



SUSTAINABILITY REPORT 2019 | 2021

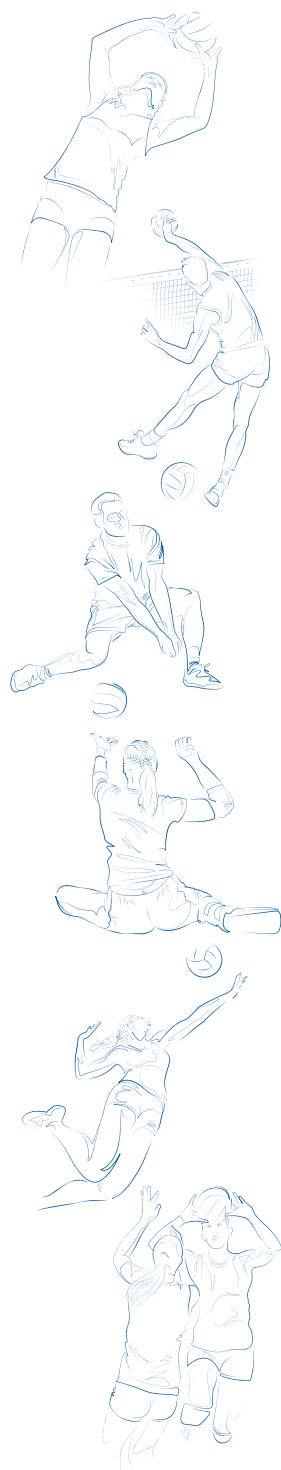




SUSTAINABILITY REPORT 2019 | 2021



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President Cattaneo's Letter

The Italian Volleyball Federation Sustainability Report transparently describes all the activities carried out by the Federation in the interval 2019-2021 to order to meet the expectations and needs of its stakeholders.

The period under analysis was marked by the pandemic spread of the Sars-Cov-2 virus, which paralyzed a lot of human activities, including sport. Starting from March 2020, for several months, all sports activities were interrupted, with serious consequences of technical, organizational and economic nature on the whole sport system, with losses of revenues, difficulties of cash flow and layoffs. All sports programs were also reconfigured as a consequence of the postponement of the Tokyo 2020 Olympics to 2021.

Concerning Volleyball, the interruption of the activities created losses estimated at over 20 million euros for the basic Volleyball, to which are added almost 29 million for the advanced.

After an initial phase of analysis, FIPAV immediately took action to safeguard the assets of the companies present throughout the country. A project was then started aimed at defending the companies, with a reduction in membership fees; support athletes and technicians, with a reduction of membership fees and facilities; and, finally, starting from young people, the Federation has decided to take charge of all registration and competition fees of the youth championships for the sports season 2020/2021, in order to encourage the restart of Italian Volleyball by putting pressure on participation in youth championships.

2020 was also the closing year of my mandate and I am convinced that through these important interventions our movement can be more solid and sustainable.

Have a good read.

Pietro Bruno Cattaneo

President Manfredi's Letter



I am pleased to present the 2019-2021 Italian Volleyball Federation Sustainability Report, the document that describes the path of Social Responsibility undertaken in 2009 by FIPAV and reported over the years through the Social Report.

My mandate, which began in March 2021, has the commitment to continue the revival of our disciplines after the devastating consequences caused by the pandemic with particular attention to the most important parts of the Federation: the territory and sports clubs.

The choices adopted for the project of the volleyball movement relaunch and for the management of national teams during the pandemic winners were crowned by the beautiful victories of both our Teams National, both male and female, at the European Championships. Successes that are driving forces for the whole movement composed of High Level and Basic Volleyball.

As FIPAV we have the duty to protect and encourage the development of both these sectors and we will continue to work hard to put the sad and unforgettable pandemic period definitely behind us.

This Sustainability Report for our Federation represents a document of increasing strategic importance, to establish a solid relationship and trust with our stakeholders and report to them not only the sport performance, but also the economic, social and environmental one resulting from all the activities carried out.

FIPAV strongly believes in the role of sport for the achievement of a development that is sustainable both for the planet Earth and for the people who live there. And it is through this document that FIPAV wants to give its contribution to the construction of a more sustainable world.

I can only wish you a good reading!

Giuseppe Manfredi



General Administrator's Letter

Welcome to our usual appointment with the FIPAV Report of Sustainability. This edition reports the results reached by the Federation during a delicate historical period, which placed unprecedented challenges in front of us. Challenges that for FIPAV, a Federation oriented to sustainability, have meant above all the importance of giving support for affiliated companies and registered athletes, but also put at the center and protect the health of the people operating within our organization.

The Sustainability Report, in addition to being a valid communication tool, allows a deep internal reflection and evaluation of the correct alignment of what has been achieved with the objectives set. In addition, the periodic involvement of all the federal actors allows us to be more aware of the expectations and demands of the universe of subjects that gravitate around our Federation and, therefore, to better orient the federal strategies.

So far, the results achieved both on and off the pitch tell us that we are on the right track to realize our vision.

All that remains for me, therefore, is to join our former President Cattaneo and the new President Manfredi in wishing you a good reading of the document.

Alberto Rabiti

FIPAV Sustainability Report 2019-2021

Methodological note

The FIPAV intends to renew the commitment made with its partners to report transparently its identity and the performance achieved from the point of view of sport, economic, social and environmental sustainability, in continuity with the path of social responsibility undertaken with the Sustainability Report 2019-2021.

With the previous 2017-2018 Sustainability Report it was decided to change the reporting frequency from annual to biennial. The recent events caused by the pandemic that began in 2020 have also had a significant impact on federal sustainability reporting activities. It was therefore decided, for this edition and in order to give continuity to the consolidated reporting path of the FIPAV, to include in this document the reporting periods of the 2018-19, 2019-20 and 2020-2021 sport seasons.

This document is addressed to all those who love and live Volleyball daily, to all those who collaborate in it or who are influenced by its activities to a different extent.

This is the tenth edition of the sustainability reporting document published in the history of FIPAV.

The information reported refers to the initiatives and results achieved by FIPAV in the last three sports seasons 2018/19, 2019/2020 and 2020/2021, strongly marked by pandemic events.

For the preparation of the 2019-2021 Sustainability Report, FIPAV has adopted as a reference the Guidelines for the Preparation of the Third Sector Entities Social Report, issued by the Ministry of work and Social Policies on 4 July 2019 and published in the Official Journal on 9 August 2019, whose principles guided and inspired the entire process of drafting of this document.

The principles characterizing the FIPAV Sustainability Report 2019-2021

In the preparation of this Sustainability Report, FIPAV has followed the following principles of reporting.

Relevance: in the document are reported all the relevant information to understand the situation and the performance of the Federation, the economic, social and environmental impacts of its activity, or that could substantially influence stakeholder evaluations and decisions.

Completeness: the main interlocutors and the information deemed useful have been identified and required by them to evaluate the results has been reported the social, economic and environmental aspects of the Federation.

Transparency: the information is reported in a transparent way as well as the process followed to detect and classify them.

Neutrality: information is reported impartially and independently of partisan interests.

Period competence: all information regarding the reporting period is reported.

Comparability: the information is reported in such a way as to allow, as much as possible, comparisons both in time (compared to previous reporting periods) and in space (compared to other National Sports Federations).

Clarity: the information was presented in clear and understandable language, also accessible to non-expert readers or without special technical skills.

Reliability: reporting is carried out objectively. Positive, official and all collected data in the FIPAV On Line, are not overestimated, and the negative data and the risks involved are not underestimated. In addition, uncertain effects should not be prematurely documented as certain.

Veracity and verifiability: data and information refer to reliable sources.

Verifiability and autonomy: where third parties have been involved in the drafting of the document or to ensure the quality of the drafting process, they have been required to guarantee the most complete autonomy and independence of judgment.

Minerva Munzi

R.S. Project Manager

FIPAV Study Centre

This Sustainability Report has benefited from the effective and careful collaboration of the FIPAV Secretariat and Presidency, as well as the valuable participation of all Federal Departments and Offices.

CRUCIAL NUMBERS

Triennium 2019 | 2021



VOLLEYBALL

2019

3

GOLD

5

SILVER

1

BRONZE

ACTIVITIES
INTERRUPTION

2020

1

GOLD

1

SILVER

2021

4

GOLD

2

SILVER

TOTAL MEDALS

17

GOLD

17

SILVER

9

BRONZE



BEACH VOLLEY

2019

3

GOLD

4

SILVER

2020

2

GOLD

4

BRONZE

2021

4

GOLD

3

SILVER

4

BRONZE

SITTING VOLLEY

2019

1

SILVER

ACTIVITIES
INTERRUPTION

2020

1

SILVER

2021

AFFILIATE SOCIETIES

2018 **4,321**
2019 **4,233**
2020 **4,122**

CARDHOLDERS

Athletes, Managers, Referees, Coaches,
Smart Coaches and Physiotherapists

2018-19	415,096	131,079 MEN 284,017 WOMEN
2019-20	400,690	127,854 MEN 272,836 WOMEN
2020-21	306,846	103,833 MEN 203,013 WOMEN

PARTICIPATING TEAMS

To the volleyball
federal championship

2018-19 **15,154**
2019-20 **15,087**
2020-21 **11,072**

MATCH PLAYED

"Serie A"
volleyball federal
championship
Youth Category
Championships

2018-19 **182,376**
2019-20 **122,217**
2020-21 **85,059**

BEACH VOLLEY FEDERAL EVENTS

2018-19 **582**
2019-20 **120**
2020-21 **517**

FIPAV HOMOLOGATE SPORT FACILITIES

8,208

COVID-19 EMERGENCY

The Federation intervene with a total amount of

4,675,389.50 €

NET GLOBAL ADDED VALUE

2018 **16,891,085 €**
2019 **16,960,925 €**
2020 **18,456,547 €**

ADVERTISING SPONSORSHIP REVENUES

2018 **4,122,670 €**
2019 **4,523,375 €**
2020 **2,347,551 €**

01. IDENTITY AND GOVERNANCE



1.01 FIPAV Disciplines

VOLLEYBALL

Indoor Volleyball Match is played by two teams each with six players. Every team has six reserves available, including the free play, which is usually always on the field to replace a second-row player, usually the center.

The aim of the game is to score points by dropping the ball into the opponent's field (attack phase),

obviously preventing the other team from doing the same (defense phase).

A team gains a point when: the ball touches the opposing field or when it touches the free zone or ends up off the field after a touch of an opponent, in case of error (attack outside) or foul of the other team. The game is divided into sets and is played at the best-of-five sets: the winning team wins three sets.



BEACH VOLLEY

Beach Volley, born as a variant of Volleyball, is now an Olympic sport, since from simple game played on the beaches it has become a professional sport in various countries of the world.

In this version, differently from Volleyball, it is not played indoors on hard surfaces but on sand courts. The teams consist of only two players per side and have no changes. The match is divided into sets and is disputed at the best-of-three sets: the team that conquers two sets wins.



SITTING VOLLEYBALL

Sitting volleyball is played 6 against 6, on a court of 10 x 6 meters, with the net at a height of 115 cm for men and 105 cm for women.

Teams are made up entirely of disabled athletes, whose physical disability is classified according to international regulations in two categories: VS1 (disability) or VS2 (minimum disability).

The criteria of classification take into consideration the conditions that would limit or impede the practice of volleyball: lack of a limb, restriction in movement and lack of strength.

On the field, for each team, it is allowed to presence a single VS2, and in any case no more than two VS2 in the entire team.

The rules of the game are almost entirely attributable

to volleyball. Some differences in the regulation, determined by the evident peculiarities of this paralympic discipline, are the following: the buttocks or a part of the chest must always be in contact with the floor, you can wall the serve, if you go under the net you do not commit invasion.

The National Championships, including the Italian one, often deviate from the requirements of disability and authorize the practice of this sport in the clubs also to non-disabled athletes. This allows a greater development of the discipline: the number of practitioners increases, the technical level in the field is growing and it is also spreading among those companies that would otherwise have an insufficient number of disabled players.

Sitting volleyball is a sport of integration.



1.02 Our history

1917 - 1945

The dawn

In Italy, Volleyball landed with the Americans in 1917-18 in Porto Corsini, near Ravenna. In 1922 the first civilian playgrounds were established in the municipal gyms of Rome. Around 1920 in Santa Monica, California, Beach Volleyball was born.

In 1930 the first "two against two" was played and Beach Volleyball crossed the Atlantic Ocean and landed in Europe. In 1923 the first Volleyball championship was held. The Guardia di Finanza won it and then it also won the first three national titles raffled by the Italian Gymnastics Federation (FGI). In 1929, the Italian Federation of Flying Balls (FIPV) was founded, regulated within the framework of the Opera Nazionale Dopo Lavoro.

1946

The birth of the Federation

On March 31, when OND was dissolved, the new Italian Volleyball Federation (FIPAV) was established in Bologna and in August of the same year the first "Absolute Male and Female Championships" were held in Santa Margherita Ligure (Genoa). On August 17, 1947 the FIPAV enters to be part as "adherent" to the CONI (will become an effective member in 1957) and is among the founding members of the International Federation of Volleyball (FIVB).



The 70s

1978

1979



The national and territorial structure of the Federation is consolidated with the birth of the Regional and Provincial Committees FIPAV. After the Gold of the Universiade of Turin in 1970, the Azzurri began to establish themselves internationally.



Silver Medal at the World Championships of Rome of the National Men's Team marks the definitive entry of Italy in the international scene, after participating for the first time in 1976 at the Olympic Games of Montreal and ending the competition in eighth place.



The birth of minivolleyball

In the International Symposium that takes place in Acireale, minivolleyball was born as a basic motor activity useful for the development of motricity, as a game for the sake of itself and not as a starter to sports practice. A revolutionary concept in the sports proposal in use until then.

1990 - 2000

The Men's National Team on the Top of the World

1989 Gold Medal at the European Championship and Silver Medal at the World Cup

1990 Gold Medal at the Men's World Championship in Brazil and Italy won the first edition of the World League

1991 Silver Medal at the European Championship and Gold Medal at the World League

1992 World League Champions

1993 Gold Medal at the European Championship and the boys won in the first edition of the World Champions Cup; First Bronze Medal for the Men's Beach Volley Italian Team at the European Championship

1994 Gold Medal at the World Championship in Athens and the at World League, the boys dominate the Japanese World Superfour

1995 Gold Medal at the European Championship, Gold Medal at the World League and World Cup Champions

1996 Silver Medal at the World League

1997 World League Champions and Bronze Medal at the European Championship

1998 Gold Medal at the Men's World Championship in Japan

1999 World League Champions and Bronze Medal at the World Cup

2000 Bronze Medal at the Sydney Olympics and World League Champions

The National Men's Team is awarded by the FIVB the title of "TEAM OF THE CENTURY"

1948



The Federation, on the Fields of the Foro Italico in Rome, organizes the first European Championship and Italy manages to conquer the third place; bronze with which begins the history of the medals of the Italian National Men's.

1949



At the first World Championships in Czechoslovakia, Italy finished eighth.

1964



Volleyball is recognized as an Olympic sport and is admitted by the IOC to the Olympic Games in Tokyo in 1964, but Italy does not participate.

1984



First Olympic medal for Italy: Bronze at the Olympic Games in Los Angeles. With this result, Italy Volleyball goes up for the first time on the Olympic podium.

1987



The Serie A Leagues

The men's Serie A Volleyball League is founded in Bologna, the city where it still has its headquarters, by 23 volleyball clubs that then played in the Serie A1 and A2 championships. The women's Serie A volleyball league was founded June 6 in Modena and includes the teams participating in the Italian Women's Volleyball Championships Series A1 and A2, in order to organize the competitive activity.

15

The 90s

The victories of the Youth National Team

Men's National Team - Under 20

- 1991** Silver Medal at the 1992 World Championships
- 1992** Gold Medal at the European Championship
- 1993** Silver Medal at the World Championship
- 1995** Bronze Medal at the World Championship
- 1999** Gold Medal at the European Championship
- 2002** Gold at the European Championship

Men's Junior National Team

- 1992** Gold Medal at the European Championship

Men's National Cadets

- 1997** Gold at the European and World Championships

Women's National Team - Under 18

- 1995** Gold Medal at the European Championship
- 2001** Gold Medal at the European Championship

Women's Junior National Team

- 1996** Gold Medal at the European Championship
- 1998** Gold Medal at the European Championship

1994



Beach Volley

FIPAV with the 1st Beach Volleyball Championship structures a special sector for the development and promotion of the discipline.

1997



Italian Women conquers the first gold medal at the Beach Volley European Championships.

1998

Women's Italian Club

The initiative, which represents a flagship of the activity of FIPAV, was born with the aim to reorganize the qualification process of the Youth National Teams and increase their competitiveness. At the base of the project there is the idea that a group of athletes, considered of particular interest for Italian Volleyball, work together throughout the season, in direct contact with the staff of the National Youth and with the assistance of qualified personnel. Over the years, the initiative has developed further by providing for the participation of the Italian Club in the National Championships.

2005

The FIPAV is online!

The process of computerisation of data started in 1985 ends in the 2005-2006 sport season: the clubs affiliate online. Managers, athletes and technicians are registered with the Federation through personalized procedures with a username, a password and a digital signature device through the website www.federvolley.it. FIPAV has guaranteed a better service to its members by abolishing the sending of paper documents and making more effective and efficient the entire system of control and verification of the operations carried out. It turned out to be a concrete strategy of reducing business costs to manage systems and train staff from optimized IT systems, taking advantage of virtualization technologies.

2002 - 2009



New millennium Beach volley's wins

- 2002** Women's National Beach Volleyball Team - Gold at the European Championships
- 2006** Men's National Beach Volley Team - Under 19 - Silver for Nicolai-Giontella and Bronze for Paolo and Matteo Ingrosso at the World Championships
- 2007** Men's National Beach Volley Team - Under 21 - Gold at the World Championships
- 2007** Women's National Beach Volleyball Team - Under 19 - Silver at the World Cup
- 2009** Women's National Beach Volleyball - Under 20 - European Champions

2008

Men's Italian Club

The aim of the project is almost the same of the female sector: train athletes of high level. Young people who can grow from all points of view; ethical, moral, physical, technical, tactical and behavioral not forgetting to grow and develop the personality of young volleyball players.



The **Italian Club Project** has achieved important results both in terms of sports and training.

2009

First Social Report (Programming and monitoring document)

The continuous control, the involvement and the presentation of objective data and certificates: this is the mix of ingredients that has pushed and pushes every year the FIPAV in the preparation of the Federal Social Budget as a tool to certify the ethical profile and the moral role to the sport community that daily lives the passion for Volleyball and all the Bodies, the institutions and the partners working with them.



2000s

2001 - 2006



The victories of the Men's National Senior Team continue

- 2001** Silver Medal at World League and Silver Medal at European Championship
- 2003** Bronze Medal at World League, Gold Medal at European Championship and Silver Medal at the World Cup
- 2004** Silver Medal at World League and Silver Medal at Olympic Games in Athens
- 2005** Gold Medal at Rome European and Bronze Medal at Grand Champions Cup



The rise of Senior Women's Volleyball also begins

- 2000** First participation at the Olympic Games in Sydney
- 2001** Silver Medal at the European Championship
- 2002** First Historic Gold Medal at the World Championship
- 2004** First victory at the Montreux and Silver Masters in the FIVB World Grand Prix
- 2005** Silver Medal at FIVB World Grand Prix and European Championship
- 2006** Bronze Medal at the FIVB World Grand Prix

2006



2007 - 2010

Mark of Quality Youth Sector

It is a project that consists of the quality certification for the youth sector FIPAV. Companies are awarded every two years with different quality brands, based on certain thresholds: **Gold Brand, Silver Brand and Standard Brand.**

This initiative has seen its importance grow over the years, becoming one of the most important forms of recognition for the many associations that invest passion, time and resources in youth activity.



WOMEN ON THE TOP OF THE WORLD

- 2007** 1st Gold Medal at the European Championships, Gold medal in the World Cup, Bronze medal in the FIVB World Grand Prix

- 2008-9** The National Women's Team achieves the extraordinary goal of twenty-one consecutive victories: an exceptional result, never happened before in Italian team sport history.

- 2009** Gold Medal at the European Championships and Grand Champions Cup; successes at the Mediterranean Games and the Universiade
- 2010** Bronze Medal in the FIVB World Grand Prix

2010 - 2015

The victories of the Senior National Team

Women's National Senior Team

- 2011** World Cup

Men's National Senior team

- 2011** Silver Medal at European Championship

- 2012** Bronze Medal at Olympics London (5th Olympic medal in the history of men's Italian volleyball team)

- 2013** Bronze Medal at World League, Bronze Medal at World Grand Champions

Cup and Silver Medal at European Championship

- 2014** Bronze Medal at World League

- 2015** Silver Medal at World Cup and Bronze Medal at European Championship

The victories of the Youth National Team

Women's National Junior Team

- 2010** Gold Medal European Championship

- 2011** Gold Medal World Championship

Men's National Junior Team

- 2012** Gold Medal at the European Championship

Men's National Cadets

- 2015** Silver Medal at the European Championship

Women's National Cadets

- 2011** Gold Medal at the European Championship

- 2015** Bronze Medal at the European Championship

Men's National Team Under 20

- 2012** Gold Medal at the European Championship

- 2013** Bronze Medal at the World Championship

Women's National Team Under 18

- 2013** First at the European Championship

- 2015** First at the World Championship

Men's National Team Under 23

- 2015** Bronze Medal at the World Championship

2013



FIPAV becomes PARALYMPIC FEDERATION thanks to Sitting Volleyball

The Italian Volleyball Federation had the designation as "Paralympic Federation" by the Italian Paralympic Committee on May 15 and constituted a special National Federal Sector, with a technical administrative staff that has developed the training of technicians and athletes throughout the national territory, also giving an important space to the world of the School.

