



SUSTAINABILITY REPORT

2021/2023



Sustainability Report 2021/2023

INDEX

1. INTRODUCTION	5
1.1. LETTER FROM THE PRESIDENT	6
1.2. THE GREETING OF THE SECRETARY GENERAL	7
1.3. THE INNOVATIVE REPORTING MODEL OF FIPAV	8
1.4. ESG TOPICS IN FIPAV	10
1.5. HIGHLIGHTS	14
2. G=GOVERNANCE	16
2.1. THE FIPAV – FEDERAZIONE ITALIANA PALLAVOLO	18
• Identity of the Federation	21
• Institutional assessment	32
2.2. OUR STAKEHOLDER	39
2.3. OUR PEOPLE	40
2.4. ECONOMIC PERFORMANCE	42
• The added value	46
3. S=SOCIAL	48
3.1. THE SOCIAL ROLE OF FIPAV	50
• The reception of Ukrainian female athletes	50
• The support of sports clubs	51
• Safeguarding legislation	52
3.2. THE PROJECTS OF FIPAV	58
• European Project Planning	58
• National Planning	62
3.3. THE COMMITMENT OF FIPAV TO ATHLETES' DUAL CAREER	64
• The Hall of Fame	64
• Support for Athlete Mothers - 'Motherhood is for Everyone'	66

4. S=SPORT

Pag. 68

4.1. FIPAV AND HIGH LEVEL

- VOLLEYBALL
- BEACH VOLLEY
- SITTING VOLLEY

PAG. 71

Pag. 71

Pag. 84

Pag. 85

4.2. NATIONAL COMPETITIONS

PAG. 88

4.3. THE PROMOTION OF SPORTS ACTIVITIES

PAG. 93

- The Project Volley S3

Pag. 93

4.4. THE FIPAV MOVEMENT

PAG. 97

- Affiliated clubs
- Registered members

Pag. 97

Pag. 103

4.5. THE PAVESI CENTER

PAG. 116

4.6. TECHNICAL AND SPORTS TRAINING

PAG. 117

5. E=ENVIRONMENT

Pag. 122

5.6. FIPAV AND THE ENVIRONMENT

PAG. 124

5.7. THE ECOVOLLEY PROJECT

PAG. 125

- Environmental Management Manual for Volleyball Events
- The Operational Guides

Pag. 126

Pag. 127

6. COMUNICATE THE VALUE

Pag. 128

6.7. FIPAV COMMUNICATION

PAG. 130

6.8. MARKETING E SPONSOR

PAG. 136

CREDITS

Pag. 138



01



Introduction

1.1. Letter from the President



I'm very proud to present the Sustainability Report 2022-2023 of the Italian Volleyball Federation, a document that demonstrates the firm intention to continue the path of Social Responsibility undertaken by the Federation through the compilation of the Social Balance Sheet.

In the two-year period 2022-2023, recovering from the difficulties faced due to the pandemic, our entire movement has continued its revival, involving all the components that make up the Federation, particularly the local areas, sports clubs, and our national teams. The triumph that we will never forget is the victory of the 2022 Men's World Championship, which was preceded by the first victory of the women's team in the 2022 Volleyball Nations League

This is a universally recognized success that is driving the entire movement, as demonstrated by the extraordinary membership numbers. Once again, we have shown how high-level volleyball and grassroots volleyball are deeply connected

It is not our tradition to rest on our laurels, and therefore our task is to continue working and investing resources to ensure continuous development in our world. In this sense, the Sustainability Report 2022-2023 represents a tool of fundamental importance at a strategic level for FIPAV. Thanks to this report, our organization aims to establish a solid and trusting relationship with our stakeholders, presenting them not only with sports performance but also with the economic framework, as well as the social and environmental activities carried out by FIPAV.

We strongly believe in the role of sport as a privileged means to promote sustainable development for the people living on our planet.

In the pages of the report, you will find the story of how the Federation intends to contribute, through its activities, to making our world more sustainable. I hope that you, like me, will become passionate about reading the Sustainability Report 2022-2023.

The President
Giuseppe Manfredi

1.2. The greeting of the Secretary General

The FIPAV Sustainability Report returns with the 2022-2023 edition, summarizing the results achieved by the Federation in the period following the two years marked by COVID, two seasons characterized by significant milestones and a movement that has confirmed its strength.

The Italian Volleyball Federation, which has always placed sustainability at the center of its mission, has reaffirmed its important support for affiliated clubs and registered athletes

The Sustainability Report 2022-2023 aims to be both a fundamental communication tool for FIPAV and a document capable of provoking deep internal reflection, aimed at evaluating what has actually been achieved in relation to the set objectives.

Through careful work and the periodic involvement of all federal stakeholders, we have gained greater awareness of the expectations and requests put forward by the universe of individuals in contact with our Federation. All of this aims to recalibrate and guide the strategies and programs of FIPAV in the right direction

The results achieved so far, and I am not only referring to the sporting ones, confirm that the path we have taken reflects our corporate vision, which is why we must continue in this direction, always seeking to update and improve every aspect of our extensive activities.

I hope you all enjoy reading this report, through which I am confident you will gain a deeper understanding of our reality

The Secretary General
Stefano Bellotti



1.3. The innovative reporting model of FIPAV

The Italian Volleyball Federation (FIPAV) was one of the first National Sports Federations to [take on the responsibility of reporting to its stakeholders](#) about the impacts and consequences (positive or negative, direct or indirect, conscious or unconscious) resulting from its choices and activities.

From 2009 to 2016, FIPAV published an annual document – the Social Balance Sheet – aimed at transparently illustrating its performance with a specific focus on the social relevance of its actions.

In 2014-2015, the Federation initiated a path “[Towards Sustainable Development](#)” with the goal of identifying, describing, and measuring its degree of social responsibility with greater clarity and precision. This path, inspired and guided by the principles contained within the international standard ISO 26000, led FIPAV to significantly increase its awareness and consequently decide to broaden its reporting scope to progressively include the other pillars of sustainability: economy and environment.


To achieve this, the Federation had to reasonably evolve its ability to narrate and measure itself, consolidating dialogue with numerous stakeholders and critically and courageously deepening its operations

This led to a change in the main reporting tool, [transitioning from the Social Balance Sheet to the Sustainability Report](#), completed in the 2017-2018 fiscal year and still in effect today.

In 2023, FIPAV decided to take another step forward in measuring and reporting its economic, social, and environmental performance to stakeholders. This is part of a broader process of digitizing the Federation’s monitoring systems initiated in August 2023, through the development of a data analytics model within the Microsoft Power BI Business Intelligence platform. The platform is capable of collecting, aggregating, processing, analyzing, and instantly visualizing millions of data points, providing the Federation’s top management with a summarized and unified view of the performance and trends across the various sectors that make up the organization. In addition to its core function as a monitoring tool, the platform has become an enabling factor for the reorganization and enhancement of data essential for reporting, thus creating the foundations for the development of a public Sustainability Dashboard.

The innovative model of FIPAV thus integrates the Sustainability Report with an [interactive dashboard](#), accessible directly from the Federation’s website, which details the main performance indicators for the 2021/2022 and 2022/2023 sports seasons, divided by macro-areas of interest and fully navigable by users who wish to access it.

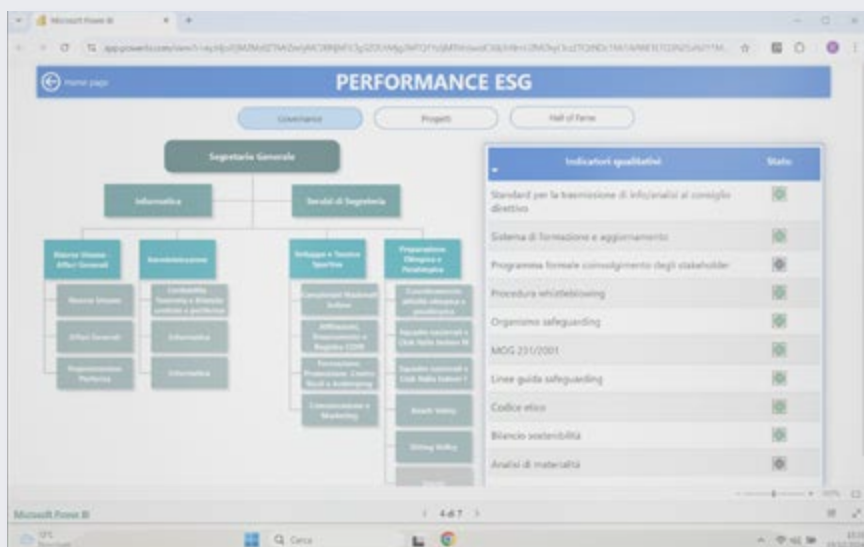
This tool, in addition to significantly increasing the operational efficiency of FIPAV in terms of data collection and measurement, allows all stakeholders to promptly consult the Federation’s performance, compare it over time with greater ease, and provide an objective and reasoned assessment of the Federation’s progress.

The dashboard of the Sustainability Report  is organized as follows



In the meantime, there are many other new developments to note, all of which are accurately reported in the “Social Responsibility” section of the Federation’s website.

1ISO 26000 is an international standard that represents the guide for all types of organizations to understand and define their Social Responsibility (SR) and suggests good practices to integrate and implement it in order to actively contribute to sustainable development. It is not a management standard and is not intended for certification purposes or for regulatory or contractual purposes



1.4. ESG TOPICS IN FIPAV

In the process of federal evolution in terms of contribution to sustainable development previously outlined, FIPAV has decided to increasingly integrate sustainability and ESG topics within its strategies, choices, and actions.

In line with this premise, the Sustainability Report 2021/2023 is structured around the three ESG pillars:



To complete the picture of the document, there is the section “Communicating Value,” which should be considered a cross-cutting section, serving as a container for the initiatives through which the Federation promotes its activities, aiming to maximize their positive impacts and engage in dialogue with its stakeholders with the intention of building shared value together.

The Sustainability Report also represents the Federation's contribution to achieving the Sustainable Development Goals of the United Nations 2030 Agenda. Another innovation in the document is the implementation and internalization of the 17 Goals in order to raise awareness, inspire, and motivate people towards sustainability-oriented behaviors to build a better future.

The 2030 Agenda is structured around 17 Goals, 169 targets, and over 240 indicators based on 5 key concepts: People, Prosperity, Peace, Promoting peaceful, just, and inclusive societies, Partnerships, and Planet, referring to the three dimensions of sustainability: economic, environmental, and social.

For this edition of the Sustainability Report, through the involvement of the federal governance, seven Goals have been identified on which the Federation focuses its attention:



Principles of the Sustainability Report

As was the case for the Sustainability Report 2019/2021, FIPAV has adopted the Guidelines for the Preparation of the Social Balance Sheet of Third Sector Entities, issued by the Ministry of Labor and Social Policies on July 4, 2019, and published in the Official Gazette on August 9, 2019, as a reference, which inspired it and whose principles guided the entire drafting process of the document:

Relevance:

All relevant information for understanding the situation and performance of the Federation, the economic, social, and environmental impacts of its activities, or that could substantially influence the evaluations and decisions of stakeholders has been reported.

Completeness:

The main stakeholders have been identified and mapped, and all information deemed useful for allowing them to assess the social, economic, and environmental results of the Federation has been reported.

Trasparenza:

Information is reported transparently, as is the process followed to collect and classify it.

**Comparability:**

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

Clarity:

Information has been presented in clear and understandable language, accessible even to non-expert readers or those without specific technical skills.

Reliability:

Reporting is carried out objectively. Positive, official data, and all data collected in FIPAV Online are not overstated, just as negative data and associated risks are not understated. Uncertain effects should also not be prematurely documented as certain.

Veridicità e verificabilità:

i dati e le informazioni fanno riferimento a fonti attendibili.



Truthfulness and Verifiability:

The data and information refer to reliable sources.

Neutrality

Information is reported impartially and independently of vested interests.
Period Competence: All information concerning the reporting period is reported.

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 asked to guarantee the utmost autonomy and independence of judgment.



Reporting scope and reporting process

The process of drafting the Sustainability Report involved the active and essential participation of the Governance, the federal Secretariat, and all the Sectors and Offices of the Federation.

Regarding the reporting scope, starting from 2017/2018, it was decided to change the reporting frequency from annual to biennial. Furthermore, the activities, data, and information reported in the document refer to the sports season (July 1 - June 30) and not to the calendar year. Therefore, this Sustainability Report accounts for the performance related to the sports seasons 2021/2022 and 2022/2023 (July 1, 2021 – June 30, 2023). The data related to economic-financial performance and those related to certain communication activities refer to the calendar year (January 1 – December 31, 2023).

AVAILABILITY OF THE DOCUMENTI

The Sustainability Report is edited and published in Italian and is available on the official website (QR CODE). For clarifications and further information, you can contact the email address centrostudi@federvolley.it



1.5. HIGHLIGHTS

The Added Value

€ 26.717.657

The Net Global Added Value generated by FIPAV in 2022

€ 25.367.925

The Net Global Added Value generated by FIPAV in 2021

Volley S3

51.600

the total participants in Volley S3 activities during the two sports seasons

811

involved schools

2787

teachers participated in the activities

THE NUMBERS OF THE MOVEMENT

3.943

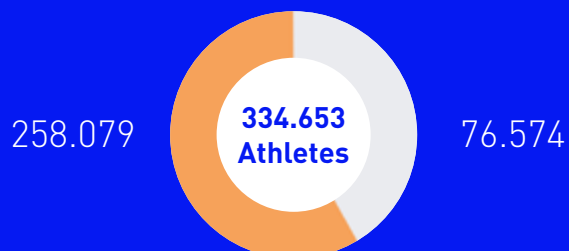
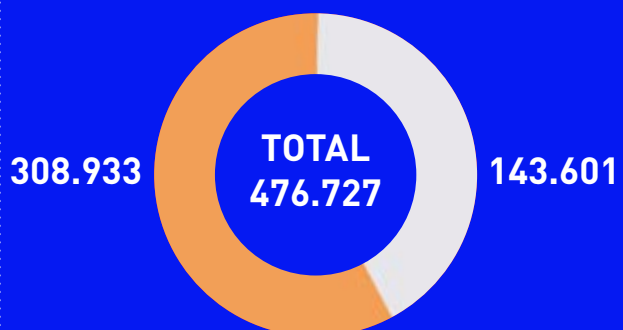
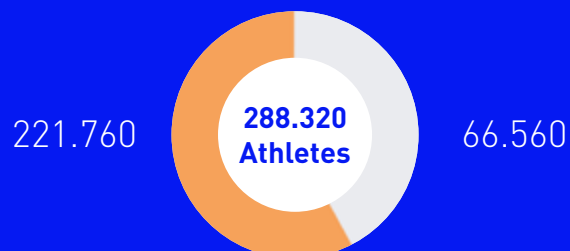
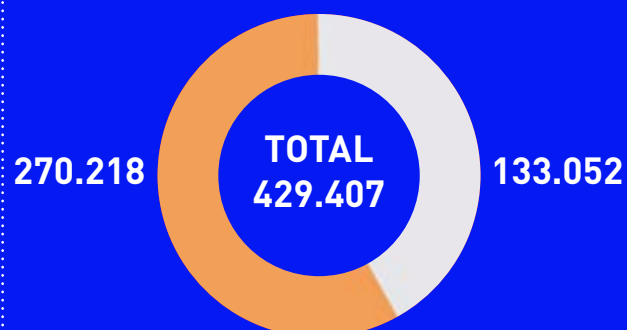
affiliated clubs in the 2022/2023 competitive season

4.050

affiliated clubs in the 2021/2022 competitive season

REGISTERED INDIVIDUALS IN THE
2022/2023 COMPETITIVE SEASON

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REGISTERED INDIVIDUALS IN THE
2021/2022 COMPETITIVE SEASON

02





G=Governance



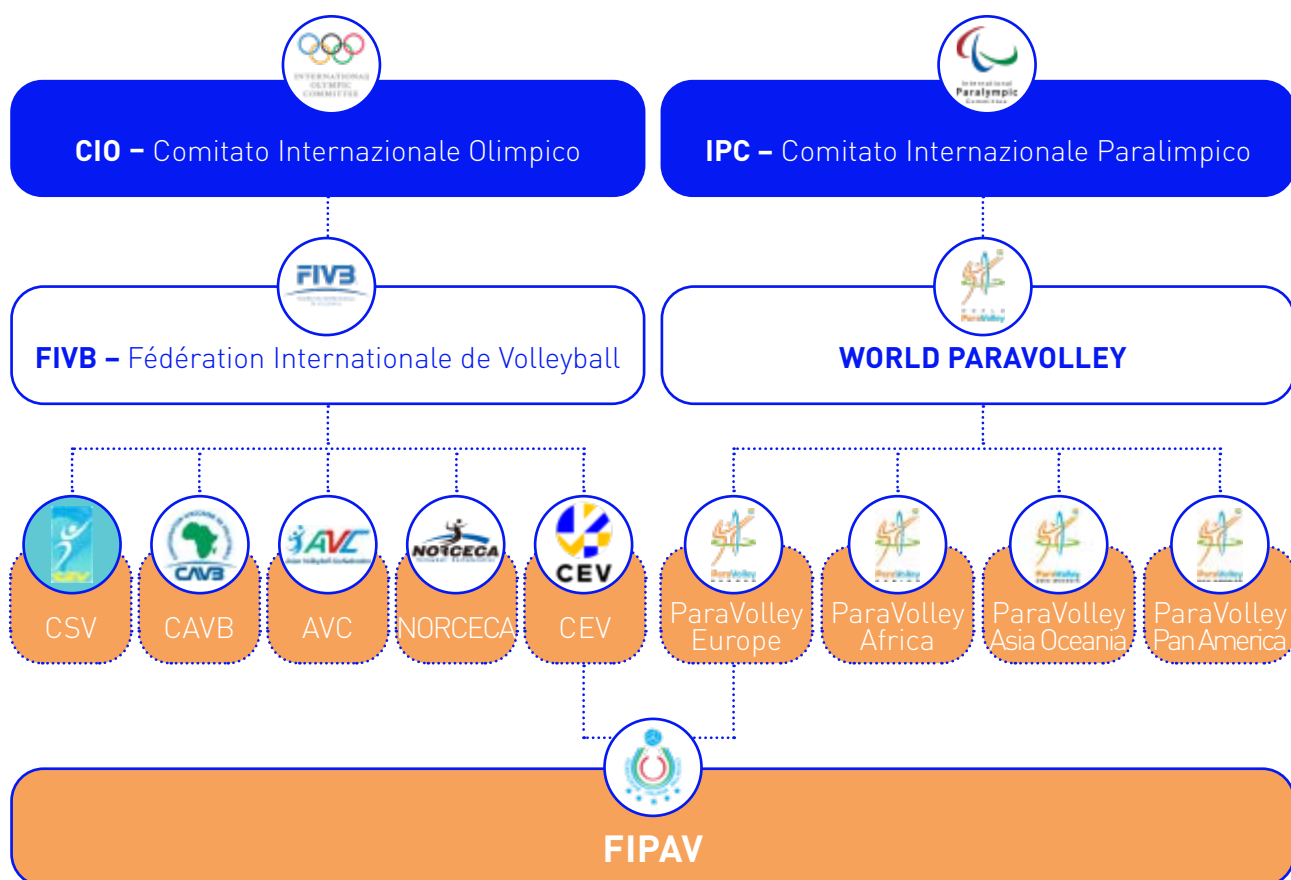
2.1. The FIPAV – Federazione Italiana Pallavolo

The Italian Volleyball Federation (abbreviated as FIPAV) is one of the forty-eight National Sports Federations. It has the legal nature of an association with private legal personality, governed by Legislative Decree No. 242 of July 23, 1999, as amended by Legislative Decree No. 15 of January 8, 2004, and, where not expressly provided for, by the civil code and its implementing provisions. It is legally constituted by sports clubs and associations based in Italy that practice volleyball, beach volleyball, and sitting volleyball in compliance with current legal provisions, as regulated by the FIVB and CEV.

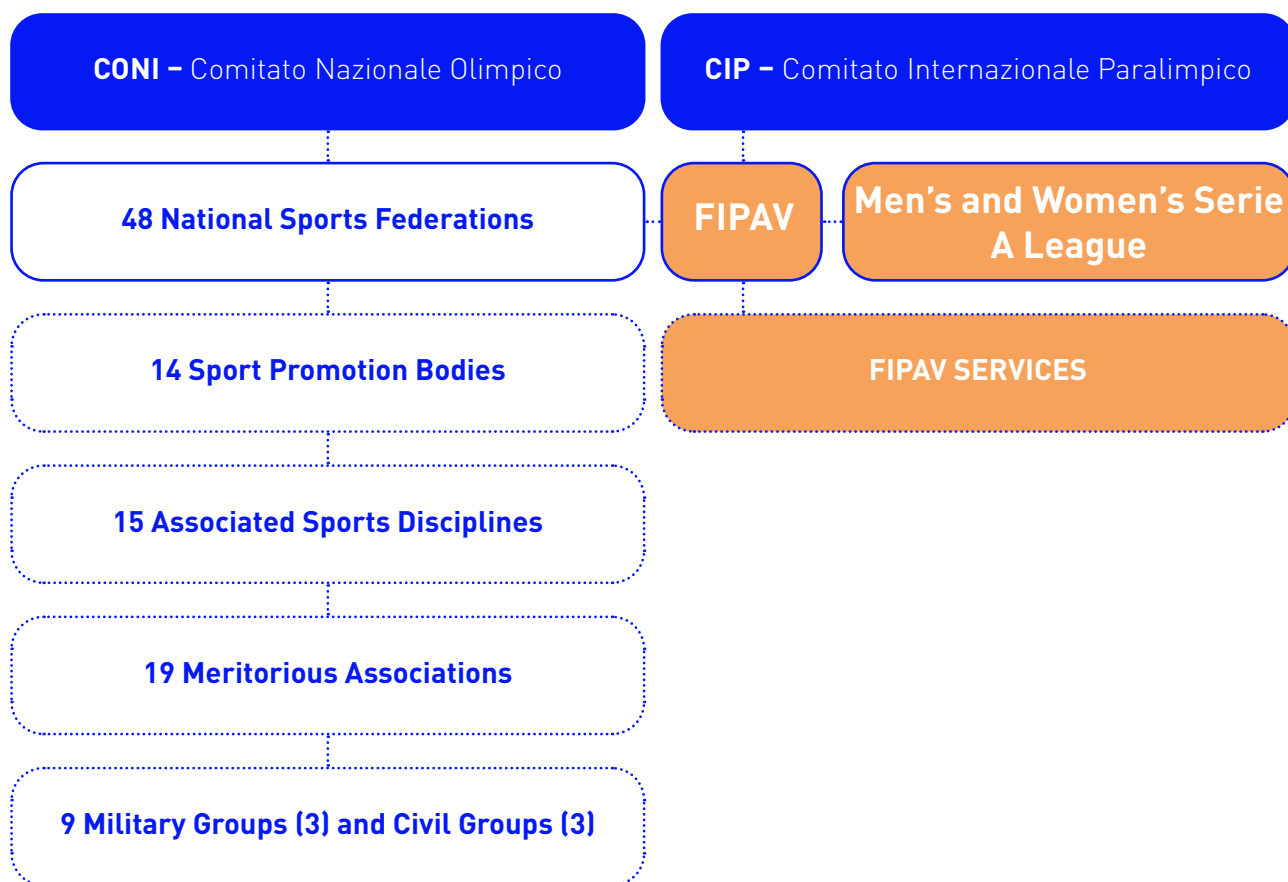
FIPAV is the only entity recognized by CONI, CIP, CEV (Confédération Européenne de Volleyball), and FIVB (Fédération Internationale de Volleyball) responsible for organizing and regulating these disciplines in Italy, as well as representing Italian volleyball activities internationally.

