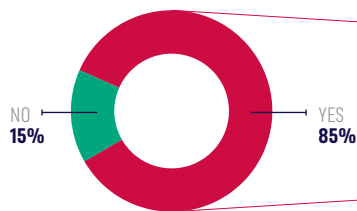
### Injured during AWCON



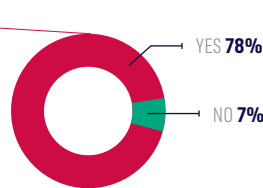
### Access to Mental Health Support



### Pretournament Medical



### Include ECG

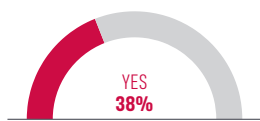


### Medical Care

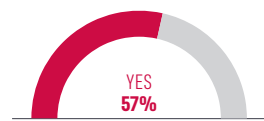


## Preparation & Fixtures

### Sufficient Staff Support



### Sufficient Equipment



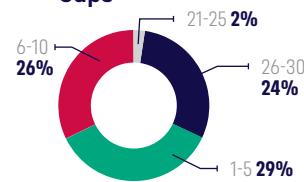
### Sufficient Preparation Time



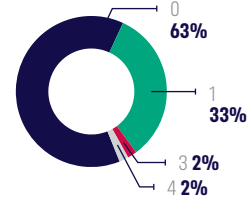
### Remunerated for Preparation Time



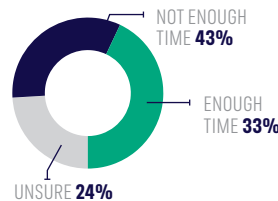
### Caps



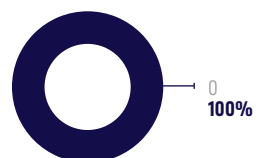
### Olympic Games Appearances



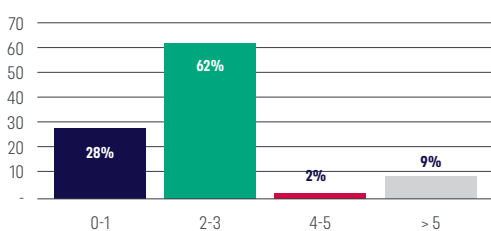
### Scheduling of Time Between Matches



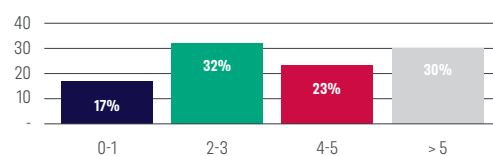
### World Cup Appearances



### Rest Days Before National Team Games



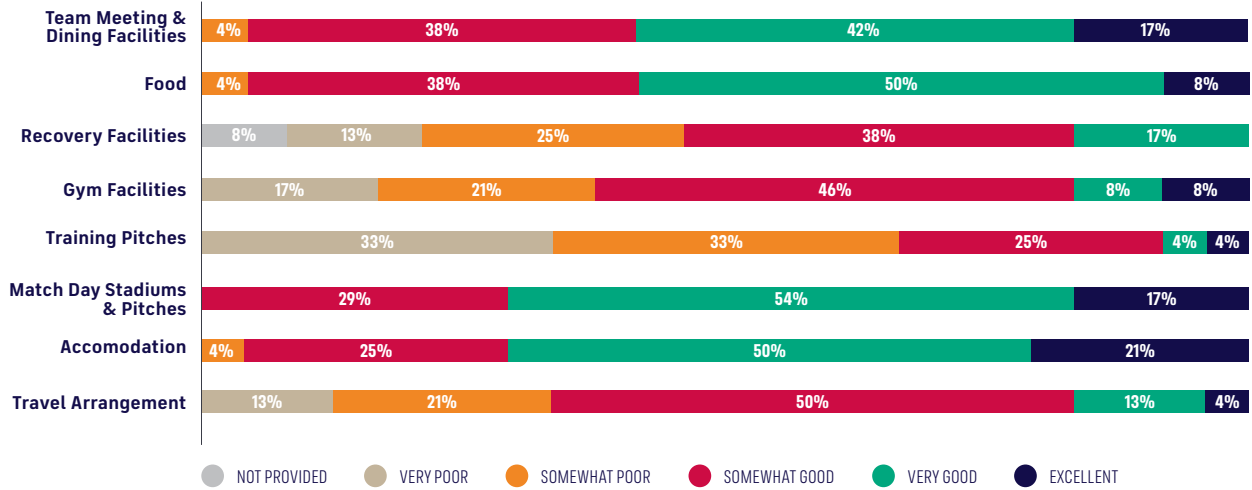
### Rest Days Before Resuming Club Training