2011 - 2015

The successes of Beach Volley Men's National Beach Volley Team

2012 Silver Medal at the Grand Slam

2013 is the year of Daniele Lupo and Paolo Nicolai: Silver Medal at Open Fuzhou, Bronze Medal at Corrientes, Long Beach and Xiamen Grand Slams

2014 Daniele Lupo and Paolo Nicolai win the Fuzhu Open, the Shanghai Grand Slam and the European Championships

2015 Alex Ranghieri and Marco Caminati at the Lucerne Open first Gold

Medal in the World Tour; Alex Ranghieri and Adrian Carambula Bronze Medal at Major Series of Porec, Silver Medal at European Championship, Gold Medals at the Milan Master and at the Antalya Open

Women's National Beach Volley Team

2011 Gold Medal at the European Championships, 5th place at the 2012 Olympics

2015 First place at the Sochi Open, Bronze Medal at the Puerto Vallarta Open, Bronze Medals at the Grand Slam in Moscow and Berlin

2016



Men's National Senior Team

The Men's National Senior Team led by coach Blengini win the Silver Medal at the Olympics in Rio de Janeiro

2016



Men's National Beach Volley Team

Adrian Carambula and Alex Ranghieri win gold medal at the Open in Qatar. Daniele Lupo and Paolo Nicolai: Gold Medal at Sochi Open; Silver Medal at Fuzhou Open; Silver Medal at the Olympics in Rio de Janeiro, historical first medal for Italian Beach Volley Team at the Olympic Games

2017

HALL OF FAME

Inaugurate in 2016, on the occasion of the 70th anniversary of the FIPAV foundation. In 2017 were chosen the most representative athletes of Italian Volleyball:

Andrea Gardini, Andrea Giani, Lorenzo Bernardi, Vigor Bovolenta, Andrea Lucchetta, Andrea Zorzi, Fabio Vullo, Luca Cantagalli, Luigi Mastrangelo, Marco Bracci.



18

2019



THE NATIONAL YOUTH TEAM ON THE TOP OF THE WORLD

World Youth Championship: Gold Medal for the National Men's Under 19, Silver Medal for the National

Women's Under 20, Silver Medal for the National Women's Under 18, Silver Medal for the National Women's Under 16 and Silver Medal for the Men's Under 21.

Gold and a Silver Medals at the Universiade respectively of the National Senior Men's and the National Senior Women's Teams.

2020



CORONAVIRUS EMERGENCY

Great commitment of FIPAV to overcome the terrible moment that crosses the sport world,

with concrete help to clubs, athletes and technicians.

A strong action to safeguard the true heritage of FIPAV: the more than 4,000 sports clubs present throughout the country.

2014



EcoVolley

The **EcoVolley FIPAV Project** aims to characterize all the events of Volleyball, Beach Volley and Sitting Volley as sustainable events, raising awareness of the theme of the environment and climate protection. The Project provides: an Environmental Manual, 4 Operational Guides specific to the Promotional Indoor and Outdoor Events, Beach Volley and International Indoor Events. The Federation issues a diploma and a sticker to the companies participating in the project and the events that reflect the indications of the eco guides.

2015

ISO26000

In 2015, the ISO26000 document was drawn up. It is the first important project of Positioning in the key principle of Sustainability according to the International Standard ISO26000.



2015



The Men's National Sitting Volley Team participates in the 1st European Championship in Germany.

2017



YOUNG WOMEN ON THE PODIUM

The Under 18 athletes, led by coach Marco Mencarelli, won gold at the U18F World Championships in Argentina, while the Under 16F National Team is ranked 1st place at the European Championships in Bulgaria.

2018



2018 World Championship

WOMEN'S WORLD CHAMPIONSHIP

Japan 2018, from 29 September to 20 October **SILVER MEDAL** it is the prestigious result of the "terrible girls" of the Italian Women's National Team.

MEN'S WORLD CHAMPIONSHIP

ITALY-BULGARIA 1st World Championship organized in Two countries, Italy was placed 5th.

2021

Olympics and European Championship THE FUTURE IS ITALIAN!

Disappointments for the Olympics but the gold medal of the young men's national team at the European Championship together with the gold medal of the Women's National Team ended the summer with a historic double.

The future is "light blue": the victories of the Youth National Team complete the wonderful moment of Italian Volleyball. Historic feat for the Italian National Under 21 Men, winner for the first time of the Category World Championship and triumph for the national Women's Under 20 that won the world title. Silver Medal at the Women's European Championship Under-16 and Silver Medal for the Women's National Team Under-18 at the World Championships. The Men's National Team Under-19 won the gold medal at the EYOF.



1.03 FIPAV Legal Nature, Institutional Purposes and Functions

Legal Nature

FIPAV is made up of companies and sport affiliated associations that practice the Volleyball, Beach Volley and Sitting Volley.

It is the only subject recognized by the CONI, the CIP, the CEV and the FIVB in charge of the organization and regulation of these disciplines in Italy, as well as representing the Italian volleyball activity at international level.

It has a legal nature of association with private-law personalities and, within the framework of the sport system, performs its functions in full technical, organizational and managerial authority, under the supervision of the CONI and of the CIP.

In particular:

- takes care of training, preparation and selection of athletes, technicians and competitions organized by the International Federations;
- programs and develops projects for the spread and promotion of Volleyball, Beach Volley and Sitting Volley on the Italian territory;
- has special and specific responsibilities when its country hosts international, world or continental competitions of its sport;
- ensures the coordination of its affiliated sports clubs activities.

Institutional purposes

1. Promotion, enhancement, organisation and discipline of volleyball, beach volley, sitting volley

and all the respective specialties, disciplines and variations on the national territory.

2. Development of competitive activity, preparation of athletes and provision of the necessary means to participate to the Olympics, Paralympics and international competitions, in accordance with the deliberations and guidelines of the IOC, the FIVB, the CONI and the CIP.
3. Prevention and repression of the use of substances that alter the natural physical performance of athletes, adhering to the CONI Anti-doping Sports Standards.

The functions of the FIPAV

In order to achieve its objectives, the FIPAV is committed:

- to dictate the rules of the game of Volleyball, Beach Volley and Sitting Volley;
- to regulate the organization of the championships, fix the criteria for the formulation of the rankings and the homologation of the results, assigning the title of Italian Champion and ratifying the promotions and relegations;
- to chair the formation of the national teams and to establish their programme;
- to fix the criteria for promotion and relegation and the criteria for registration to the championships;
- to take care of international sports relations also with a view to harmonising sport calendars;
- to promote and organize the publishing of writings, newspapers, periodicals, books and publications; as well as television and telematic radio broadcasts of programs, sections, information and any other communication.



1.04 Vision, Mission, Values

Vision

Spread and optimize the organization of Volleyball, Beach Volley and Sitting Volley developing and enhancing the image and its main cultural historical values, in order to make this sport increasingly interesting and enjoyable for its practitioners.

Mission

FIPAV should ensure that each member (athlete, technician, referee or manager) is able to pursue excellence according to their own abilities, values and sporting desires. All this through ethical structures, services and programs shared with the affiliated companies and associations, with a view to the development and growth of Volleyball, Beach Volley and Sitting Volley at the national level, in order to achieve the best results at all levels of sports practice.

Values

These are the values that are promoted by the Federation in every area of its work, through the programs and projects implemented every year.



SUSTAINABILITY EQUALITY RESPECT SOLIDARITY COHERENCE COMPETITIVENESS
COHERENCE COMPETITIVENESS CREDIBILITY EDUCATION **FAIRPLAY** LOYALTY
 INTEGRITY HONESTY PASSION PROFESSIONALISM SUSTAINABILITY **EQUALITY**
 RESPECT SOLIDARITY COHERENCE **COMPETITIVENESS** CREDIBILITY EDUCATION
 FAIRPLAY LOYALTY INTEGRITY **LOYALTY** PASSION PROFESSIONALISM SUSTAINABILITY
 EQUALITY RESPECT SOLIDARITY CONSISTENCY COMPETITIVENESS **CREDIBILITY**
EDUCATION FAIRPLAY HONESTY **INTEGRITY** LOYALTY **PASSION** PROFESSIONALISM
 SUSTAINABILITY EQUALITY RESPECT SOLIDARITY COHERENCE COMPETITIVENESS
 CREDIBILITY EDUCATION **FAIRPLAY** LOYALTY INTEGRITY **HONESTY** PASSION
PROFESSIONALISM SUSTAINABILITY EQUALITY **RESPECT** SOLIDARITY CONSISTENCY
 COMPETITIVENESS CREDIBILITY EDUCATION FAIRPLAY LOYALTY INTEGRITY LOYALTY
 HONESTY PROFESSIONALISM **SUSTAINABILITY** EQUALITY RESPECT **SOLIDARITY**
 COMPETITIVENESS CREDIBILITY EDUCATION FAIRPLAY LOYALTY INTEGRITY LOYALTY

1.05 Institutional structure

1.05a CENTRAL STRUCTURE

FIPAV Governance is represented by the following central bodies:

- a) the National Assembly;
- b) the Federal Council;
- c) the President of the Federation;
- d) the Vice Presidents;
- e) the Executive Board;
- f) the Board of Auditors;
- g) the General Secretary.

ALL FEDERAL BODIES ARE ELECTIVE, WITH THE EXCEPTION OF THE GENERAL SECRETARY, OF THE COURTS, OF THE REGIONAL AND PROVINCIAL DELEGATES, OF THE COLLEGE OF AUDITORS, LIMITED TO THE MEMBERS APPOINTED BY THE CONI.

All positions, the duration of which is determined by the Statute for a four-year period, shall lapse at the end of the Olympic cycle, even if they have been conferred for less than four years.

The representativeness of the Federation is attributed to the Assembly and its President.

The President, in fact, has the legal representation of the Federation and performs the tasks provided by the sports system at the national and international level.

The Federal Council is responsible for the general direction and leadership of the Federation.

The Executive Board has a proactive and consultative function in matters of competence of the Federal Council.

The Board of Auditors ensure that the accounting ledgers and accounting entries are kept in a proper manner and that the laws and regulations on administrative and accounting matters are respected.

National Assembly

It is the highest organ of the Federation and has deliberative tasks.

It is composed by FIPAV members who are regularly affiliated and have voting rights on the date of its celebration. It can be convened in ordinary or extraordinary way.





The Federal Council

It is the general governing body of the Federation. It regulates and coordinates the work of FIPAV by preparing the programs for the achievement of institutional goals.

The Federal Council is composed of:

- The President of the Federation, who presides over it;
- Seven Councilors elected by the affiliates, who became eight following THE COMMISSION'S AMENDMENTS TO ACT IN LINE WITH THE CONI'S GUIDING PRINCIPLES. Approved by a Resolution of the CONI National Committee n° 303 of 16.07.2019;
- A representative of the athletes, who became two as a result of the changes made by the Commissioner to adapt to the guiding principles of the CONI. Approved by Resolution of the National CONI Committee n° 303 of 16.07.2019;
- A technical representative.

The General secretary is also present, who draws up the minutes.

The Federal Council deliberates on all matters within the competence of the Federal Statute and on all other matters not expressly assigned to another federal body.

The Executive Board

The Executive Board is entrusted with proposed and advisory tasks on the subject of competence of the Federal Council. It is composed of the President, the two Vice Presidents and two members of the Federal Council, appointed by the same Council. To it also assists the General Secretary in drawing up the minutes. The Board of

Auditors must always be invited to the meetings of the Executive Board.

The Federal President

The Federal President is the legal representative of the Federation and performs the tasks provided from the sport system at national and international level. The President has the general responsibility of the technical-sports area of the Federation, with apical functions of programming, address and control.

The Federal Vice Presidents

They have the powers of the President in the event of his absence or temporary incapacity. Federal Vice-Presidents hold office for four years and can be re-elected.

The Board of Financial Auditors

The Board of Financial Auditors performs its control functions in accordance with the laws and regulations of the Federal Administrative and Accounting Regulations.

The General Secretary

The General Secretary is responsible for the coordination and the direction the offices that compose the Federal Secretariat. He/She is responsible for the employees, the functioning and the efficiency of the offices. In addition, he /she is responsible for the administrative management of the Federation. He /she attends the meetings of the National Assembly, the Federal Council, the Executive Board and the National Council, drawing up the minutes.

Sport Justice and Collegiate Bodies

SPORT JUSTICE

The FIPAV Sport Justice System

1) FIPAV Judicial Bodies:

a) Sport Judges

- The National Sport Judge;
- Territorial Sport Judges;
- Sport Court of Appeal.

b) Federal Judges

- Federal Supreme Court;
- Federal Court of Appeal.

They shall be responsible for solving questions and deciding disputes concerning:

- the observance and application of the regulatory, organizational and statutory rules of the sporting order to ensure the proper performance of sport activities;
- the disciplinary conduct and the imposition and enforcement of sanctions.

2) The Federal Prosecutor's Office acts to ensure full compliance with the rules of the sports system and exercises its functions before the Federation's Judicial Bodies to promote the repression of offences sanctioned by the Statute and federal regulations.

3) The Federal Guarantee Commission protects the autonomy and independence of the Federal Justice Bodies and the Federal Prosecutor's Office.



The CONI Sport Justice System

At the CONI, in full autonomy and independence are established:

- The College of Sport Guarantee, last degree of Sports Justice, which is entrusted with the knowledge of the disputes decided in a definite way in the federal framework;
- The General Prosecutor's Office of Sport, with the task of coordinating and supervising the investigative and regulatory activities carried out by the Federal Prosecutor's Offices.

Detached Sections of the Sport Court

- Appellate Sport Court: Lombardia - Piemonte - Liguria - Val d'Aosta
- Appellate Sport Court: Puglia - Campania - Molise - Basilicata
- Appellate Sport Court: Veneto - Friuli Venezia Giulia - Trentino Alto Adige
- Appellate Sport Court: Sicilia

As amended by Resolution FC n. 32 of 16/03/2021

- CSA Veneto - Friuli Venezia Giulia - Trentino Alto Adige
- CSA Lombardia - Piemonte - Liguria - Val d'Aosta
- CSA Puglia - Campania - Molise - Basilicata - Calabria

National Commissions and Study Groups

1) National Athletes Membership Commission

- Athletes Membership Commission: Serie A M/F
- Athletes Membership Commission: Veneto - Friuli Venezia Giulia - Trentino Alto Adige
- Athletes Membership Commission: Sicilia
- Athletes Membership Committee: Piemonte - Lombardia - Liguria - Valle d'Aosta
- Athletes Membership Committee: Campania - Puglia - Molise - Basilicata - Calabria

2) Working Groups in which the representatives of the Peripheral Committees participate since the importance of the territorial component in the planning and development of the various sectors

- School and promotional activities
- Championships and youth activities
- Beach Volley
- Federal cards, membership, constraint
- Technical sector
- Training
- Development of Sitting Volley

The advisory bodies of the Federal Council

The National Council

The National Council is an advisory body of the Federal Council that expresses opinions and makes proposals on:

- a) the budget and the financial statements;
- b) the organisation of the championships and the criteria for promotion and demotion of the participants;
- c) the adoption of federal regulations and proposes amendments to the Statute;
- d) the establishment and composition of federal actions.

It is composed of the Federal President who chairs it, the Federal Vice Presidents, the Presidents of the Regional Committees or in case of their absence, of a representative of the Regional Council appointed by

the same Council or, for the Presidents of the Regional Committees of Valle d'Aosta, Trentino and Alto Adige, a representative of the Regional Council. The National Council is assisted by the General Secretary who draws up the minutes and passes them on to the Federal Council.

General Consultation of the Presidents of the Peripheral Territorial Committees

The General Council of the Presidents of the Parliamentary Committees is an advisory body of the Federal Council, made up of the Federal President, the Vice Presidents, the Federal Councillors and the Presidents of the Peripheral Committees.

It was abolished following the changes made by the Commissioner acting to bring it into line with the CONI's information principles. Approved with Resolution of the National Committee of the CONI n. 303 of 16/07/2019.





Composition of the Federal Council 2017-2020

PRESIDENT **Pietro Bruno Cattaneo**

VICE PRESIDENTS **Adriano Bilato and Giuseppe Manfredi**

FEDERAL COUNCILLORS **Francesco Apostoli, Davide Angelo Anzalone, Beppino Mazzon
Guido Pasciari, Catia Pedrini, Ferruccio Riva, Gianfranco Salmaso**

ATHLETES ADVISER (M) **Franco Bertoli**

ATHLETES ADVISER (F) **Francesca Piccinini**

TECHNICAL ADVISER **Marco Paolini**

COLLEGE OF

FINANCIAL AUDITORS **Gaetano Napolione (President)
Assunta Carnevale and Vincenzo Marranzini**

GENERAL SECRETARY **Alberto Rabiti**



FIPAV Federal Presidents from 1946 until today

From 31/03/46 to 31/05/61	Arnaldo EYNARD
From 01/06/61 to 18/03/77	Giancarlo GIANNOZZI
From 19/03/77 to 30/12/77	Pietro Floriano FLORIO
From 02/04/78 to 11/07/78	Antonio BARONE
From 12/07/78 to 09/12/88	Pietro Floriano FLORIO
From 10/12/88 to 15/02/91	Manlio FIDENZIO
From 16/02/91 to 30/04/93	Niccolò CATALANO
From 19/06/93 to 03/06/95	Paolo BORGHI
From 04/06/95 to 25/02/17	Carlo MAGRI
From 26/02/17 to 10/03/21	Pietro Bruno CATTANEO
From 10/03/21 (for the next four-year period)	Giuseppe MANFREDI

FIPAV General Secretaries from 1946 until today

From 1946 to 1948	Edmondo GALIANI
From 1948 to 1961	Edmondo ARTIBANI
From 1961 to 1989	Gianfranco BRIANI
From 1989 to 1992	Massimo DI MARZIO
From 1992 to 1993	Giuseppe GENTILE
From 1993 to 1994	Tullio PARATORE
From 1994 to 1995	(ad interim) Vincenzo ROMANO
From 1995 to 1997	Gianfranco BRIANI
From 1997 to 2003	Maurizio ROMANO
From 2003 to 2005	Bruno BIFERARI
From 2005 in charge	Alberto RABITI



Composition of the Federal Council 2021-2024

PRESIDENT **Giuseppe Manfredi**

VICE PRESIDENTS **Adriano Bilato** and **Luciano Cecchi**

FEDERAL COUNCILLORS **Francesco Apostoli, Davide Angelo Anzalone, Letizia Genovese, Eugenio Gollini, Gianfranco Salmaso, Elio Sità, Silvia Strigazzi, Felice Vecchione**

ATHLETES ADVISER (M) **Massimo Dalfovo**

ATHLETES ADVISER (F) **Barbara De Luca** and **Chiara Di Iulio**

TECHNICAL ADVISER **Vincenzo Ammendola**

COLLEGE OF

FINANCIAL AUDITORS **Vincenzo Marranzini** (President)
Giovanni Caravetta and **Assunta Carnevale**

GENERAL SECRETARY **Alberto Rabiti**

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45th General meeting

It was held on Sunday, March 7, 2021 in Rome, in the historic and prestigious Sala delle Armi of the Foro Italico, the ordinary elective FIPAV 45th National Meeting, together with the National ordinary elective 5th athletes meeting and the 5th National ordinary elective technical Meeting. For the first time in history, however, the Assembly that elected the new Federal Council for the period 2021-2024 was not held in person, because of the Covid-19, pandemic, so the voting Operations took place on a regional basis.

The headquarters in Rome, through an advanced video conference system has been in connection with the 18 regional offices where managers, athletes and technicians have expressed their votes. Thanks to this organization, the risk of infection has been significantly reduced, also considering the massive presence that has always proudly distinguished the federal Meetings.

Sunday, March 7 was dedicated to the interventions of the candidates and voting operations, at the end of which the ballots containing the votes of the 18 regional offices were sealed and sent to Rome where the ballot, Held on Wednesday, March 10, always at the Sala delle Armi of the Foro Italico, elected the new Federal Council that will lead the FIPAV for the next four years, until the Olympic Games 2024 that will be held in Paris.

On Sunday March 7, on the federal platforms (YouTube channel and Facebook page) were broadcast live streaming the highlights of the 45th National Meeting, while Wednesday, March 10 was broadcast live throughout the poll, so that the names of the newly elected were made known in real time.