The Federation does not pursue profit-making objectives and is governed by the rules of this Statute and by regulatory provisions based on the principles of internal democracy, participation in sports activities by anyone on equal terms, and in harmony with national and international sports regulations, as well as with the resolutions and guidelines of the IOC, FIVB, CONI, and CIP.

FIPAV in the international sports system



FIPAV in the national sports system



The sports disciplines



The indoor volleyball match is played by two teams, each consisting of six players. Each team has six substitutes available, including the libero, who is generally always on the court in place of a back-row player, usually the middle blocker.

The objective of the game is to score points by making the ball land in the opponent's court (offensive phase), while obviously preventing the other team from doing the same (defensive phase).

A team wins a point when: the ball touches the opponent's court or when it touches the free zone or goes out of bounds after being touched by an opponent, in the case of an error (out attack) or a foul by the other team. The match is divided into sets and is played best of five sets: the team that wins three sets wins the match.



BEACH VOLLEY

The indoor volleyball match is played by two teams, each consisting of six players. Each team has six substitutes available, including the libero, who is generally always on the court in place of a back-row player, usually the middle blocker. The objective of the game is to score points by making the ball land in the opponent's court (offensive phase), while obviously preventing the other team from doing the same (defensive phase). A team wins a point when: the ball touches the opponent's court or when it touches the free zone or goes out of bounds after being touched by an opponent, in the case of an error (out attack) or a foul by the other team. The match is divided into sets and is played best of five sets: the team that wins three sets wins the match.



SITTING VOLLEY

Sitting volleyball is played 6 against 6 on a court measuring 10 x 6 meters, with the net set at a height of 115 cm for men and 105 cm for women. The teams are composed entirely of athletes with disabilities, whose physical disabilities are classified, according to international regulations, into two categories: VS1 (disability) or VS2 (minimal disability).

The classification criteria take into account conditions that would limit or prevent the practice of volleyball: the absence of a limb, movement limitations, and lack of strength.

On the court, each team is allowed to have only one VS2 player, and in any case, no more than two VS2 players in the entire roster of players.

The rules of the game are almost entirely similar to those of volleyball. Some differences in the regulations, determined by the evident peculiarities of this Paralympic discipline, are as follows: the buttocks or part of the torso must always be in contact with the floor, blocking the serve is allowed, and there is no invasion under the net.

National Championships, including the Italian one, often waive disability requirements and allow participation in clubs for able-bodied athletes as well. This enables greater development of the discipline: it increases the number of participants, enhances the technical level on the court, and spreads among those clubs that would otherwise have an insufficient number of disabled players. Sitting volleyball is a sport of integration.

Sitting volleyball is governed by World Paravolley (WPV) and European Paravolley (EPW) and was initiated by FIPAV in 2013.

IDENTITY OF THE FEDERATION

The history of FIPAV

1917/1945 - The Dawns

In Italy, volleyball arrived with the Americans in the years 1917-18 in Porto Corsini, near Ravenna, where the first civilian playing courts were established in the municipal gyms of Rome in 1922. Around 1920, beach volleyball was born in Santa Monica, California. In 1930, the first "two against two" matches were played, and beach volleyball crossed the Atlantic reach Europe. In 1923, the first volleyball championship was held, won by the Guardia di Finanza, and subsequently, they secured the first three national titles of volleyball awarded by the Italian Gymnastics Federation (FGI).

In 1929, the Italian Volleyball Federation FIPV was established, governed under the National After Work Organization.

► 1946 - The birth of the Federation

On March 31, after the dissolution of the OND, the new Italian Volleyball Federation (FIPAV) was established in Bologna, and in August of the same year, the first "Absolute Men's and Women's Championships" were held in Santa Margherita Ligure (Genoa).

On August 17, 1947, FIPAV became an "affiliated" member of CONI (it would become a full member in 1957) and was among the founding members of the International Volleyball Federation (FIVB)



► 1948



The Federation, at the Foro Italico fields in Rome, organizes the first European Championship, and Italy manages to secure third place; a bronze with which the history of the Italian Men's National Team begins.

► 1949



In the first World Championships in Czechoslovakia, Italy finishes in eighth place.

► 1964



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

► The 1970s



The national and territorial structure of the Federation is consolidated with the establishment of the FIPAV Regional and Provincial Committees. After winning gold at the Universiade in Turin in 1970, the Italian National Team begins to establish itself internationally.

► 1978



The silver medal at the World Championships in Rome for the Men's National Team marks Italy's definitive entry into the international scene, after participating for the first time in the 1976 Olympic Games in Montreal and finishing the competition in eighth place.

► 1979



The birth of Minivolley

At the international symposium held in Acireale, Minivolley is born as a basic motor activity useful for the development of motor skills, as a game in itself and not as a precursor to sports practice. This was a revolutionary concept in the sports offering used up to that point.



► 1984

First Olympic medal for Italy: Bronze at the Los Angeles Olympic Games. With this result, the Italian volleyball team reaches the Olympic podium for the first time.



► 1987

Serie A Leagues

The Men's Serie A Volleyball League is founded in Bologna, the city where it still has its headquarters today, by 23 volleyball clubs that were then competing in the A1 and A2 leagues. The Women's Serie A Volleyball League is established on June 6 in Modena and brings together the teams participating in the Italian women's volleyball championships of A1 and A2, with the aim of organizing their competitive activities.

► The 1990s - The victories of the Youth National Teams

Men's Under 20 National Team

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

Men's Junior National Team

- 1992** Gold at the European Championships

Men's Cadet National Team

- 1997** Gold at the European and World Championships

Women's Under 18 National Team

- 1995** Gold at the European Championships
- 2001** Gold at the European Championships

Women's Junior National Team

- 1996** Gold at the European Championships
- 1998** Gold at the European Championships

► 1990/2000

The Men's National Team on top of the world

- 1989** Gold at the European Championships and Silver in the World Cup
- 1990** Gold at the Men's World Championships in Brazil, and Italy wins the 1st edition of the World League
- 1991** Silver at the European Championships and Gold in the World League
- 1992** World League Champions
- 1993** Gold at the European Championships, and the team wins the 1st edition of the World Champions Cup, 1st Bronze for the Italian Men's Beach Volleyball at the European Championships
- 1994** **Gold at the** World League, the team dominates in the Japanese World Superfour

- 1995** Gold at the European Championships, Gold in the World League, and World Cup Champions
- 1996** Silver in the World League
- 1997** World League Champions and Bronze at the European Championships
- 1998** Gold at the Men's World Championships in Japan
- 1999** World League Champions and Bronze in the World Cup
- 2000** Bronze at the Sydney Olympics and World League Champions

The Men's National Team is awarded the title of "Team of the Century" by the FIVB



► 1994

Beach Volley

FIPAV wins the 1st Absolute Beach Volleyball Championship, establishes a dedicated sector for the development and promotion of the discipline



► 1997

The Italian Women's Beach Volleyball team wins the first gold medal at the European Championships.



► 1998

Italian women club

The initiative, which represents a highlight of FIPAV's activities, was created with the goal of reorganizing the qualification process for the Youth National Teams and increasing competitiveness. The foundation of the project is the idea that a group of athletes deemed to be of particular interest to Italian Volleyball should work together throughout the entire sports season, in direct contact with the Youth National Teams staff and with the assistance of qualified personnel. Over the years, the initiative has further developed, including the participation of Club Italia in the top National Championships.

► The 2000s

The victories of the Senior Men's National Team continue

2001: Silver in the World League and Silver at the European Championships

2002: Bronze in the World League, Gold at the European Championships, and Silver in World Cup

2003: Silver in the World League and Silver at the Athens Olympics

2004: Silver in the World League and Silver at the World Cup

2005: Gold at the European Championships in Rome and Bronze in the Grand Champions Cup



► 2001/2006

The rise of the Senior Women's Volleyball also begins

2000: First participation in the Sydney Olympic Games

2001: Silver at the European Championships

2002: 1st historic Gold medal at the World Championships

2004: First victory at the Montreux Masters and Silver in the FIVB World Grand Prix

2005: Silver in the FIVB World Grand Prix and at the European Championships

2006: Bronze in the FIVB World Grand Prix



► 2002/2009

Beach Volleyball Victories in the New Millennium

2002: Women's Beach Volleyball National Team - Gold at the European Championships

2006: Men's Beach Volleyball Under 19 National Team - Silver for Nicolai-Giontella and Bronze for Paolo and Matteo Ingrosso at the World Championships

2007: Men's Beach Volleyball Under 21 National Team - Gold at the World Championships

2007: Women's Beach Volleyball Under 19 National Team - Silver at the World Championships

2009: Women's Beach Volleyball Under 20 National Team - European Champions



► 2005

FIPAV is online!

The process of digitizing data that began in 1985 concludes in the 2005-2006 sports season: clubs affiliate online. Managers, athletes, and coaches are registered with the Federation through personalized procedures using a username, password, and digital signature device via the website www.federvolley.it.

FIPAV has ensured better service for its members by eliminating the need to send paper documents and making the entire system for controlling and verifying operations more effective and efficient. This has proven to be a concrete strategy for reducing business costs associated with managing systems and training personnel resulting from optimized IT systems, leveraging the advantages of virtualization technologies.

► 2006

Quality Mark for the Youth Sector

It is a project that consists of Quality Certification for the youth sector of FIPAV. Based on certain score thresholds, different quality marks are awarded to clubs every two years: Gold Mark, Silver Mark and Standard Mark.

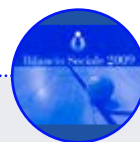
This initiative has grown in importance over the years, becoming the most prestigious recognition for the many organizations that invest passion, time, and resources in youth activities.



► 2008

Club Italy Men's Team

The objectives of the project are almost identical to those of the women's sector: to train high-level athletes. Young men who can grow in every aspect: ethical, moral, physical, technical, tactical, and behavioral, while also fostering and developing the personalities of young volleyball players.



► 2009

First Social Report (planning and control document)

Continuous monitoring, involvement, and the presentation of objective and certified data: this is the mix of ingredients that has driven and continues to drive FIPAV each year to prepare the federal Social Report as a tool to certify its ethical profile and moral role in the eyes of the community of sports enthusiasts who live daily with a passion for volleyball, as well as all the entities, institutions, and stakeholders that collaborate with it.



► 2007/2010

Women on the roof of the world

2007 1st gold medal at the European Championships, Gold in the World Cup, Bronze in the FIVB World Grand Prix.

2008-09 The Women's National Team achieves the extraordinary milestone of twenty-one consecutive victories: an exceptional result, never before seen in Italian history in team sports.

2009 Gold at the European Championships and Grand Champions Cup; successes at the Mediterranean Games and the Universiade

2010 Bronze in the FIVB World Grand Prix

► 2010/2015

Victories of the Senior National Teams

Senior Women's National Team

2011 World Cup Champions

Senior Men's National Team

2011 Silver at the European Championships

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

2013 Bronze in the World League, Bronze in the World Grand Champions Cup and Silver at the European Championships

2014 Bronze in the World League

2015 Silver in the World Cup and Bronze at the European Championships

Victories of the Youth National Teams

Junior Women's National Team

2010 Gold at the European Championships

2011 Gold at the World Championships

Junior Men's National Team

2012 Gold at the European Championships

Boys' Cadet National Team

2015 Silver at the European Championships

Girls' Cadet National Team

2011 Gold at the European Championships

2015 Bronze at the European Championships

Men's Under 20 National Team

2012 Gold at the European Championships

2013 Bronze at the World Championships

Women's Under 18 National Team

2013 First at the European Championships

2015 First at the World Championships

Men's Under 23 National Team

2015 Bronze at the World Championships

► 2011/2015

The Successes of Beach Volleyball

Men's Beach Volleyball National Team

2012 Silver at the Grand Slam

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

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

2015 Alex Ranghieri and Marco Caminati win Gold at the Lucerne Open, marking the first Gold in the World Tour; Alex Ranghieri and Adrian Carambula Bronze Major Series of Porec, Silver at European Championships, Gold in Milan Master and in Open di Antalya

Women's Beach Volleyball National Team

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

2015 1st place at the Sochi Open, Bronze at the Puerto Vallarta Open, and Bronzes at the Grand Slams in Moscow and Berlin.

► 2013

FIPAV Becomes a PARALYMPIC FEDERATION with Sitting Volleyball

The Italian Volleyball Federation was recognized as "Paralympic Federation" by the Italian Paralympic Committee on May 15 and established a dedicated National Federal Sector, with a technical and administrative staff that has developed training for coaches and athletes across the country, also dedicating significant attention to the world of schools.



► 2014

EcoVolley

The EcoVolley FIPAV project is launched, aiming to characterize all Volleyball, Beach Volleyball, and Sitting Volleyball events as sustainable events, raising awareness among organizers about environmental issues and climate protection. The project provides: an Environmental Manual, 4 specific Operational Guides for Indoor and Outdoor Promotional Events, Beach Volleyball, and International Indoor Events. The Federation issues a diploma and a sticker to the clubs that join the project and to the events that reflect the guidelines of the eco-guides.



► 2015

ISO26000

In 2015, the ISO26000 document was drafted, representing the first significant project for positioning in terms of sustainability in accordance with the international standard ISO26000.

The Men's Sitting Volleyball national team participates in the 1st European Championship in Germany.



► 2016

Senior Men's National Team

The Senior Men's National Team, led by Coach Blengini, wins the Silver medal at the Rio de Janeiro Olympics.

Senior Men's National Beach Volley Team

Adrian Carambula and Alex Ranghieri win Gold at the Open in Qatar. Daniele Lupo and Paolo Nicolai: Gold at the Sochi Open; Silver at the Fuzhou Open; Silver at the Rio de Janeiro Olympics, a historic medal for Italy in Beach Volleyball, the first at the Olympic Games.



► 2017

YOUNG WOMEN ON THE PODIUM

The Under 18 athletes, led by Coach Marco Mencarelli, win Gold at the U18 Women's World Championships in Argentina, while the Under 16 Women's National Team ranks 1st at the European Championships in Bulgaria

HALL OF FAME

It was established in 2016, on the occasion of the 70th anniversary of the founding of FIPAV, and in 2017, the most representative athletes of Italian Volleyball were selected: Andrea Gardini, Andrea Giani, Lorenzo Bernardi, Vigor Bovolenta, Andrea Lucchetta, Andrea Zorzi, Fabio Vullo, Luca Cantagalli, Luigi Mastrangelo, Marco Bracci.



► 2018

WORLD CHAMPIONSHIPS

WOMEN'S WORLD CHAMPIONSHIP

Japan 2018, September 29 / October 20: SILVER is the prestigious result of the "terrible girls" of the Italian Women's National Team.

MEN'S WORLD CHAMPIONSHIP

1st World Championship organized in two countries; Italy finished in 5th place.



► 2019

Youth National Teams
ON TOP OF THE WORLD

Youth World Championships: Gold for the Under 19 Men's National Team, Silver for the Under 20 Women's National Team, Silver for the Under 18 Women's National Team, Silver for the Under 16 Women's National Team, and Silver for the Under 21 Men's National Team.

They also achieved a Gold and a Silver at the Universiade, respectively for the Senior Men's National Team and the Senior Women's National Team.



► 2020

CORONAVIRUS EMERGENCY

The commitment of FIPAV is significant in overcoming the terrible moment that the entire sports world, and beyond, is experiencing, with concrete help for clubs, athletes, and coaches. A strong action to safeguard the true heritage of FIPAV: the over 4,000 sports clubs present throughout the national territory.





► 2021

Olympics and European Championships

THE FUTURE IS BLUE!

Disappointments at the Olympics, but the Gold medal of the young Italian Men's team at the European Championships, along with the Gold of the Women's National Team, closed the summer with a historic double victory.

The future is blue: the victories of the Youth National Teams complete the splendid moment of Italian Volleyball. A historic achievement for the Italian Under 21 Men's National Team, which won the World Championship in its category for the first time, and a blue triumph for the Under 20 Women's National Team, which claimed the world title in its category. Silver for the Under 16 Women's European Championships and Silver for the Under 18 Women's World Championships. The Under 19 Men's team also wins Gold at the EYOF.



► 2022

I successi sportivi

- Men's Wrld Gold
- Women's VNL Gold
- Women's Gold at the Mediterranean Games and Men's Bronze
- Birth of Snow Volleyball
- Birth of the FIPAV Academy

The News

- In the 2022 season, the first Italian Absolute Championship of Snow Volleyball was inaugurated
- A new tool dedicated to federal training: The FIPAV Academy



Vision, Mission and Values

VISION

To spread and optimize the organization of Volleyball, Beach Volleyball, and Sitting Volleyball by developing and enhancing its image and key historical and cultural values, in order to make this sport increasingly interesting and accessible for its participants.

MISSION

FIPAV works to ensure that every member (athlete, coach, referee, or official) is able to pursue excellence according to their abilities, values, and sporting desires. This is achieved through ethical structures, services, and programs shared with affiliated clubs and associations, with a view to the development and growth of Volleyball, Beach Volleyball, and Sitting Volleyball throughout the national territory, in order to achieve the best results at all levels of sports practice.

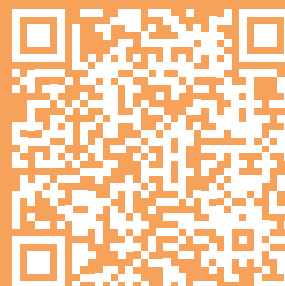
VALUES

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

HONESTY
SUSTAINABILITY
Solidarity
INTEGRITY
Passion
FAIRPLAY
Respect
EQUALITY
PROFESSIONALISM
LOYALTY
CREDIBILITY
COMPETITIVENESS
EDUCATION
Fairness

CODE OF ETHICS

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



Institutional Purposes and Functions of the Federation

FIPAV is made up of affiliated sports clubs and associations that practice Volleyball, Beach Volleyball, and Sitting Volleyball. It is the only entity recognized by CONI, CIP, CEV, and FIVB responsible for the organization and regulation of these disciplines in Italy, as well as for representing Italian volleyball activities internationally. It has the legal status of an association with private law personality and, within the sports system, carries out its functions with full technical, organizational, and managerial autonomy, under the supervision of CONI and CIP.

In particular, the Federation:

- Oversees the training, preparation, and selection of athletes and coaches, as well as the competitions organized by International Federations;
- Plans and develops projects for the dissemination and promotion of Volleyball, Beach Volleyball, and Sitting Volleyball throughout Italy;
- Has specific responsibilities when its country hosts international, world, or continental competitions in its sport;
- Ensures the coordination of activities among affiliated sports clubs

Institutional Purposes

1. Promotion, enhancement, organization, and regulation of the sports of Volleyball, Beach Volleyball, Sitting Volleyball, and all their respective specialties, disciplines, and variations throughout the national territory;
2. Development of competitive activities, preparation of athletes, and provision of the necessary means for participation in the Olympic Games, Paralympic Games, and international competitions, in accordance with the decisions and guidelines of the IOC, FIVB, CONI, and CIP;
3. Prevention and suppression of the use of substances that alter the natural physical performance of athletes, adhering to the Anti-Doping Sports Regulations of CONI.

Le funzioni della FIPAV

To achieve its purposes, FIPAV is responsible for:

- Establishing the rules of the game for Volleyball, Beach Volleyball, and Sitting Volleyball;
- Regulating the organization of championships, setting the criteria for ranking formulation and result validation, awarding the title of Italian Champion, and ratifying promotions and relegations;
- Overseeing the formation of national teams and setting their programs;
- Setting the criteria for promotion and relegation, as well as the criteria for registration in championships;
- Managing international sports relations to harmonize sports calendars;
- Promoting and organizing the publication of writings, newspapers, periodicals, books, and publications, as well as radio, television, and online broadcasts of programs, segments, information, and any other communication.

INSTITUTIONAL STRUCTURE

The Governance of FIPAV 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 Committee;
- f. The Board of Auditors;
- g. The Secretary General.

All federal bodies are elected, except for the Secretary General, the judicial bodies, the regional and provincial delegates, and the members of the Board of Auditors appointed by CONI.

All positions, whose duration is established by the Statute for a four-year term, expire at the end of the Olympic cycle, even if they have been conferred for less than four years. The representation of the Federation is attributed to the Assembly and its President.

The Assembly is the highest body of the Federation and is responsible for deliberative tasks. It is composed of members affiliated with FIPAV who have the right to vote at the time of its convening.

The President has the legal representation of the Federation and carries out the duties established by the sports regulations at both national and international levels. The President has overall responsibility for the technical-sporting area of the Federation, with top-level functions of planning, direction, and control.

The Federal Council is the management and general direction body of the Federation. It regulates and coordinates the activities of FIPAV by preparing programs to achieve its institutional goals. The Federal Council decides on all matters entrusted to its competence by the Federal Statute and on any other issues not expressly assigned to another federal body. The Executive Committee performs propositional and consultative tasks in matters within the competence of the Federal Council.

The Federal Vice Presidents are granted the powers of the President in the event of their absence or temporary impediment.

The Board of Auditors exercises its verification and control functions according to legal norms and the Federal Administration and Accounting Regulations.

The Secretary General is responsible for coordinating and directing the offices that make up the Federal Secretariat. They are responsible for personnel, the functioning, and the efficiency of the offices. Additionally, they are responsible for the administrative management of the Federation.

The peripheral Presidents of the 2021-2024 four-year term

FEDERAL PRESIDENT	Giuseppe Manfredi
FEDERALS VICE PRESIDENTS	Adriano Bilato e Luciano Cecchi
FEDERAL COUNCILORS	Francesco Apostoli, Davide Angelo Anzalone, Letizia Genovese, Giusy Cenedese, Gianfranco Salmaso, Elio Sità, Silvia Strigazzi, Felice Vecchione Massimo Dalfovo (Cons. Quota Atleti) Barbara De Luca e Chiara Di Iulio (Cons. Quota Atlete) Vincenzo Ammendola (Cons. Quota Tecnici)
BOARD OF AUDITORS	Vincenzo Marranzini (Presidente) Giovanni Caravetta e Assunta Carnevale
SEGRETARY GENERAL	Stefano Bellotti (Dal 18 Marzo 2022)

SPORTS JUSTICE

The Justice System of FIPAV

1. The Justice Bodies of FIPAV are:

- a. Sports Judges
 - The National Sports Judge;
 - Territorial Sports Judges;
 - Sports Court of Appeal
- b. Federal Judges
 - Federal Tribunal;
 - Federal Court of Appeal.