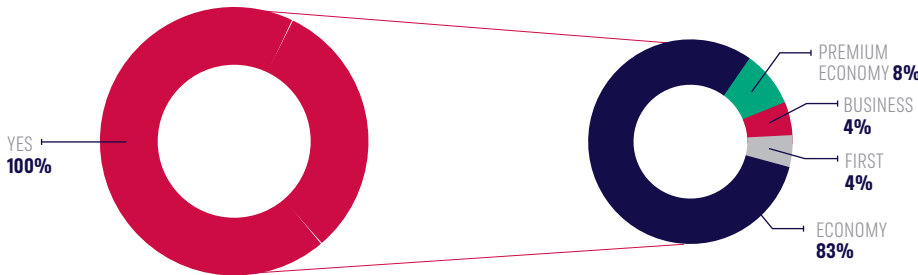


## 2. CONFEDERATION OF NORTH, CENTRAL AMERICA AND CARRIBEAN ASSOCIATION FOOTBALL (CONCACAF) CONCACAF W CHAMPIONSHIP 2022

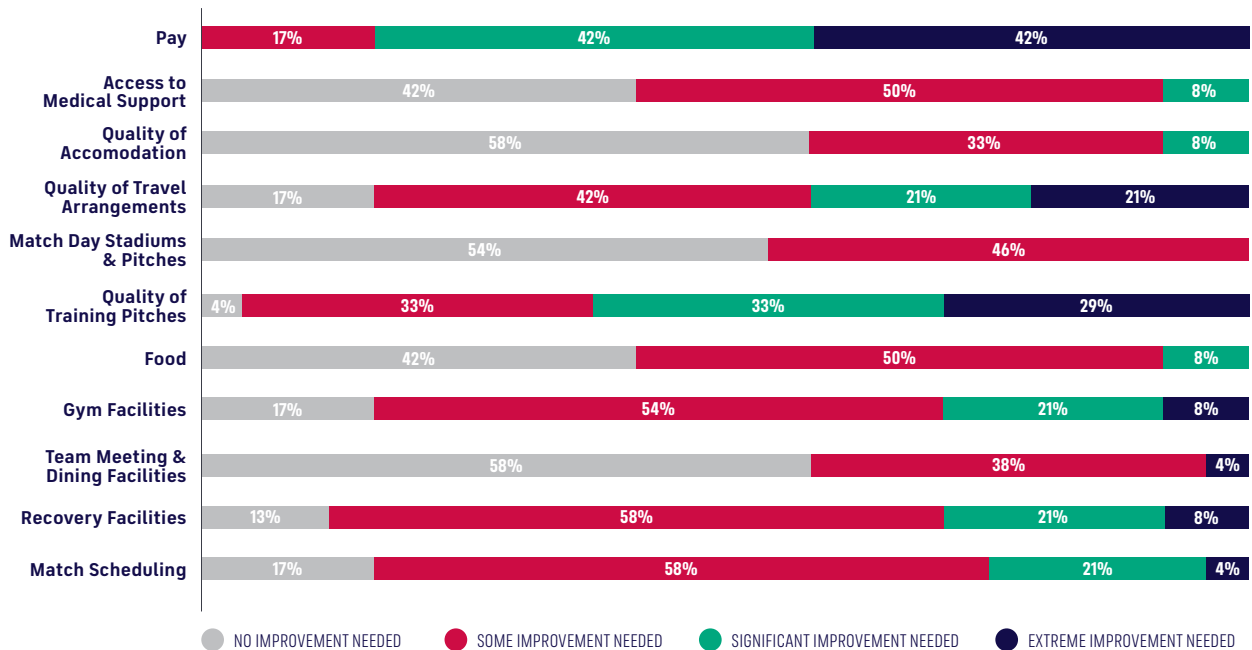
### Accommodation & Facilities



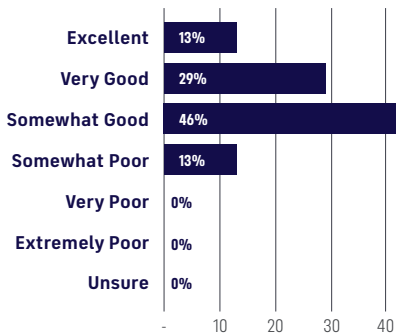
### Air Travel to Tournament



### CONCACAF



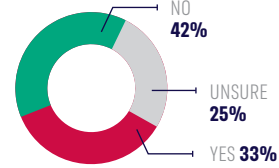
### Performance of CONCACAF at 2022 W Championship