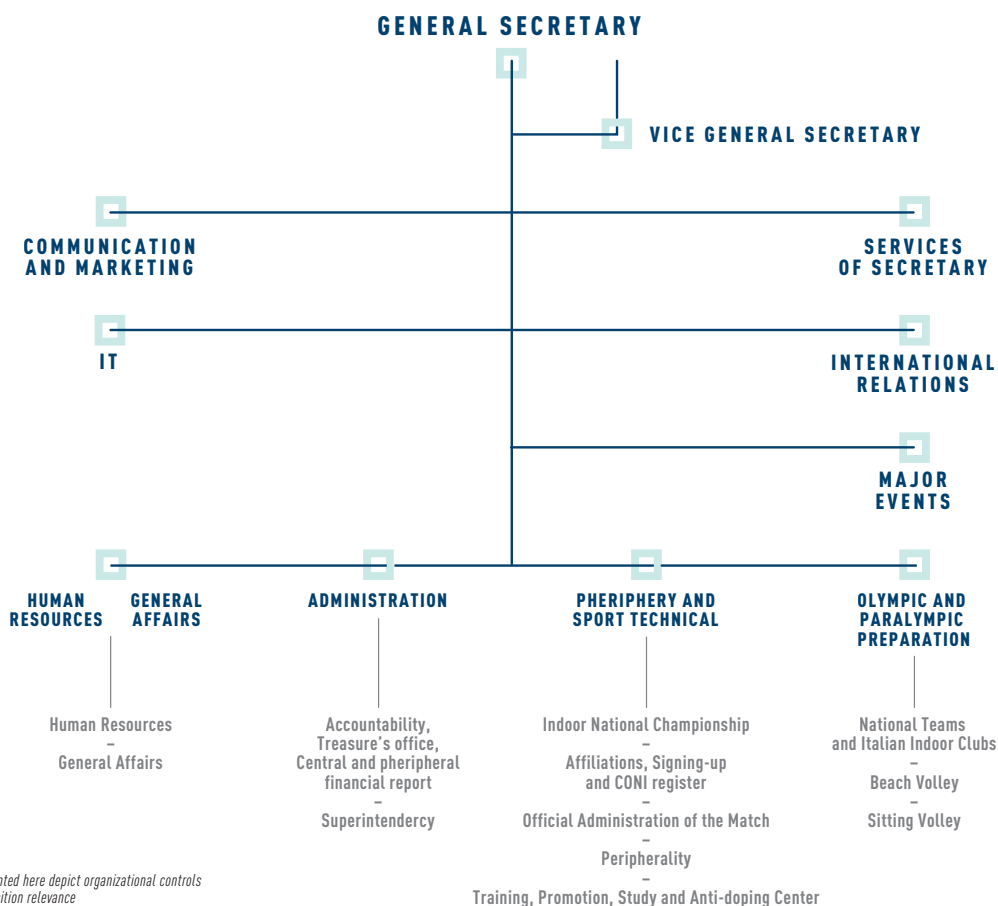
Organic Federal Plant

The central structure of FIPAV refers to the criteria of efficiency, effectiveness and economy and operates according to the principles of impartiality and transparency. It is divided into General Secretary, Operational Areas, Sectors and General

Secretary's Offices. With the Federal Resolutions n. 185 of 14/12/2018, n. 251 of 19/12/2019, n. 44 of 22/04/2021 and n. 236 of 17/12/2021, FIPAV has completed the process of change that has led over the years to the current Organic Plant.

ORGANIC PLANT 2022*

In effect on January 1st, 2022



* The structures presented here depict organizational controls regardless of the position relevance



1.05b PERIPHERAL STRUCTURE

At the territorial level, the organization of FIPAV is divided into the following bodies and structures:

- a) the Regional Assembly and the Territorial Assembly;
- b) the Chairman of the Regional and Territorial Committees;
- c) the Regional Committee and the Territorial Committee;
- d) the Peripheral Auditor;
- e) Regional and Territorial Delegates.

The Regional Assembly and the Territorial Assembly

The Peripheral Assemblies meet in Rome after the Olympic Games to elect the President and the other members of the Peripheral Committee.

The Extraordinary Peripheral Assembly shall, in the event of early loss of the Regional or Territorial Council, reconstitute the entire Body or elect individual members of the same to replace those who have been lost.

Chairman of the Committee

It represents, for sporting purposes only, the FIPAV in the area of its competence and is responsible, together with the Council, for the functioning of the Committee towards the Peripheral Assembly and the Federal Council.

It convenes and chairs the meetings of the Board and, within the time limits and in the cases laid down,

convenes the Assembly and performs the functions of the Federal President, as they are compatible.

Regional Committees and Territorial Committees

The Peripheral Committees represent the FIPAV for sports purposes in their territory of competence, in the limits of their competences, managerial and administrative autonomy. They cooperate with the central FIPAV for the actions carried out by the latter in the territory; they promote and take care, within their competences, of the relations with the Peripheral Organs of the CONI, with the Public, State and Territorial Administrations, and any other body competent in the field of sport.

In addition, the Committees implement all the useful and necessary initiatives for the development and technical and functional improvement of Volleyball. The Regional and Territorial Committees are governed by Councils elected by the Ordinary Assemblies of their respective territories, for the duration of a four-year Olympic period.

Auditor of the Peripheral Accounts

He is elected by each Regional and Territorial Committee and performs functions of verification and control according to the rules of law and the Administration and Accounting Regulations of the Federation.



1.06 The Peripheral Committees' activities

The activity carried out by the Regional and Territorial Committees, even more than usual in a particularly difficult period for the whole nation, is proof of the great technical and organizational capacity of the peripheral federal structure. Even at a time when the activities have been stopped, or carried out at a very low volume due to the global health emergency, The Peripheral Committees have managed to find the strength and resources to continue to ensure the operation of the structure with the usual high standards.

Each of the activities of the Peripheral Committees continued its path: training, training of technical and managerial figures, qualification of athletes, promotion and, last but not least, the solid support to the headquarters for the organization and the development of national and international events. Although basically voluntary, the resources available to the peripheral structures of the Federation are real professionals who, with their passion and seriousness, ensure valuable work both quantitative and qualitative for the whole Volleyball movement,

and that FIPAV wants to safeguard and enhance. It is no coincidence that the managers, technicians, athletes and all the other figures involved in the world of Volleyball form the basis to the high levels of efficiency both organizational and economic guaranteed by the Federation in the organization of high-profile events, for this reason, even in a particularly complex historical moment such as the one experienced in the last two sporting periods, the CEV and the FIVB continue to entrust their events with great confidence to the structure of the Italian Volleyball Federation.

The assembly cycle carried out in the period February-March 2021 continued and consolidated the process of reorganization of the peripheral structures approved during the 43 FIPAV National Assembly in 2015, on the basis of which the Territorial Committees were identified using the criterion of the number of companies active in the territory under the responsibility of each Committee. This process, implemented following both legislative and economic needs, has led to the articulation of the peripheral structure in 86 Committees, including 21 Regional and 65 Territorial ones.



2017-2020 Peripheral Presidents

Region	President
Abruzzo	Di Camillo Fabio
Alto Adige	Tomei Christian
Basilicata	Santomassimo Vincenzo
Calabria	Sestito Carmelo
Campania	Boccia Ernesto
Emilia Romagna	Brusori Silvano
Friuli Venezia Giulia	Michelli Alessandro
Lazio	Burlandi Andrea
Liguria	Del Vigo Anna
Lombardia	Pucci Mossotti Adriano
Marche	Brasili Franco
Molise	Sacchetti Michele
Piemonte	Ferro Ezio
Puglia	Indiveri Paolo
Sardegna	Ammendola Vincenzo
Sicilia	Castronovo Giorgio
Toscana	Sità Elio
Trentino	Dalfovo Massimo
Umbria	Lomurno Giuseppe
Valle d'Aosta	Lodi Armando
Veneto	Maso Gelindo Roberto

Territorial Committee President

ABRUZZO

Abruzzo Sud Est	Di Gregorio Mattia
Abruzzo Nord Ovest	Cosenza Giuseppe

CALABRIA

Calabria Centro	Grandinetti Emilio
Cosenza	Calabrese Mario
Reggio Calabria	Panuccio Domenico

CAMPANIA

Irpinia Sannio	Vecchione Felice
Caserta	Toscano Lino
Napoli	Capolongo Umberto
Salerno	Pessolano Massimo

EMILIA ROMAGNA

Bologna	Cappelletti Andrea
Ferrara	Fortini Alessandro
Modena	Gollini Eugenio
Parma	Gandolfi Cesare
Piacenza	Lucca Cesare
Ravenna	Masotti Mauro
Reggio Emilia	Vollertsen Juylie Jo
Romagna Uno	Manuzzi Franco

FRIULI VENEZIA GIULIA

Trieste-Gorizia	Manià Paolo
Udine	Pozzатello Amerigo
Pordenone	Zanotti Aldino

LAZIO

Frosinone	Mantua Luciana
Latina	Romano Claudio
Roma	Martinelli Claudio
Viterbo	Centini Roberto

LIGURIA

Liguria Centro	Piccazzo Mauro
Liguria Ponente	Falco Matilde
Liguria Levante	Bocchia Franco

LOMBARDIA

Bergamo	Milesi Osvaldo
Brescia	Gaglione Tiziana
Como	Amighetti Lucio
Mantova	Belladelli Giorgio
Pavia	Quacci Nicoletta
Sondrio	Savaris Bruno
Varese	Bonomi Alberto
Cremona-Lodi	Pavesi Luca
Milano-Monza-Lecco	Sala Massimo

MARCHE

Ancona	Pietroni Andrea
Ascoli Piceno-Fermo	Carboni Mariano
Macerata	Cambriani Roberto
Pesaro Urbino	Franchini Fabio

PIEMONTE

Ticino-Sesia-Tanaro	Panzarasa Giovanni
Cuneo-Asti	Bertone Paolo
Torino	Marangon Paolo

PUGLIA

Bari-Foggia	Piscopo Danilo
Lecce	Piccinni Pierandrea
Taranto	Tarantino Cosimo

SARDEGNA

Cagliari	Viale Giovanni
Centro Sardegna	Puddu Roberto
Sassari	Piredda Giusy

SICILIA

Akranis	Scibetta Calogero Massimo
Catania	Gambero Giuseppe
Messina	Zurro Alessandro
Palermo	Mormino Roberto
Monti Iblei	Giordanella Giovanni
Trapani	Barraco Vincenzo

TOSCANA

Etruria	Silei Tiziano
Firenze	Frascati Claudia
Basso Tirreno	Ceccarini Roberto
Appennino Toscano	Della Santa Paolo

UMBRIA

Umbria 1	Tardioli Luigi
Umbria 2	Dominici Luigi

VENETO

Treviso-Belluno	De Conti Michele
Padova	Businaro Cinzia
Rovigo	Vianello Natascia
Venezia	Vianello Giancarlo
Verona	Bianchini Stefano
Vicenza	Piano Domenico

2021-2024 Peripheral Presidents

Region	President
Abruzzo	Di Camillo Fabio
Alto Adige	Tomei Christian
Basilicata	Santomassimo Vincenzo
Calabria	Sestito Carmelo
Campania	Pasciari Guido
Emilia Romagna	Brusori Silvano
Friuli Venezia Giulia	Michelli Alessandro
Lazio	Burlandi Andrea
Liguria	Del Vigo Anna
Lombardia	Cezza Piero
Marche	Franchini Fabio
Molise	Niro Gennaro
Piemonte	Marangon Paolo
Puglia	Indiveri Paolo
Sardegna	Secci Eliseo
Sicilia	Di Giacomo Pepe Antonino
Toscana	Modi Gianmarco
Trentino	Cro' Francesco
Umbria	Lomurno Giuseppe
Valle d'Aosta	Cavallero Stefano
Veneto	Maso Gelindo Roberto

Territorial Committee President

ABRUZZO

Abruzzo Nord Ovest	Narcisi Guerino
Abruzzo Sud Est	Di Gregorio Mattia

CALABRIA

Calabria Centro	Grandinetti Emilio
Cosenza	Mari Marco
Reggio Calabria	Panuccio Domenico

CAMPANIA

Caserta	Cinque Gaetano
Irpinia Sannio	Aquino Stefano
Napoli	Menna Carmine
Salerno	Pessolano Massimo

EMILIA ROMAGNA

Bologna	Baldini Alessandro
Ferrara	Fortini Alessandro
Modena	Clo' Alessandro
Parma	Gandolfi Cesare
Piacenza	Lucca Cesare
Ravenna	Monduzzi Emanuele
Reggio Emilia	Lancetti Alessandro
Romagna Uno	Manuzzi Franco

FRIULI VENEZIA GIULIA

Pordenone	De Rosa Stefano
Trieste Gorizia	Mania' Paolo
Udine	Pozzатello Amerigo

LAZIO

Frosinone	Mantua Luciana
Latina	Romano Claudio
Roma	Martinelli Claudio
Viterbo	Centini Roberto

LIGURIA

Liguria Centro	Bassi Paolo
Liguria Levante	Bocchia Franco
Liguria Ponente	Testa Ornella

LOMBARDIA

Bergamo	Rozzoni Luigi Giovanni
Brescia	Gaglione Tiziana
Como	Amighetti Lucio
Cremona Lodi	Spazio Marco
Mantova	Belladelli Giorgio
Milano Monza Lecco	Sala Massimo
Pavia	Quacci Nicoletta
Sondrio	Savaris Bruno
Varese	Bonomi Alberto

MARCHE

Ancona	Leoni Francesco
Ascoli Piceno Fermo	Carboni Fabio Mariano
Macerata	Ferretti Tiziana
Pesaro Urbino	Sorbinì Giancarlo

PIEMONTE

Cuneo Asti	Bertone Paolo
Ticino Sesia Tanaro	Arestia Vito Francesco
Torino	Altobelli Marco

PUGLIA

Bari Foggia	Piscopo Danilo
Lecce	Piccinni Pierandrea
Taranto	Greco Agostino

SARDEGNA

Cagliari	Ligas Paolo
Centro Sardegna	Puddu Roberto
Sassari	Piredda Giusy

SICILIA

Akranis	Giglia Beniamino
Catania	Ragusa Maurizio
Messina	Zurro Alessandro
Monti Iblei	Giurdanella Giovanni
Palermo	Cammilleri Eduardo
Trapani	Occhipinti Filippo

TOSCANA

Appennino Toscano	Giorgi Roberto
Basso Tirreno	Ceccarini Roberto
Etruria	Carini Alfredo
Firenze	Frascati Claudia

VENETO

Padova	Businaro Cinzia
Rovigo	Vianello Natascia
Treviso Belluno	De Conti Michele
Venezia	Pazzi Fabio
Verona	Bianchini Stefano
Vicenza	Piano Domenico



02.SPORTS PERFORMANCE





The FIPAV oversees the sports activities of Volleyball, Beach Volley and Sitting Volley and in this section these activities in their entirety are distinguished in:

1. **BASIC SPORT PERFORMANCE:** a basic sport activity, which is developed through federal and national competitions;
2. **HIGH-LEVEL SPORT PERFORMANCE:** a high-level sport activity that essentially comprises the activities of national and high-level teams.

The sport activity, both basic and top level, will then be described for each of the respective disciplines of Volleyball, Beach Volley and Sitting Volley.

All data are extracted from federal databases, provided ONLY by the official membership and enrollment procedures for each sport season, from July 1 to June 30 of the following year.

2.01 Basic sports performance

The global numbers of the federal movement

The totality of the federal movement sports activity includes:

- sports clubs and amateur sports associations affiliated to FIPAV, which include both companies that only practice Beach Volley and those that have a section of Sitting Volley;
- managers registered with clubs and sports associations;
- athletes/ members of clubs and sports associations, which include practitioners of Volleyball, Beach Volley and Sitting Volley.

Affiliated Companies and Sports Associations

Regions	2018-19	2019-20	2020-21
Abruzzo	94	89	89
Alto Adige	29	30	29
Basilicata	46	43	42
Calabria	113	119	121
Campania	262	256	239
Emilia Romagna	378	371	364
Friuli Venezia Giulia	129	123	117
Lazio	352	339	327
Liguria	105	105	104
Lombardia	832	815	787
Marche	171	174	167
Molise	14	14	16
Piemonte	204	201	205
Puglia	278	278	270
Sardegna	182	178	164
Sicilia	293	281	286
Toscana	245	241	236
Trentino	55	50	49
Umbria	86	87	75
Val d'Aosta	14	14	14
Veneto	439	425	421
TOTAL	4,321	4,233	4,122

Registered athletes, include athletes/s who practice Volleyball, Beach Volley, Sitting Volley

Total Athletes divided by Region

	2018-19	2019-20	2020-21
TOTAL	322,378	308,184	219,629
MEN	75,337	72,633	51,441
WOMEN	247,041	235,551	168,188

Athletes divided by Region (M)

Regions	2018-19	2019-20	2020-21
Abruzzo	1,444	1,453	982
Alto Adige	460	430	310
Basilicata	666	671	346
Calabria	1,934	1,801	1,034
Campania	5,645	5,441	3,069
Emilia Romagna	6,962	7,014	5,484
Friuli Venezia Giulia	1,652	1,610	1,187
Lazio	8,067	7,660	5,415
Liguria	2,249	2,160	1,632
Lombardia	10,542	10,031	7,700
Marche	3,447	3,397	2,628
Molise	298	249	123
Piemonte	4,122	3,969	3,114
Puglia	6,642	6,144	3,133
Sardegna	2,189	2,277	1,568
Sicilia	4,222	3,903	2,585
Toscana	4,141	4,134	3,218
Trentino	1,184	1,093	818
Umbria	1,320	1,274	923
Val d'Aosta	134	100	97
Veneto	8,017	7,822	6,075
TOTAL	75,337	72,633	51,441

Executive Managers

Regions	2018-19	2019-20	2020-21
Abruzzo	818	766	776
Alto Adige	389	393	330
Basilicata	333	308	294
Calabria	920	976	990
Campania	2,229	2,183	1,962
Emilia Romagna	5,995	6,153	5,832
Friuli Venezia Giulia	1,891	1,876	1,748
Lazio	3,151	3,046	2,940
Liguria	1,335	1,436	1,422
Lombardia	13,618	13,592	12,116
Marche	2,679	2,805	2,727
Molise	125	125	143
Piemonte	3,824	3,627	3,646
Puglia	2,470	2,397	2,420
Sardegna	1,557	1,545	1,435
Sicilia	2,326	2,203	2,366
Toscana	5,449	5,608	5,174
Trentino	693	1,031	1,006
Umbria	1,095	1,132	1,136
Val d'Aosta	136	145	147
Veneto	9,334	9,418	8,670
TOTAL	60,637	60,765	57,280
MEN	36,505	36,137	34,184
WOMEN	24,132	24,626	23,096

Athletes divided by Region (W)

Regions	2018-19	2019-20	2020-21
Abruzzo	5,144	4,945	3,102
Alto Adige	1,420	1,404	1,100
Basilicata	1,657	1,547	718
Calabria	4,421	4,225	1,769
Campania	11,947	11,150	5,435
Emilia Romagna	24,000	23,680	18,892
Friuli Venezia Giulia	7,214	7,121	5,286
Lazio	19,338	18,256	12,647
Liguria	7,438	7,295	5,674
Lombardia	50,143	46,939	34,065
Marche	9,872	9,634	7,582
Molise	676	491	211
Piemonte	13,960	13,363	9,865
Puglia	11,950	10,709	5,369
Sardegna	8,850	8,630	5,595
Sicilia	10,078	9,115	5,756
Toscana	19,382	18,839	14,836
Trentino	3,506	3,390	2,453
Umbria	4,805	4,533	3,319
Val d'Aosta	487	552	474
Veneto	30,753	29,733	24,040
TOTAL	247,041	235,551	168,188



2.02 VOLLEYBALL

COACHES

Regions	2018-19	2019-20	2020-21
Abruzzo	322	310	275
Alto Adige	134	135	127
Basilicata	131	111	121
Calabria	302	275	261
Campania	921	823	789
Emilia Romagna	1,954	1,842	1,797
Friuli Venezia Giulia	586	576	541
Lazio	1,606	1,468	1,361
Liguria	598	589	604
Lombardia	3,867	3,697	3,481
Marche	824	820	762
Molise	57	54	55
Piemonte	1,155	1,126	1,143
Puglia	820	837	800
Sardegna	541	489	427
Sicilia	696	646	582
Toscana	1,415	1,380	1,326
Trentino	310	277	289
Umbria	363	359	326
Val d'Aosta	52	48	50
Veneto	2,352	2,299	2,147
TOTAL	19,006	18,161	17,264
MEN	12,522	12,130	11,515
WOMEN	6,484	6,031	5,749

SMART COACHES

Regions	2018-19	2019-20	2020-21
Abruzzo	85	116	105
Alto Adige	6	62	59
Basilicata	59	47	43
Calabria	126	135	111
Campania	358	329	329
Emilia Romagna	640	732	674
Friuli Venezia Giulia	258	284	229
Lazio	568	559	524
Liguria	290	297	252
Lombardia	980	1,201	1,204
Marche	184	214	210
Molise	34	29	27
Piemonte	398	483	453
Puglia	297	298	316
Sardegna	265	303	238
Sicilia	219	223	193
Toscana	796	872	785
Trentino	74	113	83
Umbria	129	142	123
Val d'Aosta	30	27	29
Veneto	1,139	1,260	1,053
TOTAL	6,935	7,726	7,040
MEN	2,771	3,130	3,019
WOMEN	4,164	4,596	4,021