They are responsible for resolving issues and deciding disputes concerning:

- Compliance with and application of regulatory, organizational, and statutory norms of the sports system to ensure the proper conduct of sports activities;
- Relevant behaviors in disciplinary matters and the imposition and application of related sanctions.

2. The Federal Prosecutor

The Federal Prosecutor acts to ensure full compliance with the norms of the sports system and exercises its functions before the Justice Bodies of the Federation to promote the repression of offenses sanctioned by the Statute and federal regulations.

3. The Federal Guarantee Commission

The Federal Guarantee Commission protects the autonomy and independence of the federal Justice Bodies and the Federal Prosecutor.

NATIONAL COMMISSIONS AND STUDY GROUPS

National Athletes Registration Commission

- Athletes Registration Commission: Serie A M/F
- Athletes Registration Commission: Veneto - Friuli Venezia Giulia - Trentino Alto Adige
- Athletes Registration Commission: Sicily
- Athletes Registration Commission: Piemonte - Lombardia - Liguria - Val d'Aosta
- Athletes Registration Commission: Campania - Puglia - Molise - Basilicata - Calabria

Working Groups with representatives from Peripheral Committees for the relevance of the territorial component in the programming and development of various sectors

- School and promotional activities
- Championships and youth activities
- Beach Volleyball
- Federal cards, registration, constraints
- Technical sector
- Training
- Development of Sitting Volleyball

ADVISORY BODIES OF THE FEDERAL COUNCIL

The National Consultation

The National Consultation is an advisory body of the Federal Council and, for this purpose, expresses opinions and makes proposals regarding:

- a) the budget forecast and the operating budget;
- b) the organization of championships and the criteria for promotion and relegation of participants;
- c) the adoption of federal regulations and proposals for amendments to the Statute;
- d) the establishment and composition of federal commissions.



The Organizational Structure of the Federation

The central structure of FIPAV is based on the criteria of **efficiency**, **effectiveness**, and **cost-effectiveness**, and operates according to the principles of impartiality and transparency. It is organized into the Secretary General, operational areas, sectors, and offices that support the Secretary General. With federal resolutions no. 185 of 14/12/2018, no. 251 of 19/12/2019, no. 44 of 22/04/2021, and no. 236 of 17/12/2021, FIPAV has completed the transformation process that has led to the current organizational structure over the years.



Le strutture qui riportate rappresentano presidi organizzativi a prescindere dalla rilevanza della posizione

The Organizational Model 231

The Federation adhered to the Organizational Model 231 with resolution no. 102 of the Federal Council dated 23/09/2020, in accordance with Legislative Decree No. 231 of June 8, 2001, "Regulation of the administrative liability of legal entities, companies, and associations, including those without legal personality, pursuant to Article 11 of Law No. 300 of September 29, 2000."

Decree 231 identifies the ability of the entity to demonstrate that it has adopted and effectively implemented an Organization, Management, and Control Model suitable for preventing the commission of the offenses contemplated by the Decree as a defense against the administrative liability of the entity.

In relation to the previously described regulatory context, FIPAV has taken steps to:

- Adopt and implement its own organization, management, and control model pursuant to Legislative Decree 231/01;
- Establish a Supervisory Body pursuant to Legislative Decree 231/01, tasked with overseeing compliance, functioning, and updating of the implemented model.

The descriptive document of the MOG 231 currently in force at FIPAV consists of:

- A General Part, which describes the governance system of the Federation, the process of definition, the principles of operation of the MOG, and the mechanisms for its concrete implementation.
- A Special Part, one for each category of offense, which includes:
 - A description of the respective types of offenses;
 - The specific activities of the Federation that are considered sensitive;
 - The behavioral principles to be respected;
 - The control protocols implemented to safeguard sensitive activities;
 - The systematic information flows established.

Recently, the Federation has initiated a process to update the currently effective Model 231.



THE PERIPHERAL STRUCTURE

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

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

The Peripheral Assemblies (Regional and Territorial) meet regularly after the Olympic Games to elect the President and other members of the Peripheral Committee.

The President of the Committee represents FIPAV for sports purposes within the area of competence and is responsible, along with the Council, for the functioning of the Committee to the Peripheral Assembly and the Federal Council.

The Peripheral Committees (Regional and Territorial) represent FIPAV for sports purposes within their area of competence, having, within the limits of their responsibilities, managerial and administrative autonomy. They cooperate with the central FIPAV for actions carried out by the latter in the territory; they promote and manage, within their competencies, relationships with the Peripheral Bodies of CONI, with Public Administrations, both state and local, as well as with any other competent sports organization.

Additionally, the Committees implement all useful and necessary initiatives for the development and technical and functional improvement of Volleyball.

The peripheral structure of FIPAV is composed of 86 Committees, of which 21 are Regional and 65 are Territorial.

The Peripheral Auditor is elected in each Regional and Territorial Committee and performs verification and control functions according to legal norms and the Federation's Administration and Accounting Regulations.

The Peripheral Presidents for the 2021-2024 Term

Region	President	Region	President
Abruzzo	Di Camillo Fabio	Sicilia	Di Giacomo Pepe Antonino
Alto Adige	Tomei Christian	Toscana	Modi Gianmarco
Basilicata	Santomassimo Vincenzo	Trentino	Cro' Francesco
Calabria	Sestito Carmelo	Umbria	Lomurno Giuseppe
Campania	Pasciari Guido	Valle d'Aosta	Cavallero Stefano
Emilia Romagna	Brusori Silvano	Veneto	Maso Gelindo Roberto
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		

Region	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	Spozio Marco
Mantova	Belladelli Giorgio

Region	President
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	Sorbini 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

2.2. OUR STAKEHOLDER

INTERNAL

ASSOCIAZIONI E SOCIETÀ SPORTIVE AFFILIATE

ORGANI CENTRALI

STRUTTURE PERIFERICHE

TESSERATI (ATLETI, TECNICI, DIRIGENTI, UFFICIALI DI GARA, PERSONALE MEDICO)

ORGANI DI GIUSTIZIA

VOLONTARI

COLLABORATORI

DIPENDENTI

FIPAV SERVIZI

LEGA SERIE A

EXTERNAL

CIO - IPC

FIVB – FEDERAZIONE
INTERNAZIONALE DI VOLLEY

CEV – EUROPEAN
VOLLEYBALL
CONFEDERATION

WORLD PARAVOLLEY
EUROPEAN PARA VOLLEY

CONI - CIP

SPORT E SALUTE

APPASSIONATI E TIFOSI

ASSOCIAZIONI E SOCIETÀ
SPORTIVE NON AFFILIATE

MINISTRO PER LO SPORT E I
GIOVANI

DIPARTIMENTO PER LO
SPORT

FSN/DSA/EPS/AB

GRUPPI SPORTIVI MILITARI E
CORPI CIVILI DELLO STATO

SCUOLE E UNIVERSITÀ

SPONSOR E PARTNER

FORNITORI

ALTRI MINISTERI

MEDIA

ISTITUZIONI CIVILI,
POLITICHE E RELIGIOSE

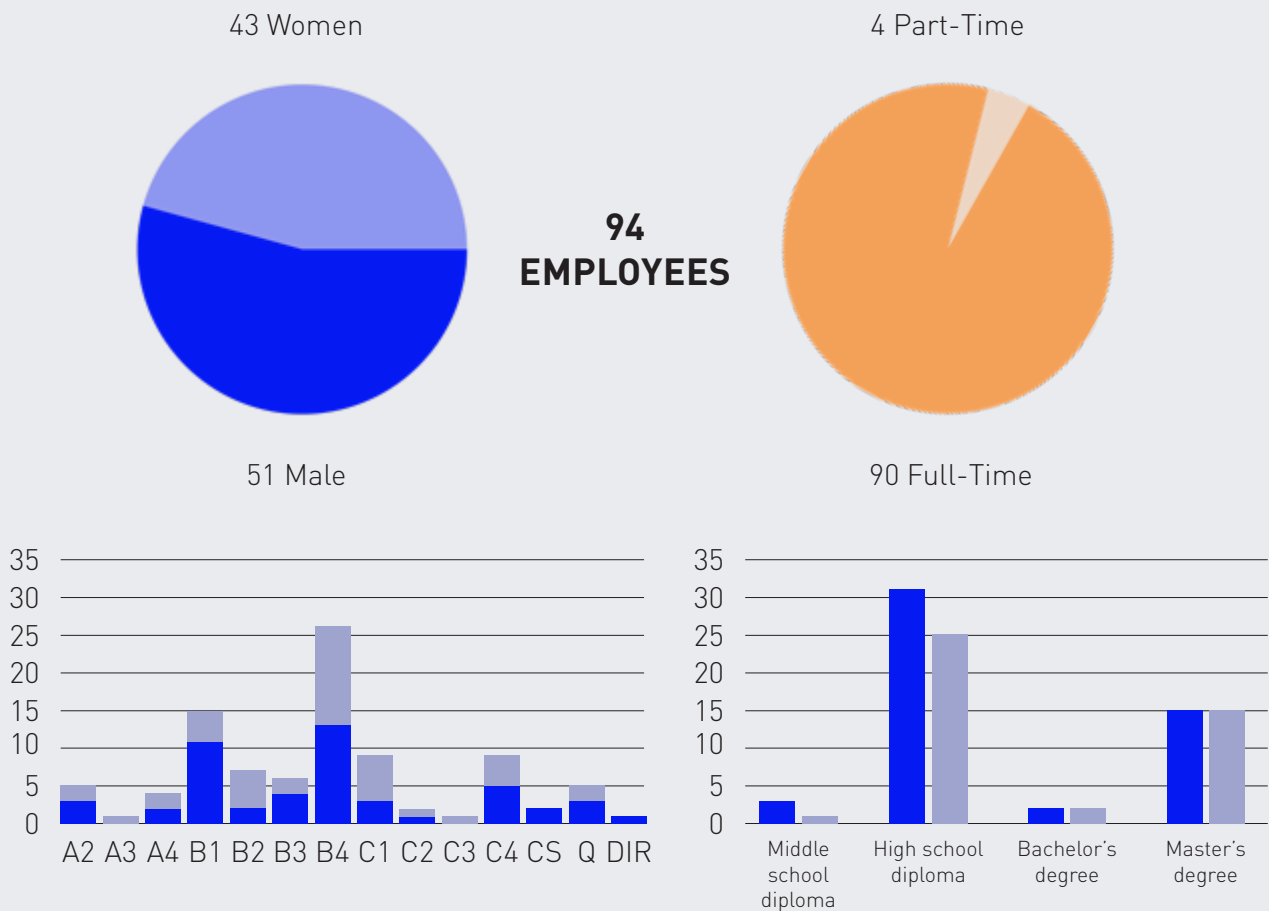


2.3. OUR PEOPLE

People represent a strong element of competitiveness for FIPAV. Without them, it would not be possible to face the numerous challenges that the sports market presents daily. Compared to the last Social Report, related to the pandemic period, the workforce of the Federation has seen significant growth, increasing from 83 employees (Sustainability Report 2019-21) to 94 employees in 2023.

The ratio of men to women has seen a slight increase in the number of men compared to women, while the percentage of full-time workers has also risen. Of these, 78 are employed at the central structure and 16 at the peripheral structures.

47,94 AVERAGE AGE OF EMPLOYEES



EMPLOYEE TRAINING

The dynamism of the sports market brings with it the necessity for FIPAV and, in general, for sports organizations to face new challenges daily. Employee training is therefore an important tool to equip the people of the Federation with the knowledge and skills needed to confront these challenges with greater awareness and confidence.

Below are some training initiatives for employees implemented during the reporting period in question:

FROM SEPTEMBER TO DECEMBER 2021

All federal employees were trained in cyber security with Giunti Accademia (now Treccani Accademia), one of the leading higher education institutions in the area

FROM NOVEMBER 2022

65 employees embarked on a training program with Go Fluent, the leading B2B provider of hyper-personalized solutions that develop language skills for companies and organizations. This is an important step for a Federation that is increasingly called upon to establish relationships with international entities. The program included a total of 30 group hours and 6 individual hours, in addition to an exclusively individual program for 3 resources totaling 20 hours each.

IN 2022

11 newly hired federal employees were trained as VDT (video terminal operators) in accordance with Legislative Decree 81/08.

IN APRIL 2023

All FIPAV employees participated in training under Decree 231 as part of the ongoing update process.



2.4. ECONOMICS PERFORMANCE

Based on the reporting period of this Sustainability Report, the economic performances for the fiscal year 2022 are analyzed, using the results from 2021 as a comparative year.

€ 2.851.087

the surplus recorded at the closure of the Financial Statements for the year 2022

€ 2.995.919

the surplus recorded at the closure of the Financial Statements for the year 2021

The year 2022, like the previous one, saw the Federation record a significant operating profit. Below is an analysis of the revenue and expenditure items of FIPAV, useful for understanding the Federation's choices regarding the use of economic resources.

Production Value

€ 55.207.558,16

The total Production Value for 2022, with an increase of 19% compared to € 44,974,074.08 from the previous year and a remarkable 40% increase from what was recorded at the end of 2020. A more than encouraging result that marked a definitive restart after the post-pandemic period.

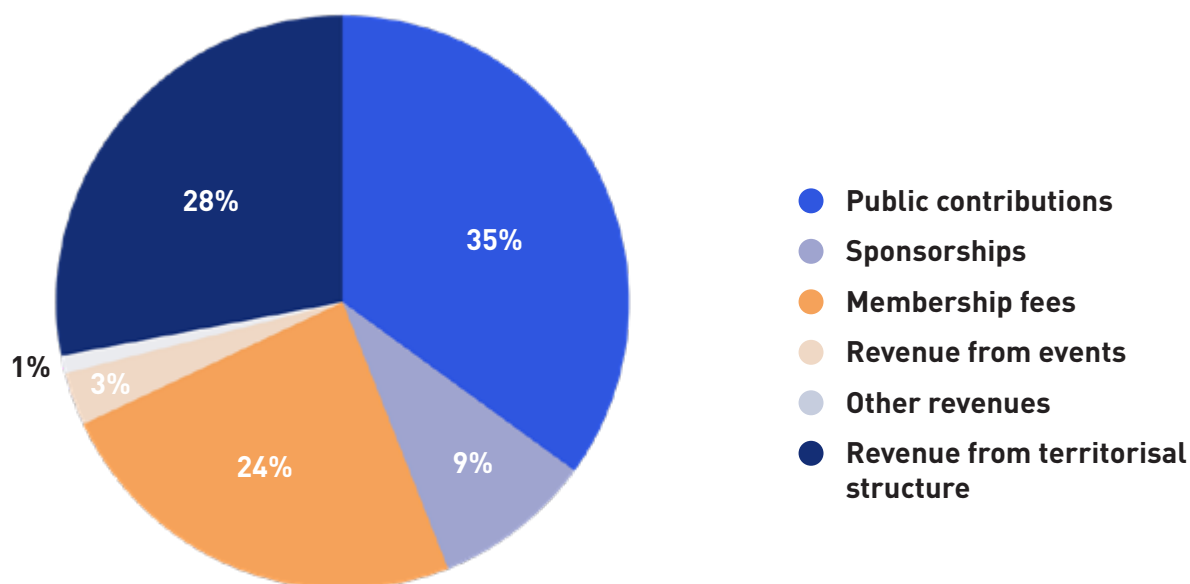
€ 39.817.526

The Production Value for 2022 of the Central Activity

€ 15.390.032

The Production Value for 2022 of the Territorial Structure

Analysis of Revenue Items 2022



Public contributors for the year 2022 amount to € 19.266.560 and are divided as follows:

- **€ 16.537.770** in Contributions provided by Sport e Salute SpA and CONI, of which:
 - € 3,979,008 for Olympic Preparation and High Level;
 - € 9,658,312 for ordinary management;
 - € 11,820 for the Sports in Parks Project;
 - € 675,815 for support to Federal Sports Centers;
 - € 2,212,815 for the Active School Projects Kids and Junior
- **€ 2.200.050** in other public contributions, mainly related to:
 - € 1,800,000 from the Presidency of the Council of Ministers for the organization of the Volley Nations League Finals 2022;
 - € 69,600 from the Presidency of the Council of Ministers to partially support the expenses for the hospitality of Ukrainian athletes at the Federal Center in Milan;
 - € 40,000 from the Ministry of Culture for the renovation of the Pavesi Center;
 - € 241,000 from the Guarantee Fund ex lege 289/2022 for the expansion works of the Pavesi Center;
 - € 11,000 from the Municipality of Sparanise for the collegiate organization of the U21 women's team;
 - € 7,000 from the contribution received from the Municipality of Chianciano for the organization of the Wevza U17 women's tournament.
- **€ 528.740** in contributions assigned by the Italian Paralympic Committee, of which:
 - € 410,000 for Paralympic Preparation activities;
 - € 16,000 for training programs;
 - € 52,740 to cover personnel costs;
 - € 50,000 for sports activities.

The membership fees attributable to the Central Headquarters for 2022 amount **to € 13,078,231**, representing an increase compared to the previous year and a return towards a pre-pandemic value. This result stems from the enormous effort made by the Federation, both organizationally and economically, to support affiliates and members in the post-Covid restart, particularly regarding the resumption of championships and the recovery, in 2022, of all matches not played in 2021.

Revenue from Event for 2022 stands at **€ 2,022,741**. Of these, € 50,000 are related to National Sports Events, while € 1,972,741 are attributable to International Sports Events, as FIPAV has always been one of the Federations most involved in major events. The positive variation of approximately 56% compared to 2021 is due to the recognition in 2022 of about € 1.7 million from FIVB for the gold and bronze medals of the World Championship as well as for the women's gold at the Volley Nations League.

The revenue from advertising and sponsorships amounts to **€ 5,109,772** and relates to the 2022 revenue from sponsorships determined based on existing contracts.

Other **revenues** amounts in total to **€ 430,220**.

Finally, **€ 15,390,032** are the revenues attributable to the Territorial Structure of FIPAV. Of these:

- **€ 1,406,959 come from contributions from the State, Local Authorities, and other entities;**
- **€ 12,729,905 from membership fees related to the management of regional and provincial championships;**
- **€ 613,909 from revenues for events;**
- **€ 639,258 from other management revenues.**

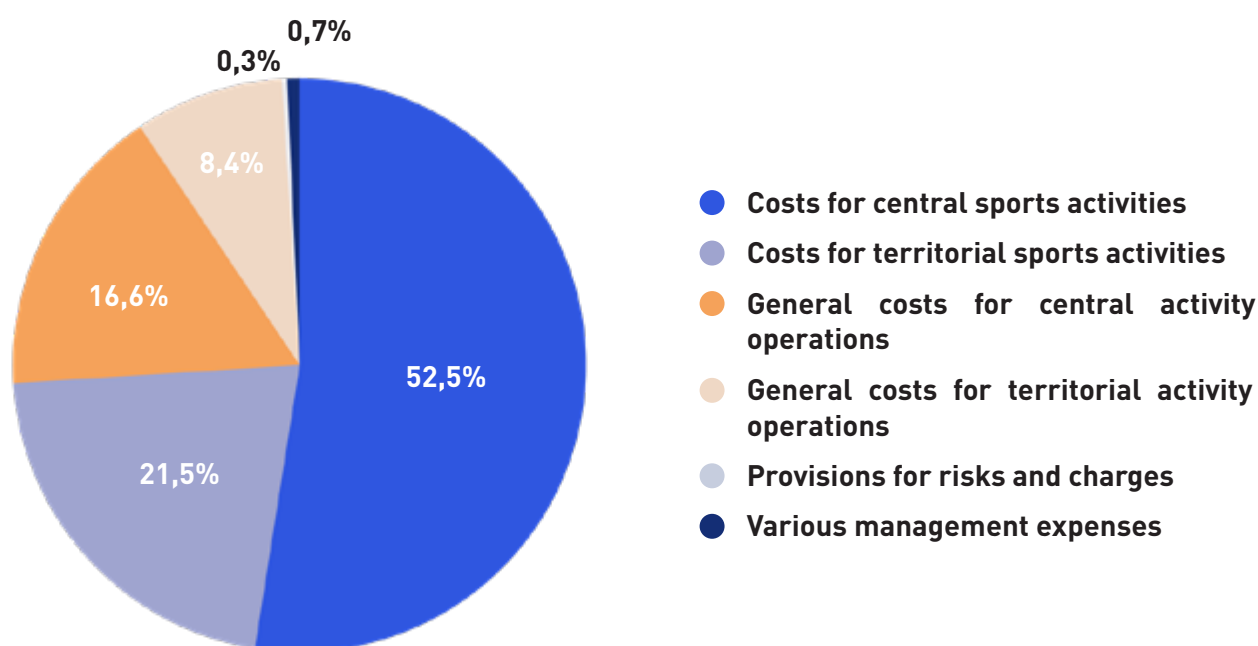
In particular, the significant increase in revenues from the Territorial Structure is a clear sign of the recovery of local activities, for which great credit is due for having concretely supported the clubs during the pandemic.

Please note that the value reported here does not reflect the actual trend of membership numbers for the 2022/2023 sports season as, in compliance with the principle of economic competence, a portion of the fees collected from July to December 2022 has been excluded, while a portion of the fees collected from July to December 2021 is included.

Cost Analysis - 2022

The total production costs for the year 2022 amount to approximately € 51,606,342, which is about 25% more than in 2021. The available economic resources, based on the Federation's needs, have been allocated to meet the various sports, promotional, and operational activities, in compliance with the restrictions on the allocation of public contributions received.

As a result of the increase in revenues achieved during the year, higher costs have been recorded, stemming from the fact that, after the significant downsizing in 2020 and 2021 caused by the pandemic, the Federation has returned to investing in sports activities.



The costs for central sports activities, which represent more than 50% of the total, are attributable to expenses incurred for Olympic Preparation, High Level, and national teams (€ 12.3 million). Another significant item consists of events, both national and international, with FIPAV returning in 2022 to organize major volleyball, beach volleyball, and sitting volleyball events.

Additionally, this category includes expenses for participation in FIVB and CEV meetings and congresses, costs for training, research, and documentation, as well as costs for sports promotion, particularly concerning schools. It is also important to highlight the contributions from the Federation to support sports clubs (€ 1.2 million for affiliation and € 116,000 for the support fund). Finally, FIPAV has incurred costs for the Paralympic sitting volleyball activities amounting to € 755,000.

The costs for the operation of the central structure include personnel and collaboration costs, expenses for the functioning of federal bodies and commissions, communication costs, and general costs.

The costs of the territorial structure largely mirror those of the central structure in terms of the nature of the expenditure items.

VALUE ADDED

The Value Added represents the connection point between the Financial Statements and the Sustainability Report, as it determines FIPAV's ability to generate wealth and distribute it to its stakeholders.

The Value Added is obtained through a process of reclassification of the items in the income statement, and its determination occurs by calculating the difference between the value produced through core operations and the total of all intermediate production costs attributable to both central and territorial activities.