### Words Associated with CONCACAF



### Briefed Regarding Tournament Regulations

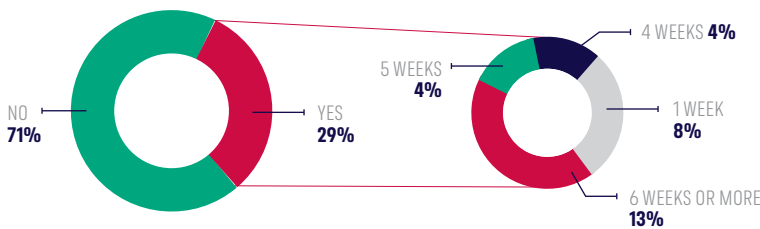


### Know that CONCACAF is responsible for Tournaments Regulations

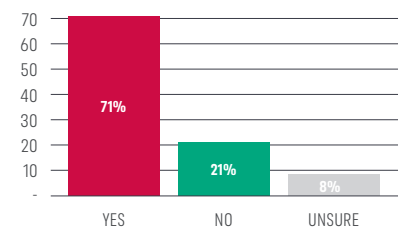


## Health & Safety

### Injured during AWCON



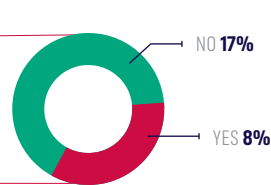
### Access to Mental Health Support



### Pretournament Medical



### Include ECG



### Medical Care



## Preparation & Fixtures

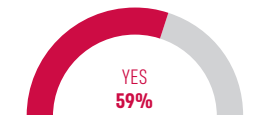
### Sufficient Staff Support



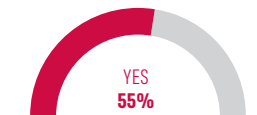
### Sufficient Equipment



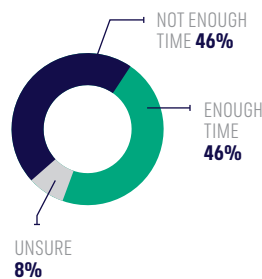
### Sufficient Preparation Time



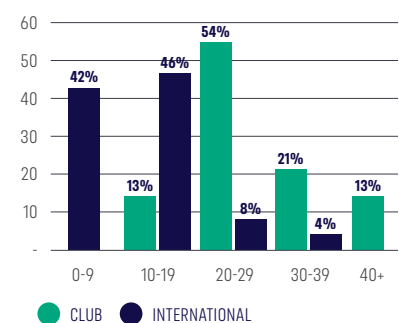
### Remunerated for Preparation Time



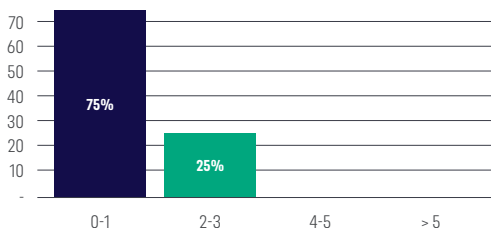
### Scheduling of Time Between Matches



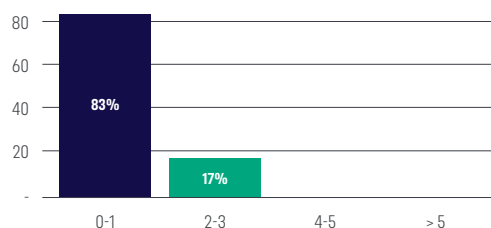
### Games Played



### Rest Days Before National Team Games



### Rest Days Before Resuming Club Training

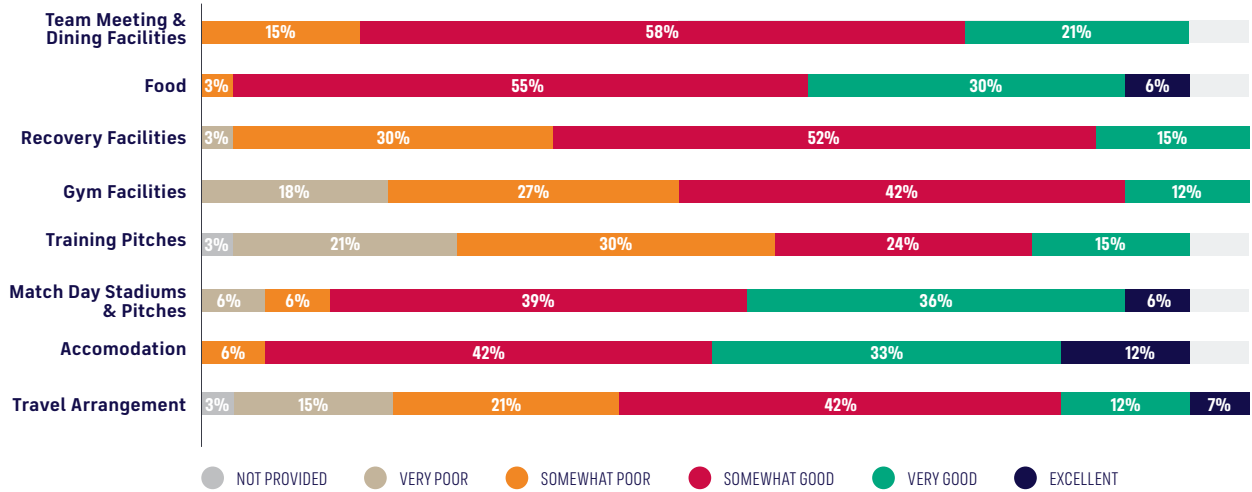




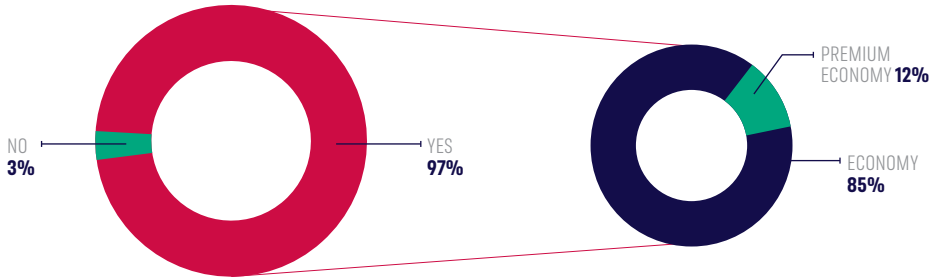
### 3. SOUTH AMERICAN FOOTBALL CONFEDERATION (CONMEBOL)

#### Copa América Femenina 2022

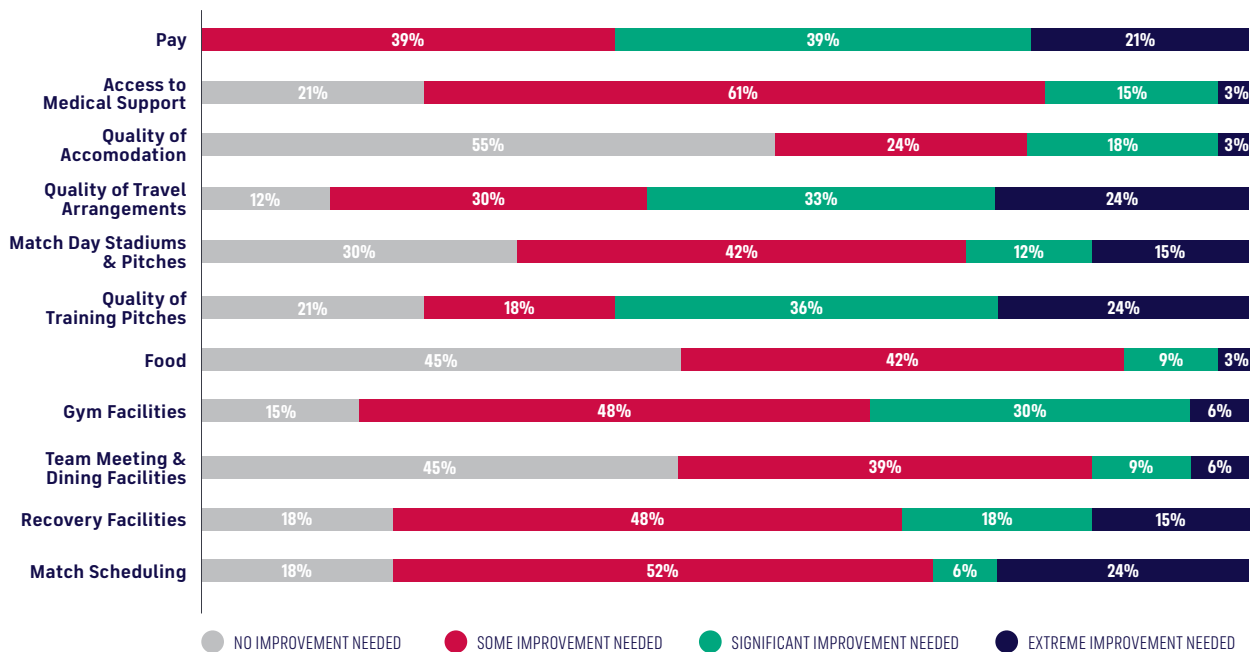
#### Accommodation & Facilities



#### Air Travel to Tournament

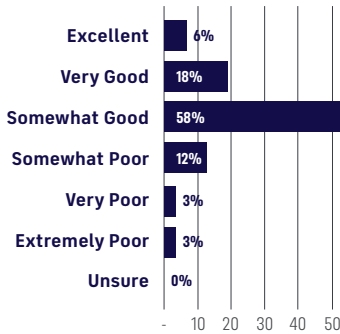


#### CONMEBOL

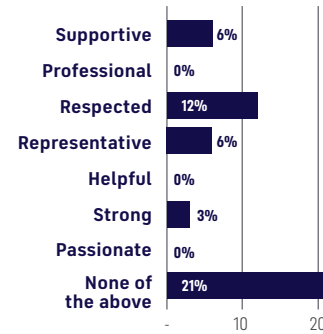




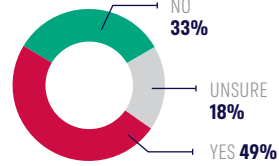
### Performance of CONMEBOL at 2022 COPA America