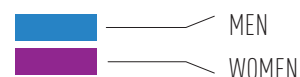
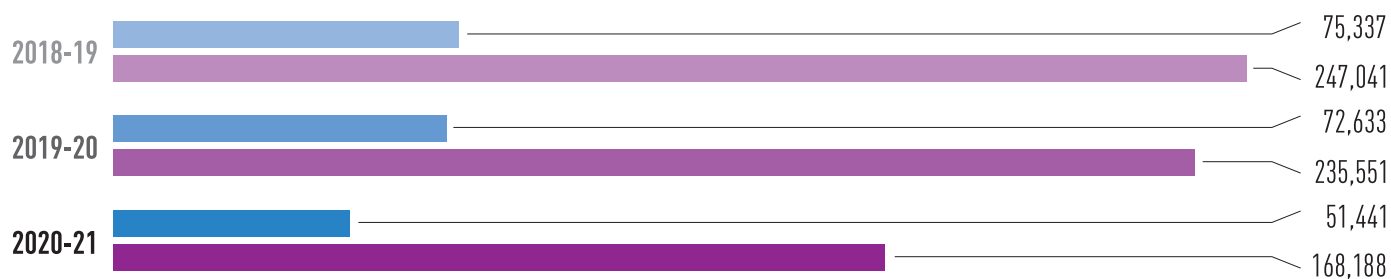
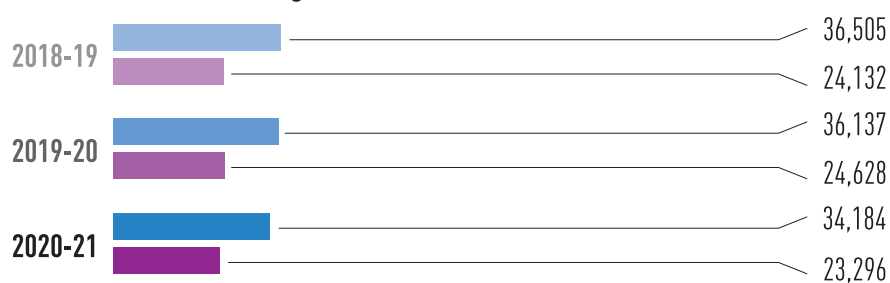
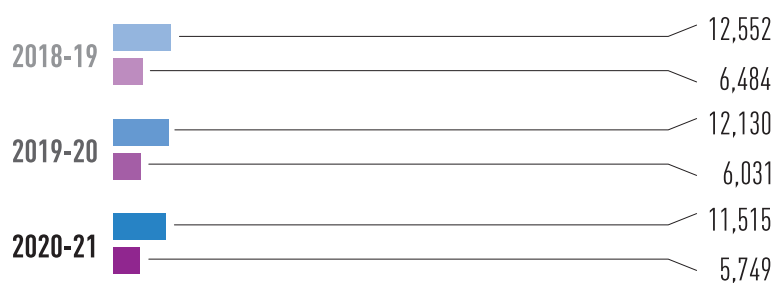
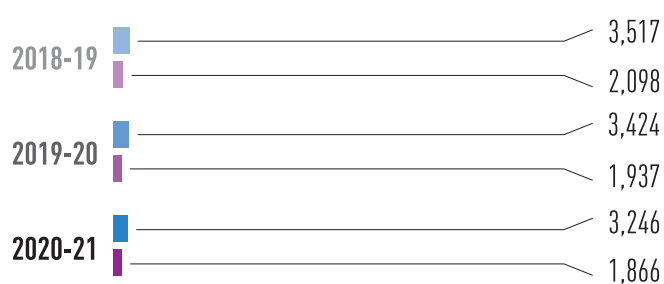
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Regions	2018-19	2019-20	2020-21
Abruzzo	150	140	116
Alto Adige	42	40	30
Basilicata	66	64	65
Calabria	133	121	125
Campania	323	329	309
Emilia Romagna	450	489	484
Friuli Venezia Giulia	276	273	252
Lazio	548	500	495
Liguria	158	171	165
Lombardia	813	800	773
Marche	215	191	180
Molise	20	12	12
Piemonte	307	289	285
Puglia	366	302	271
Sardegna	165	151	133
Sicilia	375	355	356
Toscana	418	369	365
Trentino	66	65	64
Umbria	147	140	130
Val d'Aosta	20	22	18
Veneto	557	538	484
TOTAL	5,615	5,361	5,112
MEN	3,517	3,424	3,246
WOMEN	2,098	1,937	1,866



VOLLEYBALL

Women and men's presence in the basic sport performance

**Athletes (M/W)****Executive Managers****Coaches****Referees****Smart coaches**

VOLLEYBALL

Volleyball Federal Championship

Every year the FIPAV, using its central and peripheral bodies, organises the following championships: National Championships of second level; National Championships of first level; Regional Championships of second level; Regional Championships of first level; Category championships.

National Championships of second level:

the Women and Men's National Championships Serie A1 male and female; the Women and Men's National Championships Serie A2; the Men's National Championship Series A3.

National Championships of first level:

the Men's National Championship Serie B and Women's National Championship Serie B; the Women's National Championship Serie B2; the Women and Men's Championships Serie C.

Regional Championships of second level:

the Women and Men's Serie D Championship.

Regional Championships of the first level:

the Women and Men's Championships of 1st Division; the Women and Men's Championship of 2nd Division; the Women and Men's Championship of 3rd Division.

National Championships of category:

the Women and Men's Under-19 Championships; the Women's Under-18 Championship; the Women and Men's Under-17 Championships; the Women's Under-16 Championship; the Women and Men's Under-14 Championships; the Under 13 3x3 Championship.

At the end of each season the National Finals of the Youth Championships take place: the winning societies participate in the regional phases, generally from 20 to 28 teams for each final. The finals, organised by the Regional Committees, are held in a single venue over 5 days.

Every year the FIPAV also organises the events called "Coppa Italia", reserved for the teams participating in the Serie A and Serie B Championships.



VOLLEYBALL

Volleyball Championships

NATIONAL CHAMPIONSHIPS: Serie A - Serie B

2018-19 SEASON	M E N		W O M E N	
	n. teams	n. matches	n. teams	n. matches
A1	14	236	13	202
Coppa Italia A1	8	14	8	11
A2	27	415	18	274
Coppa Italia A2	8	7	8	11
B	112	1,496		
B1			56	744
Coppa Italia B	8	7		
Coppa Italia B1			9	12
B2			112	1,674
TOTAL	177	2,175	224	2,928

2019-20 SEASON	M E N		W O M E N	
	n. teams	n. matches	n. teams	n. matches
A1	13	182	14	182
Coppa Italia A1	8	7	8	7
A2	12	132	20	280
Coppa Italia A2	8	7	8	7
A3	23	264		
B	112	1,456		
B1			56	728
Coppa Italia B	8	8		
Coppa Italia B1			8	9
B2			140	1,820
TOTAL	184	2,056	254	3,033

2020-21 SEASON	M E N		W O M E N	
	n. teams	n. matches	n. teams	n. matches
A1	12	201	13	214
Coppa Italia A1	10	19	8	7
A2	12	159	19	286
Coppa Italia A2	8	7	8	7
A3	24	310		
B	144	774		
B1			60	372
Coppa Italia B	n.d.	n.d.		
Coppa Italia B1			n.d.	n.d.
B2			144	924
TOTAL	210	1,470	252	1,810

VOLLEYBALL

WOMEN AND MEN'S REGIONAL CHAMPIONSHIPS

Serie C - Serie D

2018-19 SEASON	n. teams	n. matches
C MEN	299	3,948
C WOMEN	421	5,973
D MEN	364	3,948
D WOMEN	657	8,640
TOTAL	1,741	22,509

2019-20 SEASON	n. teams	n. matches
C MEN	320	3,739
C WOMEN	421	5,613
D MEN	343	4,328
D WOMEN	645	8,235
TOTAL	1,729	21,915

2020-21 SEASON	n. teams	n. matches
C MEN	299	3,744
C WOMEN	458	6,188
D MEN	277	3,744
D WOMEN	558	6,122
TOTAL	1,592	19,798

WOMEN AND MEN'S TERRITORIAL CHAMPIONSHIPS

Serie 1st - 2nd - 3rd Division

2018-19 SEASON	n. teams	n. matches
MEN'S 1 st DIVISION	556	11,072
WOMEN'S 1 st DIVISION	1,261	20,562
MEN'S 2 nd DIVISION	261	4,867
WOMEN'S 2 nd DIVISION	1,177	17,041
MEN'S 3 rd DIVISION	81	1,045
WOMEN'S 3 rd DIVISION	967	10,099
TOTAL	4,303	64,686

2019-20 SEASON	n. teams	n. matches
MEN'S 1 st DIVISION	582	5,652
WOMEN'S 1 st DIVISION	1,221	13,853
MEN'S 2 nd DIVISION	247	1,885
WOMEN'S 2 nd DIVISION	1,186	12,680
MEN'S 3 rd DIVISION	93	669
WOMEN'S 3 rd DIVISION	987	8,295
TOTAL	4,316	43,034

2020-21 SEASON	n. teams	n. matches
MEN'S 1 st DIVISION	362	3,284
WOMEN'S 1 st DIVISION	1,066	9,858
MEN'S 2 nd DIVISION	184	882
WOMEN'S 2 nd DIVISION	744	8,022
MEN'S 3 rd DIVISION	48	428
WOMEN'S 3 rd DIVISION	558	4,902
TOTAL	2,962	27,376



2nd Place

VOLLEYBALL

CATEGORY NATIONAL CHAMPIONSHIPS

Women and Men

2018-19 SEASON	n. teams	n. matches
Under 13 MEN	647	6,894
Under 13 WOMEN	1,817	18,252
Under 13 3x3	86	637
Under 14 MEN	516	4,445
Under 14 WOMEN	1,819	19,555
Under 16 MEN	586	5,771
Under 16 WOMEN	1,933	22,888
Under 18 MEN	461	3,947
Under 18 WOMEN	785	7,371
Under 20 MEN	59	318
TOTAL	8,709	90,078

2019-20 SEASON *	n. teams	n. matches
Under 13 MEN	332	2,021
Under 13 WOMEN	1,558	4,457
Under 13 3x3	649	3,390
Under 14 MEN	447	3,029
Under 14 WOMEN	1,620	11,735
Under 16 MEN	531	3,366
Under 16 WOMEN	1,875	13,056
Under 18 MEN	430	2,765
Under 18 WOMEN	1,162	8,360
TOTAL	8,604	52,179

* Season not completed because of the Covid-19 emergency.

2020-21 SEASON *	n. teams	n. matches
Under 13 MEN	180	1,108
Under 13 WOMEN	1,059	5,968
Under 13 3x3	120	758
Under 15 MEN	381	1,978
Under 15 WOMEN	1,387	8,950
Under 17 MEN	405	2,130
Under 17 WOMEN	1,239	7,194
Under 19 MEN	343	1,653
Under 19 WOMEN	942	4,866
TOTAL	6,056	34,605



VOLLEYBALL

MEN'S CATEGORY CHAMPIONSHIPS NATIONAL FINALS

Men

Season UNDER 13 (3 VS 3)

2019 / 2020	Not played
2018 / 2019	TORRETTA VOLLEY LIVORNO
2017 / 2018	GRONDALCOPERTURE MONTICHIARI
2016 / 2017	GREEN VOLLEY FRANCAVILLA FONTANA

Season UNDER 14

2019 / 2020	Not played
2018 / 2019	DIABOLI ROSA BRUGHERIO
2017 / 2018	COLOMBO VOLLEY GENOVA
2016 / 2017	AXA COLOMBO GENOVA

Season UNDER 15

2020 / 2021	DIABOLI ROSA BRUGHERIO
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Season UNDER 16

2019 / 2020	Not played
2018 / 2019	CUNEO VOLLEY
2017 / 2018	VERO VOLLEY BANCO BTM
2016 / 2017	MATEROVOLLEY CASTELLANA BA

Season UNDER 17

2020 / 2021	DIABOLI ROSA BRUGHERIO
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Season UNDER 18

2019 / 2020	Not played
2018 / 2019	VOLLEY TREVISO
2017 / 2018	VOLLEY SEGRATE 1978 MI
2016 / 2017	CUCINE LUBE CIVITANOVA MC

Season UNDER 19

2020 / 2021	COLOMBO VOLLEY GENOVA
2019 / 2020	Not played
2018 / 2019	Not played
2017 / 2018	VOLLEY SEGRATE 1978 MI
2016 / 2017	Not played

Season UNDER 20

2019 / 2020	Not played
2018 / 2019	Not played
2017 / 2018	LUBE CIVITANOVA MARCHE
2016 / 2017	VOLLEY TREVISO

WOMEN'S CATEGORY CHAMPIONSHIPS NATIONAL FINALS

Women

Season UNDER 14

2019 / 2020	Not played
2018 / 2019	GIELLE IMOCO VOLLEY SDONÀ VE
2017 / 2018	VOLLEYRÒ CASAL DE' PAZZI ROMA
2016 / 2017	GRUPPO IMM.RE VARESE PV ORAGO/VISETTE VBEST VA

Season UNDER 15

2020 / 2021	IN VOLLEY PIEMONTE
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Season UNDER 16

2019 / 2020	Not played
2018 / 2019	LEMEN VOLLEY BERGAMO
2017 / 2018	VOLLEYRÒ CASAL DE' PAZZI ROMA
2016 / 2017	GRUPPO IMM.RE VARESE PV ORAGO/VISETTE VBEST VA

Season UNDER 17

2020 / 2021	VOLLEYRÒ CASAL DE' PAZZI ROMA
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Season UNDER 18

2019 / 2020	Not played
2018 / 2019	VOLLEYRÒ CASAL DE' PAZZI ROMA
2017 / 2018	VOLLEYRÒ CASAL DE' PAZZI ROMA
2016 / 2017	VOLLEYRÒ CASAL DE' PAZZI ROMA

Season UNDER 19

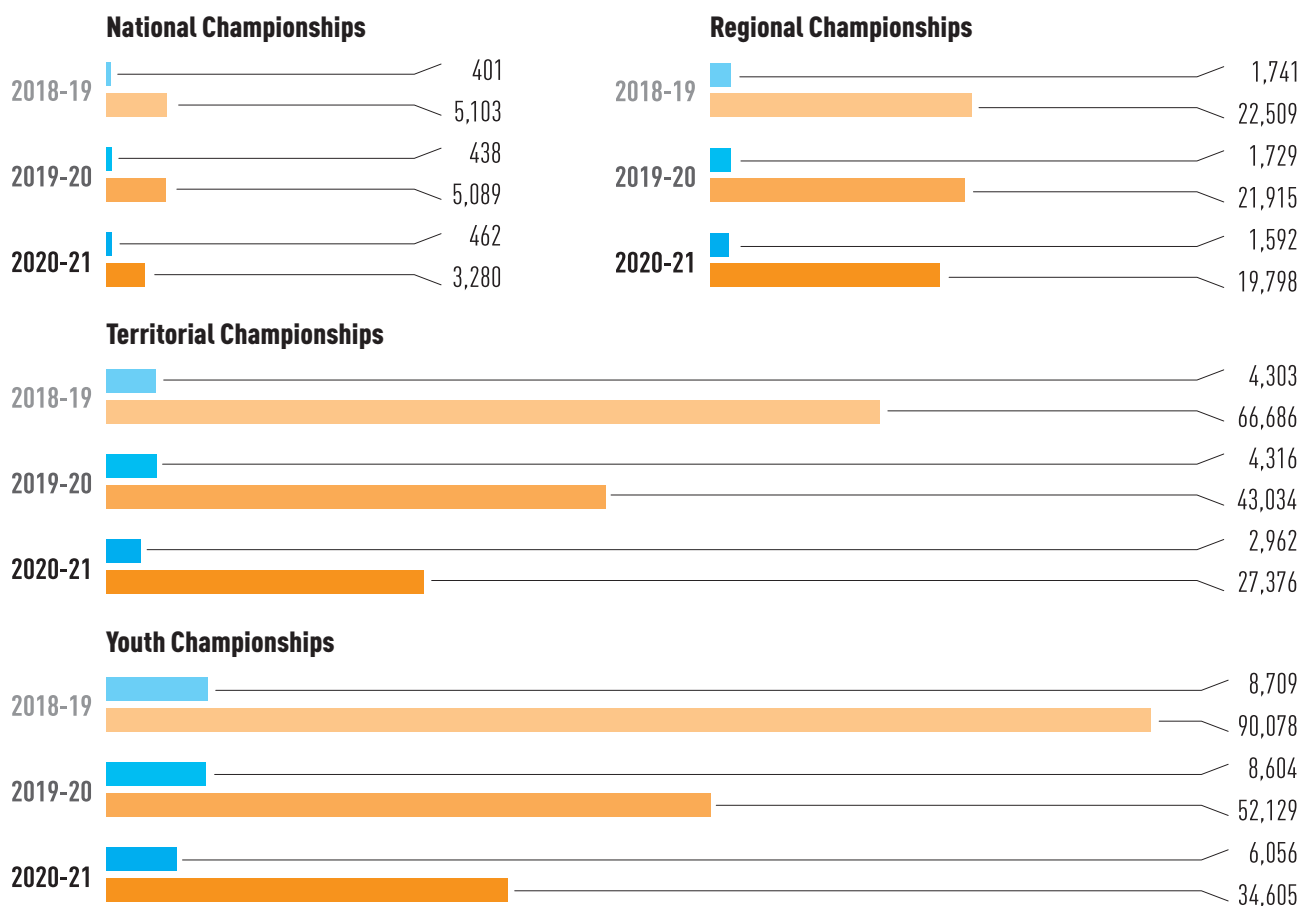
2020 / 2021	IMOCO VOLLEY SDONÀ VE
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VOLLEYBALL

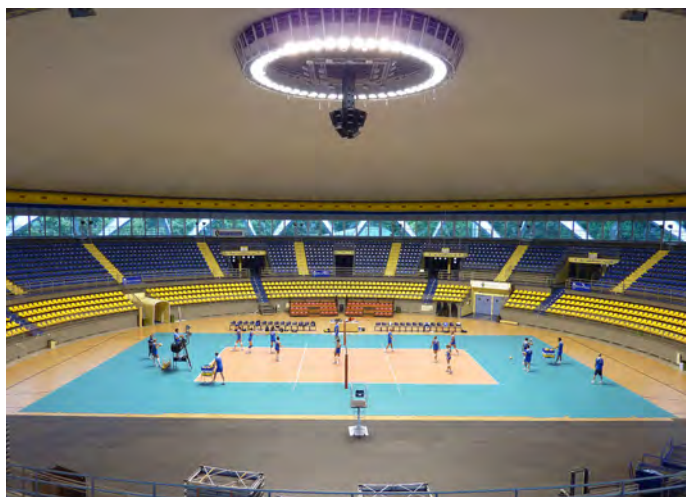
Summary participation at the Federal Volleyball Championships

■ N. TEAMS
■ N. MATCHES



Sports Establishments

To play volleyball the clubs must have a system approved by FIPAV. Since 2012 a national archive has been online through which the FIPAV Peripheral Teams issue the records of the fields where the Federal Championships games are played.



Approved establishments, distributed throughout the national territory:

	Until 31 st December 2021	Until 1 st September 2018
Abruzzo	191	169
Basilicata	74	66
Bolzano	57	54
Calabria	197	174
Campania	415	302
Emilia Romagna	953	904
Friuli Venezia Giulia	240	210
Lazio	717	666
Liguria	202	203
Lombardia	1,617	1,469
Marche	352	319
Molise	45	41
Piemonte	498	461
Puglia	483	438
Sardegna	165	102
Sicilia	161	102
Trento	135	121
Toscana	593	482
Umbria	164	153
Val d'Aosta	20	20
Veneto	903	805
TOTAL ESTABLISHMENTS	8,208	7,269

2.03 BEACH VOLLEY

Beach Volleyball is an Olympic discipline played on a sand field, the teams (pairs) are composed of two athletes without a reserve. The matches are played to the best of the three sets. Given the great development of the discipline and the origin of many of the best pairs in the world (the Olympic champions of Tokyo 2020 are Norwegian) in recent years, a large activity of indoor Beach Volley is developing.

Since 2020, the Federal Beach Volleyball has its own website where all the news about national and international activities are reported and ,where there are links to the BVL, the platform that manages all the national journalistic activity.

Since 2021, the first Italian Beach Volleyball Championship for clubs has started, which has a winter phase and a final phase in June.

Beach Volley Membership

From 1 January 2021 indoor athletes, in order to register for the Italian Volleyball Federation's official activity of Beach Volley , will, in addition to the indoor activity card, also have to apply to their binding company for a Beach Volleyball membership (with the first membership procedure).

Once the membership of at least one athlete has taken place, the Beach Volleyball section will be automatically opened to the club and its member can, from that moment on, register and participate in federal tournaments. The membership of these athletes, for the sole activity of Beach Volleyball will have an annual validity and through this new procedure the FIPAV wants to provide athletes and clubs with a more functional and efficient membership system for the activities related to Beach Volleyball.

At the end of the 2020-21 season, 6,477 athletes, including 3,351 men and 3,126 women, were registered for indoor and beach volleyball clubs.

Beach Volley Clubs

Regions	2018-19	2019-20	2020-21
Abruzzo	3	4	2
Alto Adige	1	1	1
Basilicata	1	1	1
Calabria	2	1	1
Campania	3	5	4
Emilia Romagna	13	14	12
Friuli Venezia Giulia	1	1	1
Lazio	15	16	11
Liguria	8	6	4
Lombardia	13	12	14
Marche	7	7	2
Molise	0	0	1
Piemonte	8	7	10
Puglia	2	3	2
Sardegna	2	2	2
Sicilia	3	3	2
Toscana	3	3	1
Trentino	0	0	0
Umbria	1	1	1
Val d'Aosta	1	2	1
Veneto	10	9	8
TOTAL	98	98	81

Athletes enrolled in beach volleyball clubs

Regions	2018-19	2019-20	2020-21
Abruzzo	19	20	8
Alto Adige	15	16	21
Basilicata	0	0	0
Calabria	1	1	1
Campania	21	9	9
Emilia Romagna	493	532	501
Friuli Venezia Giulia	9	1	0
Lazio	221	327	299
Liguria	75	109	93
Lombardia	308	356	837
Marche	84	111	148
Molise	0	0	0
Piemonte	210	212	622
Puglia	7	6	16
Sardegna	71	124	196
Sicilia	15	20	10
Toscana	87	98	12
Trentino	0	0	0
Umbria	29	23	0
Val d'Aosta	2	4	9
Veneto	108	113	199
TOTAL	1,775	2,082	2,981

BEACH VOLLEY

Beach Volley Championships

The federal sport activity of Beach Volley includes the Men and Women's National Championships (which, although some categories have been modified in the last three years, include from Under 21-20 to Under 16).