From this result, by deducting the total of non-core operations and depreciation, we obtain the **Net Global Value Added**, which represents the increase in wealth created by the Federation in the course of its activities

€ 26.717.657

The Net Global Value Added achieved by FIPAV in 2022

This value has been redistributed among FIPAV's achieved by FIPAV in 2022

- A. € 20.447.857 to Personnel, accounting for 76.37% of the total. This amount represents the share of Value Added Distributed to all those who work for compensation within the Federation. In this regard, the personnel have been divided into employees (with fixed-term or permanent employment contracts) and non-employees (consultants, occasional collaborators, members of central and territorial federal commissions).**
- B. € 452.063 to the Public Administration, which occurs through the payment of direct and indirect taxes. The remuneration of this stakeholder represents the economic benefit that the Public Administration derives from FIPAV's operations as a contribution to covering national public spending.**
- C. € 2.851.087 the so-called External Donations, or the Value distributed to Associations and Sports Clubs for the conduct of sports activities, which represents 10.65% of the total.**
- D. € 499.375 the share allocated to the category of financiers. This is represented by the banking credit system, which, excluding Sport e Salute S.p.A., injects capital into the organization. The remuneration of this category occurs through the financial charges that accrue on the borrowed capital.**
- E. Finally, the Federation itself is to be considered as a "standalone" stakeholder, and its remuneration coincides with the amount of the positive result for the fiscal year. In 2022, this amount is € 2.851.087**

The Value Added of FIPAV over time



**2018****2019****2020****2021****2022****PERSONNEL**

€12.103.220

€12.481.320

€9.019.613

€15.278.040

€20.447.857

PA

€358.696

€365.178

€297.855

€503.567

€452.063

**EXTERNAL
DONATIONS**

€1.185.773

€1.650.421

€2.308.807

€6.207.169

€2.494.257

FINANCIERS

€672.189

€656.691

€524.203

€384.303

€499.375

FIPAV

€2.571.206

€1.807.316

€6.306.069

€2.995.920

€2.851.087

TOTALE

€16.891.085

€16.960.925

€18.456.547

€25.368.999

€26.774.638

03



The background image is a composite. The left side shows a large crowd of people at a night event, with the Colosseum in Rome illuminated in blue light in the background. The right side is a dark, blurred image of a city street at night. The text 'S=Social' is centered over the crowd.

S=Social



3.1. The social role of FIPAV

As already mentioned in the introduction, FIPAV was one of the first Federations to recognize its Social Responsibility, committing itself concretely to the development and dissemination of the values and social aspects related to sports.

In this chapter, we present some initiatives activated by the Italian Volleyball Federation, which represent concrete methods and actions through which it takes on its Social Responsibility for sustainable development.

THE RECEPTION OF UKRAINIAN ATHLETES



In line with the aforementioned, it is no coincidence that the Federal Council decided to host, starting from March 2022 until June 30, 2022, thirty young Ukrainian volleyball players who were welcomed at the federal facility of the Pavesi Center following the outbreak of the Russian-Ukrainian conflict. FIPAV immediately sought to provide concrete support to the Ukrainian athletes by promptly contacting the President of the Volleyball Federation, Mykhailo Melnyk, and organizing their reception. The girls, accompanied by some coaches, were welcomed at the facility located at Via de Lemene 3 in Milan, where they were provided with meals, accommodation, and all necessary care. The Italian Volleyball Federation, of course, committed to ensuring that the girls also received appropriate educational and linguistic support. With the valuable collaboration of regional and territorial committees, FIPAV aimed to create the best possible conditions for the adaptation of these young victims of the Russian-Ukrainian conflict.



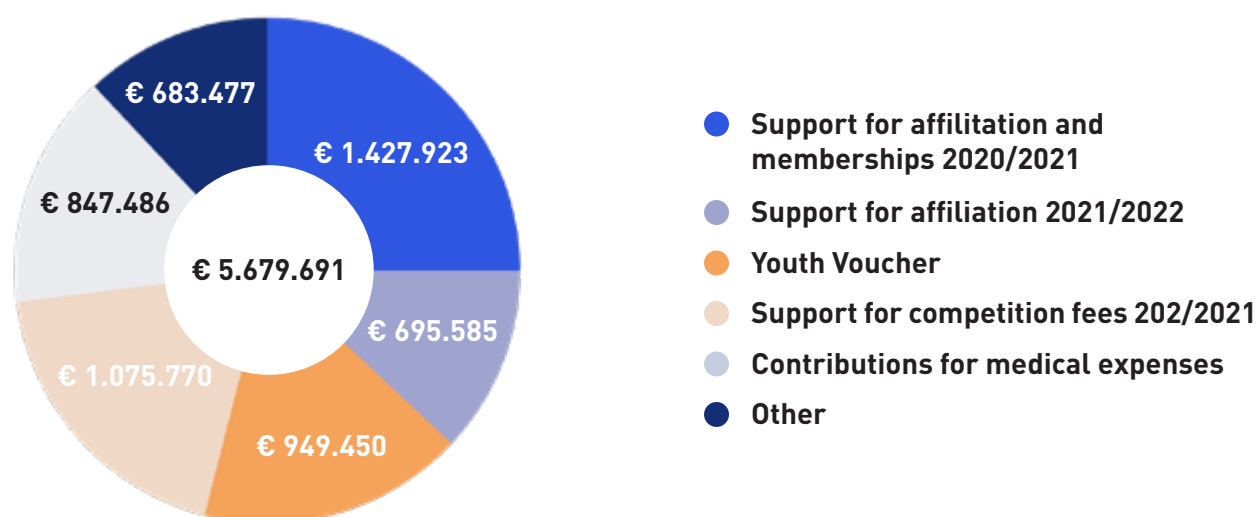
SUPPORT FOR SPORTS CLUBS

The Covid-19 pandemic had a devastating impact on our society and, with regard to the Federation, on sports practice at all levels. The restrictions that followed over time severely tested the entire sports sector, which was only able to lift its head and resume activities at full capacity in the second half of 2022, in a context that was nonetheless profoundly changed in terms of user needs and required compliance.

In an effort to support its movement from the very beginning, FIPAV promptly redefined its objectives and programs in order to implement intervention measures to assist affiliated associations and sports clubs.

As in the previous year, in 2021 the Federation intervened financially, allocating € 5.7 million to support the movement, of which:

- € 2.1 million in contributions to support affiliation and membership for the 2020/2021 sports season;
- € 1.1 million in contributions to support competition fees for the 2020/2021 sports season;
- € 950,000 in contributions under the "Youth Voucher" project, aimed at facilitating the restart of young people in the promotional age group;
- € 850,000 in contributions to cover healthcare expenses incurred for conducting anti-Covid tests.



Additionally, FIPAV established a fund aimed at supporting the financing, through the Institute for Sports Credit, of Superlega and Serie A men's and women's teams, in order to ensure liquidity in response to the extraordinary needs arising from Covid-19.

€ 235,000 were allocated as non-repayable contributions in 2021. This fund has since been renewed for both 2022 and 2023.

TOTAL CONTRIBUTIONS TO THE MOVEMENT			
	2020	2021	2022
	€ 4.675.389,50	€ 5.679.691	€ 1.200.000

SAFEGUARDING REGULATIONS

Sports have also taken on an increasingly central role in raising awareness and promoting a more inclusive society that ensures the dignity and respect of the rights of all those who participate, in any capacity, in sports activities. Thus, especially today, issues such as gender equality, discrimination, and, not least, the fight against abuse of minors represent very delicate problems that an organization like FIPAV—and society as a whole—must address with strength.

Pursuant to Legislative Decree No. 36 of February 28, 2021, and Legislative Decree No. 39/2021 and subsequent amendments, National Sports Federations, Associated Sports Disciplines, Sports Promotion Bodies, and recognized Associations have been called to draft, by August 31, 2023, Guidelines for the preparation of organizational and control models for sports activities and Codes of Conduct to protect minors and to prevent harassment, gender-based violence, and any other form of discrimination as provided by the Code for Equal Opportunities between men and women or for reasons of ethnicity, religion, personal beliefs, disability, age, or sexual orientation (the so-called Safeguarding Policy).

Furthermore, this obligation has also been extended to amateur and professional Sports Associations and Clubs, whose “Models and Codes of Conduct” must be drafted in accordance with the Guidelines of the affiliated body within 12 months of their communication.

As a result, the Italian Volleyball Federation has published a dedicated section on its website - <https://www.federvolley.it/safeguarding> - where detailed information is provided about all the documentation published by the Federation, and reference models are offered to affiliated Associations and Sports Clubs in view of compliance with Safeguarding policies.

In particular, emphasis is placed on the Guidelines for compliance with [Safeguarding policies and the FIPAV Safeguarding Regulation](#), both drafted according to the Fundamental Principles set forth by the Permanent Observatory of CONI.

FIPAV guarantees the fundamental right of all members to be treated with respect and dignity, as well as to be protected from all forms of abuse, harassment, gender-based violence, and any other condition of discrimination, regardless of ethnicity, personal beliefs, disability, age, gender identity, sexual orientation, language, political opinion, religion, or economic, physical, intellectual, relational, or sporting status.

For FIPAV, the right to health and the psycho-physical well-being of its members is an absolutely primary value, even in relation to sporting results. Therefore, anyone participating in any capacity or role in the Federation's activities is required to respect the aforementioned rights of the members.

The Federation has also appointed its own Safeguarding Office, composed of Attorney Alessandro Avagliano (President), Attorney Maddalena Petronelli, and Dr. Sara Biondi. This new body is tasked with adopting appropriate initiatives for the prevention and counteraction of all forms of abuse, violence, and discrimination against its members. Among other activities, it oversees the adoption and updating of organizational and control models for sports activities and codes of conduct by Associations and Sports Clubs, as well as the appointment of the Safeguarding Policy Officer, and reports any violations to the competent authorities.

Additionally, the office receives reports from individuals who become aware of or directly experience relevant behaviors, ensuring anonymity when needed. To facilitate this process, a dedicated email address has been activated - safeguarding@federvolley.it.

In fact, FIPAV, in some respects anticipating the regulations related to Safeguarding, had already begun its own path aimed primarily at raising awareness, preventing, disseminating, and ultimately repressing behaviors that are not in line with the ethical values of the Federation.

A concrete example in this regard is represented by the Addendum to the Ethical Code, published on May 19, 2022, which establishes "Behavioral Norms for the Prevention and Repression of Abuse Against Minors."



Good Practice: FIPAV and the Fight Against Violence

On March 9, a round table titled "Good Practice: FIPAV and the Fight Against Violence" was held at the headquarters of Corriere dello Sport-Stadio, organized as part of the development path of the FIPAV Academy, a project aimed at training leaders operating in the field.

The round table, promoted by the Italian Volleyball Federation, featured the participation of federal president Giuseppe Manfredi, vice president Luciano Cecchi, general secretary Stefano Bellotti, and federal councilor Letizia Genovese. They were joined by academic figures such as Barbara Agostinis, a professor of sports law, Sara Biondi, a sports psychologist, and Piero Benelli, the doctor of the Men's National Team World Champions. Also present during the morning was Ivan Zazzaroni, the Director of CorSport.

The discussion focused on the role of sports in the fight against violence in all its forms, with particular attention to the youth sector. Prevention, especially aimed at the younger generations, is essential to help them understand the legal implications of certain behaviors to avoid.

During the meeting, the Volley Academy project was also presented, which was approved in the summer by the federal council and is engaging various sectors of training, with particular attention to sports leaders of clubs and regional committees. A page was also dedicated to the meeting in Corriere dello Sport-Stadio.

The Protection of Minors in the Sports World

Under the umbrella of "Good Practice: FIPAV and the Fight Against Violence," the Federation has launched a series of initiatives in 2023, all titled "The Protection of Minors in the Sports World." Thanks to the contributions and valuable interventions of federal councilor Letizia Genovese and attorney Maddalena Petronelli, three moments of reflection have been organized for leaders, coaches, and young boys and girls, aimed at raising awareness about the role of sports in the fight against violence in all its forms, with particular reference to younger generations.

The first of the three scheduled events took place on May 31, 2023, at Le Dune Sicily Hotel in Catania, during the ongoing National Youth Finals in the city. The meeting was attended by a representative group of leaders and coaches from the teams participating in the national finals, with attorney Maddalena Petronelli explaining the current regulations on the subject and outlining the path that FIPAV has undertaken with the ethical code and the addendum regarding the prevention and repression of abuse against minors. Also present in the audience was the president of the FIPAV Catania Territorial Committee, Maurizio Ragusa.

On June 5, 2023, in Cavalese (TN), as part of the twentieth edition of the National Third-Level Coaches Course, the second meeting was held, presented in Val di Fiemme with the participation of all federal coaches involved in the third-level coaching course. The debate opened with an intervention by Letizia Genovese, who illustrated the path and commitment of the Italian Volleyball Federation on this important issue, highlighting the adoption of an addendum to the ethical code regarding the prevention and repression of abuse against minors.

The conference continued with a presentation by attorney Maddalena Petronelli, who, after explaining the current regulatory framework, outlined the correct behaviors that leaders, coaches, and staff should adopt when working with minors.

On Friday, June 23, a meeting was held at the headquarters of the Italian Volleyball Federation with the heads of the FIPAV Academy to schedule activities and educational initiatives for the following months.

The final meeting took place on August 6, 2023, in Milan, during the training camp of the Under 17 Women's National Team and the Coaches Workshop led by federal coach Pasquale d'Aniello at the Pavesi Federal Center. Following the meetings in Catania, during the Under 16 Women's National Finals, and in Cavalese, as part of the Third-Level Coaches Course, the federal project was also presented in Milan, with participation from the coaches attending the workshop and the young players of the Under 17 National Team present at the training camp.

The day was structured around two key moments: the first dedicated to the young blue athletes, who, after an initial speech by federal councilor Letizia Genovese, had the opportunity to listen to attorney Maddalena Petronelli discuss the conscious use of digital tools, privacy management on social media, and the issue of cyberbullying.

In the afternoon, the meeting included the participation of the coaches present at the workshop. During this session, Genovese outlined the path and commitment of the Italian Volleyball Federation on these sensitive topics. Following her, attorney Petronelli continued the discussion on cyberbullying, digital grooming, false identities, and privacy management on social media—issues that young generations face daily without the necessary knowledge, including legal aspects, that should regulate their proper use.

Ferica's Week - Against Violence Against Women

Every year since 2018, coinciding with the "International Day for the Elimination of Violence Against Women" established by the United Nations General Assembly for November 25, the FIPAV Puglia Regional Committee of the Italian Volleyball Federation, along with the Territorial Committees of Bari, Foggia, Lecce, and Taranto, organizes "Federica's Week" in memory of the national referee from Taranto, Federica De Luca, and her young son Andrea, who tragically lost their lives in June 2016 at the hands of the young woman's husband and the father of the child.

For the 2022/2023 season, "Federica's Week" took place from Monday, November 21, to Sunday, November 27, 2022. During this period, as every year, the Committee, involving various secondary schools in the region, organized a series of sporting and non-volleyball events to honor her memory and to discuss—directly involving students, industry experts, and Federica's parents, Enzo De Luca and Rita Lanzon—a topic that represents a true social emergency: violence against women.

During the week, many initiatives were also organized by the Puglian clubs on the courts, with matches beginning with a minute of silence. The week was documented on social media using the hashtag #ilvolleyperfedericaeandrea.

Federica De Luca was a volleyball referee from Puglia and a true Tarantina, who dedicated her time and passion to the sport. For this reason, in addition to the week of dedicated events, the Italian Volleyball

Federation established an award in Federica's honor, reserved for the female national referee who has particularly distinguished herself for her commitment and passion at the local management level throughout the season.

In 2022, the award was presented to Denise Bianchi, the head of the FIPAV Puglia Referees, by Federal Councilor Letizia Genovese and Federica's parents during a meeting held in Trani on November 23 at the De Sanctis High School, amidst tears and emotion.

Federica's Week included four meetings in schools focused on the theme of violence against women:

- On November 21 in Copertino at the Bachelet Institute;
- On November 23 in Trani at the De Sanctis High School;
- On November 24 in Lecce at the Calasso Institute;
- On November 26 in Monopoli at the G. Galileo-M. Curie High School

Additionally **two Volley S3 Festivals** were held in memory of little Andrea on November 25 and 29 in Noicattaro (BA) at the "Pascoli" and "Pende" Comprehensive Institutes.

FEDERICA DE LUCA AWARD

2018

Chiara Santangelo (Sicilia)

2019

Rachela Pristerà (Piemonte)

2020

Alessandra Di Virgilio (Abruzzo)

2021

Giuseppina Stellato (Campania)

2022

Denise Bianchi (Puglia)





3.2. The Projects of FIPAV

Project planning represents one of the primary ways in which the Italian Volleyball Federation (FIPAV) exercises its social function. Participation in European and national funding calls demonstrates the Federation's ability to respond to public spending needs and, consequently, to the needs of the community.

Below is a summary of the projects activated, completed, or that have had an impact during the reporting period covered by the Sustainability Report.

EUROPEAN PROJECT PLANNING

European Project Planning refers exclusively to FIPAV's participation, either as a proposer or as a partner organization, in the Erasmus+ Sport Program. In particular, there are 6 projects related to the 2021-2022 and 2022-2023 sports seasons, of which 4 have been completed to date and 2 are still ongoing. In 2 of these, FIPAV acted as the coordinating body and thus the proposer, while in 4 it served as a partner organization with other entities.

648.441 allocated to FIPAV for the implementation of projects

32 European and International partners collaborated with FIPAV on various projects, including:

- **10 National Sports Federation (8 of volleyball);**
- **1 International Sports Federation;**
- **2 Organizing Committees for International Events (Rugby World Cup 2023 and Paris Olympic Games Organizing Committee);**
- **2 National Olympic Committees;**
- **1 Foreign Ministry;**
- **4 European Universities;**
- **6 NGOs;**
- **6 Foreign Clubs.**

Projects completed during the reporting period

BIGG4VB

(Better incorporation of good governance principles for better volleyball success)

ERASMUS+ SPORT PROGRAMME Action: Support to Collaborative Partnership

Duration: 01/01/19 - 30/06/21

Coordinator: Federazione Croata Pallavolo

Amount allocated to FIPAV: € 31.576

Project Partnership: University of Kinesiology in Split, University of Zagreb, Austrian Volleyball Federation, Icelandic Volleyball Federation, Polish Volleyball Federation, Slovenian Volleyball Federation, Croatian Volleyball Federation, FIPAV

Project Idea: The project presented by the Croatian Federation had a two-year duration and focused on analyzing the governance of the involved Federations and subsequently identifying the respective strengths and weaknesses of each Federation through questionnaires and interviews prepared by the Universities of Zagreb and Split. Following this, the aim was to create, using the BIGG4VB method, a plan of strategies and actions that could help the Federations (clubs and associations) improve their own "Governance".

SPORT4RULES

(Sport4Rules)

ERASMUS+ SPORT PROGRAMME Action: Support to Collaborative Partnership

Duration: 01/01/21 - 31/12/22

Coordinator: FIPAV (Federazione Italiana Pallavolo)

Amount allocated to FIPAV: € 257.375

Project Partnership: French Basketball Federation, Croatian Volleyball Federation, International Sports Officials Federation, Turkish Volleyball Federation, Olympic Committee of Bosnia and Herzegovina, Bulgarian Ministry of Sports and Youth, Mine Vaganti NGO, FIPAV.

Project Idea: The project aimed to develop a strategy that starts from sports education within schools, understood as a means to share the foundational values of sports and not just as a way to educate young students about movement and well-being (through the creation of tailored training designed to encourage children and young people to take on the roles of both player and referee). It included the implementation of a training program specifically designed for young volunteers/referees, in order to encourage the use of tools that would enable their recruitment and involvement (a common issue across all sports).

ACAMF

(Athlete Counsellors Against Match Fixing)

ERASMUS+ SPORT PROGRAMME Action: Support to Collaborative Partnership

Duration: 01/01/21 - 30/06/23

Coordinator: NK Interblock

Amount allocated to FIPAV: € 43.240

Project Partnership: Nogometni Klub IB (former Interblock), North Macedonian SPao Sport Federation, UCAM, Serbian Rugby League Federation, Mine Vaganti NGO, FIPAV

Project Idea: Athlete Counselors Against Match Fixing" (ACAMF) focuses on the Erasmus Plus

collaborative partnership with the aim of supporting prevention and raising awareness among stakeholders involved in the fight against the phenomenon of match-fixing.

The project involves a 30-month collaboration between sports Federations, clubs, academics, and NGOs, with a focus on strengthening the prevention and counteraction of match-fixing at all levels, through the creation of methodologies and pilot programs to empower willing athletes as specialized counselors who support sports Federations, clubs, stakeholders, and other athletes in addressing the various aspects of the match-fixing challenge within their areas of responsibility/influence.

ACAMF thus aims to connect integrity in sports with the need to provide support for dual career opportunities for professional and semi-professional athletes in the transition process to a life beyond high-level sports.

Projects not completed during the reporting period

ESCSE

(Creation of a European Social Charter for Sport Events)

ERASMUS+ SPORT PROGRAMME Action: Support to Collaborative Partnership

Duration: 01/01/21 - 31/12/23

Coordinator: EASE (European Association of Sport Employers)

Amount allocated to FIPAV: € 33.250

Project Partnership: Rugby World Cup France 2023 Organizing Committee, European Corporate Sport Federation, Slovenian Olympic Committee, French Quidditch Federation, Paris 2024 Olympic Games Organizing Committee, FIPAV.

Project Idea: This project and its partnership aim to create and develop a “Social Charter” for sporting events. A series of guidelines and rules that can help establish and ensure the rights of workers and good practices to be used during a local, national, or European sporting event or competition.

The critical issues and real needs that each type of sporting event has will be studied and analyzed, aiming to reach the widest possible audience among organizers, workers, and volunteers of sporting events.

Once the first version of the Charter is ready, it will be tested at selected events chosen by the partnership. Once finalized, with the implementations made by the partners, it will serve as a reference document for social policies in the sports sector of the European Union, promoting good governance of European sporting events

HRIC

(Holistic sport-based Rehabilitation programmes to support youth Impacted by Covid-19)

ERASMUS+ SPORT PROGRAMME Action: Support to Collaborative Partnership

Duration: 01/12/22 - 30/06/25

Coordinator: FIPAV (Federazione Italiana Pallavolo)

Amount allocated to FIPAV: euro 250.000

Project Partnership: Sport Evolution Alliance (SEA), Mine Vaganti NGO, FIPAV, Slovenian University Institute for Rehabilitation (URI SOCA).

Project Idea: HRIC will adopt a holistic approach based on the concepts of physical and mental health to support the inclusion of vulnerable youth (ages 16-30) who suffer from anxiety, depression, psychological breakdown, and PTSD, and who have been particularly affected by the COVID isolation period, experiencing repercussions on their mental health.

The methodological combination and synergy between Education Through Sport (ETS) and practical/theoretical elements of psychology will be realized and multiplied through the creation of innovative profiles of Sports Coaches and social workers to support individuals already affected by depression, anxiety, and stress management, for whom the pandemic period has exacerbated and worsened their condition, aiming for the achievement of psychological well-being and integration into sports practice and, by extension, into society.