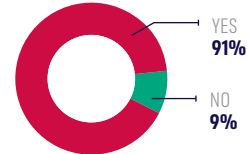
### Words Associated with CONMEBOL



### Briefed Regarding Tournament Regulations

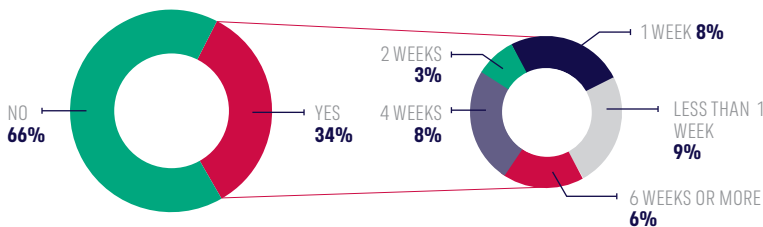


### Know that CONCACAF is responsible for Tournaments Regulations

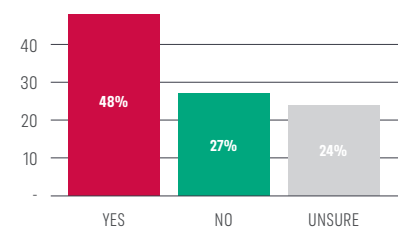


## Health & Safety

### Injured during AWCON



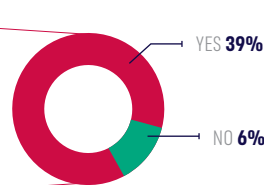
### Access to Mental Health Support



### Pretournament Medical



### Include ECG

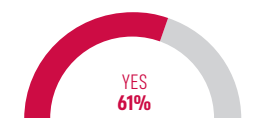


### Medical Care



## Preparation & Fixtures

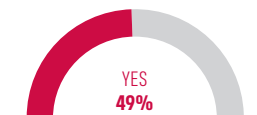
### Sufficient Staff Support



### Sufficient Equipment



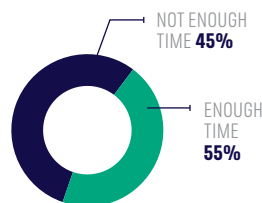
### Sufficient Preparation Time



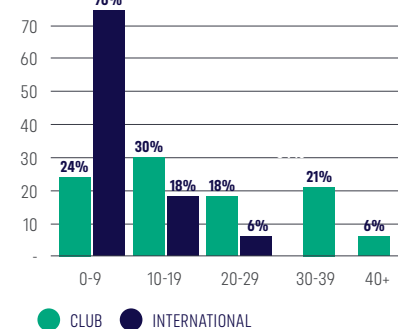
### Remunerated for Preparation Time



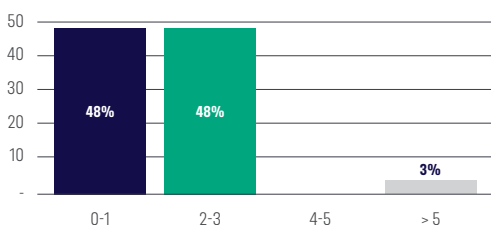
### Scheduling of Time Between Matches



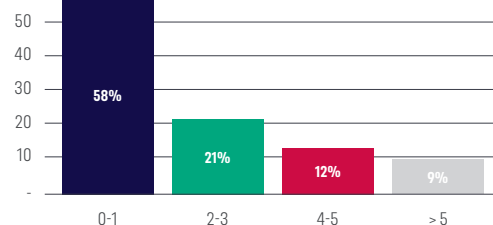
### Games Played



### Rest Days Before National Team Games



### Rest Days Before Resuming Club Training

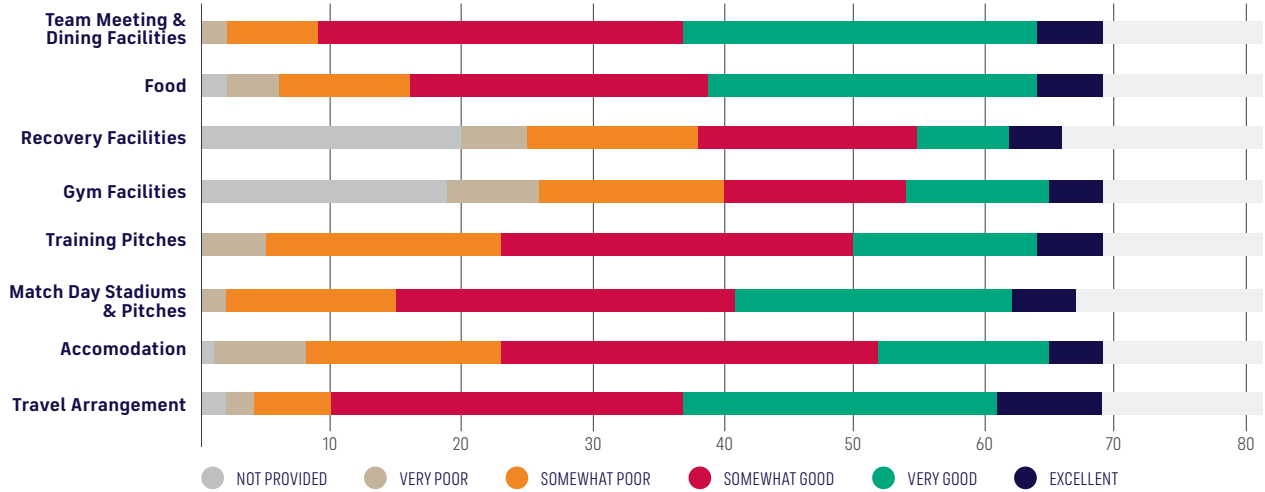




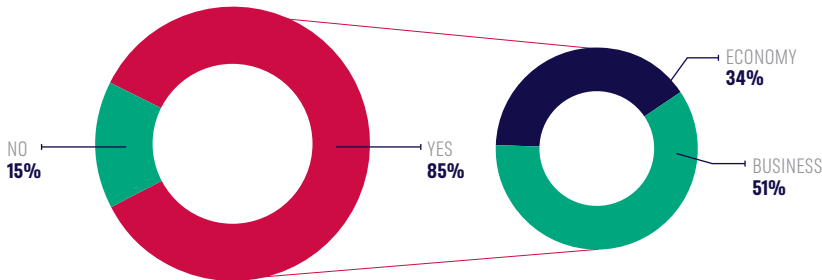
## 4. ASIAN FOOTBALL CONFEDERATION (AFC)