There are also Federal Tournaments Serie Beach 1, 2 and 3, and Regional Youth Tournaments.

2019

- M/F Italian championships: 10 double gender stages
1,360 participants
- M/F Beach Volley Italian Championship for societies, Finals: 450 participants
- Under 21 National Tournaments: 11 double gender stages
704 participants
- Under 19 National Tournaments : 9 double gender stages
570 participants
- Under 16 National Tournaments : 1 double gender stage
96 participants
- Federal Tournaments Serie Beach 1,2,3,4: 397 tournaments
12,200 participants
- Regional Youth Tournaments: 152 tournaments
3,067 participants

2020

- M/F Italian championships: 1 double gender stage
128 participants
- Federal Tournaments Serie Beach 1,2,3: 119 tournaments
4,000 participants

2021

- M/F Italian championships: 10 double gender stages
1,360 participants
- M/F Beach Volley Italian Championship for societies: 174 tournaments
4,800 participants
- Under 20 National Tournaments: 11 tournaments
352 participants
- Under 18 National Tournaments: 4 tournaments
128 participants
- Under 16 National Tournaments: 4 tournaments
128 participants
- Federal Tournaments Serie Beach 1,2,3: 243 tournaments
7,776 participants
- Regional Youth Tournaments: 71 tournaments
1,700 participants



2.04 SITTING VOLLEY

The growth trend of the Italian Sitting Volley movement is confirmed in all areas, despite the setback of 2020 due to the Covid-19 pandemic.

As the activity in the territory multiplies, new Sitting Volleyball clubs and teams are born and the players increase. The Italian Championship reflects this growth also with the organization of further related events, such as the Italian Cup and inter-regional tournaments.

Sitting Volley Clubs

Regions	2018-19	2019-20	2020-21
Abruzzo	4	5	2
Alto Adige	3	1	1
Basilicata	6	4	8
Calabria	11	10	8
Campania	37	29	36
Emilia Romagna	20	26	27
Friuli Venezia Giulia	3	6	2
Lazio	51	43	43
Liguria	8	9	9
Lombardia	24	30	31
Marche	7	9	12
Molise	2	1	4
Piemonte	9	6	11
Puglia	24	23	17
Sardegna	9	6	9
Sicilia	24	21	32
Toscana	17	13	13
Trentino	2	1	1
Umbria	1	2	4
Val d'Aosta	7	2	1
Veneto	14	17	22
TOTAL	283	265	293

Sitting Volley Championships

2018-2019

- Absolute M/F Italian Championship: 27 participating teams (18 male, 11 female), finals at PalaPanini June 2019.
- Italian Cup for men and women: (8 teams, 4 for each gender), December 2019 Fiano Romano.

2019-2020

- No National Championship.



Sitting Volley Athletes

Regions	2018-19	2019-20	2020-21
Abruzzo	0	0	0
Alto Adige	0	0	0
Basilicata	3	3	7
Calabria	3	3	0
Campania	57	51	55
Emilia Romagna	22	36	27
Friuli Venezia Giulia	0	2	2
Lazio	5	7	6
Liguria	0	0	0
Lombardia	13	12	7
Marche	7	7	9
Molise	3	3	0
Piemonte	4	7	8
Puglia	0	0	0
Sardegna	8	10	8
Sicilia	7	0	3
Toscana	13	16	9
Trentino	0	0	0
Umbria	0	0	0
Val d'Aosta	0	0	0
Veneto	6	4	1
TOTAL	151	161	142
MEN	101	111	94
WOMEN	50	50	48

2020-2021

- Absolute M/F Italian Championship:
 - 8 women's teams that only played in the final stage in Tirrenia, May 2021.
 - 19 men's teams with group stage, May 2021, and final stage in Peschiera del Garda, June 2021.
- Italian Cup of Sitting Volley: (8 teams, 4 for each gender), Parma, 20-21/11/2021.

2.05 High Level Sport Performance

The Italian Federation boasts a sporting equality between Women and Men's National Teams and the results are often matched.

An important consideration concerns the significant and considerable number of National Teams that every year are engaged in international activities, a number that has no equal in other disciplines of team sports.

A staff composed of technicians, physiotherapists, athletic preparators, scout men & team managers, all support with great professionalism the activities of the Italian Volleyball Federation's National Teams, managed by the respective National Indoor Team Sectors, Beach Volley and Sitting Volley.

VOLLEYBALL

The National Volleyball Teams include the National Seniors (male and female), the National Under 23 (male and female), the National Under 20/21 male, the National Under 19/20 female, the National Under 18/19 male, the National Under 17/18 female, the National Under 17 men and Under 16 women's Teams.

Club Italia

Over the years, the scope of the National Teams has been enriched with the Club Italia, a project of a collegial staff that aims to train high-level athletes, boys and girls who represent the link between the end of the youth activity and the beginning of the high level positioning.

The Club Italia is the culmination of a qualification program that starts from a selection process capable of involving the whole territory through a screening that allows the Federal Technicians to follow the talented young athletes for a period of time that varies from two to three seasons.

Girls' Club Italia

The Girl's Club Italia reaches this season its twenty-sixth year of activity and is a project that represents a flagship for the Italian Volleyball Federation. Over

time, many important results have been achieved, both in terms of sports and training.

The federal project, started in 1999, has developed many athletes who then have reached important personal and team goals.

In the 2018/19 season Girl's Club Italia played in Serie A1 and closed the Championship in last place in the standings. In the 2019/20 and 2020/21 seasons it played in Serie A2.

In the 2021/22 season the Girl's Club Italia will face the Serie A2 (Group B).

Boys' Club Italia

The aims of the project, born in 2008, are almost identical to those of the girls' sector: for high-level athletes. Young people who can grow from all points of view: ethical, moral, physical, technical, tactical and behavioral, not forgetting to grow and develop the personality of young volleyball players. The first group was engaged in A2 in the 2018/19 season.



In July 2019 the Italian Volleyball Federation presented Julio Velasco as Technical Director of the men's youth sector, explaining the reasons for not continuing with the Club Italia in permanent collegiate: a choice taken to give new impetus to the youth male sector with different projects.

The objective is obviously to give an important impulse to the youth male sector and the project was taken on the basis of two and a half years, but with the view that of course it could last longer.

"When we talk about growing young people with the view Of helping them emerge on the national stage, it must be clear that there is another fundamental task, that of promoting this discipline on our territory. From the federal side there is a commitment to give them all the tools to get in the game. In this sense, without comparing them with the players who preceded them. That's because boys must have in mind to confront only with people with their same age.

The message to young people, therefore, is to go to win on the competitive fields, everything will come accordingly".



The technical sector of FIPAV has programmed in 2019 various technical-practical courses addressed to all coaches of every order and degree, that have had as a speaker the Technical Director of the men's youth sector Julio Velasco.

After the long stop that lasted more than a year and a half because of the Covid-19 pandemic, the training days of the Technical Director of the men's youth sector Julio Velasco resumed in 2021, with the participation of coaches, smart coaches, managers, but also any non-members, interested in taking part in the meetings as auditors.

Competitive results

2019

- Men's Seniores – Gold Medal at the Naples Universiadi
- Women's Seniores – Silver Medal at Naples Universiadi
- Women's Seniores – Bronze Medal at the European Championship
- Under 21 Men – Silver Medal at World Championship
- Under 20 Women – Silver Medal at World Championship
- Under 19 Men – Gold Medal at World Championship
- Under 18 Women – Silver Medal at World Championship
- Under 16 Women – Silver Medal at European Championship
- Under 19 Men – EYOF Gold Medal
- Olympic Qualifications at Tokyo 2020 for Men and Women's National Teams

2020

- Stop to almost all international competitions except for the continental Under 18 Men's Championship, organized in Italy where the Azzurrini of the Men's Under 18 Team conquer the gold medal at a great European Championship.
- Under 20 Men's Team – Silver Medal at the European Championship.

2021

- Men's Seniores – Gold Medal at European Championship
- Women's Seniores – Gold Medal at European Championship
- Under 21 Men – Gold Medal at World Championship
- Under 20 Women – Gold Medal at World Championship
- Under 18 Women – Silver Medal at World Championship
- Under 16 Women – Silver Medal at European Championship



BEACH VOLLEY

In addition to the men and women's Senior Teams there is also an activity for the National Under 21, Under 20, Under 19, Under 18, Under 17 and Under 16, all both male and female Teams.

After the historic milestone reached at the Olympics in Brazil, the couple of beacher Nicolai-Lupo continues to write the history of Beach Volley and has strengthened, moreover, the whole sector with particular regard to the youth sector.

Competitive results

2019

- Gold OQT Haiyang Nicolai/Lupo
- Gold WT 1 Stella Budapest Windisch/Cottafava
- Gold WT 1 Stella Tel Aviv Windisch/Cottafava
- Silver Mondiali U21 Udon Thani Windisch/Di Silvestre
- Silver WT 3 Stelle Sydney Carambula/Rossi
- Silver WT 2 Stelle Aydin Ranghieri/Caminati
- Silver WT 1 Stella Alba Adriatica Zuccarelli/Traballi

2020

- Gold WT 1 Stella Vilnius Scampoli/Bianchin
- Gold WT 1 Stella Lubiana Abbiati/Andreatta
- Bronze Europei Jurmala Nicolai/Lupo
- Bronze WT 4 Stelle Doha Nicolai/Lupo
- Bronze Europei U20 Brno Dal Corso/Viscovich
- Bronze WT 1 Stella Vilnius Marchetto/Di Silvestre

2021

- Gold WT 1 Stella Sofia3 Scampoli/Bianchin
- Gold WT 1 Stella Budapest They/Breidenbach
- Gold WT 1 Stella Cervia They/Breidenbach
- Gold WT 1 Stella Cervia Windisch/Cottafava
- Silver WT 1 Stella Sofia4 Marchetto/Dal Corso
- Silver WT 1 Stella Sofia4 They/Bianchin
- Silver WT 1 Stella Budapest Marchetto/Dal Corso
- Bronze WT 1 Stella Sofia2 Cottafava/Dal Corso
- Bronze Campionati Europei U20 Izmir Hanni/Fusco
- Bronze WT 1 Stella Lubiana Scampoli/Bianchin
- Bronze WT 1 Stella Sofia4 Scampoli/Breidenbach

SITTING VOLLEY

FIPAV Sitting Volley is part of the National Team Area, where it has carried out an intensive training and technical activity. The two men and women's national teams, continue their journey. The Italian National Teams of Sitting Volley have recorded new successes, in particular the women's one with the qualification to the Paralympics of Tokyo 2020 obtained with the European silver medal of Budapest 2019. In the 2021 edition in Turkey, the women's national team confirmed itself as the second strongest team in Europe by winning the silver medal, second only to Russia as already happened in 2019.

Competitive results

2019

- Silver Medal at the Budapest Women's Sitting Volley European Championship (July 2019)
- Tokyo Paralympics Qualification 2020

2020

- Stop to all the international competitions

2021

- Silver at the European Women's Sitting Volley Championship in Kemer, Turkey (October 2021)
- Women's National Team makes its debut at the Tokyo Paralympics



2.06 Federal Centers for Olympic Preparation and Summit Activities

The Federation, for the Olympic Preparation and the top activities for the National Teams, has its own Federal Sports Centre - Centro Pavesi in Milan - and the Air Force Sports Centre of Vigna di Valle, in Bracciano.

It also uses the Centro di Preparazione Olimpica dell'Acqua Acetosa, in Rome, the Centro di Preparazione Olimpica of Formia and Tirrenia.

Centro Pavesi FIPAV

The Centro Pavesi FIPAV in Milan is today the only Federal Centre in Italy specifically dedicated to

Volleyball that is directly managed by the Italian Volleyball Federation.

The Centro Pavesi, in addition to being the seat of the activity of the Italian Women's Club, is the privileged venue for the training of the Italian National Teams and hosts regular collegiate preparation and friendly matches of the National Volleyball, Beach Volley and Sitting Volley.

During the sporting season, the Pavesi Centre organizes numerous refresher courses and workshops at national, regional and provincial level, aimed at coaches, managers, athletic trainers and referees of all levels.





03. ECONOMIC PERFORMANCE



For this section the FIPAV collaborated with Fabio Cerroni, Sapienza University of Rome PhD student.

The most important event that characterized 2020 was the outbreak of the Covid-19 pandemic, because of which the Italian government, after several measures to contain the infection, has enforced the halt of many activities, including sports events.

To comply with the government directives and to keep the relationship with their members and volleyball lovers alive, the FIPAV immediately took urgent measures aimed at protecting the health of its members, using social media and distance learning.

The suspension of national and international sports activities took place over several months. Even the International Olympic Committee (IOC) decided to postpone the 2020 Tokyo Olympic Games to 2021.

The suspension of competitive and promotional activities and the contingent emergency situation have had unprecedented catastrophic effects on the technical, organizational and economic nature of the entire world's sports system.

With regards to volleyball, the suspension of the league and of the basic youth activity has created a loss of income estimated at over 20 million euros for basic level volleyball, in addition to nearly 29 million euros for high-level (Serie A clubs, data from the Serie A League for Men and Women). After a first phase of analysis, the FIPAV has immediately taken strong and decisive action to save the more than 4000 companies present in the territory.

FIPAV has closed its Economic and Financial Report on 31/12/2020 with a positive economic result of 6.3 million euros, generated mainly by the lower costs incurred due to the Covid-19 pandemic. This result was achieved as the consequence of a production value of 33 million euros and a production cost of 26.2 million euros, also considering the presence of income and financial charges and income taxes.



PRODUCTION
VALUE

33,097,655
€

PRODUCTION
COST

26,242,871
€

NET
PROFIT

6,306,069
€



3.01 2020 Italian Federation of Volleyball Added Value

The Added Value represents the greater value that the Federation, has been able to create thanks to the increase in productivity and process efficiency.

This is a value obtained through a reclassification of the data contained in the Federal Economic Account and for this reason it can be considered the main accounting connection between the Financial Statement and the Sustainability Report.

The Added Value is obtained by calculating the difference between the value produced through the operating cashflow and the set of all the production's intermediate costs attributable to both the central and territorial activity.

From this result, deducing the total extra-characteristic management and depreciation, the Global Net Added Value is obtained, representing the increase in wealth created by the Federation in the course of its activities.

The calculation required:

- the reclassification of certain budgetary items to determine the wealth produced by the federal organisation;
- the distribution of Added Value, to understand its distribution among the stakeholders of the Federation.

The determination of the 2020 Added Value of the FIPAV shows a value of gross production equal to 33 million euros (-34% compared to 2019) of which 76% is represented by the value of the production of the central activity, while about 24% from revenues related to the territorial structure.

The most important items are represented by the contributions of Sport e Salute S.p.A., equal to 11.8 million euro, followed by the associates' shares, equal to 10.3 million euro.

The contributions of the State, Regions and Local Authorities afferent to the central structure, equal to about 46 thousand euros, are represented exclusively by the 2020 contribution by the Ministry of Culture received in 2011 for the renovation construction of the Federal Sports Centre "Centro Pavesi" in Milan.

SPORT E SALUTE

The SPORT E SALUTE SPA contribution

The 2019 Budget Law has determined the substantial reallocation of resources and expenditure between CONI and Sport e Salute S.p.A.

In particular, the new regulations introduced for the budget of FIPAV concerned:

- a) the change of the company name from "CONI Servizi S.p.A." to "Sport e Salute S.p.A.";
- b) the transfer of a significant part of the State's financing from CONI to Sport and Salute S.p.A., to which, consequently, have been transferred also a series of spending responsibilities in the past reserved for the CONI, including funding for Federations and other Sports Bodies;
- c) the establishment of a separate system, due to accounting and organizational purposes, for the allocation of resources to the Federations and other Sports Bodies, also on the basis of the general guidelines in sports equipment adopted by the CONI.

In relation to what was described above, the Federation, in order to correctly transpose the exchange of the counterparty for the allocation and payment of the contributions, has proceeded to modify the names of the accounts and aggregates, inserting the words "Sport e Salute S.p.A." instead of that "CONI".

The contribution that in 2020 was paid to FIPAV by Sport e Salute S.p.A. amounted to 11,797,563 euros, distributed as follows:

Contribution purposes	31/12/2020	31/12/2019	Delta	Delta %
Operation and sports activities	-	994,753	-994,753	-100%
Contribution Sport e Salute S.p.A. for Olympic Preparation and High Level	3,479,007	6,554,045	-3,075,038	-47%
GENERAL Contribution Sport e Salute S.p.A.	7,266,588	-	7,266,588	-
Federal offices	-	350,000	-350,000	-100%
Personnel already on federal contract	-	2,991,330	-2,991,330	-100%
Staff ex CONI Servizi S.p.A.	-	1,011,136	-1,011,136	-100%
Contribution Sport e Salute S.p.A. for the project SPORT FOR ALL	671,968	14,000	657,968	4,700%
Contributions for Olympic Club	380,000	328,000	52,000	16%
TOTAL	11,797,563	12,243,264	-445,701	-4%



Among the public contributions made to the central structure there are also those granted by the Italian Paralympic Committee, for an amount of about 250 thousand euros. With regards to revenues from international and national events, the Covid-19 health emergency, with the suspension of activities and restrictions of travel, prevented the Federation from organizing the major events scheduled for 2020. In September, when the health and regulatory situation allowed it, the Federation organized the European U18 Men's Championship, whose revenues amounted to 203 thousand euros. An amount of 5 thousand euros includes the television rights sold for the 2020 Italian Championship of Beach Volley male and female.

The revenues from advertising and sponsorships contributed € 2.3 million, consisting of the annual share of dues for 2020 of the revenues from sponsorships determined on the basis of the contracts in place and the revenues deriving from the advertising. The health emergency and the stop of the sport activity has required the remodeling of many of the sponsorship contracts signed for 2020, determining a drastic reduction in revenues compared to the 2019 exercise (-48%).

The other revenues are recorded for about 222 thousand euros. This item accepts all unallocated findings in the previous categories of revenue.

The Territorial Committees' value of the production (net of FIPAV contributions) amounted to 7.9 million euros. The territorial structures' value of the production, compared to the previous year, has been drastically reduced, especially in the category membership fees (-60%) due to the suspension of all regional and territorial championships, and in the organization of sports events (-83%).

The intermediate costs, instead, have reached quota 13.8 million euros (the -57,4% compared to 2019). The difference is due to the Covid-19 pandemic effects, including the various stops to the practice of sports, the cancellation of the Tokyo 2020 Olympic Games and the VNL 2020 and the rescheduling of the entire sporting activity of all indoor and Beach Volleyball teams.



68.7% of the intermediate costs is represented by the costs of the central structure (33.4% for Olympic preparation - High Level; 41.1% for sport activities; 1.1% for para-athletic activity; and 19.5% for the operation of the federal central structure, which includes the costs for promotion and communication, the license fee, insurance premiums, postal and telephone charges, utilities and services, etc.), 31.3% of the costs for territorial activities (of which 63.2% for sport activities and 36.8% for operations), 3.3% of the other operating costs and finally, 1.6% of the provisions for risks and charges and provisions for credit valuation.

The 2020 Net Global Added Value amounted to 18.456,547 euros (8.8% more than in 2019), given the presence of no depreciation charges and those resulting from the outsourced managerial consultancy.

This value has been distributed to the following categories of interlocutors:

- operators (employers and not);
- public administration;
- financiers (all those who inject credit capital, except for Sport e Salute);
- associates and affiliates;
- natural environment;
- the Federation itself (self-financing).