Therefore, through its activities, HRIC will address the horizontal priority of Erasmus+ regarding inclusion and diversity, as well as the sports sector priority of "Encouraging a healthy lifestyle for all" in its promotion of sports and physical activity as a tool for health.

GITG

[Get in the Game]

ERASMUS+ SPORT PROGRAMME Action: Support to Collaborative Partnership

Duration: 01/01/23 - 30/06/25

Coordinator: Racing Club de Cannes

Amount allocated to FIPAV: euro 33.000

Project Partnership: Racing Club de Cannes, ASD Sport Compass, FIPAV, Professional Association of Physical Education and Sports of Porto, Basketball Federation of the City of Niš, Athletic Club Keravnos, Center for Education and Innovation of Volos.

Project Idea: Get In The Game (GITG) aims to raise awareness about sports opportunities for girls and to train teachers and coaches to provide more inclusive, equitable, and engaging sports activities. The project is a transnational cooperation effort that includes NGOs, sports organizations, higher education institutions, schools, and Federations rooted in national contexts characterized by a unique yet interconnected condition of youth well-being and sports.

The Consortium also combines the expertise of partner NGOs in non-formal learning and the use of online/offline social campaign methodologies with academic skills provided by the higher education sector, as well as a specific understanding of the realities and needs of sports that characterize partner Sports Associations. The organizations that make up the GITG partnership represent various sectors and share strong partnership and cooperation ties with sports entities and organizations. GITG is based on the cooperation and experience of partners developed through long-standing work in sports-related cooperation to explore educational opportunities and equal opportunities in sports.

NATIONAL PLANNING

Since the 2021/2022 season, the Italian Volleyball Federation has participated in the National Project 'Active School' promoted by Sport e Salute Spa. For information regarding the activities carried out within the project, please refer to the section on Sports Promotion on page 66.

The Planning related to the FIPAV Academy

The FIPAV Academy is the result of an internal design and planning process within the Federation. However, for the development of some related activities, the contribution provided by Sport e Salute through the funding of two projects presented by FIPAV has been undeniably valuable. Specifically:

Project 1 **"FIPAV Academy".**

A project proposal dedicated to strengthening the training pathways for Coaches and Match Officials, already established before the creation of the Academy, and the introduction of a new training pathway aimed exclusively at sports managers

Project 2 **"Training project with particular regard to youth sector coaches, concerning the dropout from sports activities"**

A project proposal developed in collaboration with the University of Padua, focusing on the issue of youth dropout. Through the project, audio-video recordings of the training sessions delivered were made and subsequently made available on the Platform.

For further details on the activities of the FIPAV Academy, please refer to the dedicated section on page 93.



3.3. The commitment of FIPAV to athletes' dual career

The Federation has been active, especially in recent years, in building and implementing projects and pathways oriented towards the dual career of athletes. The common denominator of these activities is to guide and create opportunities for personal and professional growth, thus fostering a parallel career alongside the purely competitive one that athletes experience within FIPAV, through the identification, enhancement, and development of the skills acquired on the field as players.

Firstly, a project has been launched dedicated to players who wish to pursue a path as coaches or managers, aiming to transform what they have already learned on the field into useful knowledge in one way or another (as a coach or manager). Additionally, with specific reference to the coaching qualification, a direct transition to more advanced levels is planned for some particularly prominent athletes.

THE HALL OF FAME

In order to enhance the personalities who have contributed to making FIPAV great and to cultivate a virtuous network that allows for a constant relationship over time with these individuals even after the end of their careers, the Hall of Fame was established on the occasion of the Federation's 70th anniversary in 2016.

The Hall of Fame represents an exclusive recognition, reserved solely for certain individuals who have contributed through their work and commitment to the growth of Italian volleyball.

Starting from the 2018 edition (the third), the categories have been expanded and the voting method has been changed (previously online) with the introduction of a single committee responsible for evaluating the list of candidates and judging those who are worthy of being included in the Hall of Fame.

The Hall of Fame is enhanced through a navigable platform for external stakeholders, accessible directly from the Federation's website.

From 2016 to the present, **52 personalities have been welcomed into the HoF**, divided into **7** categories:

- Men's Volleyball: 16 members, of which 6 by right
- Women's Volleyball: 14 members, of which 1 by right
- Beach Volleyball: 3 members
- Ad honorem: 1 member
- Referees: 3 members
- Coaches: 9 members, of which 4 by right
- Managers: 6 members, of which 3 by right

Of these, **17** were inducted into the Hall of Fame in 2022.





The Hall of Fame 2022 Award Ceremony

The Hall of Fame 2022 Award Ceremony took place on Wednesday, [December 14, 2022](#), at the Farnese Chapel of Palazzo D'Accursio in Bologna. This event is fully part of the sports events calendar promoted by the Emilia-Romagna Region, as part of the three-year agreement signed with the Federation.

The first to be awarded were the [blue players of the women's national team and head coach Marco Bonitta, World Champions in 2002](#). The 2022 Commission, chaired by federal president Giuseppe Manfredi and composed of journalists Jacopo Volpi, Stefano Michelini, Leandro De Sanctis, Maurizio Nicita, Diego De Ponti, Leo Turrini, Simona Rolandi, Carlo Gobbi, Flavio Vanetti, Manuela Collazzo, Luca Muzzioli, and Dario Ricci, voted to induct the team that wrote one of the most legendary pages of Italian volleyball with their success in winning the world title in Berlin, on the occasion of the 20th anniversary.

It was a festive moment for the award ceremony of the blue players: many smiles and moments of emotion accompanied the presentation of the award to [Nicoletta Zaffalon](#), mother of the late and never-forgotten Sara Anzanello. Manuela Leggeri, captain of that wonderful team, who was not present at the ceremony in Bologna, sent a beautiful video message greeting her former teammates.

In the category of managers, the historic general secretary Gianfranco Briani was elected. As a sports manager, he was able to seize growth opportunities for the movement through projects that have made FIPAV the political-sporting reality it is today. Benito Montesi then took the stage to receive the special award in the Managers category and was inducted into the Hall of Fame by right. The manager from the Marche region was first elected as a national FIPAV councilor in 1984 and has held various

positions, including serving as a councilor and secretary in the FIVB referees' commission. Montesi also contributed through his work to make FIPAV a Paralympic Federation thanks to his commitment to sitting volleyball. A special posthumous award in the Coaches category was given to Lilyana Pizzo, a player from pioneering volleyball and later a coach who was one of the major figures in modern volleyball. The award was received by her grandson [Paolo Pizzo](#), a fencer who won a silver medal in the team event in sabre at the Rio 2016 Games.

Other honorees included [Annamaria Solazzi](#), a three-time European champion, winner in the beach volleyball category, and [Gianni Lanfranco](#), awarded in the male athlete category for 2022. The versatile athlete from Piedmont, who has made 219 appearances for Italy, was among the protagonists of the historic Silver Seagull in 1978 and the bronze medal at the 1984 Olympic Games. [Silvano Prandi](#) was elected to the Hall of Fame in the Coach category. The Piedmontese coach, who led the men's national team to win the first historic medal at the Los Angeles 1984 Olympic Games, expressed his satisfaction and gratitude to FIPAV for the prestigious recognition received in a video message. The last to take the stage was Umberto Suprani, an international referee from 1980 to 1997, awarded in the Referee category. Also in 2022, the International Volleyball Hall of Fame announced the names of the new members for the 2022 edition. With great pride for Italian volleyball, following the induction of Taismary Agüero in 2021, the name of Samuele Papi, a legend of world volleyball already inducted into the Italian Hall of Fame, stood out among the newly elected. Papi is the only Italian athlete to have won 4 Olympic medals: Silver in 1996, Bronze in 2000, Athens 2004, and London 2012. He also won two World Championships (1994 and 1998) and three gold medals at the European Championships. The IVHF award ceremony took place on Saturday, October 22, 2022, in Holyoke (United States).

The other inductees for the 2022 class are: three-time Olympic gold medalist Kerri Walsh (United States); coach Bernardo Rezende (Brazil); founder and first president of World ParaVolley Pieter Joon (Netherlands); former head coach of the Dutch Federation and member of the FIVB Technical Committee Peter Murphy (Netherlands); and three-time Olympian and bronze medalist Fernanda Venturini (Brazil).

SUPPORT FOR ATHLETE MOTHERS – 'MOTHERHOOD IS FOR EVERYONE



"Motherhood is for Everyone" represents the claim through which the Federation strongly states its commitment to athlete mothers, supporting their right to motherhood through concrete actions aimed at protecting athletes during pregnancy and new mother athletes.

In particular, starting from January 2022, the Federal Council of FIPAV established, by its own resolution, a fund whose main purpose is to supplement the "Future Mother" contribution for athletes provided by the Sports Office of the Presidency of the Council, which in turn draws on the "Single Fund to Support the Strengthening of the Italian Sports Movement" established in December 2017 (art.1, paragraph 369 of Law No. 205 of December 27, 2017).

The objective of the FIPAV Fund, like that of the Presidency of the Council, is ultimately to ensure that the athlete on maternity leave receives continuous pay both during the pregnancy period and in the immediate period following the birth of their child.

It is important to specify that Federation, in addition to wanting to guarantee concrete economic support, has also immediately worked to:

- Provide widespread information initiatives for athletes regarding the existence of a “Single Fund to Support the Strengthening of the Italian Sports Movement” established in December 2017 (art.1, paragraph 369 of Law No. 205 of December 27, 2017), to which an annual sum of 1 million euros has been allocated since 2019 as a resource to support the maternity of athletes;
- Raise awareness among all sports clubs on this issue;
- Sign, with the collaboration of the Federation’s medical staff, appropriate agreements with public facilities and associations whose primary purpose is the protection of motherhood, in order to provide both the athlete during pregnancy and the new mother with a personalized “pathway” of psycho-physical assistance aimed at returning to the field.

Operation of the Fund

The initial amount of the FIPAV Fund was €50,000. Access to the federal contribution, within the limits of the established financial allocation, is reserved for those athletes who, having been pre-approved for the contribution from the Department of Sport, compete in the Women’s Serie A and B Championships, while preserving any requests that have already been received and approved by the Department in favor of Serie C athletes.

The disbursement of the contribution by FIPAV is subject to prior approval by the Sports Office, based on the requirements set forth in Article 5 of the DPCM of February 26, 2019.

In essence, starting from January 1, 2022, the Federation provides [an additional contribution of €500 per month to athletes already admitted to the Fund established by the Presidency of the Council](#), for the entire duration of the state contribution, pursuant to Law No. 205 of December 27, 2017.

How to access the Fund

To facilitate access to the Fund, FIPAV has dedicated a specific section to “Motherhood is for Everyone” on its online portal, where all information regarding the contribution and the application and disbursement procedures is available - <https://www.federvolley.it/la-maternita-e-di-tutti>. To ensure active support, a dedicated email address has also been created, along with a dedicated phone number.

The amounts disbursed

Starting from January 2022, FIPAV has supported a total of [16 athletes](#) until December 31, 2023, disbursing [€69,000.00](#) as follows:

- €34,000.00 divided among 9 athletes (Motherhood is for Everyone Fund – 2021/2022 – 2022/2023);
- €35,000.00 divided among 7 athletes (Motherhood is for Everyone Fund – 2022/2023 – 2023/2024).

04



S=Sport



FIPAV oversees, organizes, and monitors sports activities related to the disciplines of Volleyball, Beach Volleyball, and Sitting Volleyball, based on the principles of the International Olympic Committee, the directives and regulations of the International Volleyball Federation, and the current national legislation.

The FIPAV movement is composed of:

- Amateur sports clubs and associations affiliated;
- Registered members:
 - Athletes;
 - Federal officials and members of federal commissions;
 - Members and club officials;
 - Match officials;
 - Sports coaches;
 - Doctors and paramedical collaborators.

Affiliation and registration must be renewed annually and allow participation in sports and Federation activities.

Within the FIPAV movement, it is also necessary to make a further distinction between grassroots sports performance and elite sports performance:

- Grassroots sports performance essentially refers to all promotional activities carried out by the Federation and the organization of federal competitions at the national and local levels;
- Elite sports performance primarily includes the activities of National Teams and High-Level athletes.

This section presents, first overall and then divided by individual discipline, the numbers of the federal movement and the main sports performances achieved in terms of promotion and high level, with reference to the sports seasons 2021/2022 and 2022/2023.

4.1. FIPAV and high level

High level essentially refers to everything related to the organization and execution of activities carried out by the Italian Volleyball Federation, with specific reference to the National Teams.

FIPAV can count on a significant number of men's and women's teams, at both senior and youth levels, all of which are of the highest international caliber.

The exceptional level of performance is ensured by a staff composed of coaches, physiotherapists, athletic trainers, scout men, and team managers who support the activities of the National Teams of the Italian Volleyball Federation with great professionalism, managed by the respective National Teams sectors for indoor volleyball, beach volleyball, and sitting volleyball.



The National Volleyball Teams include:

- Senior National Teams (men's and women's)
- Under 23 National Teams (men's and women's)
- Under 22 National Teams (men's and women's)
- Under 20/21 Men's National Team
- Under 19/20 Women's National Team
- Under 18/19 Men's National Team
- Under 17/18 Women's National Team
- Under 17 Men's National Team
- Under 16 Women's National Team

Club Italia

Club Italia is a federal project aimed at the training and development of young volleyball talents, which today represents a true flagship of the movement.

Founded with the goal of reorganizing the qualification process for the Youth National Teams and increasing their competitiveness, over time it has increasingly taken on the role of an individualized technical training program, a program for identification and specialization for specific roles (for which each player demonstrates specific aptitudes), and a program for the development of the organic/muscular component, both for preventive purposes against overload-related pathologies and to support technical learning processes and enhance performance potential in play.

Today, Club Italia is the pinnacle of a qualification program that begins with a selection process capable of involving the entire territory through screening that allows Federal Coaches to follow future talents for a period ranging from two to three seasons, training them not only from a technical standpoint but also from ethical, moral, physical, and tactical perspectives.

Women's Club Italia

Launched in 1998, the Women's Club Italia integrates development programs implemented in some important youth sectors of clubs, allowing, over the last ten years of activity, to double the number of qualified players for each individual generation. Many athletes have since achieved great sporting milestones and have been able to contribute significantly to the successes of the volleyball movement. Over the years, the initiative has gradually developed to the point of the Club Italia's participation in top National Championships.

In the 2021/2022 season, it participated for the sixth time in Serie A2, finishing the regular season in Group B in ninth place. This position determined the Club Italia's access to the relegation pool, where it finished fourth, resulting in relegation to Serie B1. Despite this, in the 2022/2023 season, Club Italia was registered in Group A of Serie A2, finishing the regular season in twelfth place. It then competed in the relegation pool, finishing in tenth place and being relegated to Serie B1.

Additionally, in 2022/2023, the Club Italia del Sud took place, a traveling technical project consisting of 6 training camps without official participation in a Championship.

The desire to have young girls compete in top national championships perfectly aligns with the long-term objectives on which Club Italia is based.

The numbers of Club Italia Women's

CLUB ITALIA SERIE A2			
IN THE 2021/2022 SEASON		IN THE 2022/2023 SEASON	
N° of participants involved (delegation)	27	N° of participants involved (delegation)	27
N° of athletes involved (2003/2004/2005)	16	N° of athletes involved (2003/2004/2005)	16
N° of coaches	9	N° of coaches	9
N° medical Staff	2	N° medical Staff	2
N° of training session	219	N° of training session	230
N° of championship matches played	28	N° of championship matches played	32
N° of friendly matches	19	N° of friendly matches	24

CLUB ITALIA DEL SUD	
IN THE 2022/2023 SEASON	
N° of participants involved (delegation)	51
N° of athletes involved (2003/2004/2005)	40
N° of coaches	9
N° medical Staff	2
N° of training session	40
N° championship matches played	0

Men's Club Italia

In 2008, FIPAV launched the Men's Club Italia, following the same principles as those already in place for the women's project. Since 2019, the Men's Club Italia has transitioned to a new format: the Expanded Club Italia. The Expanded Club Italia project is FIPAV's idea to scout as many athletes as possible across Italy, in a tour that also allows for interaction with coaches from all over the territory, enabling the boys to have an important experience

The objectives of the Expanded Club Italia are:

1. To develop and strengthen the relationship between Federal Staff, Regional Committees, and the Territory;
2. To assist Regional Managers, especially in less developed regions, in preparing for the Tournament of Regions;
3. To improve cultural exchange, technical volleyball knowledge, and physical preparation between Federal Staff and Regional Managers (who in turn will need to do the same with Territorial Managers).

The Expanded Club Italia Activities

In the 2021/2022 season

Given the health situation that forced the Federation to suspend activities for a period and considering the limited time available to carry out this activity within the established deadlines, the Expanded Club Italia was conducted in two distinct modes:

1. Mode 1 - Athletes of regional interest were hosted at the Olympic Preparation Center in Acquacetosa, Rome, for a week of training with the Federal Staff;
2. Mode 2 - Athletes of regional interest were hosted in a location within the region, chosen by the relevant Committee, where a 3-day training camp was held with the Federal Staff.

Participants included boys born in 2006/2007 of regional interest, with a maximum of 14 players and 2 coaches (Selector and Assistant Selector).

A total of 294 players, 42 local coaches, and 12 national sector coaches participated

THE EXPANDED CLUB ITALIA	
PERIOD	REGIONS
24-26 february 2022	ALTRO ADIGE (mode 2)
28 february – 6 march 2022	LAZIO-TOSCANA (mode 1)
7-13 march 2022	EMILIA ROMAGNA-VENETO (mode 1)
14-20 march 2022	LOMBARDIA-PIEMONTE (mode1)
21 march – 27 march 2022	MARCHE-UMBRIA (mode 1)
28 march – 3 april 2022	TRENTINO-PUGLIA (mode 1)
4-10 april 2022	LIGURIA-SARDEGNA (mode 1)
11-13 april 2022	ABRUZZO-MOLISE (mode 2)
21-23 april 2022	FRIULI VENEZIA GIULIA (mode 2)
28-30 april 2022	CAMPANIA (mode 2)
2-4 may 2022	BASILICATA (mode2)
5-7 may 2022	CALABRIA (mode 2)
12-14 may 2022	SICILIA (mode2)

The activity was primarily concentrated from December 2022 to March 2023.

The Expanded Club Italia was structured as follows:

- The Regional Representatives were hosted at the “Giulio Onesti” Olympic Preparation Center in Rome for a week of training camp with the national team coaches;
- Each week, 2 Representatives were invited;

Boys born in 2007/2008 of regional interest were able to participate, with a maximum of 14 players and 2 coaches (Selector and Assistant Selector).

A total of **294 players**, **42 local coaches** and **7 national sector coaches** participated

THE EXPANDED CLUB ITALIA	
PERIOD	REGION
5-11 December 2022	LAZIO-TOSCANA
12-18 December 2022	LOMBARDIA-VENETO
16-22 January 2023	EMILIA-PIEMONTE
23-29 January 2023	CAMPANIA-PUGLIA
6-12 February 2023	SICILIA-TRENTINO
13-19 February 2023	MARCHE-UMBRIA
27 February –5 March 2023	ABRUZZO-FRIULI
6-12 March 2023	CALABRIA-LIGURIA
20-26 March 2023	SARDEGNA-VALLE D'AOSTA
27 March –2 April 2023	ALTO ADIGE-BASILICATA
17-23 April 2023	MOLISE

Training Camps

“Training Camps” refers to all the gatherings of the various national teams (youth and senior) organized by FIPAV in preparation for European/international competitions or to scout players of national interest.

The numbers of the Training Camps for the 2021/2022 and 2022/2023 seasons

NATIONAL TEAMS	Athletes	Coaches	Managers	Medical Staff	Other involved subjects	Total involved subject (delegation)	Days of training camp
Club Italia	294	77	14	28	0	413	52
Senior F	104	36	11	15	4	170	457
Senior M	107	27	11	21	7	173	480
U16 F	84	30	0	10	0	134	727
U17 M	116	23	7	14	0	160	54
U17 F	24	6	0	2	0	32	364
U18 F	16	6	0	2	0	24	183
U19 M	66	15	4	8	0	93	18
U19 F	24	6	0	2	0	32	364
U20 F	18	6	0	2	0	26	183
U21 M	105	22	7	14	0	148	68
Total overall	968	254	54	118	11	1.405	2.950

THE MAIN SPOTS RESULTS 2021/2022 AND 2022/2023 SEASONS

The 2021/2022 sports season brought historic results for the volleyball movement, despite the bitter initial disappointment following the Olympics.

The Tokyo 2021 Olympics

From July 23 to August 8, 2021, the Games of the XXXII Olympiad were held in Tokyo, postponed by a year due to the Covid-19 pandemic. It was a strange and atypical Olympics, with both senior FIPAV teams qualified and having great chances of achieving significant results.

The Olympic mission concluded, much to everyone's regret, without any medals. Both the men's and women's national teams were eliminated in the quarter-finals, losing to Argentina (3 sets to 2) and Serbia (3-0), respectively.

An incredible encore – Italy's volleyball team on top of Europe

There was hardly time to process the disappointment before it was time to return to the court for the Women's European Championship, held across Serbia, Bulgaria, Romania, and Croatia from August 18 to September 5, and for the Men's European Championship, from September 1 to 19, also held in Poland, Finland, Estonia, and the Czech Republic. Both teams were seeking redemption after the Olympic experience, but winning is never easy.

Well, for the first time in history, both National Teams triumphed simultaneously in a European Championship!







The first to win gold was the women's national team, which, after 10 years since its last success in the World Cup, defeated the "host" Serbia 3-1 in a packed Stark Arena (Belgrade) with 20,000 spectators.

Two weeks later, it was the turn of the men's national team, which managed to come back and win 3-2 against Slovenia, claiming the European title for the seventh time in its history and finishing the tournament unbeaten.

Italy also shone in the individual awards, with 6 out of 8 awards for women (Egonu, Orro, Sylla, Pietrini, Danesi, and De Gennaro) and 4 out of 8 for men (Giannelli, Lavia, Michieletto, and Balaso).

With this victory, both teams also secured direct qualification for the 2022 World Championship.

2021, a special year also for the youth national teams

Alongside the successes of the Senior teams, 2021 also celebrated other significant achievements by the FIPAV youth national teams.

In July, the women's U20 team won the world title, defeating Serbia 3-0 in the final and finishing the tournament unbeaten. This was a great redemption after losing the final in 2019 in Mexico.



Equally important was the victory in the U21 men's World Championship held in Sardinia, where the Azzurri claimed the world title for the first time in history with a 3-0 win against Russia in the final. This success came after four previous final losses (1985, 1991, 1993, and 2019).

These achievements were complemented by the silver medal won by the U16 women's team at the European Championships and the unfortunate fourth place of the U17 men's national team.





If the 2021/2022 season achieved significant results, the 2022/2023 season was more than extraordinary, with a lot of Italian talent shining in the top international competitions.



An historic success, the Men's National Team on top of the World!

Once again, Italy. Once again at the Spodek Arena in Katowice, this time against the home team, Poland. Thus, with a score of 3 sets to 1, the magnificent journey of Giannelli and his teammates comes to an end, successfully bringing the world title back to Italy after 24 years since the last time.