### AFC Women's Asia Cup 2022

#### Accommodation & Facilities



#### Air Travel to Tournament



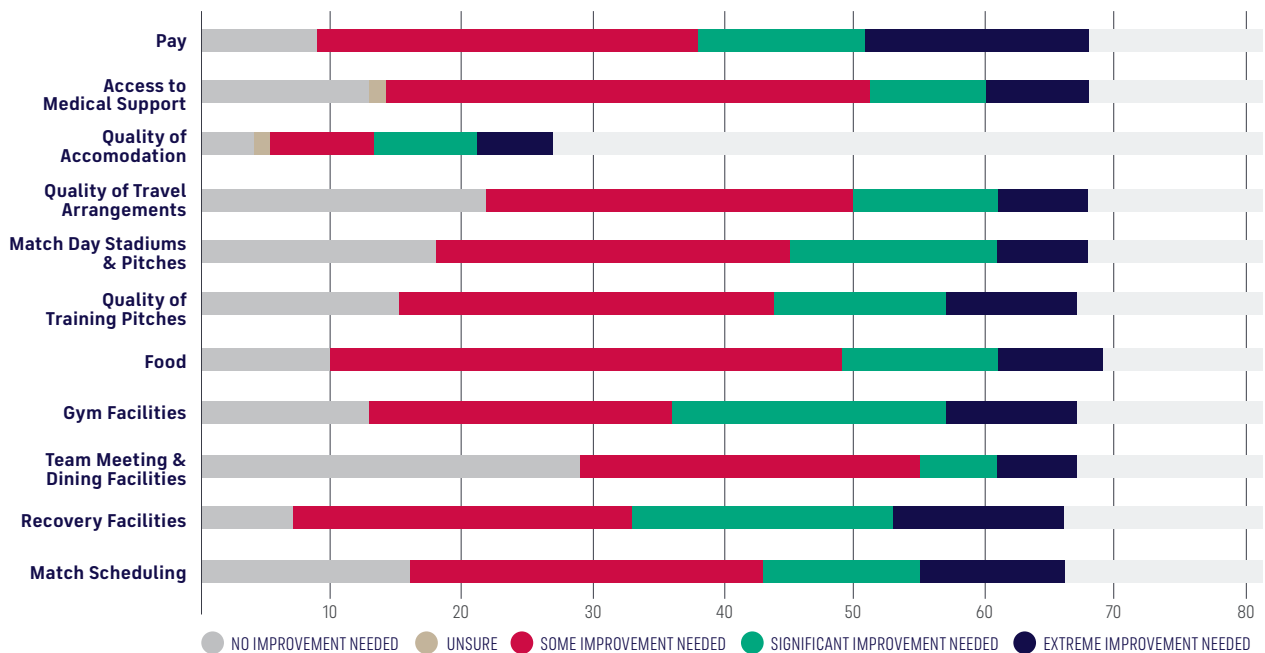
**Hotels were not up to standard**

**🚪 / Rooms not clean**

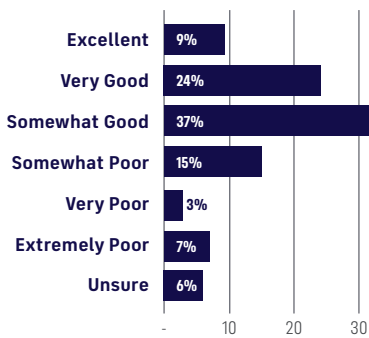
"Our rooms smelled of mold and there were no windows to open for fresh air. The rooms were also pretty dirty. Also the lack of ventilation in the locker rooms of the stadiums made it hard to breath and the air was hot and not that safe with Covid."

**🍴 / Poor Food Quality**

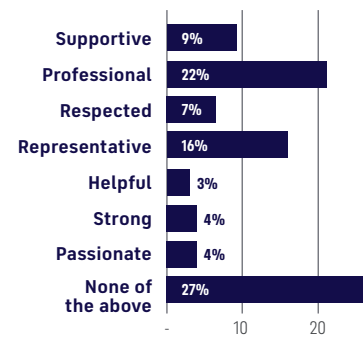
#### Asian Football Association



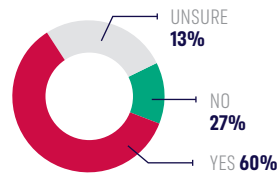
### Rating of AFC



### Words Associated with AFC



### Pretournament Briefing

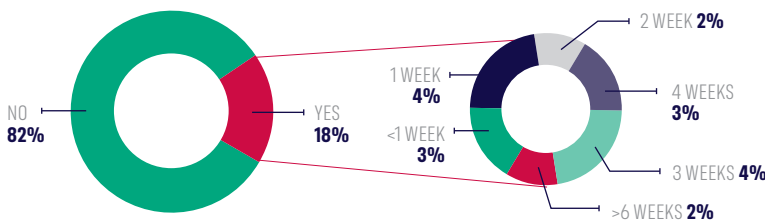


### Know that AFC Responsible for AWC

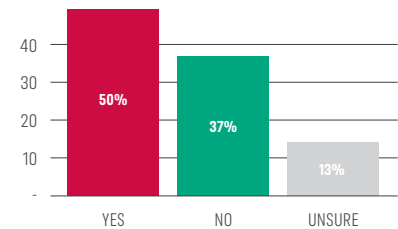


## Health & Safety

### Length of Injury Sustained at Tournament



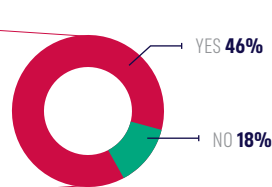
### Access to Mental Health Support



### Pretournament Medical



### Include ECG



### Medical Care



## Hygiene & Injury



### Hygiene

A highly concerning thing is the AQI levels. Some games the PM was so high, there was a fog over the field. Players go through great lengths to stay healthy, and take care of their bodies in order to play soccer at the highest level. It seems highly irresponsible to hold a tournament in a country where it is known that the AQIs are some of the highest in the world. Overall, it feels like the AFC put players health and safety at risk by deciding to go ahead with having the tournament in India. It is no secret that India's COVID-19 infection rates were very high, and the AQI was also very bad. This will more than likely have an impact on player and staff's longterm health.