Reclassified income statement for the calculation of the Added Value

(in euro)

A) PRODUCTION VALUE	2020	2019	2018
1. Central activity			
Sport e Salute Contributions	11,797,563	12,243,264	20,631,974
State, Region, Local Authorities Contributions	46,171	1,010,568	244,343
Associates' Shares	10,310,526	12,281,678	11,972,832
Revenues from International Events	202,617	873,966	1,986,111
Revenues from National Events	5,000	325,611	363,054
Advertising and sponsorship revenues	2,347,551	4,523,375	4,122,670
Other ordinary operating revenues	221,637	413,236	453,717
Paralympic Italian Committee Contributions	249,547	341,632	281,879
Production Value Central activity	25,180,613	32,013,330	40,056,580
2. Territorial structure activities			
Government, local authorities and other entities contributions	1,383,761	1,028,804	711,708
Associates' Shares	6,085,201	15,354,606	15,431,649
Event revenue	214,113	1,263,763	555,770
Other revenue from operations	233,967	653,910	628,693
Value of production territorial structure	7,917,042	18,301,084	17,327,820
REVENUES FROM TYPICAL AND ATYPICAL PRODUCTION	33,097,655	50,314,414	57,384,400
B) INTERMEDIATE PRODUCTION COSTS	2020	2019	2018
1. Sporting activity			
1.01 Costs for the central sport activity			
Olympic Preparation - High level	2,390,644	5,874,081	4,838,232
National representative activities	800,461	1,703,834	1,864,016
Insurance for National and International Sports Events	-	-	-
Costs Olympic Preparation - High Level	3,191,105	7,577,915	6,702,248
International Sport Events Organization	291,177	1,877,270	10,960,050
National Sport Events Organization	1,495,324	3,444,645	3,437,310
Participation in international organizations	6,353	21,451	31,934
Training, research and documentation	445,894	618,153	605,800
Sport promotion	209,387	748,662	840,154
Sport structure management	5,685	-	983
Other costs for sport activities	1,463,907	1,877,886	1,877,823
Change in inventories of consumables for sports activities	-	-	-
Sport activity costs	3,917,727	8,588,068	17,754,053
Paralympic Preparation	100,795	220,457	199,953
National and International Paralympic Sports Events Organization	6,664	158,785	76,564
Training, research and documentation	-	2,115	-
Costs of Paralympic activity	107,459	381,357	276,517
CENTRAL SPORTING ACTIVITY TOTAL COSTS	7,216,291	16,547,341	24,732,818

	2020	2019	2018
1.02 Sport activity Territorial Structure			
Agonistic activity	306,088	1,466,679	1,408,044
Sport Events Organization	1,855,714	7,981,898	7,662,592
Training	242,344	647,366	582,550
Sport promotion	290,011	746,064	771,111
Sport structure management	57,370	171,605	82,641
SPORTING ACTIVITY TERRITORIAL STRUCTURE TOTAL COSTS	2,751,526	11,013,612	10,506,937
2. Operation and general costs			
2.01 Central activity operation and general costs			
Communication costs	242,752	428,810	318,931
General costs	1,615,797	1,722,386	1,741,011
Change in inventories of consumption mat. for operation	-	-	-
Central activity operation and general costs	1,858,549	2,151,196	2,059,942
2.02 Territorial structure operation and general costs			
General costs	1,599,376	2,319,578	2,227,028
Territorial Structure Operation and general costs	1,599,376	2,319,578	2,227,028
3. Funds			
3.01 Provisions for liabilities and charges	107,075	239,952	36,084
3.02 Provision for write-down of receivables	43,872	1,783	-
4. Miscellaneous operating charges			
4.01 Miscellaneous operating charges	315,703	312,191	156,060
INTERMEDIATE COSTS OF PRODUCTION	13,892,392	32,585,653	39,718,869
GROSS CHARACTERISTIC VALUE ADDED	19,205,263	17,728,761	17,665,531
C) ACCESSORIES AND EXTRAORDINARY COMPONENTS	2020	2019	2018
Ancillary management balance	1,416	1,443	1,591
Extraordinary components balance	-	-	-
TOTAL GROSS ADDED VALUE	19,206,679	17,730,204	17,667,121
Homogeneous groups of assets management depreciation			
CENTRAL ACTIVITY DEPRECIATION			
Sports activities depreciation	294,173	309,573	298,273
Operation depreciation	455,959	459,706	477,763
DEPRECIATION TERRITORIAL STRUCTURE			
Sport activities depreciation	-	-	-
Operation depreciation	-	-	-
TOTAL NET ADDED VALUE	18,456,547	16,960,925	16,891,085

Added Value distribution

For the year 2020, the Global Net Added Value was distributed as follows:

- A share of 9,019,613 euros were allocated to operators (which represents 48.87% of the total, that is the most important of the aggregate). This category is represented by the “employers” that are represented by all those who work for a fee within the Federation.

The staff was subdivided into employees (with a fixed-term or indetermined employment contract), and non-employees (consultants, occasional collaborators, members of central and territorial federal commissions).

The employers' remuneration is divided into two main categories:

- a) the first comprises all the assets financial or in kind) which measure the economic benefit resulting from the relationship between worker and Federation. This item includes: the actual direct remunerations, severance pay, compensation in kind (not including reimbursements);
- b) the second on the other hand, is responsible for the assets deriving from the social contributions that the Federation pays for the worker.

- The remuneration of the Public Administration, which takes place through the payment of direct and indirect taxes, for 2020 amounts to 297,855 euros (1.61% of the total). This item represents the economic benefit that the Public Administration derives from the work of the Federation, as a contribution to the coverage of national public expenditure;
- The share allocated to the category of financiers amounted to 524,203 euro (2.84% of the total). This is represented by the banking system that, excluding Sport e Salute S.p.A., injected capital into the organization.
The remuneration of this category takes place through the financial costs accruing on the capital of credit. This item is scarce because the

Federation receives contributions from Sport e Salute S.p.A. for the realization of the federal mission;

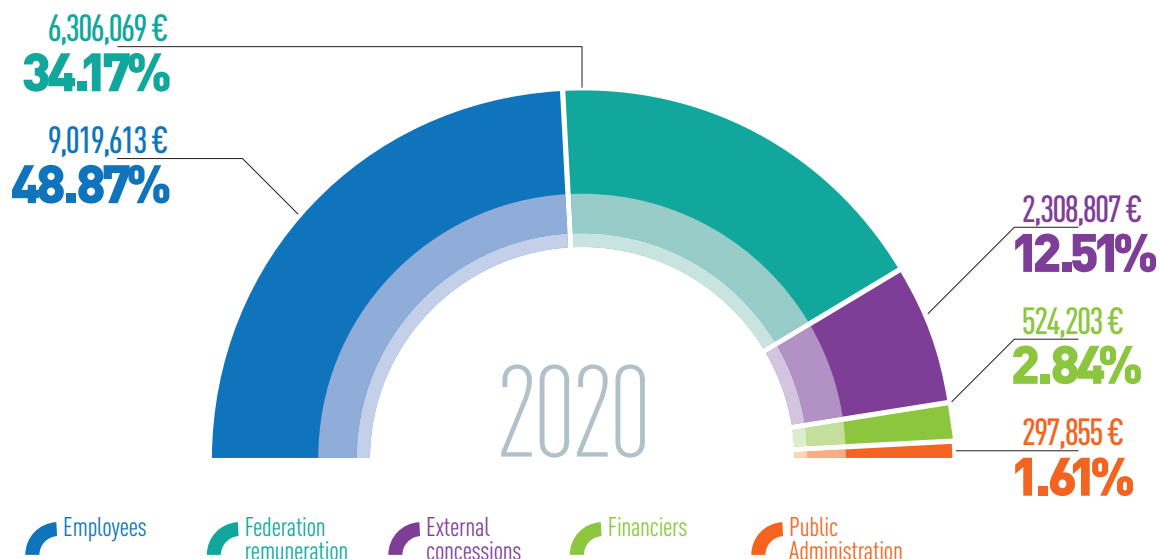
- The sports associations and clubs community, affiliated to the Federation, was distributed a share of € 2,308,807 (equal to 12.51% of the total). This expresses the social attention that the Federation has towards the affiliated sports communities. In particular, given the difficult situation caused by the consequences of the pandemic, the increase of 40% compared to the previous period is due to the intervention of FIPAV aimed at safeguarding the heritage of over 4 thousand sports clubs present throughout the country;

- No share was allocated for the natural environment, even though it is indirectly present through the initiatives implemented in federal structures and during sports events, aimed at protecting the natural environment;
- Finally, to the same Federation, a share of 6,306,069 euros (equal to 34.17% of the total) was awarded. Its remuneration is determined by the amount of the provisions of the positive results of the year. The strong increase compared to the previous year is due to lower costs incurred by the Federation during the health emergency.



Distribution of Added Value

(€ - %)



A) EMPLOYERS REMUNERATION

2020

2019

2018

Non employees

1. Costs for sports activities

Central sport activity

P.O./A.L.	1,651,122	2,156,994	1,996,742
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Sport Activity	226,664	518,514	319,713
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Paralympic activity	97,403	168,794	133,720
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Territorial structure sport activity	936,843	1,877,125	1,872,020
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2. Operation and general costs

Central activity

Collaborations costs	239,185	190,960	208,499
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Federal authorities and commissions	506,771	769,807	845,049
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Territorial structure

Collaborations costs	52,623	98,200	56,360
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Federal authorities and commissions	1,228,528	2,024,737	2,065,506
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Employees

1. Costs for sports activities

Central sport activity

P.O./A.L.	-	-	-
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Sport Activity	-	-	-
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Paralympic activity	-	-	-
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Territorial structure sport activity	-	-	-
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2. Operation and general costs

Central activity

Federal employers	3,534,559	4,174,316	4,153,515
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Territorial structure

Federal employers	545,916	501,871	452,096
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TOTAL EMPLOYERS REMUNERATION

9,019,613

12,481,320

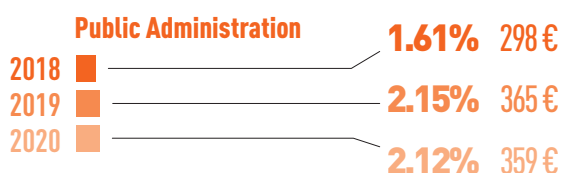
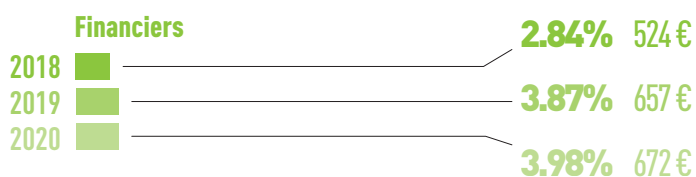
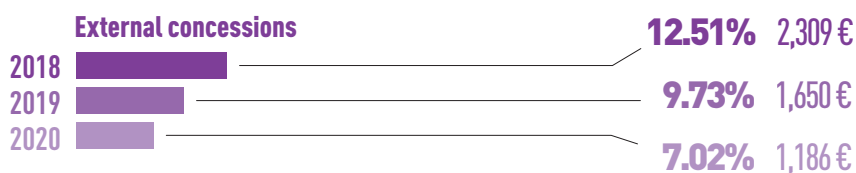
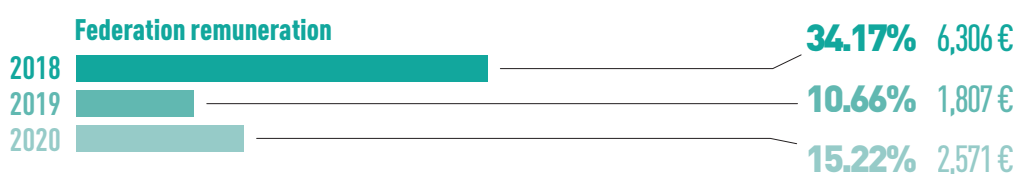
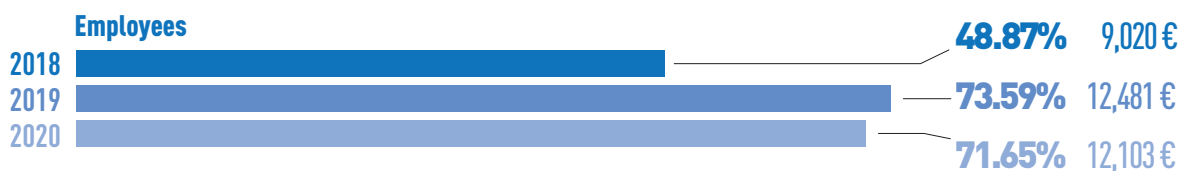
12,103,220

B) PUBLIC ADMINISTRATION REMUNERATION	2020	2019	2018
Direct taxes	181,879	237,211	249,307
Indirect taxes	115,976	127,966	109,389
Grants for the year	-	-	-
TOTAL REMUNERATION OF THE PUBLIC ADMINISTRATION	297,855	365,178	358,696
C) CREDIT CAPITAL REMUNERATION	2020	2019	2018
Short-term capital charges	524,203	656,691	672,189
Long-term capital charges	-	-	-
TOTAL CREDIT CAPITAL REMUNERATION	524,203	656,691	672,189
D) RISK CAPITAL REMUNERATION	2020	2019	2018
Risk capital remuneration	-	-	-
E) EXTERNAL CONCESSIONS	2020	2019	2018
1. Sports activities costs			
<i>Central sport activity</i>			
Contributions for P.O./A.L. to associations and third parties	55,500	99,500	115,950
Sport activities contributions for sports activities	1,147,233	810,264	784,975
Paralympic sports preparation/activities contributions	-	150,279	1,010
<i>Sport activities territorial structure</i>			
Contributions to sports activities	1,106,074	590,377	283,838
2. Operation and general costs			
<i>Central activity</i>	-	-	-
<i>Territorial structure</i>	-	-	-
TOTAL EXTERNAL CONCESSIONS	2,308,807	1,650,421	1,185,773
F) ENVIRONMENT	2020	2019	2018
Environment	-	-	-
G) FISCAL YEAR RESULT (FSH REMUNERATION)	2020	2019	2018
Fiscal year result (FSH Remuneration)	6,306,069	1,807,316	2,571,206
NET GLOBAL ADDED VALUE	18,456,547	16,960,925	16,891,085

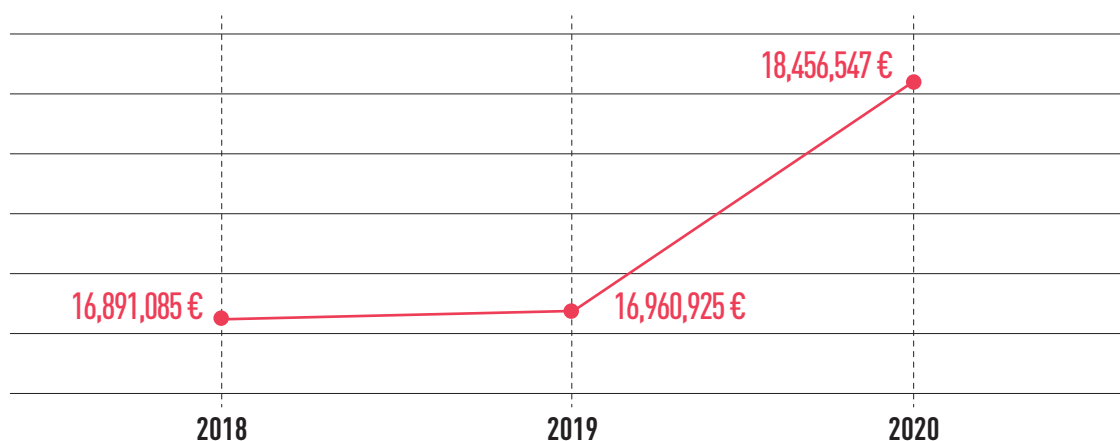
Distribution of 2020 Added Value.

Comparison between 2019 and 2018

(values in thousand/€)



Net Global Added Value (2020 - 2019 - 2018)



04. SOCIAL PERFORMANCE



The FIPAV presented and joined several inclusion and integration projects, both at national and European level, to develop the already intense process of promotion and growth in the social field, which is one of the central objectives of the Federal Movement.

4.01 Projects and initiatives in Italy



VOLLEY INSIEME

Financed by Fondazione Vodafone

ended: 12/12/2018

Project Coordinator: FIPAV



The project aimed at organizing several activities for the promotion and spread of Sitting Volleyball among young people and associations. The project included promotional activities and exhibitions planned to involve young people and all the other actors concerned (educators, trainers, parents, social workers, etc.). The added value of this project was the redefinition of the concepts of “disability” and “diversity” in a constructive and positive way: in fact, it was the able-bodied who must put themselves in the disabled people’s shoes, sitting on the ground and carrying out a promotional activity (“Volley Insieme”) that had integration as the objective. It also provided for the design of a new self-supporting Sitting Volleyball court not previously on the market: this made possible to simplify the setting up of a playground, encouraging the diffusion of this discipline and significantly reducing the sports inclusion cost for such activity. “Core” of the project was the organization of 5 promotional events of Sitting Volley (able-bodied and disabled) among young people, that were held in 5 different Italian cities.

Project duration: 01/01/18 - 31/12/18

Race for the Cure

Over the years, the presence of the Italian Volleyball Federation has supported initiatives in favor of prevention, improvement of care and women facing illnesses.



AIL

The Federation has wanted in these years, where possible, to be close to research and treatment against leukemia, lymphomas and myeloma.



ActionAid

With the World Day against Female Genital Mutilation on 6 February 2018, the charity partnership between FIPAV and Actio-naid Italia has been officially renewed. The two organizations decided to extend their long-term collaboration until after the Tokyo 2020 Olympic Games. Actionaid and FIPAV will work together in the implementation of a sports project as part of the approach to the Olympics in Japan. The objective of renewal of collaboration is driven by the desire to raise awareness of the sports world and its public, in order to support actionaid projects dedicated to millions of people in the world.



act:onaid

Federica De Luca

Federica De Luca and her child Andrea were barbarously killed in 2016, the innocent victims of femicide. Federica was a volleyball national referee role B and the world of Volleyball has never stopped honoring her memory, raising awareness on an increasingly important issue “the Fight against violence against women”.



The social role of male and female athletes in civil society

Sara's family: «Sara has started writing the first chapters of this book during the rehabilitation phase after the transplant. Her career as a player had not ended yet, she wanted to be free to decide how and when leave the field for the last time.

Writing gave her strength and energy.



She was perfectly aware of the social role that athletes have in civil society and intended to convey to fans who have known her life experience and the importance of organ donation.

We have finished Sara's work and published the book for her expressed desire and to celebrate her smile, her energy, her desire to live».

For the support to motherhood of athletes

A million-dollar maternity fund for athletes. The new measure, financed by the Government's Sports Office in October 2019, has been strengthened and conveyed with a promotional spot with, as testimonial, the former Italian champion Eleonora Lo Bianco, who has recently become a mother.

FIPAV intends to be at the forefront in the coming years to contribute to the opportunities offered in terms of maternity support.



Against bullying

The Italian Volleyball Federation is alongside the member Mabasta, a young non-profit organization from Lecce that has set itself the goal of fight against bullying and cyberbullying. The first action begins in 2019 with the launch of the campaign “Squash bullying” and its hashtag #let'ssquashbullying



Collaboration and team work in scientific research and sport

In 2020, the collaboration between the EBRI Rita Levi-Montalcini Foundation and the Italian Volleyball Federation (FIPAV) begins to explore the relational dynamics behind team building in the world of scientific research, demonstrating how behind success there is always dedication, constancy and commitment, values that unite two worlds apparently as distant as that of sport and research. Shared values and common goals are the key points underlying the agreement, such as



aspiration, consistency, resilience, individual commitment that characterize the career of the athlete and researcher, but also the fundamental importance of “making” a team.

Among the activities promoted is the future participation of researchers of the EBRI Foundation to the FIPAV Training Courses for coaches and sports technicians, which the Sportive Federation promotes with interventions and testimonies of experts in the various sports and scientific sectors and is aimed at developing new and stimulating learning paths.



Environment

In the management of its headquarters in 2019, 2020 and 2021, FIPAV continued to pay close attention to the environmental objectives through the inclusion of differentiated collection baskets (paper and plastic) and the insertion of water generators that create drinking water from the air, collecting moisture through condensation, reducing the use of plastic and the need to have dedicated pipelines.

FIPAV also delivered custom aluminum water bottles to all its customers in order to reduce the use of plastic and replaced regular paper with recycled paper in the toilets inside the premises and placed organic bins in every room.

Eco Volley

The Project shall provide to societies and to the organizers of federal events an Environmental Manual and Event Guides that define principles and methods useful for the organization and implementation of sustainable sports events. To do this, the Guides indicate recommendations, actions, good practices and information that concern for example water, waste, energy, transport, up to catering.



Transparent federation

In 2019 the Federation - in continuity with the Principle of transparency already started in the previous years and in compliance with the provisions on transparency obligations for public administrations (art. 2 bis paragraph 2 of Legislative Decree 33/2013) and in accordance with the Guidelines issued by the CONI (10/9/2018) and subsequent measures that circumscribe the fulfillment in the publication of the activities carried out within the individual National Sports Federations expressly indicated in the Statute of the CONI (art. 23 paragraph 1) - has created a specific section “Transparent Federation” in the federal site.

From January 2019, the Federation makes public the activities related to the procedures of affiliation and membership of companies and members, the smooth conduct of federal petitions, the activities for the Olympic Preparation and the High Level, the training of technicians, the prevention and suppression of doping, the use and management of sports facilities, how it uses the public contributions, controls and remarks on the administration and the documents related to the tender notices.

4.02 Projects in Europe



SIT2PLAY

2018-3237/001-001, Sit2Play, Erasmus+ Sport Collaborative partnership
Project Coordinator: FIPAV



This project, through the discipline of Sitting Volley, has promoted the marriage between disabled people and able-bodied people through the organization of various national and international events. Our partners, including organizations and schools from various European countries such as Turkey, Finland, Estonia, Slovenia and the Italian Paralympic Committee, have developed - in their own countries - Sitting Volley tournaments which are also open to able-bodied people, which then ended with a final event in Italy and with educational courses for the promotion of the values of this discipline in the European social fabric. The objectives pursued in the project were to redefine the concept of disability and diversity starting from the new generations, to teach sports culture through interaction with other educational aspects, personal development and the promotion of international exchanges through the actors involved in the most sensitive social areas.

Project duration: 01/01/19 - 31/12/19

Partnership: Federazione Croata Pallavolo, Federazione Turca Pallavolo, Federazione Slovena Pallavolo, Federazione Estone Pallavolo, CIP, Paravolley, Finnish Sports Association of Persons with Disabilities (VAU).