A stunning success, the fourth in Italian history, celebrated by President Mattarella, who received the entire team at the Quirinale upon their return from Poland.

Earlier, in July, De Giorgi's team had achieved fourth place in the 2022 Volleyball Nations League, a tournament that held its final stages in Italy from July 20 to 24, 2022, in Casalecchio di Reno, in the province of Bologna. It was a great sporting event that saw many fans fill the Unipol Arena, culminating in a beautiful final where France triumphed against the United States (3-2).

2022 -The fantastic year of the Azzurre

Gold at the 2022 Volleyball Nations League

The Women's Volleyball Nations League 2022 took place from May 31 to July 17.

In the final stages held in Ankara, Turkey, the Azzurre, led by Davide Mazzanti, defeated Brazil, achieving victory in the competition for the first time.

The bronze at the World Championship

To crown the fantastic year of the Azzurre, they won the bronze medal at the World Championship held from September 23 to October 15, 2022, in the Netherlands and Poland. Italy's winning streak, which ended the group stage with a perfect score, was interrupted only in the semifinals with a 1-3 defeat to Brazil, which was then defeated in the final by Serbia. In the third-place match, the Italian team triumphed with a magnificent 3-0 victory over the United States, thus securing a wonderful bronze medal.

The Mediterranean Games

Both senior national teams participated in the Mediterranean Games, held in Oran, Algeria, from June 26 to July 5, 2022, playing a leading role as always.

The Azzurre climbed to the top of the podium by defeating Turkey 3-1 in the final, while the men's team secured the bronze medal against France.

The successes of the youth national teams

In 2022, the youth national volleyball teams also achieved significant results, winning a total of **6 gold medals at the European Championships** (U17, U19, and U21 women's and U18, U20, and U22 men's) and **2 gold medals at the European Youth Olympic Festivals** (U19 women's and U20 men's).





The National Beach Volleyball Teams include:

- Senior National Teams (men's and women's)
- Under 21 National Teams (men's and women's)
- Under 20 National Teams (men's and women's)
- Under 19 National Teams (men's and women's)
- Under 18 National Teams (men's and women's)
- Under 17 National Teams (men's and women's)
- Under 16 National Teams (men's and women's)

The main sports results – 2021/2022 and 2022/2023 seasons

The 2021/2022 season also began for beach volleyball with participation in the Tokyo 2021 Olympics. Three Azzurre pairs qualified: 2 men's pairs (Carambula-Rossi and Lupo-Nicolai) and 1 women's pair (Menegatti-Orsi Toth).

Italy's Olympic tournament saw the pairs Carambula-Rossi and Menegatti-Orsi Toth exit in the group stage, while the pair Lupo-Nicolai, after excelling in their group, had to surrender in the quarter-finals to the Qatari pair Cherif-Ahmed, who went on to win the bronze medal.

The women's and men's pairs then participated in various international competitions, winning 4 golds, 3 silvers, and 3 bronzes at the World Tour events, a beautiful silver medal at the U21 World Championships in Phuket (Thailand), and a bronze medal at the U20 European Championships in Izmir (Turkey).

COMPETIZIONE	COPPIA IN GARA	RISULTATO
WT 1 Stella Sofia 3	Scampoli/Bianchin	Gold
WT 1 Stella Budapest	They/Breidenbach	Gold
WT 1 Stella Cervia	They/Breidenbach	Gold
WT 1 Stella Cervia	Windisch/Cottafava	Gold
WT 1 Stella Sofia 4	Marchetto/Dal Corso	Silver
WT 1 Stella Sofia 4	They/Bianchin	Silver
WT 1 Stella Budapest	Marchetto/Dal Corso	Silver
WT 1 Stella Sofia 2	Cottafava/Dal Corso	Bronze
WT 1 Stella Lubiana	Scampoli/Bianchin	Bronze
WT 1 Stella Sofia 4	Scampoli/Breidenbach	Bronze
Campionati Mondiali U21 Phuket	Dal Corso/Viscovich	Silver
Campionati Europei U20 Izmir	Hanni/Fusco	Bronze

Satisfaction was not lacking in 2022 either, highlighted by the beautiful victory in the Beach Pro Tour – Elite16 in Jurmala (Latvia) achieved by the pair Nicolai/Cottafava, who finished the year in seventh place in the world ranking. In general, the international FIPAV beach volleyball movement achieved 3 golds, 3 silvers, and 5 bronzes at the Beach Pro Tour and 1 silver at the Nations Cup in Vienna with the men's national team.

In general, the international FIPAV beach volleyball movement achieved 3 golds, 3 silvers, and 5 bronzes at the Beach Pro Tour and 1 silver at the Nations Cup in Vienna with the men's national team.

COMPETITION	PAIR IN COMPETITION	RESULT
VW E16 Jurmala	Nicolai/Cottafava	Gold
VW FUT Giardini Naxos	Bianchin/Scampoli	Gold
VW FUT Lecce	Windisch/Dal Corso	Gold
VW CHAL Doha	Nicolai/Cottafava	Silver
VW FUT Madrid	Menegatti/Gottardi	Silver
VW Lecce	Menegatti/Gottardi	Silver
Nations Cup Vienna	Nazionale maschile	Silver
VW FUT Giardini Naxos	Calì/Tega	Bronze
VW FUT Giardini Naxos	Windisch/Dal Corso	Bronze
VW FUT Cirò Marina	Calì/Tega	Bronze
VW CHAL Agadir	Menegatti/Gottardi	Bronze
VW E16 Parigi	Nicolai/Cottafava	Bronze



The National Sitting Volley Teams include:

- Senior National Teams (men's and women's)

The main sports results – 2021/2022 and 2022/2023 seasons

In 2021, for the first time in its history, a national team – the women's team – participated in the Tokyo Olympic Games, after qualifying by winning silver at the European Championships in Budapest in 2019.

The Olympic experience for the girls ended with a wonderful 6th place.

In 2021, the women's national team won silver at the European Championship in Turkey (Kemer), and in 2022, they achieved a fantastic first place at the Pajulahti Games, a tournament held in Nastola (Finland) that featured the participation of three other national teams (Finland, Ukraine, and France), as well as a second place at the tournament in Assen, Netherlands.

Subsequently, the same national team reached the top of the podium in Sampeter (Slovenia) during the 2022 Golden Nations League, a sort of equivalent to the Volley Nations League for Paralympic national teams.

Additionally, we note a second place achieved by the men's Para Beach Volleyball (3vs3) national team at a tournament held in Ljubljana (Slovenia).





4.2. National Competitions

The organization and supervision of national sports competitions in the disciplines regulated by it is one of the main ways in which FIPAV pursues its institutional mission. Thanks to the work of the Central Bodies and the valuable contribution of the peripheral structures, the Federation annually promotes the following championships:

VOLLEYBALL

- **Second-level National Championships**
 - The National Championship Serie A1 (men's and women's);
 - The National Championship Serie A2 (men's and women's);
 - The National Championship Serie A3 (men's).
- **First-level National Championships**
 - The National Championship Serie B (men's) and B1 (women's);
 - The National Championship Serie B2 (women's);
 - The Championship Serie C (men's and women's).
- **Second-level Regional Championships**
 - The Serie D Championship (men's and women's)
- **First-level Regional Championships:**
 - The 1st Division Championship (men's and women's);
 - The 2nd Division Championship (men's and women's);
 - The 3rd Division Championship (men's and women's).
- **National Category Championships**
 - The Under 19 Championship (men's and women's);
 - The Under 18 Championship (women's);
 - The Under 17 Championship (men's and women's);
 - The Under 16 Championship (women's);
 - The Under 15 Championship (men's and women's);
 - The Under 14 Championship (women's);
 - The Under 13 Championship (men's and women's);
 - The Under 13 3x3 Championship.

At the end of each season, the National Finals of the Youth Championships are held: the winning clubs from the regional phases participate, generally ranging from 20 to 28 teams for each final. The finals take place at a single venue over the course of 5 days, organized by the Regional Committees. Additionally, FIPAV annually organizes events called "Coppa Italia," reserved for teams participating in the Serie A and Serie B Championships.

WINNERS NATIONAL FINALS CHAMPIONSHIPS

CATEGORY	2021/2022 SEASON	2022/2023 SEASON
UNDER 14 FEMMINILE	Bracco Pro Patria Volley	In Volley Piemonte
UNDER 15 MASCHILE	Cucine Lube Civitanova	Volley Treviso
UNDER 16 FEMMINILE	In Volley Piemonte Fiorentini	Volleyro' Casal de' Pazzi
UNDER 17 MASCHILE	Diavoli Powervolley	Diavoli Powervolley
UNDER 18 FEMMINILE	Imoco Volley Srl	Imoco Volley Srl
UNDER 19 MASCHILE	Matervolley Castellana	Consar RCM Ravenna



Regional Day

The Regional Days are events in which athletes identified by regional and territorial selectors participate, through which the teams that compete annually in the Trophy of Regions are formed. The Regional Days have been structured in different ways based on the needs of the Regions.

For each stage, players are divided into two groups of 18/20 players per group.

In the 2021/2022 season, 19 meetings were held in 18 Regions, dedicated to boys born in 2006/2007 and 2007/2008. It was also possible to call up boys of different ages as long as they had never been part of a selection process and demonstrated particular physical and/or technical qualities according to established parameters.

A total of 661 boys were evaluated, divided into the following age groups:

YEAR OF BIRTH	NUMBER OF BOYS
2009	1
2008	91
2007	239
2006	315
2005	10
2004	5

REGION	DATE	NUMBER OF BOYS EVALUATED
Marche	06/12/2021	49
Abruzzo	13/12/2021	42
Valle D'Aosta	18/12/2021	16
Liguria	13/02/2022	35
Alto Adige	17/02/2022	19
Trentino	18/02/2022	33
Lombardia	21/02/2022	40
Puglia	02/03/2022	40
Umbria	07/03/2022	34
Sardegna	15/03/2022	35
Campania	21/03/2022	19
Toscana	28/03/2022	39
Calabria	30/03/2022	33
Lazio	04/04/2022	36
Veneto	11/04/2022	37
Emilia Romagna	12/04/2022	38
Piemonte	13/04/2022	42
Friuli Venezia Giulia	02/05/2022	42
Sicilia	09/05/2022	32

Additionally **114 local coaches** and **12 national sector coaches** participated.

In the 2022/2023 season, **21 meetings** were held in **20 Regions**, dedicated to boys born in 2007/2008 and 2008/2009. It was also possible to call up boys of different ages as long as they had never been part of a selection process and demonstrated particular physical and/or technical qualities according to established parameters.

A total **659 boys were evaluated**, divided into the following age groups

YEAR OF BIRTH	NUMBER OF BOYS
2010	1
2009	93
2008	285
2007	277
2006	2
2005	1

REGION	DATE	NUMBER OF BOYS EVALUATED
Piemonte	10/11/2022	40
Marche	06/12/2022	55
Calabria	24/01/2023	31
Umbria	30/01/2023	23
Liguria	05/02/2023	18
Abruzzo	13/02/2023	33
Lombardia	20/02/2023	40
Campania	05/03/2023	26
Molise	06/03/2023	14
Puglia	07/03/2023	33

REGION	DATE	NUMBER OF BOYS EVALUATED
Lazio	13/03/2023	40
Sicilia	14/03/2023	39
Emilia Romagna	19/03/2023	42
Veneto	20/03/2023	39
Friuli Venezia Giulia	21/03/2023	38
Toscana	27/03/2023	41
Trentino	03/04/2023	31
Valle D'Aosta	16/04/2023	17
Sardegna	19/04/2023	22
Alto Adige	23/04/2023	16
Basilicata	28/04/2023	21



- **Absolute National Championships for Men and Women;**
- **Italian Championships for Men and Women for clubs and national category tournaments (which, although some categories have been modified in the last three years, include from Under 21-20 down to Under 16);**
- **Federal Beach Series Tournaments 1, 2, and 3;**
- **Regional Youth Tournaments.**



SITTING VOLLEY

- Italian Sitting Volleyball Championship;
- Coppa Italia Sitting Volleyball;
- Italian Super Cup;
- Interregional Tournaments



NEWS

SNOW VOLLEY

- Italian Absolute Championship of Snow Volleyball for Men and Women



In the 2022 season, the first Italian Absolute Championship of Snow Volleyball was inaugurated, which saw the involvement of 1,000 people within the village during the finals. The Championship began at the foot of Mount Etna, where the best players took to the field to compete for the first stage in Linguaglossa and then reached the final event in Prato Nevoso.



4.3. The promotion of sports activities

The Italian Volleyball Federation has always paid particular attention to promoting its disciplines among young people, in order to contribute through targeted projects and sports proposals to a correct and healthy psychomotor development..

THE PROJECT VOLLEY S3

Volley S3 is the legacy of the historic FIPAV "School and Promotion" projects, reworked into a pathway that marks a new way of approaching volleyball, both in the Federation and in schools. This project places fun at the center of promotional activities as a generator of enthusiasm, promotion, and attachment to the practice of volleyball. With Volley S3, the aim is to introduce young people to the game of volleyball in a different way, starting from "playing" to reach the "game of volleyball," following a training pathway that transforms the approach to our sport without neglecting the educational aspects of motor coordination development, techniques, and all those socio-relational elements that characterize team sports.

The Italian Volleyball Federation, with the Volley S3 project, intends to combine attention to the motor development of our young people – where fun, play, and the SPIKE are the beating heart of the technical project – with reflection on some important ethical and value-related aspects, which the "S" in the name aims to highlight.

THE LOGO

"S" from the English "spike," which means "smash": it is the technical gesture that the player makes to hit the ball and score in the opponent's court.

There are 3 players on the field, with an ideally infinite net to unite ethnicities, religions, and cultures and to make everyone enjoy playing volleyball. But not only! There are 3 touches in volleyball, and 3 are the key words of the project:

**Sport
Team
School**



→ "VOLLEY" is our sport. The word is placed above the S3 logo, ideally recalling the symbol of a volleyball net.

THE PATH

- Of growth, gradual and educational
- As the engine of the journey To make volleyball a companion for the student in their growth
- To promote, retain, and attract in our sports clubs

FLEXIBILITY

- A method and a path suitable for playing not only 3vs3 but also 2vs2//4vs4//5vs5//6vs6
- From play to competition and from competition to tournaments
- To allow the class and students of different levels to play together

THE GAME

- As the heart of the project;
- As the engine of the journey
- As a generator of motivation
- As fun

The Mission of the Volley S3 Project

To contribute, through educational and sports proposals, to a correct and healthy psychomotor development. The following are the key points that guide and orient the Promotion sector:

1. To focus attention, energy, and resources in support of sports clubs and educational institutions, which are ideal reference points for sports, education, culture, and social unity in the territory.
2. To provide training and technical, educational, and cultural updates for all individuals involved at various levels in introducing young people to our discipline, also conveying the values of our sport to families.
3. To promote volleyball at both the national and local levels through the Volley S3 project and through initiatives and events that actively, healthily, and enjoyably involve everyone.

The educational progression of Volley S3 includes the division into 3 levels of ability:

- The basic level "WHITE," for the youngest and least experienced.
- The intermediate level "GREEN" for learning the dynamics of the VOLLEY S3 game.
- The advanced level "RED," which uses the same dynamics as traditional volleyball for adults.

The great flexibility that characterizes Volley S3 allows for adaptation of the approach depending on the end user, thus enabling everyone to practice volleyball.

Among the activities related to the S3 Project, we can distinguish:

1. Activities organized directly by FIPAV

This category includes events that are organized and managed directly by the Central Promotion Sector with the support of the Peripheral Committees. Typically, these events are organized outdoors, in the squares and parks of Italian cities. In the case of the event called "Volley S3 in the Square," a flagship of federal promotion, the Volley S3 activities take place throughout the day. In particular, in the morning, elementary and early middle school students animate the village and experience the unique opportunity to play Volley S3 with champions like Andrea Lucchetta and Valerio Vermiglio (former national volleyball athletes). All participating schools are transported, with expenses covered by FIPAV, by buses to the designated event location.

In the afternoon, the village fills with young athletes already registered with clubs affiliated with the Federation or with children who are walking with their parents and, attracted by the courts and the setups present, decide to participate in the proposed activities.

In addition to the spaces dedicated to purely sports activities, there is a stage for entertainment within the village, where children dance and sing, as well as educational and recreational stands from partners who support the Volley S3 in the Square project, such as:

- ESA (agenzia spaziale europea);
- Coldiretti;
- Dipartimento di Archeologia di Tor Vergata;
- EBRI (Fondazione Rita Levi Montalcini);
- Decathlon;
- Rai Kids.

Each of the stands is set up by partners who can thus explain their mission through games and initiatives created specifically for the event. Among the initiatives directly managed by FIPAV is the Volley S3 tournament activity, which typically begins in mid-February with the territorial phase and culminates, in mid-June, in a grand final celebration attended by 42 teams (21 men's and 21 women's) from all over Italy, totaling about 400 children. This event does not award titles but aims solely to provide the many young participants with a beautiful and healthy sports experience.

2. Volley S3 activities conducted at events organized by third parties

Volley S3 activities can also find a place within events not directly organized by FIPAV. In fact, the Federation is often invited to carry out its promotional activities during initiatives and events organized by third parties, whether these are promoted for social purposes or directly by partners of the federal Promotion Sector. Among the socially-oriented activities where Volley S3 is present, we can mention, for example:

- Race for the cure (breast cancer research and general prevention);
- Tennis and Friends (prevention)
- Villaggio per la terra (environmental sustainability)
- Festival della Scienza (scientific research)

FIPAV's participation in each of these events almost always involves setting up a dedicated space for volleyball activities, where boys and girls can practice sports together, allowing parents or guardians to attend the event or engage in other activities. The Federation always enthusiastically supports this type of initiative, often helping to "lighten" the themes addressed through sports.

3. Volley S3 Activities in Schools

Since the 2021/2022 school year, the Federation has joined the "Active School" project by Sport e Salute. In particular, the project is divided into Kids (reserved for elementary schools) and Junior (for middle schools). From the very first year of the project's launch, FIPAV has consistently been the most "chosen" Federation by educational institutions through volleyball and, more specifically, Volley S3.

The project includes the presence of Sports Tutors in elementary schools and Federal Coaches, regularly registered with FIPAV, in middle schools. Both of these figures provide their discipline and expertise to engage young students in play, introduce them to sports practice in general, and provide them with the basics of Volley S3 and Spikeball, a preparatory game for Volley S3 that further simplifies the rules to allow everyone to play volleyball and perform the spike from the very first day.

In 2022, the Active School Project for Kids and Junior involved **1,400 tutors**, 3,300 elementary schools, 460 coaches, and 600 secondary schools.

Also included in this third category are:

- The sports educational trips called Beach & Volley School, which involve training experiences that find their strength in the practice of sports and the values of Volley S3. The Beach & Volley School educational trip offers the opportunity to choose from different itineraries and is aimed at educational institutions of all levels. The Beach & Volley School is offered in 4 different tourist locations, within facilities that can provide the best guarantees of safety and quality of stay.
- The Student Volleyball Championships promoted by the MIUR, which, although not directly organized by the Federation, receive support and technical advice from FIPAV.



The number's of Volley S3

	2021/2022	2022/2023	TOTALE
PARTECIPANTS	17.150	34.450	51.600
SCHOOLS	253	558	811
TEACHERS	914	1.873	2.787



4.4. The FIPAV movement

The numbers of the Italian Volleyball Federation's movement during the reporting period indicate a substantial growth in the number of participants, alongside a slight decrease in the number of affiliated clubs. This is in a season, 2022/2023, that marks the movement's emergence from the difficulties related to the Covid-19 pandemic, which severely tested the entire sports sector and beyond

This positive result can be attributed, in addition to the efforts of the Federation and its peripheral structures, to the great receptiveness and resilience of the entire movement, which, in addition to enduring a particularly challenging period, has shown enthusiasm and a strong desire to restart by embracing all proposed activities.

This paragraph presents the numbers of the movement for the 2021/2022 and 2022/2023 seasons, with analytical focuses for each sports discipline and region.

AFFILIATED CLUBS

There are **3.943 clubs affiliated with FIPAV** for the 2022/2023 sports season approximately **2,6% less** than the 4.050 in the 2021/2022 season.

This figure, although indicating a slight decline, should actually be considered more than positive, given the consequences of the pandemic that had a devastating impact on the entire sports system – especially on organized sports – in terms of numbers and participation. This consideration is even more significant when related to the numerical results in terms of registrations, which demonstrate a remarkable growth in spots practice related to FIPAV disciplines.

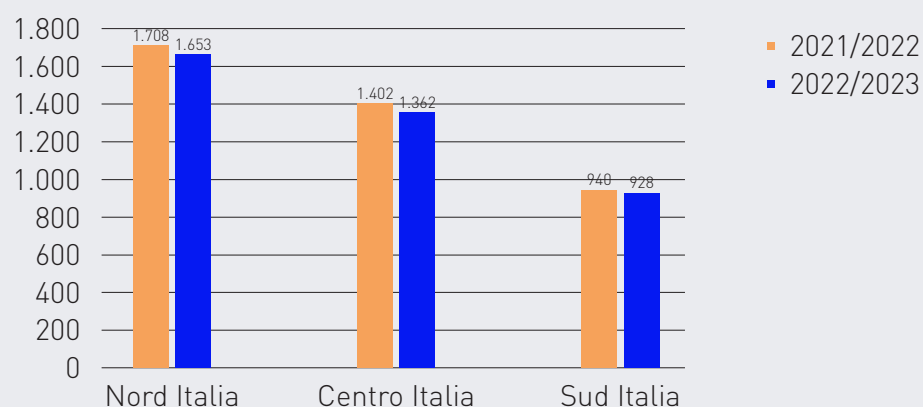
	2021/2022			2022/2023		
	Total clubs	of which only beach volleyball	of which only sitting volley	Total clubs	of which only beach volleyball	of which only sitting volley
ABRUZZO	87	2	0	80	1	0
Abruzzo Nord Ovest	35	0	0	34	0	0
Abruzzo Sud Est	52	2	3	46	1	0
BASILICATA	44	1	3	43	1	3
Basilicata	44	1	0	43	1	3
CALABRIA	118	1	0	115	2	0
Calabria Centro	40	0	0	37	1	0
Cosenza	39	0	0	39	0	0
Reggio Calabria	39	1	9	39	1	0
CAMPANIA	236	3	1	231	6	9
Caserta	41	0	0	38	0	1
Irpinia Sannio	34	1	5	37	2	0
Napoli	109	1	3	107	2	5
Salerno	52	1	8	49	2	3
EMILIA ROMAGNA	356	11	1	341	10	8
Bologna	52	2		53	1	1

Please note that the value reported here does not reflect the actual trend of membership numbers for the 2022/2023 sports season as, in compliance with the principle of economic competence, a portion of the fees collected from July to December 2022 has been excluded, while a portion of the fees collected from July to December 2021 is included.