### Injury

Physical fatigue, and injury prone. Recovery problems due to tight schedule

## Preparation & Fixtures

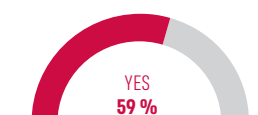
### Sufficient Staff Support



### Sufficient Equipment



### Sufficient Preparation Time



### Recovery Time Between Fixtures

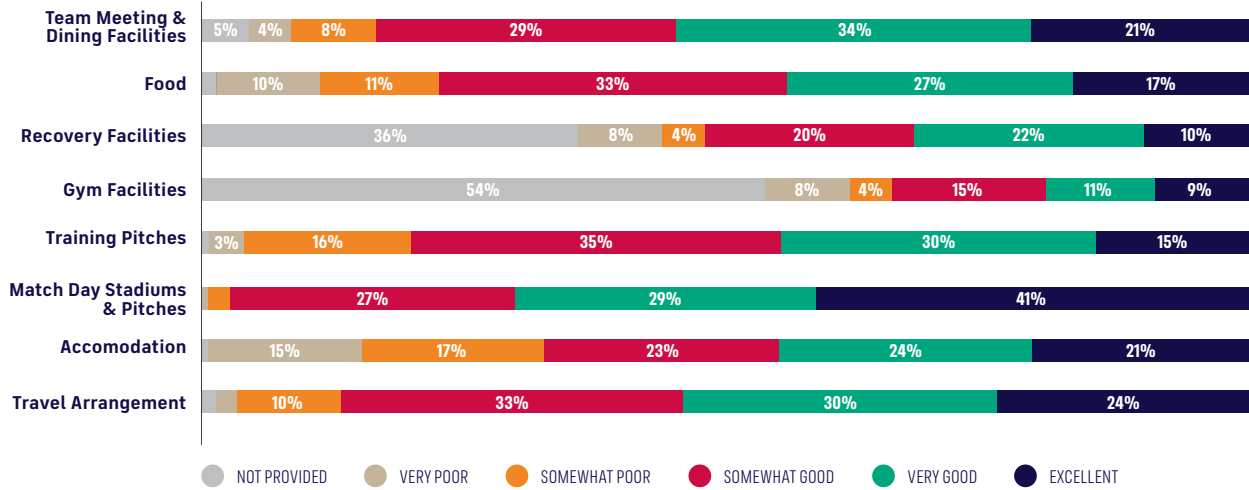




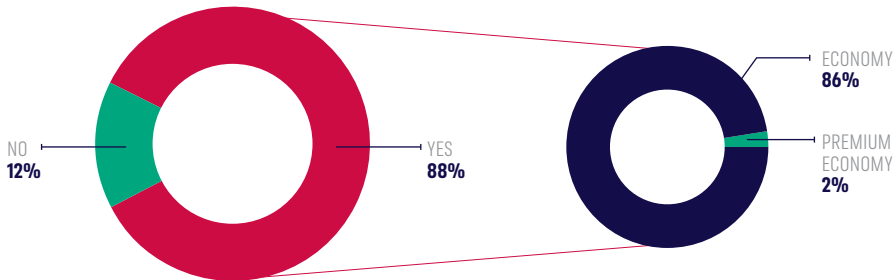
## 5. OCEANIA FOOTBALL CONFEDERATION (OFC)