SPORT4RULES

623055-EPP-1-2020-1-IT-SPO-SPC, Sport4Rules, Erasmus+ Sport Collaborative partnership

Project Coordinator: FIPAV

The project aims to develop a strategy starting from the sports education in the schools, understood as a means of sharing the founding values of sport and acts as a means to educate young students about movement and well-being (through the creation of a tailor-made training made to stimulate children and youth people to take on the role of both player and referee). It includes the implementation of a training programme specifically designed for young volunteers/referees, in order to encourage the use of tools capable of allowing their inclusion and involvement (a problem common to all sports).



Project duration: 01/01/21 - 30/06/22

Partnership: Federazione Croata Pallavolo, Federazione Turca Pallavolo, Federazione Francese Pallacanestro, Federazione Italiana Tennis, IFSO, Università di Siviglia, Comitato Olimpico Bosnia Erzegovina, Ministero Istruzione e Gioventù Bulgaro.

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ESCSE



EAC/A02/2019, Escse, Erasmus+ call for proposal 2020

This is a project coordinated by a French company (Ease, European Association of Sport Employers) and is focused on the creation of a "Social Charter" for sporting events. It has a duration of 36 months (until 31 December 2023) and the partnership is composed of: Paris 2024 (Paris 2024 Organizing Committee), Sport and Citizenship (Social Organization carrying out research and analysis of sports policies in Europe), ASSER Institute (an expert in the legislative aspects of sport), the Institute of Sport Governance (an organisation that studies the social impact of sporting events), EFCS (responsible for organising the European Company Sport Games), the Slovenian Olympic Committee.

Project duration: 01/01/21 - 31/12/23

Partnership: Paris 2024 (Paris 2024 Organising Committee), Sport and Citizenship (Social Organization that carries out research and analysis of sports policies in Europe), ASSER Institute (society expert in legislative aspects of sport), Institute of Sport Governance (organization that studies the social impact in sports events), EFCS (responsible for organising the European Company Sport Games), Slovenian Olympic Committee.



ACAMF

622216-EPP-1-2020-1-SI-SPO-SCP, Acamf, Erasmus+ Sport Collaborative partnership

The project focuses on the fight against illegal betting and is coordinated by a Slovenian football club from Ljubljana (Nogometni Klub Interblock Ljubljana). It has a duration of 30 months (until 2023) and the partnership is composed of: Women's A.S.D. F.C. Sassari Torres, Macedonian Football Federation, UCAM (University of Murcia) and Serbian Rugby League Federation. The creator of the project is an Italian company (Mine Vaganti) that will help with bureaucratic, organizational and financial issues.

Project duration: 01/01/21 - 01/06/23

Partnership: Nogometni Klub Interblock, Asd Torres Calcio Femminile, Federazione Calcio Macedone, UCAM (Università di Murcia, Spagna), Federazione Serba della Lega di Rugby, Mine Vaganti.



BIGG4VB

2018-3779/001-001, Bigg4vb, Erasmus+ Sport Collaborative partnership

The project, linked to the European Community's Erasmus+ Sport funding programme, is linked to a collaboration between Federations for the exchange of good practices and the identification of an operational model for improvement and growth of our organizations. In addition to our Federation, the Croatian, the Polish, Slovenian, the Austrian, the Icelandic Federations and two Croatian Universities joined.

Project duration: 01/01/19 - 31/12/21

Partnership: Federazione Croata Pallavolo, Federazione Slovena Pallavolo, Federazione Polacca Pallavolo, Federazione Austriaca Pallavolo, Federazione Islandese Pallavolo, Università di Zagabria, Università di Spalato.

DISCIPLINS

2018-1-ES01-KA203-050916, Disciplins, Erasmus+ strategic partnership project



This three-year project was conceived by the University of Seville, from which we were contacted through Incoma, an organization that takes care of the planning and development of the project. Always in connection with the funding of the European Community, this project is not, however, directly linked to the Erasmus+ Sport programme, but to a branch that deals with educational processes and social inclusion linked to the world of school education.

The central idea is to develop a new course of study in order to create an expert European body for social integration through the use of sports.

Project duration: 31/12/2018 - 31/12/2021

Partnership: Università di Siviglia, Università Loyola, Università di Vantaa, ASEPE, FIPAV.

4.03 The FIPAV path of social responsibility

2020: Federal Code of Ethics

On November 20, 2020, FIPAV approved its Federal Code of Ethics, a document that defines the set of principles and ethical and moral rules that inspire every behavior, action, operation, decision taken by FIPAV in the pursuit of its mission.

It is addressed to all those who, in whatever capacity, allow the conduct of federal activities and the pursuit of its purposes, or who maintain relations with FIPAV and who undertake to know and observe the principles and rules contained therein. The FIPAV Code of Ethics is structured in three sections.

- I) **Fundamental Principles**, which establishes the fundamental ethical norms that guide FIPAV in its daily operations and in its relationship with employees and external subjects, including the principles of Legality, Integrity, Equality and Non-Discrimination, Honesty and Equity, Fairness and Loyalty.
- II) **Criteria of Conduct towards Employees**, which defines the rules that FIPAV personnel must respect, specifying their rights, duties and safeguards.
- III) **Observance of the Code of Ethics and of the penalty System**, which describes the methods of application of the Code of Ethics, the task of the Supervisory Body to monitor the implementation and compliance with the Code of Ethics and the sanctions provided for in case of violation.

2009-2021: Social reporting

Since 2009, FIPAV publishes every year its Social Report, starting a path of social sustainability that will continue over the years, since ethics and transparency - together with attention to the environmental impacts of sports - are inextricably linked to the development and growth of sport and volleyball.

Until 2016, the Social Report was drawn up with the GBS guidelines, while deviating in part from the

subsequent editions of the Social Report, choosing a new structure, that is the result of an in-depth analysis that develops on the relationship between the Federation and its stakeholders.

For the preparation of the 2019-2021 Sustainability Report, FIPAV has adopted as a reference the Guidelines for the Preparation of the Social Report of Third Sector Entities, issued by the Ministry of Labour and Social Policy on 4 July 2019 and published in the Official Journal on 9 August 2019, which inspired and whose principles guided the entire process of drafting the document.

2018: Questionnaire on social responsibility

Survey aimed at all affiliated sports clubs in order to collect information on the activities of Social Responsibility carried out daily in the territory.

2017: Questionnaire for Project Training Managers

The Peripheral, Regional and Provincial Committees, together with the FIPAV companies, had the opportunity to indicate their preference for the training project for their managers on various topics, from the administration to the management of sports activities.

2017: Customer Satisfaction Survey

Research to collect the level of satisfaction of sports clubs about the quality of the services provided by FIPAV at national, regional and provincial level.

2015: ISO 26000

First positioning study in terms of sustainability in compliance with the international standard ISO 26000.

2006-2018

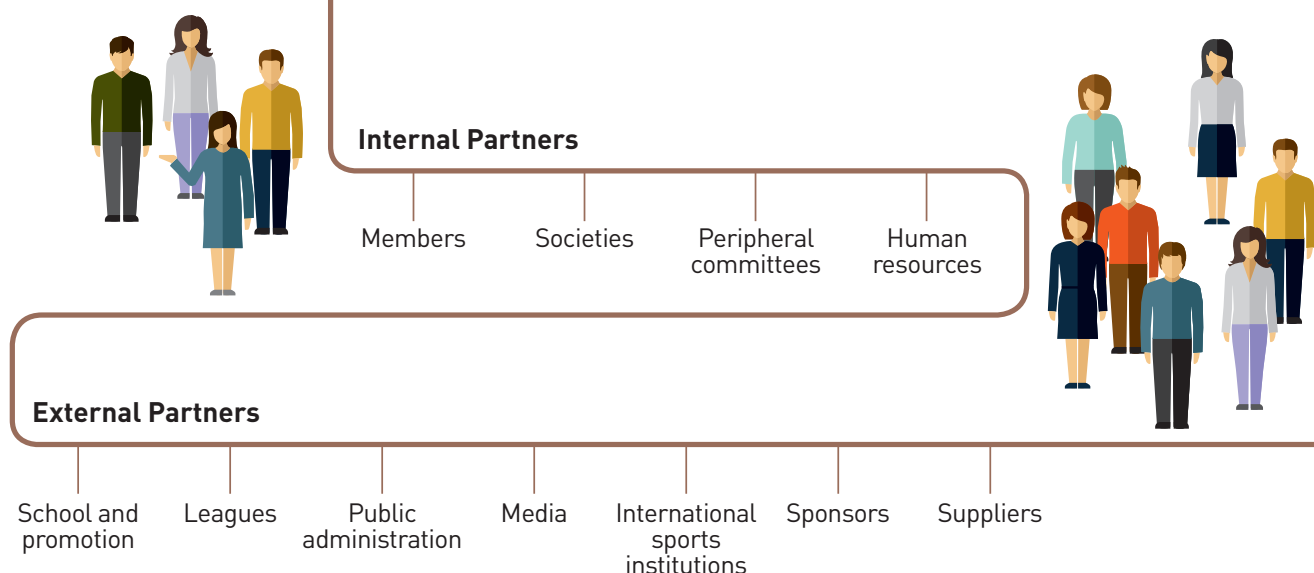
The Youth Sector Quality Label has certified the quality of the youth sector of the parent companies every two years.

2014: The Eco Volley Project

Environmental Manual and Operational Guides to characterize federal events as sustainable events.

05. RELATIONS WITH INTERNAL PARTNERS





The relationship with the internal interlocutors regards, for almost all, the online services that FIPAV provides to the affiliated companies, to the members (Athletes, Technicians, Race Officers), to the peripheral committees, and to its own human resources (managers, employees and operators) through its website www.federvolley.it.

- historical data visualisation;
- assistance and support for the new platform CONI – Amateur Sports Societies' National Register;
- companies can also take advantage of the Tax Box: a tool aimed at providing online tax and administrative information and advice to sports associations and clubs affiliated to FIPAV, together with updates and insights, forms and tax documentation;
- Telephone Assistance Service: Since November 2020, a Telephone Assistance Service has been activated for Companies and Members to provide an immediate and effective service;
- Covid-19 updates: FIPAV has guaranteed to its members and to its world a timely information regarding the current regulations on the management of the alarm related to Covid-19 pandemic;
- the Italian Volleyball Federation and the Istituto per il Credito Sportivo: they have consolidated important conventions aimed at the development and restructuring of sports facilities, placing an important element for the growth of the movement.

5.01 Sports Societies affiliated to FIPAV

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The services that FIPAV offers to its companies are the following:

- affiliation and reaffirmation;
- all membership procedures for athletes, managers and technicians;
- publication of National Championships calendars, results and rankings;
- payment of membership fees and race fees with credit card;
- statement of accounts for the season;
- compilation and printing of the participation lists to the matches;



5.02 The Technical Training

FIPAV is a world leader in the training of Technicians thanks to:

1. preparation of federal programmes;
2. coordination and monitoring of territorial activities;
3. organisation of initiatives of national interest.

The services that technicians can access online are:

- membership renewal paying with credit card;
- visualisation of historical data;
- enrolment in national continuing education;
- visualization of their own historical data and corporate constraints.

In the following table are given the data of the technical training that took place in the presence, despite the pandemic, and with webinar courses.



	2018/2019	2019/2020		2020/2021	
	Class	Class	Webinar	Class	Webinar
Second Level Youth Courses	53	0	48	0	16
Third Level Youth Courses	0	0	20	0	20
Student Coach Courses	56	16	42	0	47
Coach Courses 1 st Grade	60	45	0	20	21
Coach Courses 2 nd Grade	17	0	18	0	17
Coach Courses 3 rd Grade	2	0	1	0	1
Physical Trainer Courses	1	0	0	0	0
Managing Courses	0	0	0	0	0
Teaching Courses	2	0	0	0	0
National Updates	10	0	17	0	11
Smart Coach Courses	31	62	2	0	29
Beach Volleyball Teacher Courses	5	2	0	0	0
Participants Courses of 1 st Level	770	966		1,041	
Participants Courses of 2 nd Level	298	379		436	
Participants Courses of 3 rd Level	65	50		87	
Participants Courses of 4 th Level	79	0	220	0	111
Participants National Continuing Education Courses	281	0	1,214	0	899
Participants Teaching Courses	272	0	0	0	0
Participants Smart Coach Courses	5,214	2,154		848	
Participants Managing Courses	0	0	0	0	0
Participants Physical Trainer Courses	10	0	0	0	0

5.03 Referees

The services that FIPAV offers to the referees are the following:

- membership renewal through credit card payment and printing of their own card;
- visualization of historical data, designations and online acceptance of the match;
- insertion of expenses reimbursements and visualization of their own accounting statements.
- training and constant updating on regulations, game rules and case studies through webinars, tests and informative videos.

Meetings in attendance for all Role A, B Referees and Technical Delegates

2018-2019 n.8 Meetings con 572 participants

2019-2020 n.3 Meetings con 611 participants

2020-2021 n.3 Meetings con 621 participants

5.05 Insurance cover

The Federation offers all its members insurance against accidents, death and permanent invalidity. For athletes, managers and technicians this coverage has been expanded with the reimbursement of medical costs incurred and the possibility of taking advantage of supplementary insurance coverage. For referees and staff members of the National Teams there is accident coverage and a kasco policy, valid for the performance of federal duties.

There are also ad hoc policies for athletes of all male and female National Teams.

It is active for all companies, for the Federation itself and for all Regional and Territorial Committees a RC policy to third parties. The employees of the Federation benefit from a health insurance.

5.04 Beach Volley

The online FIPAV allows for Beach Volleyball:

- athletes membership;
- registration to tournaments;
- insertion of tournaments results and rankings and their republication.

New site for Beach Volley

In 2020, the new federal Beach Volleyball site was launched.

At <http://beachvolley.federvolley.it/> users can navigate the portal, which aims to become a point of reference and aggregation for players, coaches, companies and for all the professionals who love the discipline on the sand.

The site, in addition to being constantly updated with news and photos, provides all the useful information for tournaments organized by FIPAV. On the website, wide space is also dedicated to the Italian National Teams and the Club Italia, thanks to simple and at the same time intuitive menus.

5.06 Personal data protection

FIPAV, in compliance with the new European Regulation n. 679/2016 (GDPR, General Data Protection Regulation) has launched all the necessary initiatives for the protection of personal data of its members and affiliates.

5.07 Peripheral Committees

Fipav allows the Peripheral Committees (Regional and Territorial):

- viewing data of companies, executives, athletes, coaches, referees, observers and delegates technicians of their own territory;
- visualization of the matches' participating lists;
- the loading of the corporate activity of their committee;
- the renewal of technical membership;
- the release of the remote digital signature;
- Excel sheet export of statistical data, current and historical and the names of the members of their Committee.

5.08 Coronavirus emergency: the Federation met its movement

PHASE 1

In the first phase FIPAV always moved in the direction of:

- protecting the HEALTH of its members;
- comply with each directive of the intergovernmental bodies;
- provide general information to support information of the scientific world with respect to the ongoing health emergency;
- keep the relationship with its members alive through the social world and distance training.

The measures taken were:

- 21/02/2020 - suspension of activities in Lombardy and Emilia Romagna (provinces of Lodi, Cremona, Piacenza);
- 22/02/2020 - suspension of activity in Veneto (province of Padua);
- 23/02/2020 - suspension of Lombardia, Emilia Romagna, Veneto and Piemonte activities;
- 24/02/2020 - suspension of all official activity at all levels all over Italy until 1st March 2020;
- 04/03/2020 - in implementation of the DPCM of 04/03/20 the suspension is extended until 15th March 2020 for championships from B to the third division, including youth ones;
- 10/03/2020 - on the basis of an agreement coordinated by the CONI, The suspension of all the activities of each level for team sports is defined until 3rd April 2020;
- 08/04/2020 - DECLARATION OF CONCLUSION OF ALL CHAMPIONSHIPS, without awarding titles, promotions and retrocessions. ALL BADGES ARE DEDICATED TO CIVIL PROTECTION AND TO DOCTORS, NURSES AND LAW ENFORCEMENT ON THE FRONT LINES IN THE FIGHT AGAINST THE VIRUS.

Economic impact on the Volleyball system

The stop of promotional competitive activities and the contingent emergency situation, from which evidently will result economic repercussions, seriously impact also on the Volleyball system, going first of all to hit the sports clubs of all levels (from the Top Clubs to the base companies), in addition to the federal system in its National, Regional and Territorial structure.

Economic impact on the corporate world

TOTAL REVENUE LOSTED
€ 17,730,000.00

The calculation - very objective and not including the possible loss of revenue from sponsorship and collaboration agreements - was analytically carried out on the basis of the number of FIPAV members from 8 to 16 years. No. 221.630 Young athletes multiplied 4 months of activity not performed with an average of € 20 per month, with a loss for each of the 4232 companies, all operating in the youth sector, equal to € 4190.00. In addition to the losses resulting from the loss of revenue of the shares for volleyball courses, there are other aspects related to:

- sports facilities management costs without any income;
- early closure of sponsorship contracts;
- loans for improvements to facilities for corporate use;
- need for corporate liquidity for the restart;
- human resources.

Economic impact on the federal system in numbers

These aspects will require a wider regulatory and governmental intervention.

LOSS OF REVENUE FROM NATIONAL ACTIVITIES

net of expenditure not incurred

€ 500,000.00

LOSS OF REVENUE FROM TERRITORIAL ACTIVITIES

net of expenditure not incurred

€ 1,200,000.00

TOTAL REVENUE SHORTFALL

€ 2,600,000.00

PHASE 2

FIPAV, waiting for the Government's decisions, has today the need to give some certainties to its own movement, allocating a first and massive intervention in favor of all its 4,232 companies.

First of all, FIPAV's intention is to restart all companies by reducing the 2020/2021 membership to €15 (fee that includes the membership of the first 6 managers).



8th April 2020

Presented to the Minister of Sport the overall picture of the impact of Covid-19 on the world of volleyball, with the request for support for a plan aimed at the restart of the federal volleyball movement for a total € 5,745,750.50 and sports clubs for a total of € 17,730,000.00.

In addition, the relationships of the women's league (losses for € 6,702,395) and the men's league respectively (losses for € 21,981,798).

FEDERAL INTERVENTION € 1,830,505.00

GET ALL THE COMPANIES GOING! REDUCTION OF ATHLETES' MEMBERSHIP FEES 2020/2021 3 MEMBERSHIP RANGES

(Shares including insurance coverage)

- **€ 10** ITALIAN athletes born from 1995 and previous
- **€ 5** Italian athletes born from 1993 to 2003
- **€ 2.50** athletes born from 2004 and following (including S3 Volley activity)

AFFILIATIONS

Series	Number			
A1	27			
A2	32			
A3	23			
B1F	53			
BM	103			
B2F	137			
REG/Prov.	2,885			
1 st affiliation	149			
Reaffiliation S3 Volley Category Championship	515			
1 st affiliation Sitting Volleyball and S3 Volley	244			
Beach Volley	95			
TOTAL	4,263	€ 1,894,450.00	€ 63,945.00	€ 1,830,505.00

2019/20 admissions for affiliations Total € Affiliation participation fee for each company that is reaffirmed for the season 2020/21 € 15.00 share charged to the Federation Budget

FEDERAL INTERVENTION € 1,876,650.00

CONSOLIDATION OF SPORTS ACTIVITY STARTING FROM YOUNG PEOPLE! ALL YOUTH ACTIVITIES, REGISTRATION AND MATCH FEES ARE FREE AND CHARGED TO THE NATIONAL FIPAV

Championships	Teams	Total matches			Championship revenues	Shares charged to the Budget of the Federation
		Done	To Do	Total		
YOUTH CHAMPIONSHIPS (entries and contributions)	9,597	52,571	14,708	67,279	€ 1,876,650.00	
TOTAL						€ 1,876,650.00

FEDERAL INTERVENTION**€ 968,234.50****REDUCTION OF THE ANNUAL TECHNICAL MEMBERSHIP FEES BY 20%**

- Coach Student from € 70 to **€ 56**
- First Grade from € 80 to **€ 66**
- Second Grade from € 110 to **€ 88**
- Third Grade from € 200 to **€ 16**

MEMBERSHIP

Type	Membership Revenues 2019/20		Proposed Membership Revenues 2020/21			
	Number of members	actual individual membership fees	Number of members	actual individual membership fees		
1995 and prev. italians	25,648	€ 15.00	25,648	€ 10.00	total member revenues 2019/20	Estimated total member revenues 2020/21
1995 and prev. foreigners	214	€ 500.00	214	€ 500.00		
1996-2003	59,498	€ 9.00	59,498	€ 5.00		
2004-2006	89,904	€ 5.00	89,904	€ 2.50		
Under 13	132,191	€ 2.50	132,191	€ 2.50		
Referees	5,360	***	5,360	***		
Coaches	17,971	***	17,971	reduction 20%		
Chairmen and management companies already included in Affiliate cost (6 x n p. aff.)	25,572	€ 11.00	25,572	€ 11.00		
Other managers	36,536		36,536		TOTAL	share of the Federation Budget
	***	***	***	***		
		€ 4,229,055.50		3,260,821.00		€ 968,234.50

PHASE 3

The FIPAV continues the analysis work and does not exclude that there may be further interventions in favor of the companies for the performance of competitive activity.

**FEDERAL INTERVENTION OVERVIEW**

Reduction of membership to € 15	€ 1,830,505.00
Reduced membership of athletes	€ 590,092.00
Free YOUTH ACTIVITIES (Starting from the Young People)	€ 1,876,650.00
Reduction in Technical Membership	€ 377,242.00
Total Reduction in Membership	€ 968,234.50
TOTAL FEDERAL INTERVENTION	€ 4,675,389.50

All the help to the sports world

NON-REPAYABLE CONTRIBUTION TO SPORTS CLUBS

- Contributions given by Agenzia Entrate, Department of Sport (Sport Government), Regions and other local authorities.
- COVID-19 test contribution managed by the Federation (reimbursement of expenses incurred).