	2021/2022			2022/2023		
	Total clubs	of which only beach volleyball	of which only sitting volley	Total clubs	of which only beach volleyball	of which only sitting volley
Ferrara	32	0	0	31	0	0
Modena	70	3	1	71	3	1
Parma	40	2	1	37	2	1
Piacenza	33	0	0	32	0	0
Ravenna	31	1	2	27	1	2
Reggio Emilia	56	2	2	54	2	2
Romagna Uno	42	1	1	36	1	1
FRIULI VEN. GIULIA	119	3	1	116	3	1
Pordenone	32	1	1	32	1	1
Trieste Gorizia	40	1	0	40	1	0
Udine	47	1	0	44	1	0
LAZIO	322	9	4	321	8	4
Frosinone	36	1	0	32	0	0
Latina	42	2	0	38	1	0
Roma	212	6	4	215	6	4
Viterbo	32	0	0	36	1	0
LIGURIA	103	6	1	99	7	1
Liguria Centro	35	2	0	34	1	0
Liguria Levante	35	1	1	30	1	1
Liguria Ponente	33	3	0	35	5	0
LOMBARDIA	781	14	3	755	12	3
Bergamo	112	1	1	108	1	1
Brescia	92	1	0	92	0	0
Como	57	1	0	53	0	0
Cremona Lodi	78	2	0	78	3	0
Mantova	42	1	0	41	1	0
Milano Monza Lecco	241	8	1	227	7	1
Pavia	47	0	0	45	0	0
Sondrio	33	0	0	33	0	0
Varese	79	0	1	78	0	1
MARCHE	168	2	4	158	2	4
Ancona	50	0	1	48	0	1
Ascoli Piceno Fermo	41	1	1	39	1	1
Macerata	38	0	2	35	0	2
Pesaro Urbino	39	1	0	36	1	0
MOLISE	19	2	1	17	1	1
Molise	19	2	1	17	1	1
PIEMONTE	202	12	2	197	16	2
Cuneo Asti	45	3	1	44	4	1
Ticino Sesia Tanaro	58	3	0	56	3	0
Torino	99	6	1	97	9	1
PUGLIA	257	1	3	261	2	3
Bari Foggia	126	0	2	123	0	2
Lecce	80	0	0	83	1	0
Taranto	51	1	1	55	1	1

	2021/2022			2022/2023		
	Total clubs	of which only beach volleyball	of which only sitting volley	Total clubs	of which only beach volleyball	of which only sitting volley
SARDEGNA	164	2	1	165	2	1
Cagliari	75	2	1	75	2	1
Centro Sardegna	45	0	0	47	0	0
Sassari	44	0	0	43	0	0
SICILIA	266	1	2	261	4	2
Akranis	34	0	0	33	0	0
Catania	64	1	0	62	2	0
Messina	48	0	1	44	0	1
Monti Iblei	39	0	0	43	1	0
Palermo	48	0	1	45	1	1
Trapani	33	0	0	34	0	0
TOSCANA	233	1	3	224	2	2
Appennino Toscano	51	1	1	52	2	0
Basso Tirreno	62	0	1	59	0	1
Etruria	49	0	0	47	0	0
Firenze	71	0	1	66	0	1
TRENTINO ALTO ADIGE	78	1	1	77	2	1
Alto Adige Sud Tirol	29	1	0	26	2	0
Trentino	49	0	1	51	0	1
UMBRIA	72	1	0	73	1	0
Umbria 1	72	1	0	73	1	0
VALLE D'AOSTA	14	1	0	13	1	0
Valle d'Aosta	14	1	0	13	1	0
VENETO	411	6	1	396	6	1
Padova	87	3	0	83	3	0
Rovigo	30	1	0	26	1	0
Treviso Belluno	86	0	0	87	0	0
Venezia	41	1	0	41	1	0
Verona	86	0	1	80	0	1
Vicenza	81	1	0	79	1	0
TOTAL	4.050	80	47	3.943	89	46

Aggregated analysis of the distribution in the territory

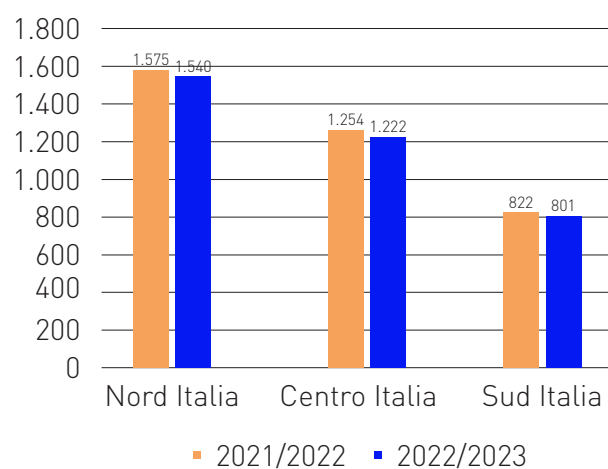


North – Veneto, Valle d'Aosta, Trentino, Friuli, Lombardia, Liguria, Piemonte

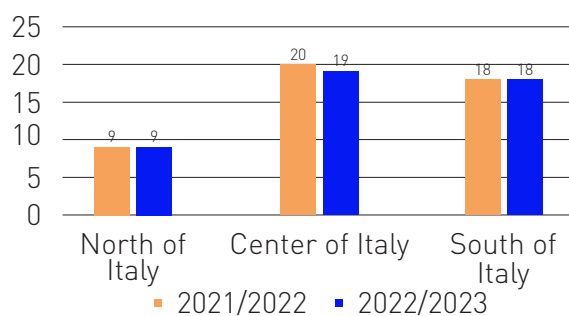
Center – Lazio, Emilia, Marche, Abruzzo, Sardegna, Toscana, Umbria

South – Basilicata, Molise, Puglia, Campania, Calabria, Sicilia

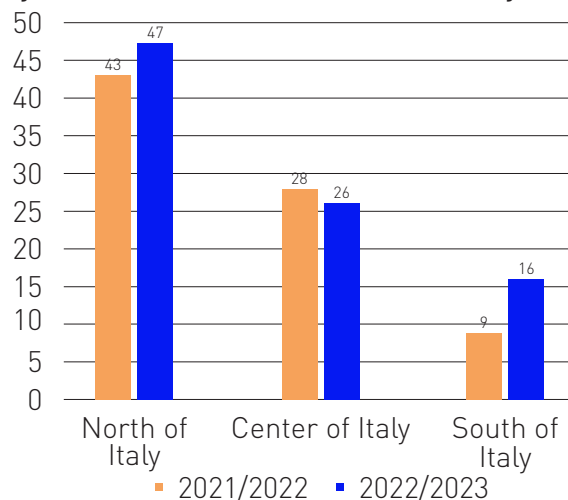
Aggregated analysis of the distribution in the territory - Volleyball



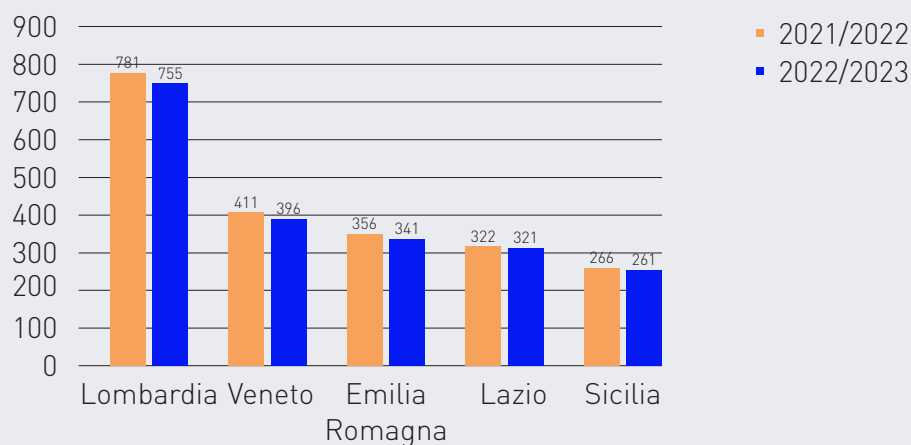
Aggregated analysis of the distribution in the territory – Sitting Volley



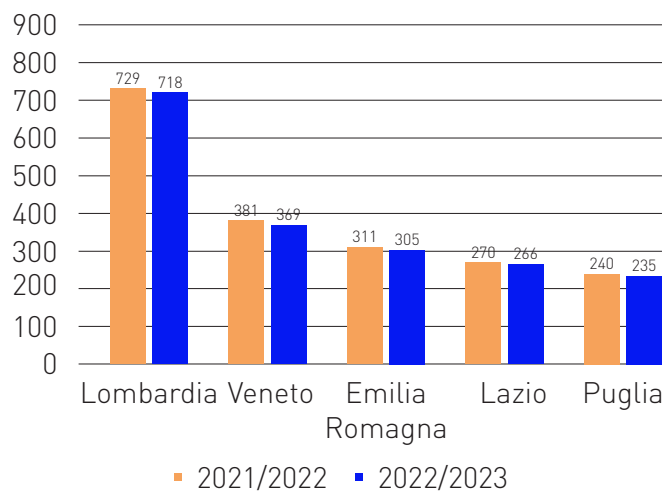
Aggregated analysis of the distribution in the territory – Beach Volley



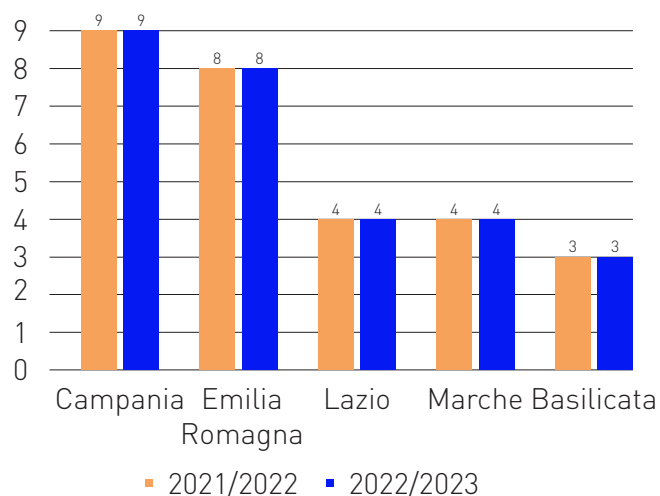
Top 5 Regions with the most affiliates



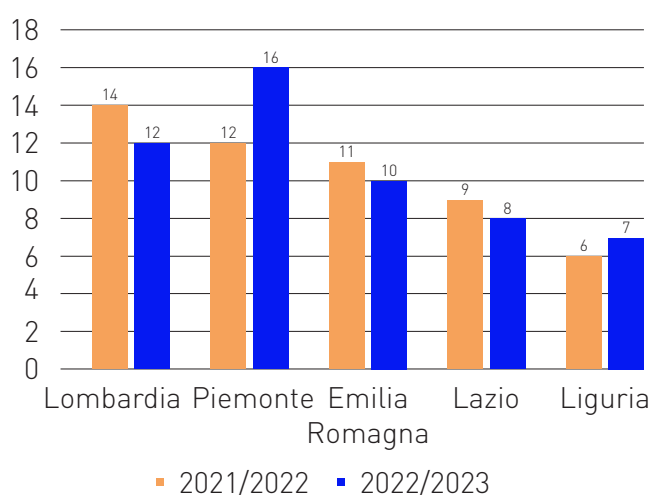
Top 5 Regions the most affiliates - Volleyball



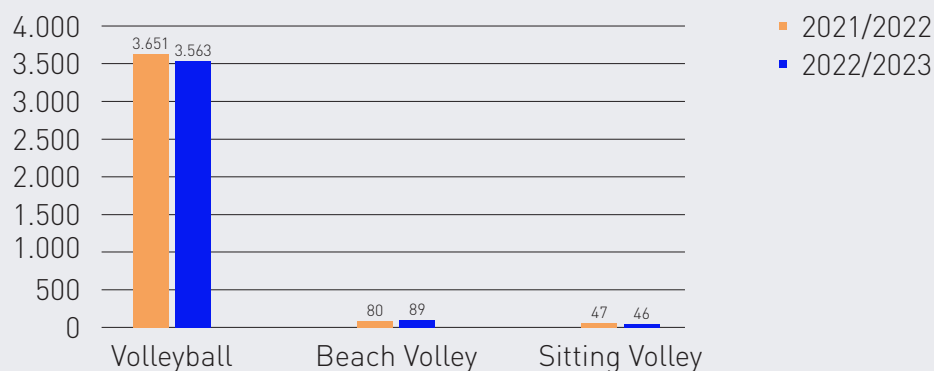
Top 5 Regions the most affiliates– Sitting Volley



Top 5 Regions the most affiliates – Beach Volley



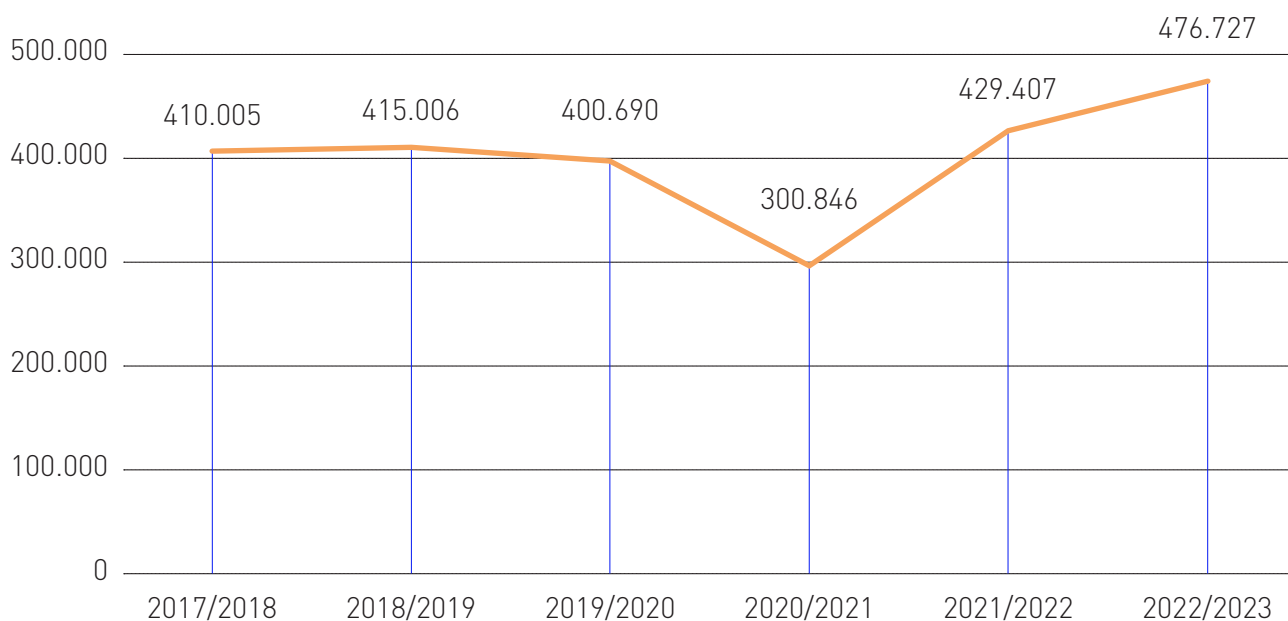
Affiliated clubs by discipline



With reference to the numbers reported, it is specified that the number of affiliated clubs practicing Sitting Volleyball refers to all clubs that, at the time of affiliation, also indicated the discipline of Sitting Volleyball, but not exclusively. The number of clubs practicing Beach Volleyball, on the other hand, specifically refers to clubs that practice the discipline of Beach Volleyball exclusively

REGISTERED MEMBERS

There are **476,727 registered members of FIPAV** for the 2022/2023 sports season, approximately 11% more than in the 2021/2022 season and a remarkable **64.3% more than in the 2020/2021** season, a year in which the entire sports sector was heavily affected by the effects of the Covid-19 pandemic. This marks a strong restart for the Federation, with values significantly higher than those of the seasons prior to the health emergency.



Gender Analysis

2021/2022

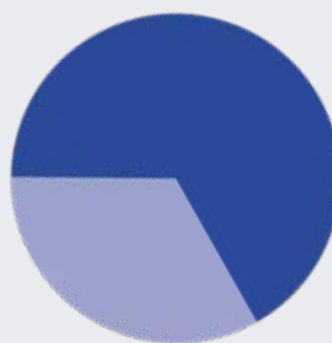
280.356 Women



149.051 Men

2022/2023

317.808 Women



158.919 Men

Athletes

There are 334,653 registered athletes with FIPAV for the 2022/2023 season, which is a significant 16.7% increase compared to the previous season, including 258,079 women and 76,574 men.

Analyzing the historical trend, it is evident that this number represents the highest recorded in the last five sports seasons

2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
322.378	308.174	219.629	288.320	334.653

Athletes by gender

From a gender perspective, FIPAV confirms itself as one of the Federations with the most pronounced female sports participation, with over 77% of athletes being female.

	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Donne	247.041	235.551	168.188	221.760	258.079
Uomini	75.337	72.633	51.441	66.560	76.574

Athletes by age groups

The digitalization and measurement process initiated by the Federation in recent times allows for an expanded focus of analyses from a demographic perspective as well. This analysis shows that more than 86% of registered athletes fall within the age group of 4-20 years, demonstrating the strong presence of FIPAV-related disciplines among young people. In particular, the age group of 10-15 years has the highest number of registered athletes, accounting for 50% of the total.

TOTAL ATHLETES	SEASON	
AGE GROUP	S.A. 2021/2022	S.A. 2022/2023
4-9 years	57.198	64.542
10-15 years	131.924	166.251
16-20 years	56.342	58.936
21-25 years	19.680	20.479
26-30 years	11.025	11.293
31-35 years	5.261	5.590
36-40 years	2.872	3.101
over 40 years	4.018	4.461

Athletes by discipline ad territory

COMMITTEE	TOTAL MEMBERSHIPS	
	S.A. 2021/2022	S.A. 2022/2023
ABRUZZO	5.944	7.374
Abruzzo Nord Ovest	2.262	3.131
Abruzzo Sud Est	3.682	4.243
BASILICATA	1.908	2.479
Basilicata	1.908	2.479
CALABRIA	5.476	7.528
Calabria Centro	2.080	2.680
Cosenza	1.888	2.979
Reggio Calabria	1.508	1.869
CAMPANIA	16.373	22.430
Caserta	2.437	3.512
Irpinia Sannio	1.625	2.355
Napoli	9.255	12.274
Salerno	3.056	4.289
EMILIA ROMAGNA	28.775	31.372
Bologna	4.874	5.316
Ferrara	2.394	2.580
Modena	5.254	5.738
Parma	3.404	3.824
Piacenza	2.419	2.691
Ravenna	1.963	2.063
Reggio Emilia	3.913	4.208
Romagna Uno	4.554	4.952
FRIULI VEN. GIULIA	7.510	8.511
Pordenone	2.158	2.357
Trieste Gorizia	2.108	2.552
Udine	3.244	3.602
LAZIO	24.600	30.236
Frosinone	1.762	2.552
Latina	2.580	3.110
Roma	18.088	21.788
Viterbo	2.170	2.786
LIGURIA	8.924	9.800
Liguria Centro	3.517	3.735
Liguria Levante	2.394	2.680
Liguria Ponente	3.013	3.385
LOMBARDIA	52.841	57.221
Bergamo	6.862	7.266
Brescia	6.507	7.483
Como	3.749	4.010
Cremona Lodi	4.262	4.841
Mantova	2.497	2.736
Milano Monza Lecco	18.849	19.378
Pavia	3.006	3.457

COMMITTEE	TOTAL MEMBERSHIPS	
	S.A. 2021/2022	S.A. 2022/2023
Sondrio	1.822	2.176
Varese	5.287	5.874
MARCHE	12.155	13.405
Ancona	3.492	4.029
Ascoli Piceno Fermo	2.463	2.514
Macerata	2.669	3.135
Pesaro Urbino	3.531	3.727
MOLISE	910	1.168
Molise	910	1.168
PIEMONTE	15.730	17.745
Cuneo Asti	3.116	3.422
Ticino Sesia Tanaro	4.326	5.010
Torino	8.288	9.313
PUGLIA	16.126	20.856
Bari Foggia	8.977	11.198
Lecce	4.348	5.608
Taranto	2.801	4.050
SARDEGNA	10.177	12.049
Cagliari	5.068	5.958
Centro Sardegna	2.352	2.879
Sassari	2.757	3.212
SICILIA	12.989	16.907
Akranis	1.236	1.794
Catania	3.263	4.254
Messina	2.240	2.792
Monti Iblei	1.848	2.741
Palermo	2.915	3.406
Trapani	1.487	1.920
TOSCANA	21.491	24.447
Appennino Toscano	3.862	4.558
Basso Tirreno	6.016	6.811
Etruria	3.946	4.408
Firenze	7.667	8.670
TRENTINO ALTO ADIGE	5751	6.269
Alto Adige Sud Tirol	1.725	1.781
Trentino	4.026	4.488
UMBRIA	4.856	5.423
Umbria 1	4.856	5.423
VALLE D'AOSTA	672	734
Valle d'Aosta	672	734
VENETO	35.112	38.699
Padova	7.688	8.450
Rovigo	1.665	1.784
Treviso Belluno	7.582	8.400
Venezia	3.973	4.430
Verona	6.552	7.230

COMMITTEE	TOTAL MEMBERSHIPS	
	S.A. 2021/2022	S.A. 2022/2023
Vicenza	7.652	8.405
TOTAL	288.320	334.653



The Coaches

There are 42.004 FIPAV Coaches for the 2022/2023 season, a decrease of 0.0013% compared to the previous season, of which 19.402 are women and 22.610 are men.