### OFC Women's Nations Cup 2022

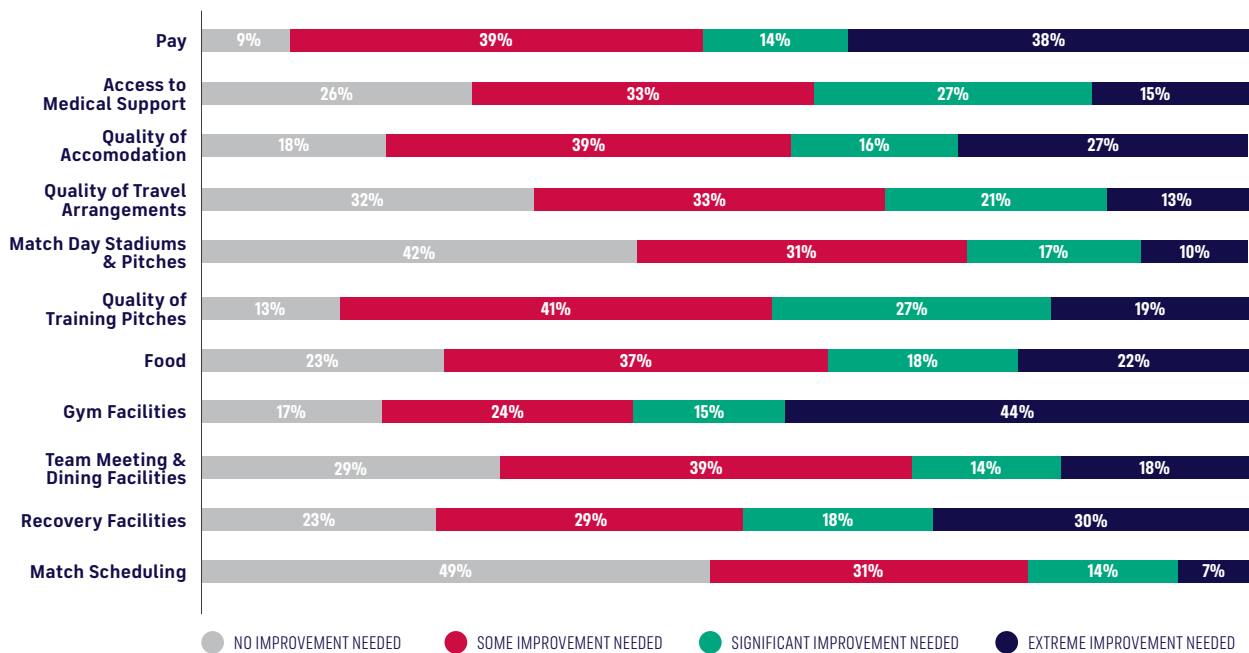
#### Accommodation & Facilities



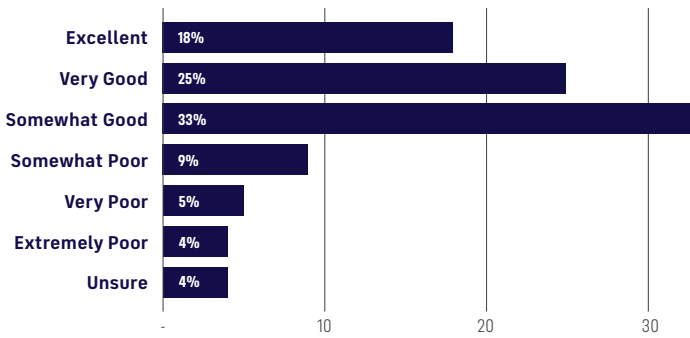
#### Air Travel to Tournament



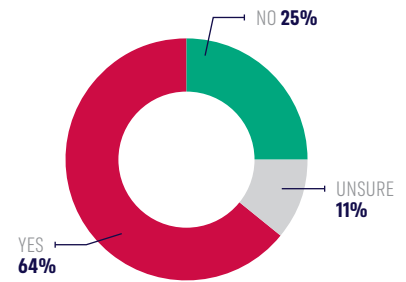
#### OFC



**Performance of OFC**

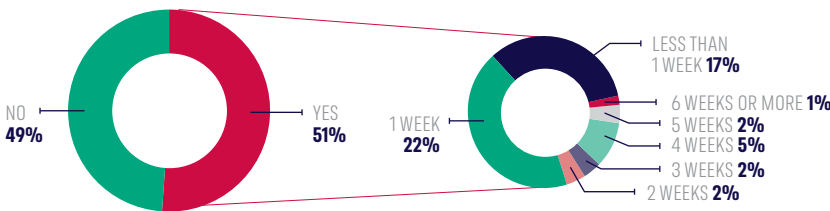


**Briefed Regarding Tournament Regulations**

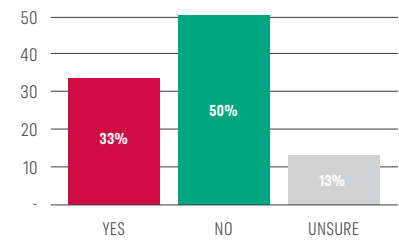


**Health & Safety**

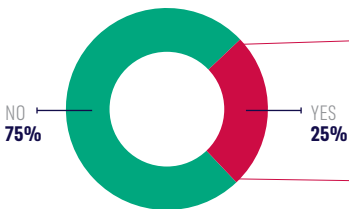
**Injured During AWCON**



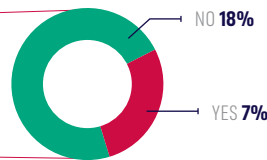
**Access to Mental Health Support**



**Pretournament Medical**



**Include ECG**

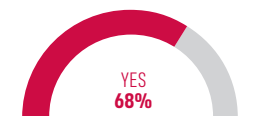


**Medical Care**



**Preparation & Fixtures**

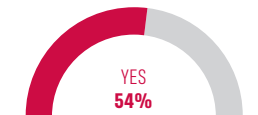
**Sufficient Staff Support**



**Sufficient Equipment**



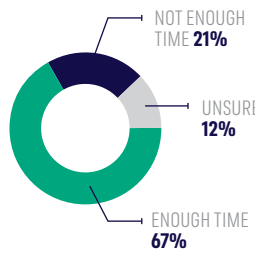
**Sufficient Preparation Time**



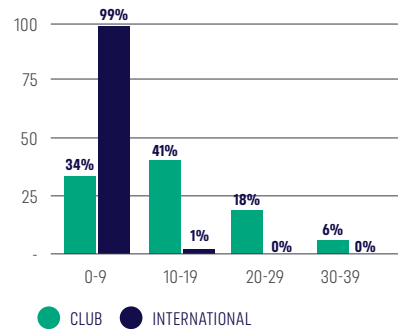
**Remunerated for Preparation Time**



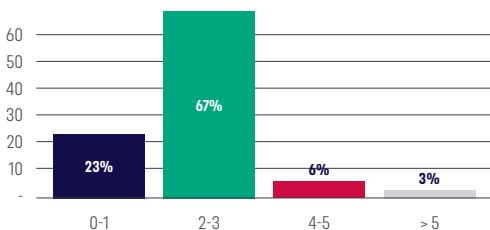
**Scheduling of Time Between Matches**



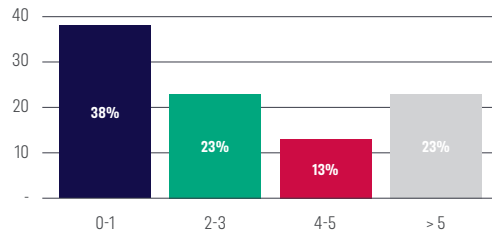
**Games Played**



**Rest Days Before National Team Games**



**Rest Days Before Resuming Club Training**

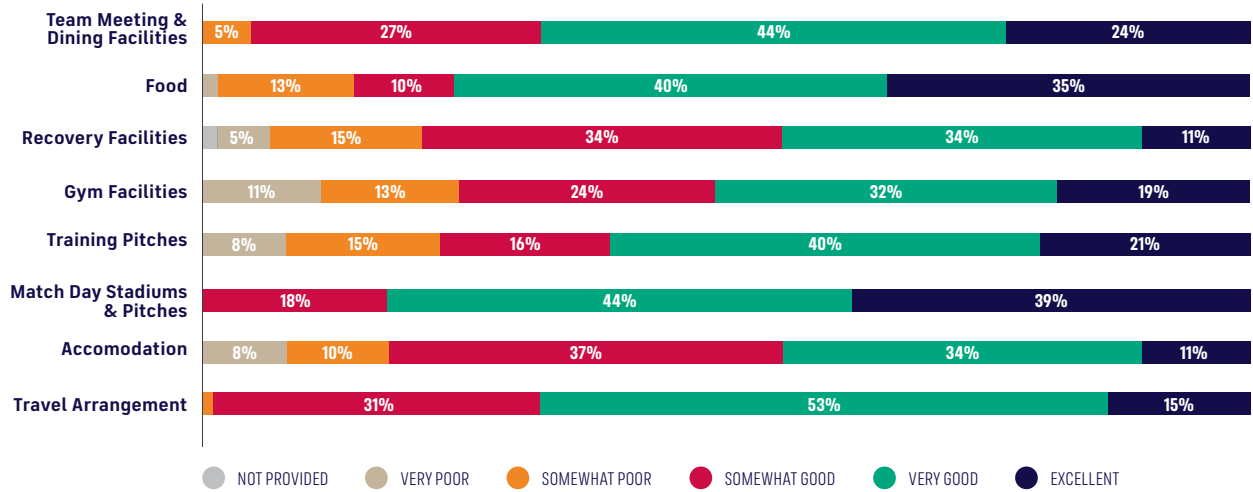




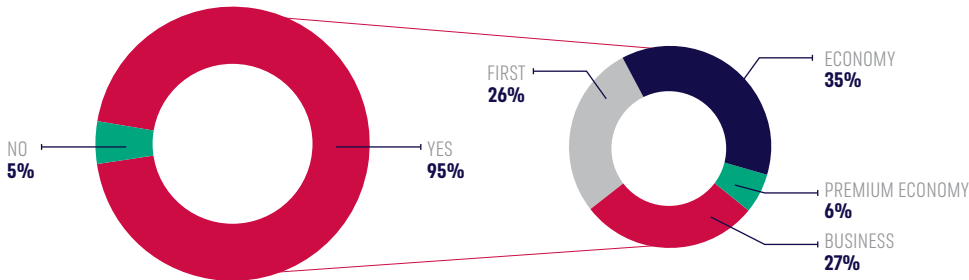
## 6. UNION OF EUROPEAN FOOTBALL ASSOCIATIONS (UEFA)