TAX CREDITS FOR SPORTS CLUBS

- Tax credit for leases and sanitization.

BONUS FOR SPORTS WORKERS

- Managed by Sport e Salute covered the months from March to June 2020, from October to December 2020 and from January to May 2021 for sports collaborators.



5.09 Human Resources: Employees and Operators

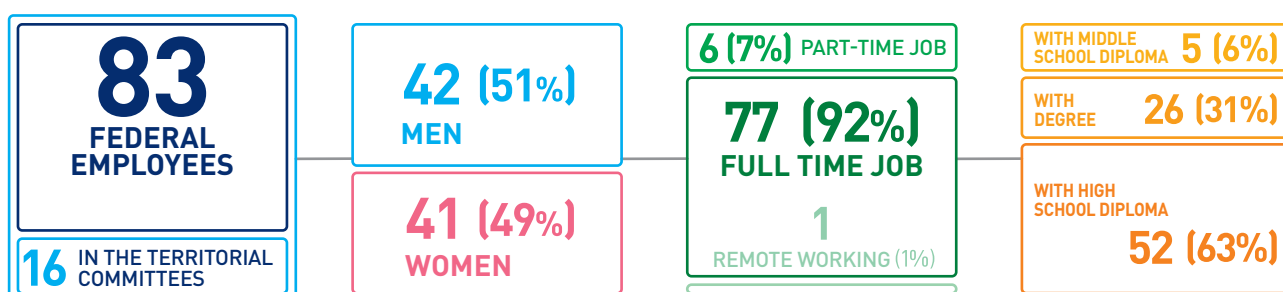
Study and analysis of the Organizational Structure of the Italian Volleyball Federation

Over the last ten years the Italian Volleyball Federation has been affected by an important process of change that has profoundly renewed it and that could, in the near future, be even faster and more complex.

Relying on an efficient structure ready to recognize new needs must be a strategic objective, especially

with regard to the offer “come and play sports with us”, characterized by a different style of standing and appearing towards potential customers (families, sports clubs, institutional bodies, sponsors).

Therefore, in 2018 and 2019, a study of the Federal Organizational Structure was carried out to adapt the organic plan to the changing needs and to arrive at the definition of responsibilities and functions of the Areas and Sectors that characterize the federal organization, with any suggestions to optimize some work processes and overcome any present and/ or latent criticalities.



In the first phase of the pandemic, from 9th March to 17th May 2020, federal employees took advantage of remote working in a simple form, that is linked to the duration of the health emergency, to 98% (2 employees were already in remote working). Since 18th May 2020, with the gradual resumption of working activities, the remote working mode has been alternate with days of presence at the headquarters, however granted to 98% of federal employees.

Starting from 3rd May 2021, the federal employees who carry out their work remotely, alternating with days of attendance at the workplace, are 94% of the total (1 employee is remote worker, 4 employees carry out activities that can't be done remotely).

Concerning the **TRAINING** of its employees, FIPAV has launched in 2019 the following seminars/courses:

- June 2019 - Management Sport Seminar - "Women, Leadership & Sport" ➤ 1 employee.
- June 2019 - Management Sport Seminar - "The phenomenon of match-fixing in the national and international sports system and measures for counteract it" ➤ 1 employee.
- September/December 2019 - Course of managerial development for Area and Sector Managers ➤ 15 employees.
- October/November 2019 - Master of specialization - data protection officers staff ➤ 2 employees.

A TOTAL OF 19 PARTICIPANTS.

Concerning the **TRAINING** of its employees, FIPAV has carried out in 2020 the following courses, pursuant to Article 37 of Legislative Decree no. 81/08*:

- February 2020 - General training course Safety workers ➤ 4 employees.
- February/March 2020 - Work-Training Course Specific risk low ➤ 34 employees.
- March/April 2020 - Executive training course, Secretary General ➤ 1 employee.

A TOTAL OF 39 PARTICIPANTS.

* Due to the health emergency, linked to the spread of the SarsCoV2 virus on the Italian territory, the training of the year 2020 took place exclusively in remote mode.

For the **TRAINING** of its employees, FIPAV started in 2021 the following seminars/courses**:

- February 2021 - Sports Management Seminar - "The fundamental principles of sportive justice and relations with ordinary justice" ➤ 2 employees.
- September/December 2021 - Security training ➤ 83 employees.
- October 2021 - Privacy Training ➤ 83 employees.

A TOTAL OF 168 PARTICIPANTS.



** Due to the health emergency, linked to the spread of the SarsCoV2 virus on the Italian territory, the training of the year 2021 took place mainly in remote mode.

Measures to protect occupational safety, flexibility and sustainability during the pandemic

The Coronavirus emergency, which has hit our country, has seen the Italian Volleyball Federation at the forefront of dealing with the situation and trying to protect the safety of its employees in the workplace, also through new measures of work flexibility.

Remote working was the first important intervention to change the working methods activated by the Federation on 9th March 2020. This new way of working, characterized by flexibility, autonomy, responsibility and orientation to the results, has affected all federal employees, according to the provisions of the Law and the various union agreements that have been gathered from time to time between Sport e Salute, the Trade Unions and the National Sports Federations, in relation to the evolution of the pandemic situation. This initiative has made possible to reconcile the right to the protection of the health and safety of employees with the need to guarantee the performance of federal work activities without any interruption.

The Federation also, with the adoption of the Company Protocol against Covid-19 infection – a document with which, on the basis of the provisions of the Law and the Shared Protocol issued by Sport e Salute in terms of containment of the spread of the SarsCoV2 virus - has revised its office spaces, paying particular attention to the anti-contagion measures (hygiene, distance, access routes, personal protective equipment, etc.) and introduced a series of work flexibility measures that have allowed - from 18th May 2020 - the gradual partial resumption of activities in presence at the federal headquarters, in complete safety.

These innovative measures of work flexibility have proved to be not only decisive from the health point of view, but also genuine measures of company welfare, having contributed positively to the well-being and quality of life of employees, introducing also leading aspects of profound innovation for both workers and the Federation, such as:



- the development of human resources and their accountability;
- the rationalization of the use of resources and the increase of productivity, thus leading to cost containment and the enhancement of the services offered;
- the promotion of the use of the most innovative digital technologies and the use of remote working as a lever for the digital transformation and the development of the digital knowledge of federal employees;
- the reduction of the forms of “physiological absenteeism”.

All these new measures, among which agile work has played a large role, have proved to be an important lever for change, because they have put people at the center, focusing on the valorization of human resources and trust between workers and management.

Finally, flexibility and remote work have had a very strong impact also on sustainability issues, allowing savings in electrical consumption within the offices and favoring a reduction in CO₂ emissions, thanks to the reduction in The European Parliament is the Council of Ministers. These benefits could have a greater weight, also in terms of sustainability, if the measures of work flexibility were to be implemented in a regulated and structured over time, beyond the contingent pandemic situation.

06. RELATIONS WITH EXTERNAL PARTNERS



6.01 School and Promotion

The Italian Volleyball Federation has always wanted to give its contribution to the growth process of the new generations through educational and sports proposals aimed at a correct and healthy ethical and psychomotor development.

FIPAV, through the School and Promotion Sector, is present in the world of SCHOOL with wide-ranging projects, aimed at transmitting the meaning of SPORT and VOLLEYBALL as an educational tool in the development of the personality of young students/athletes, in the light of ethical-formative values, for the spread of a growing culture of psychophysical well-being.

Objectives of the School Sector and Promotion are:

- focus attention and energy to support sports clubs and educational establishments;
- to train and update, at a technical-didactic and cultural level, all the figures that have to involve Young people in the Volleyball;
- promote Volleyball on national territory through inclusive projects, events and initiatives.

The Volleyball S3 Project

The Volleyball S3 Project is based on a detailed technical-didactic progression and on Playing paths suitable for every age, all aimed at the realization of the technical gesture of the dunk, strongly attractive element of our sport.



The central idea is to focus energy and attention on strong values such as sport, team and health, well combined with technology, organization and communication.

The innovation of the Volleyball S3 Project also consists in FLEXIBILITY: each form of play becomes part of the large family of Volley S3, a well-defined methodological proposal that can be adapted to each game formula (1vs1, 2vs2, 3vs3, 4vs4, etc.) and at all ages.

To support this project have been created some

appropriate technical and educational materials that can help teachers and technicians to play in a simple and immediate way at Volley S3: balls, nets, posters, teaching guides, technical data sheets, promotional materials that have been distributed through announcements for application to the participating and winning schools and companies.

The testimonial of Volley S3 is Andrea Lucchetta, Volleyball champion and exceptional communicator, especially towards the world of the youngest.



S3 Volleyball events

S3 Volleyball promotes Volleyball at the gym, but also through street events and in parties with the aim of making the whole family play, from children to adults and grandparents.

With this spirit were born the numerous initiatives related to the project S3 Volley, including:

2019

- Rome ➤ on the occasion of **Tennis and Friends**
- Milan ➤ on the occasion of **Milano Volley Week**
- Rome ➤ on the occasion of the **Race for the Cure**
- Rome ➤ on the occasion of the **Fori imperiali**
- Rome ➤ on the occasion of the **Villaggio per la terra**
- Naples ➤ on the occasion of **Tennis and Friends**

2020

Suspended for the pandemic.

2021

- Rome ➤ on the occasion of the **Race for the Cure**
- Rome ➤ on the occasion of **Tennis and Friends**
- Naples ➤ on the occasion of the **Race for the Cure**



GIOCAVOLLEY S3 SAFELY

Project realized in collaboration with ANSF (National Agency for Railway Safety) and POLFER (Railway State Police), aimed at sensitizing adults and children to safety in the railway sector.

2019

Ancona, Tito (PZ), Maida (CZ), Verona, Lecce.

2020 and 2021

Suspended for the pandemic.

Schools and Universities

The Federation, through the School and Promotion Sector, has signed an agreement with the MIUR that provides for the recognition of projects aimed at schools of all levels: both for pupils, with sports, educational and training activities, both for teachers, with free refresher courses throughout the country.

The Federation has a relationship with the Universities codified in terms of regulations, recognizing the qualification of Student Coach First youth level to all students who have passed the examination of sports games, with specific part of Volleyball, with a vote of more than 27/30. In addition, as part of the involvement of schools in the federal championships, it has recognized this qualification to all ISEF graduates and now to graduates in Sports Science.

6.02 Public Administration

CONI

The CONI, an emanation of the International Olympic Committee (IOC), is an authority for the discipline, regulation and management of national sports activities. The Italian National Olympic Committee, the public body responsible for organizing and strengthening national sport, promotes the maximum diffusion of sport practice.

The CONI is the maximum reference for all sports institutions, it indicates the aims and values that FIPAV shares and follows its directives. In addition, the CONI's vigilance ensures that the federal sports rules are implemented in full compliance with the laws and regulations, national and international, that govern the sport in our country.

SPORT E SALUTE SPA

Has replaced CONI Services SpA on 30th December 2018 (Law 145/2018, paragraph 629, article 1). The Company produces and provides services of general interest, including the provision of contributions, to all recognized sports institutions and federations.

It operates according to the directives and guidelines of the Government Authority competent in the field of sport of which is the operating structure.

Sport e Salute S.p.A. Contributions

Every year FIPAV receives from Sport e Salute S.p.A. a contribution calculated through the application of an Algorithmic Model. In 2019, 2020 and 2021¹, the contribution to FIPAV was € 39,287,397. Of these, a share is allocated to the activity of Olympic Preparation and High Level that in the period 2019, 2020 and 2021 was equal to 14,012,060 or 36% of the total contributions Sport e Salute S.p.A.

Starting from 2020, all the contributions that were in various ways granted to sports federations were brought back into the calculation model, including: contributions to human resources,



sports contributions, contributions to the organization of international events, contributions to facilities, contributions to sports promotion and contributions to the revision of budgets. In this way, the Federation is granted full management autonomy and full responsibility in the allocation of resources.

Sport e Salute S.p.A. Contributions	Expected Balance 2021	Final Balance 2020	Final Balance 2019
Operation and sports activities	-	-	994,753
Preparation Olympic and High Level	3,979,008	3,479,007	6,554,045
General contribution Sport e salute S.p.A.	10,675,669	7,266,588	-
Contributions for Federal Offices	-	-	350,000
Contributions for employees already under federal contract	-	-	2,991,330
Contributions costs for ex Sport e Salute S.p.A. workers	-	-	1,011,136
Contributions for special projects	591,893	671,968	14,000
Olympic club contributions	-	380,000	328,000
Total contributions Sport e Salute S.p.A.	15,246,570	11,797,563	12,243,264

The FIPAV and the Air Force

Stipulated several years ago, the agreement between the Italian Volleyball Federation and the Air Force provides, among other things, the use of the Sports Center of Vigna di Valle, in addition to the enlistment in the Air Force of various athletes/ and together with the extension to all the federal peripheral structures of the services made available by the Air Force.



FIPAV and the Institute for Sports Credit

The collaboration between FIPAV and the Institute for Sports Credit is consolidated with particular regard to funding for sports facilities and for the availability to sports clubs. In June 2021 was launched an important protocol FUND SUPPORT VOLLEYBALL FIPAV - MUTUAL SUPPORT VOLLEYBALL ICS, reserved for the companies of Superleague, A2 and A3 (Men) and those of A1 and A2 (Women).

The fund will be used by the clubs for the financing of the liquidity needed to meet extraordinary needs due to the Covid-19 emergency in order to support the costs related to personnel, investments or working capital. For this project, FIPAV has allocated the sum of 500,000 euro that will be a non-repayable guarantee, together with the contributions allocated by the Leagues.

1. The data for 2021 refer to the budget FIPAV 2021 available on the federal website at <https://www.federvolley.it/sites/default/files/documenti/BILANCIO%20PREVENTIVO%202021.pdf>.

6.03 The Serie A Leagues

Women and Men's Volleyball Leagues

The Serie A Women's Volleyball League and Serie A Men's Volleyball League are respectively the union of the female and male companies participating in the Serie A1 and Serie A2 Volleyball Championships.

They are composed of the companies that participate in the Serie A Championships, managing and coordinating the calendar and events of the League.

6.04 The International Sports Institutions

FIVB

The International Volleyball Federation - FIVB - is the governing body responsible for all forms of volleyball worldwide. Working closely with National Federations and private companies, the FIVB aims to develop Volleyball as one of the world's leading sports in the media and entertainment through world level planning and the organization of events, marketing and strategic development. The FIVB is part of the Olympic Movement, contributing to the success of the Olympic Games. There are 221 National Volleyball Federations affiliated to the FIVB.

CEV

The European Confederation of Volleyball (CEV) is the FIVB support institution responsible for governing 56 National Federations across Europe and is recognized as such by the Fédération

Internationale de Volleyball (FIVB). The CEV has the authority and responsibility to organize all the European competitions of Volleyball, Beach Volleyball and Snow Volleyball.

The Italian Volleyball Federation maintains a consolidated collaboration with the FIVB and the CEV, both for the organization of international events and for the contribution at the executive level.

INTERNATIONAL - WORD

The CEV for the 2021 European Championships commissioned a research for the monitoring of TV Media and for Sponsorship Evaluation. A summary of the most interesting data was given in the table below.

EVENT	TYPE	CATEGORY	DATA
EUROVOLLEY - W	TV	AUDIENCE	216,000,000
EUROVOLLEY - W	TV	BROADCASTS	2,405
EUROVOLLEY - W	TV	EVENT IMPRESSIONS	13,663 M
EUROVOLLEY - W	TV	BROADCAST TIME	3267:07:16
EUROVOLLEY - M	TV	AUDIENCE	387,000,000
EUROVOLLEY - M	TV	BROADCASTS	2,960
EUROVOLLEY - M	TV	EVENT IMPRESSIONS	19,586 M
EUROVOLLEY - M	TV	BROADCAST TIME	4094:47:54

NATIONAL - ITALY

EVENT	TYPE	CATEGORY	DATA
EUROVOLLEY - W e M	TV	AUDIENCE	26,422,000
EUROVOLLEY - W e M	TV	BROADCAST TIME	92:07:57



6.05 The Federal Communication

Federvolley.it

The portal of the Italian Volleyball Federation in 2021 had been renewed and Federvolley.it is now presented to the public with a new look. The restyling has made the “online home of Italian volleyball” dynamic and attractive, aiming to become more and more user friendly. The menus are simple and at the same time intuitive, while the graphic line has been significantly renewed, reshaping in a better way the sections and spaces inside the federal portal.

The concepts and methods of use remain unchanged with Federvolley.it that will give more and more visibility to the institutional news, maintaining a 360-degree vision of all the initiatives carried out by the Federation. The restyling has also allowed all professionals to access more easily the areas of their interest.

OverTheBlock, on the other hand, renewed in 2018, continues to be addressed mainly to all the Italian Volleyball enthusiasts: an increasingly young audience attracted by multimedia content and that has now become an integral part of the social wall, born in 2014.



Report Web Analyses

The websites and social channels of the Italian Volleyball Federation, from their launch (between 2011 and 2014) to today, have become an increasingly important asset, acquiring a high value for the Federation. The communication conveyed with these tools allows to reach the target, the FIPAV fan base and anyone interested in all the activities proposed.

The number of users on federvolley.it and overtheblock.it sites in the past year has risen to 9 million (the highest result ever achieved). The Federation's Facebook page continued to grow in 2021, bringing the total number to over 275,000 people. Overall, the base fan of the Italian Volleyball Federation amounts to almost 800,000 people. The YouTube channel in 2021 recorded a significant increase in views (1.7 million). There are over 2,200 video content created since the birth of the channel to date.

Follower

	2019	2020	2021
Twitter	253,750	253,000	249,721
Facebook	246,710	256,450	275,642
Instagram	186,690	191,400	226,962
YouTube	18,000	24,200	29,600

On the website federvolley.it

	2019	2020	2021
Users	1,056,330	1,346,248	9,000,000
Sessions	4,224,500	3,524,327	10,000,000
Visualizations	15,417,847	9,057,478	16,000,000

6.06 Marketing

The Covid-19 pandemic has had a significant impact on the entire system of sports partnerships and many companies due to the lack of resources and the inevitable increase in the price of the same, have had to revise their budgets and investment plans.

All Federations and sports clubs were in this way forced to undergo a revision of their product and offert concepts. In line with the problems described and the inevitable consequences arising, the Italian Volleyball Federation in the 2021 season has carried out a sports proposal related to offering to the partners a driving force for the development of their business activities, enhancing the image of the blue uniform and knowledge and the resulting skills of technical staff and movement. A line perfectly focused on a co-marketing strategy that could have a considerable induced in the Volleyball movement, strongly affected by the pandemic.

DHL has extended its collaboration with FIPAV, adding a series of sustainable investments to the sports successes, in line with the sentiment of the volleyball movement segment and with the emergence of the planet. Linea Gialla was the first of many projects that saw the main sponsor of the Italian National Team and FIPAV invest in a field much larger than the classic rectangle game.

The enhancement of the National Finals and youth could strengthen the brand identity of many partners, especially CRAI, which has always supported the Federation and the blue jersey and that in addition to be the main sponsor of the National indoor is title sponsor of the Finals themselves and the Club Italia.

ERREA has renewed its collaboration with the Federation, the possibility of being able to enjoy a wide range of products is an element of great value for National Teams and fans. Excellence also extended to the Sitting Volleyball segment, demonstrating the excellent relationship and work carried out in the partnership. The enhancement of the claim #LaNazionale and the importance of wearing the blue jersey is a fundamental aspect for the Federation and that allows you to share ideas and common development lines, as with Uliveto which has strengthened its collaboration by extending it to Beach Volleyball and Sitting Volleyball.

Working on the image, defending it from the market, strengthening the concept of team and group has

allowed FIPAV to raise its leverage, as mentioned in fact the brand image is an aspect of absolute importance. This aspect has allowed to start a collaboration with AIA, which has considered essential to link the launch of its aeQuilibrium line to the image of the Italian teams, the Italian Beach Volleyball Championship and the skills of the federal medical sector, among the most qualified in the sports sector.

Parmigiano Reggiano is another partnership of great value that in addition to being linked to the Italian national team has joined its corporate strategy to the segment of S3 Volley and children, with great effects in food education, sector particularly dear to movement.

Excellence and made in Italy that is reflected in many collaborations and in quality research, starting from the playgrounds, carefully curated by Ennova. 2021 was also the year in which there was the return of Asics in a new collaboration built around the training of young people and the communication of the importance of sports footwear.

An element to which the Federation cares a lot about is teamwork. The partnership represents a mutual collaboration in order to achieve a joint and mutual goal, there is no balance between rights and obligations, it is a relationship built on value.

Covid-19 has hit many tourist cities, which is why in 2021 in a common intent the Federation has planned together with Trentino a remarkable communication plan aimed at strengthening the relationship, promoting its partner strongly affected by the pandemic.

A strategic key to growth is to try to align federal events and movements with the best practices of the international sports market, the entry of Wilson is certainly a key element for the development of beach volleyball and a rise in the construction of the Italian Championship of Beach Volleyball, supported by the consolidation of realities such as Civitus and Institute for Sports Credit, that always sustained the federal activity.

6.07 Sponsors and Suppliers

Volleyball



Club Italia



Beach Volleyball



Sitting Volleyball