### UEFA Women's EURO 2022

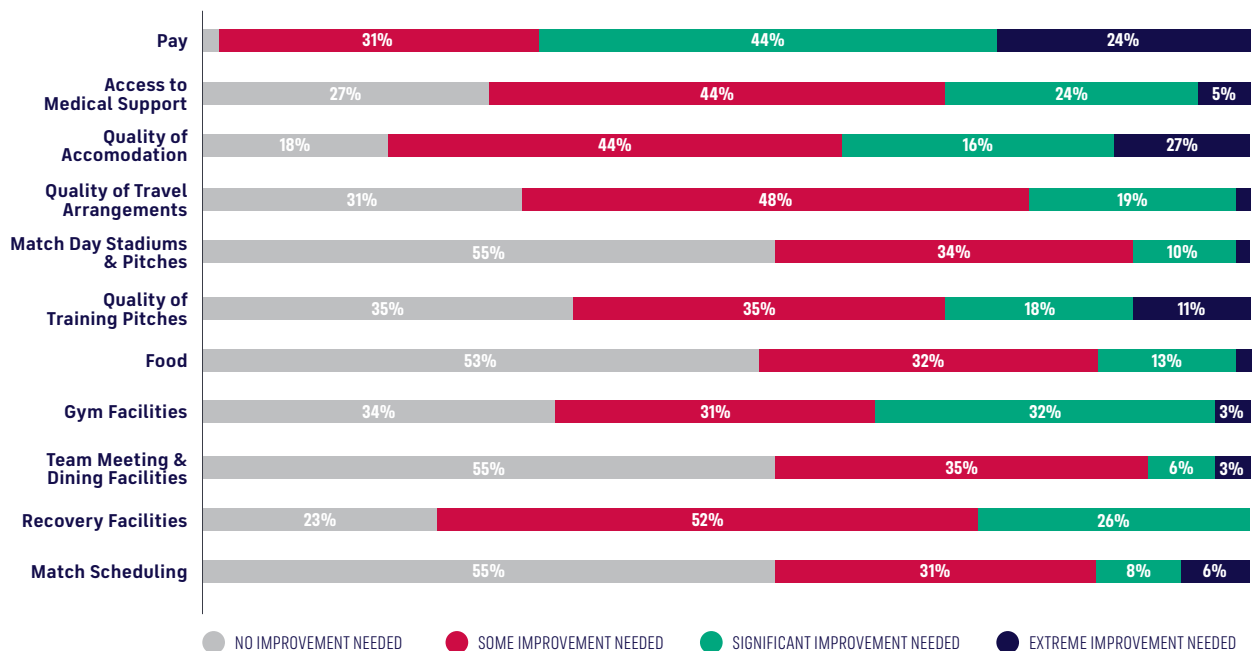
#### Accommodation & Facilities



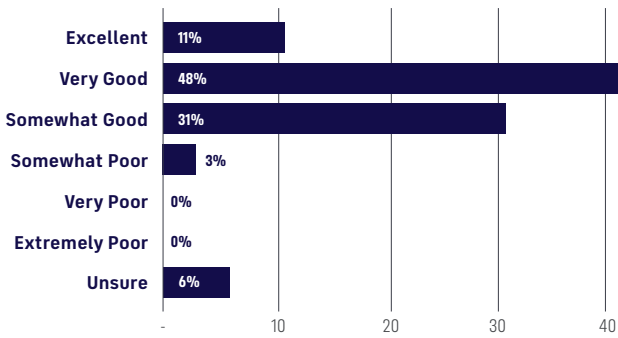
#### Air Travel to Tournament



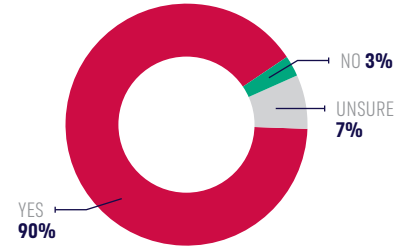
#### UEFA



**Performance of UEFA**

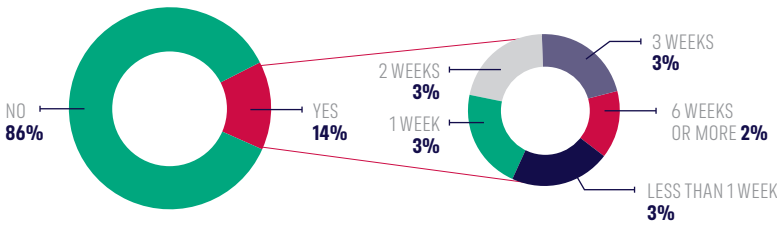


**Briefed Regarding Tournament Regulations**

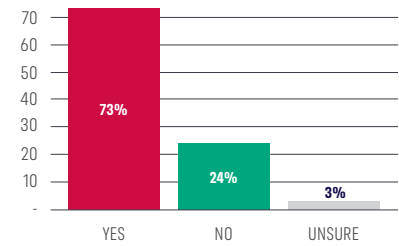


**Health & Safety**

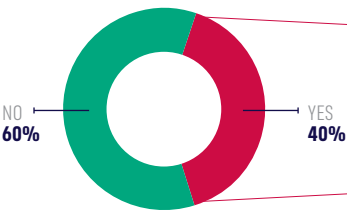
**Injured During Tournament**



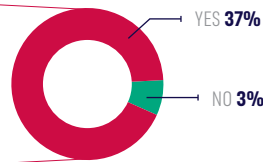
**Access to Mental Health Support**



**Pretournament Medical**



**Include ECG**



**Medical Care**



**Preparation & Fixtures**

**Sufficient Staff Support**



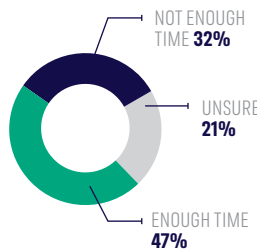
**Sufficient Equipment**



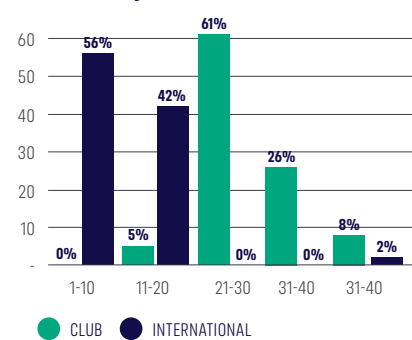
**Sufficient Preparation Time**



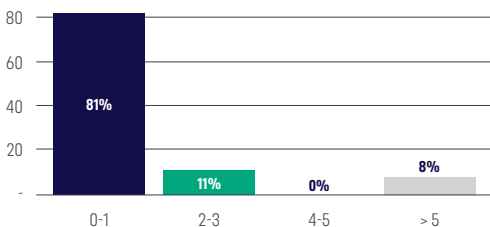
**Scheduling of Time Between Matches**



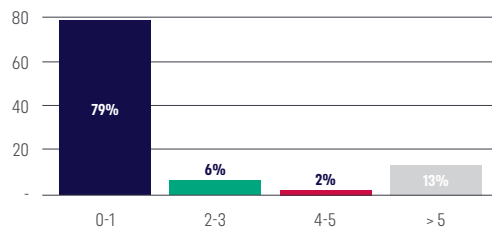
**Games Played**



**Rest Days Before National Team Games**



**Rest Days Before Resuming Club Training**





**FIFPRO**  
**FOOTBALL**  
**PLAYERS**  
**WORLDWIDE**

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