COMMITTEE TERRITORY	SEASON	
	S.A. 2021/2022	S.A. 2022/2023
ABRUZZO	767	789
Abruzzo Nord Ovest	308	332
Abruzzo Sud Est	459	457
BASILICATA	289	296
Basilicata	289	296
CALABRIA	763	738
Calabria Centro	276	254
Cosenza	228	254
Reggio Calabria	259	230
CAMPANIA	2.078	2.056
Caserta	317	299
Irpinia Sannio	325	330

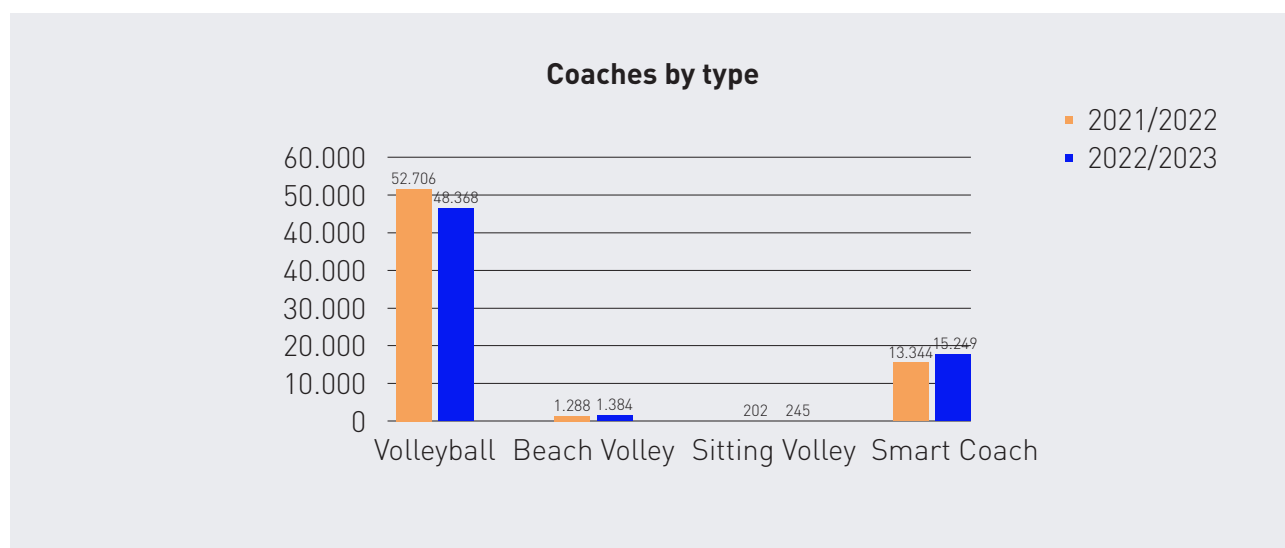
COMMITTEE - TERRITORY	SEASON	
	S.A. 2021/2022	S.A. 2022/2023
Napoli	977	954
Salerno	459	473
EMILIA ROMAGNA	4.576	4.499
Bologna	739	751
Ferrara	356	339
Modena	998	954
Parma	384	383
Piacenza	368	360
Ravenna	411	382
Reggio Emilia	636	665
Romagna Uno	684	665
FRIULI VEN. GIULIA	1.259	1.254
Pordenone	346	339
Trieste Gorizia	445	411
Udine	468	504
LAZIO	3.328	3.454
Frosinone	224	227
Latina	411	395
Roma	2.309	2.468
Viterbo	384	364
LIGURIA	1.448	1.516
Liguria Centro	591	626
Liguria Levante	374	381
Liguria Ponente	483	509
LOMBARDIA	7.737	7.628
Bergamo	950	943
Brescia	879	891
Como	513	540
Cremona Lodi	592	595
Mantova	364	367
Milano Monza Lecco	2.871	2.753
Pavia	468	435
Sondrio	325	294
Varese	775	810
MARCHE	1.603	1.513
Ancona	487	464
Ascoli Piceno Fermo	304	286
Macerata	383	378
Pesaro Urbino	429	385
MOLISE	132	150
Molise	132	150
PIEMONTE	2.711	2.756
Cuneo Asti	584	621
Ticino Sesia Tanaro	794	782
Torino	1.333	1.353
PUGLIA	1.928	1.985

COMMITTEE - TERRITORY	SEASON	
	S.A. 2021/2022	S.A. 2022/2023
Bari Foggia	984	1.017
Brindisi	1	2
Lecce	598	605
Taranto	345	361
SARDEGNA	1.364	1.334
Cagliari	721	699
Centro Sardegna	295	288
Sassari	348	347
SICILIA	1.482	1.463
Akranis	159	163
Catania	437	416
Messina	229	241
Monti Iblei	266	249
Palermo	292	293
Trapani	99	101
TOSCANA	3.376	3.461
Appennino Toscano	549	545
Basso Tirreno	912	891
Etruria	620	639
Firenze	1.295	1.386
TRENTINO ALTO ADIGE	911	917
Alto Adige Sud Tirol	305	300
Trentino	606	617
UMBRIA	793	749
Umbria 1	793	749
VALLE D'AOSTA	124	129
Valle d'Aosta	124	129
VENETO	5.390	5.317
Padova	1.143	1.126
Rovigo	305	289
Treviso Belluno	1.136	1.144
Venezia	650	655
Verona	849	847
Vicenza	1.307	1.256
Total Overall	42.059	42.004

Coaches by type

TRAINERS	S.A. 2021/2022	S.A. 2022/2023
coaches	26.353	24.184
1G	8.620	8.171
2G	5.582	5.690
3G	3.057	2.974
AL (Allievo allenato)	9.023	7.273
BE (Benemeriti)	71	76

TRAINERS	S.A. 2021/2022	S.A. 2022/2023
SITTING VOLLEYBALL COACHES	202	245
PHYSIOTHERAPISTS	872	942
FS (physiotherapists)	150	158
MF (massage therapists)	42	43
MS (sports masseurs)	680	741
MASTER TRAINERS BV	1.288	1.384
AL (BV trainers)	121	121
MA (BV masters)	1.167	1.263
SMART COACH	13.344	15.249



The Executives

There are 60,692 FIPAV Managers for the 2022/2023 season, an increase of 1.8% compared to the previous season, of which 26,071 are women and 34,621 are men.

COMMITTEE TERRITORY	SEASON	
	S.A. 2021/2022	S.A. 2022/2023
ABRUZZO	785	733
Abruzzo Nord Ovest	341	329
Abruzzo Sud Est	444	404
BASILICATA	313	313
Basilicata	313	313
CALABRIA	989	967
Calabria Centro	364	343
Cosenza	315	319
Reggio Calabria	310	305
CAMPANIA	2.182	2.244
Caserta	342	347
Irpinia Sannio	281	284

COMMITTEE TERRITORY	SEASON	
	S.A. 2021/2022	S.A. 2022/2023
Napoli	1.124	1.187
Salerno	435	426
EMILIA ROMAGNA	6.054	6.225
Bologna	1.027	1.110
Ferrara	395	405
Modena	1.239	1.305
Parma	615	618
Piacenza	573	622
Ravenna	446	409
Reggio Emilia	1.093	1.094
Romagna Uno	666	662
FRIULI VEN. GIULIA	1.725	1.804
Pordenone	572	595
Trieste Gorizia	473	527
Udine	680	682
LAZIO	3.254	3.361
Frosinone	261	255
Latina	418	414
Roma	2.231	2.291
Viterbo	344	401
LIGURIA	1.406	1.368
Liguria Centro	553	533
Liguria Levante	391	370
Liguria Ponente	462	465
LOMBARDIA	12.730	13.513
Bergamo	1.712	1.746
Brescia	1.568	1.775
Como	899	904
Cremona Lodi	1.222	1.337
Mantova	579	652
Milano Monza Lecco	4.553	4.700
Pavia	639	674
Sondrio	459	473
Varese	1.099	1.252
MARCHE	2.931	2.960
Ancona	865	914
Ascoli Piceno Fermo	661	666
Macerata	785	786
Pesaro Urbino	620	594
MOLISE	153	146
Molise	153	146
PIEMONTE	3.444	3.474
Cuneo Asti	752	777
Ticino Sesia Tanaro	957	955
Torino	1.735	1.742
PUGLIA	2.546	2.645

COMMITTEE TERRITORY	SEASON	
	S.A. 2021/2022	S.A. 2022/2023
Bari Foggia	1.270	1.259
Lecce	827	895
Taranto	449	491
SARDEGNA	1.442	1.455
Cagliari	627	646
Centro Sardegna	356	382
Sassari	459	427
SICILIA	2.207	2.220
Akranis	269	254
Catania	571	558
Messina	387	400
Monti Iblei	309	315
Palermo	417	427
Trapani	254	266
TOSCANA	6.306	5.740
Appennino Toscano	902	830
Basso Tirreno	1.585	1.644
Etruria	1.011	926
Firenze	2.808	2.340
TRENTINO ALTO ADIGE	1.330	1.359
Alto Adige Sud Tirol	374	349
Trentino	956	1.010
UMBRIA	1.070	1.069
Umbria 1	1.070	1.069
VALLE D'AOSTA	140	141
Valle d'Aosta	140	141
VENETO	8.598	8.955
Padova	2.010	2.059
Rovigo	426	381
Treviso Belluno	1.789	1.894
Venezia	714	799
Verona	1.625	1.672
Vicenza	2.034	2.150
Totale	59.605	60.692

The Match Officials

There are 60,692 FIPAV Managers for the 2022/2023 season, an increase of 1.8% compared to the previous season, of which 26,071 are women and 34,621 are men.

COMMITTEE TERRITORY	SEASON	
	S.A. 2021/2022	S.A. 2022/2023
ABRUZZO	290	355
Abruzzo Nord Ovest	178	193

COMMITTEE TERRITORY	SEASON	
	S.A. 2021/2022	S.A. 2022/2023
Abruzzo Sud Est	112	162
BASILICATA	130	152
Basilicata	130	152
CALABRIA	243	284
Calabria Centro	75	90
Cosenza	53	58
Reggio Calabria	115	136
CAMPANIA	396	540
Caserta	50	43
Irpinia Sannio	93	117
Napoli	160	161
Salerno	93	219
EMILIA ROMAGNA	1.208	1.202
Bologna	263	269
Ferrara	101	119
Modena	85	97
Parma	117	134
Piacenza	127	116
Ravenna	76	84
Reggio Emilia	210	169
Romagna Uno	229	214
FRIULI VEN. GIULIA	518	580
Pordenone	115	191
Trieste Gorizia	195	186
Udine	208	203
LAZIO	610	780
Frosinone	50	59
Latina	86	107
Roma	426	568
Viterbo	48	46
LIGURIA	305	380
Liguria Centro	83	92
Liguria Levante	90	139
Liguria Ponente	132	149
LOMBARDIA	2.925	3.086
Bergamo	264	283
Brescia	90	81
Como	263	239
Cremona Lodi	275	305
Mantova	243	261
Milano Monza Lecco	1.244	1.319
Pavia	176	171
Sondrio	92	127
Varese	278	300
MARCHE	360	535
Ancona	143	243

COMMITTEE TERRITORY	SEASON	
	S.A. 2021/2022	S.A. 2022/2023
Ascoli Piceno Fermo	53	54
Macerata	53	107
Pesaro Urbino	111	131
MOLISE	32	33
Molise	32	33
PIEMONTE	621	596
Cuneo Asti	172	169
Ticino Sesia Tanaro	162	166
Torino	287	261
PUGLIA	827	1.432
Bari Foggia	492	958
Lecce	196	273
Taranto	139	201
SARDEGNA	303	396
Cagliari	149	208
Centro Sardegna	101	143
Sassari	53	45
SICILIA	728	796
Akranis	56	59
Catania	316	288
Messina	114	216
Monti Iblei	99	94
Palermo	80	74
Trapani	63	65
TOSCANA	681	842
Appennino Toscano	101	108
Basso Tirreno	127	185
Etruria	215	282
Firenze	238	267
TRENTINO ALTO ADIGE	335	376
Alto Adige Sud Tirol	156	162
Trentino	179	214
UMBRIA	238	299
Umbria 1	238	299
VALLE D'AOSTA	18	35
Valle d'Aosta	18	35
VENETO	2.294	2.487
Padova	495	580
Rovigo	88	106
Treviso Belluno	371	417
Venezia	263	235
Verona	594	583
Vicenza	483	566
Totale complessivo	13.062	15.186

MATCH OFFICIALS BY TYPE	S.A. 2021/2022	S.A. 2022/2023
REFEREES	5.795	5.954
of which BV qualified	517	558
of which SV qualified	93	136
of which line judges	57	55
ASSOCIATE REFEREES	6.859	8.801
BEACH VOLLEYBALL REFEREES	34	15
REFEREE DELEGATES	104	106
OBSERVERS	416	208
BV SUPERVISORS	79	102



4.5. The Pavesi Center

For the high-level activities of the national teams and Olympic Preparation, FIPAV relies not only on the Olympic Preparation Center of Acqua Acetosa (Rome) and the Olympic Preparation Centers of Formia and Tirrenia, but also on its own Federal Center, the Pavesi Center, and the Sports Center of the Air Force in Vigna di Valle, Bracciano.

The Pavesi Center is the only federal center entirely dedicated to the discipline of Volleyball and is directly managed by FIPAV. Inaugurated in April 2011, the facility covers an area of over 40,000 m². Inside, it hosts a Sports Hall with 1,000 seats, a football field approved for the Second Category, a multi-functional gym, a fitness center of 180 m², two covered beach volleyball courts and two outdoor ones, three red clay tennis courts, two 5-a-side football or tennis courts, meeting rooms with a capacity of up to 100 people, classrooms and offices, a guesthouse with 68 beds, along with a bar and restaurant with 70 seats, and a large parking area.

It is a true point of reference for the local community and for sports activities in the territory and beyond.

There were 106 total events organized at the Pavesi Center between the 2021/2022 and 2022/2023

Type of event	Season 2021/2022	Season 2022/2024	Total Event
Club Italia	1	1	2
Collegiali Nazionali	37	27	64
Eventi FIPAV	8	12	20
Altri eventi nazionali	12	8	20
TOTALE	58	48	106

4.5. Technical and sports training

The training of Coaches, Match Officials, and Managers is an absolute priority for the Federation, as well as an essential component to ensure support for high-level performance and the development of the sports disciplines under its aegis in the national territory.

A new tool dedicated to federal training: The FIPAV Academy

The Academy can be defined as the new framework designed for the world of volleyball, dedicated to training, updating, and exchanging experiences for managers, coaches, match officials, and teachers.



It is a project currently in full development, created with the aim of providing a single service capable of offering three homogeneous training systems for Coaches, Match Officials, and Managers. The need was to create a sort of educational and organizational uniformity, given the strong interconnections and cross-cutting topics among the three previously established training systems.

Regarding the training pathways for Coaches and Match Officials, the Academy is based on the existing training systems.

In particular, technical training is linked to the existing National Qualification System, which includes four different qualifications: Allievo allenatore;

- Trainee;
- 1st Level
- 2nd level;
- 3rd Level: University, which guides the coach in understanding Serie A and high.level competition.

The assessment for traditional technical training is school-based: at the end of the courses, there are written, oral, and practical exams to pass, after which a score is assigned.

Similarly, the training system for Match Officials also presents different levels, with a rewarding mechanism and development of the skills of Match Officials. In this case, for example, the Academy has initiated a first training pathway for the territorial components of Match Officials focusing on a series of management aspects rather than technical ones, in order to strengthen a certified qualification that is not technical in nature.

As for Managers, there was no existing structured system, and it has been developed from scratch within the Academy. The educational framework was built based on a needs analysis involving Managers and members of the territorial committees of Match Officials. In this regard, some professional training pathways for sports managers (e.g., Team Managers) have been initiated, through which, at the end of the training, access to a dedicated federal register will be available.

Alongside national training, a tailored training program has been created for Managers working within Regional and Territorial Committees, conducted through asynchronous modules with video lessons on the FIPAV Academy Platform.

Academy Evaluation System

Within the Academy, the focus of the evaluation system aims to assess the effectiveness of both knowledge acquisition and skills development through learning tests and exercises to measure the effectiveness of the proposed teaching.

The evaluation system is based on obtaining a certain number of training credits earned through participation in and completion of the courses available on the platform, which is functional to the updating activities. There is no constraint regarding the type of courses that must be followed: the Academy has a diverse catalog of courses to offer each user the opportunity to choose topics that align best with their interests and aptitudes.

THE TRAINING ACTIVITIES OF 2023

In 2023, the design and implementation of training activities for sports managers, both operating within regional and territorial committees and in sports clubs, were initiated.

These activities were based on the analysis of training needs—conducted in 2022 through interviews with regional, territorial, and amateur sports club presidents—on the definition and design of the educational system, including its organization, and on the macro design of training cycles for the target groups of Peripheral Committee Managers and Sports Club Managers, also traceable back to 2022.

The objectives defined at the beginning of 2023 were to:

- Present the Academy project to all interested parties, particularly focusing on the Presidents of regional and territorial committees, as well as the sports community in general, with a clear emphasis on volleyball;
- Structure the educational organization functional to the design and delivery of the educational programs planned in the training cycles;
- Design, implement, and deliver the first training modules for sports managers operating at the Regional and Territorial Committee level;
- Create and launch the training portal “FIPAV Academy”;
- Design and make available the modules of the 1st cycle for sports club managers on the portal; progettare i moduli formativi per il 2° ciclo formativo per dirigenti di società;
- Design the training modules for the 2nd training cycle for sports club managers;
- Inform and raise awareness among Regional and Territorial Presidents about the progress of the project.

The organizational system

In order to activate the training projects for the target groups mentioned at the beginning of 2023, the educational organization was designed by creating six educational areas and identifying the coordinators for each area, defining their roles and the expected tasks. Subsequently, trainers at the territorial level were identified for each educational area, tasked with delivering the training modules to sports club managers. The selected trainers underwent a brief training course aimed at presenting the teaching methodology of the Academy. Following this, the Register of Trainers—approved by the Federal Council—was created for the Sports Managers Training System.

The relationship with universities

In order to create educational synergies aimed at qualifying sports operators, protocols of collaboration have been established with two universities: the University of Foro Italico and the University of Trento, Department of Sociology and Social Research. Considering the involvement of the academic world in

educational activities and skills development as strategic for the Academy, efforts have continued to engage further contacts, and by the early months of 2024, the operational structure will be activated to define and manage common initiatives.

The educational activities

The educational activities carried out in 2023 referred to the following four macro target user groups belonging to two training systems: the training system for sports managers and the training system for match officials.

The professional figures targeted by the training interventions were:

1. Sports managers operating in various roles within the Regional and Territorial Committees of FIPAV;
2. Managers of Sports Clubs;
3. Heads and Members of the Regional and Territorial Committees of Match Officials;
4. Men's and Women's Volleyball League.

The courses were structured as follows:

- First training cycle: various modules with explanatory videos in asynchronous online mode lasting approximately 1 to 2 hours;
- Second training cycle: educational modules conducted in person, organized by the territorial and regional committees. Each committee organized the course based on a centralized process that requires FIPAV authorization and a request for instructors from the Academy, based on the official course catalog defined by the Federation.

Education for sports managers of the regional and territorial committees of FIPAV

The educational activities related to the 1st cycle for Sports Managers operating within the FIPAV peripheral committees included the following activities:

- Micro-design of training modules for this target group;
- Recording of video lessons with corresponding learning tests;
- Uploading of video lessons to the e-learning portal;
- Promotion of accessible training modules among the committees;
- Processing statistics from data related to the use of training modules.

Education for sports managers of Sports Clubs

The education of the 2nd cycle aimed at Sports Club Managers included the following activities:

- Macro-design of training modules for this target group;
- Preparation of the catalog of individual training modules for the 2nd cycle for the target in question;
- Definition of the structure and teaching methodology for this cycle;
- Definition of the organizational modalities for the various modules;
- Uploading the presentation of the catalog on the FIPAV Academy portal after the training modules of the 1st cycle;
- Creation of the credit system and assignment of credits to each training module;
- Identification of professional training pathways based on the regulations regarding sports reform;
- Promotion of the course catalog to the Presidents of the Regional and Territorial Committees;
- Educational design of the professional training pathway for the role of Team Manager.

Education for Match Officials

At the request of the Match Officials sector, the Academy, with the involvement of the sector's structure, designed a study regarding the training needs of the Heads and Members of the Regional and Territorial Committees of FIPAV Match Officials. Based on the collected results, the Academy carried out the following activities:

- Data processing and identification of needs by aggregating them into thematic areas;
- Macro-design of training modules;
- Presentation of the research results and the structure of the educational modules to the target groups during a sector assembly;
- Identification of the instructors to be involved (Instructors listed in the Academy Register and Instructors from the Match Officials Sector);
- Conducting a training/information meeting on the teaching methodology to be used based on the micro-design that needs to be prepared.

Education for the Men's and Women's Volleyball League

During a meeting with the Directors of the Volleyball Leagues aimed at presenting the Training Academy project and the ongoing activities, any training needs that the Academy could address by designing specific educational pathways were collected. In particular, it was agreed that the Academy would prepare the following activities for 2024:

- Design of 3 professional training pathways of the 2nd cycle for sports managers operating in Serie A teams;
- Design of two workshops related to the 3rd training cycle planned in the Academy project, to be held by 2024.

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AEQU



05



A group of people, mostly wearing bright yellow t-shirts, are walking away from the camera on a sandy beach. They are heading towards the ocean under a clear blue sky. The person in the immediate foreground is wearing a yellow shirt, black leggings, and a red and black backpack. Other people in yellow shirts are scattered across the beach, some walking in small groups and others alone. The ocean is visible in the distance, with a few people standing near the water's edge. The overall scene suggests a group activity or a beach cleanup.

E=Environment

5.1. FIPAV AND THE ENVIRONMENT

The Italian Volleyball Federation has increasingly focused on the impact of its activities on the natural environment.

Since 2019, the Federation has launched a series of initiatives aimed at mitigating the environmental impact of its headquarters in Rome, introducing and consolidating waste separation, installing water generators that create drinking water from air, thereby reducing plastic use and the need for dedicated plumbing by collecting humidity through condensation.

FIPAV has also provided all employees with personalized aluminum water bottles to reduce plastic use and has replaced regular paper with recycled paper in the restrooms within the headquarters, as well as placing bins for organic waste in every room.



5.2. THE ECOVOLLEY PROJECT

The EcoVolley Project was launched in 2014 with the aim of supporting affiliated sports clubs and organizers of federal events in a journey of awareness regarding the environmental impacts of all activities promoted on a daily basis or during the organization/participation in events.

In practice, an Environmental Manual has been produced and shared, accompanied by specific Guides that define principles and methods useful for the organization and implementation of sustainable sporting events. To achieve this, the Guides provide a series of recommendations, actions, best practices, and information concerning various specific aspects related to sustainability, such as water usage, waste management, and energy consumption.

Specifically, 4 Operational Guides have been created for different types of sporting events:

- Indoor Promotional Events;
- Outdoor Promotional Events;
- Indoor International Events;
- Beach Volleyball Events.

Why an environmental guide?

The idea of drafting an environmental guide for FIPAV events stems from a set of reasons.

First of all, the environment and sports are two worlds that often conflict, especially considering that some events can cause noise pollution, traffic, misuse of land, or produce high levels of emissions. Solutions to these problems already exist, and this guide aims to highlight them.

Secondly, the range of technical and organizational measures for environmental protection is now so vast that organizers of sporting events can easily get lost in the extensive national and community legislative landscape. The Guide aims to systematize the content on the subject and help operators navigate quickly.

Thirdly, sporting events are true “magnets” for millions of spectators, and if the event organizers actively consider the issue of environmental protection, they can also reach audiences that are less sensitive to the topic or simply not sufficiently informed about ecology.

The Guide is aimed at all those responsible for the implementation, planning, and organization of promotional events and volleyball competitions, particularly sports associations, municipal entities, committees, and event organizing agencies, as well as operators of sports facilities.

Everyone can use this guide as a support tool and a reservoir of ideas to integrate environmental protection and nature conservation into all phases of event organization on a direct and voluntary basis.

ENVIRONMENTAL MANAGEMENT MANUAL FOR VOLLEYBALL EVENTS

The Environmental Management Manual for Volleyball Events defines principles and methods useful for the organization and implementation of sustainable sporting events.

In particular, the Manual aims to:

- Raise awareness among event organizers about environmental issues and climate protection;
- Support and guide the implementation of sustainable volleyball events;
- Demonstrate that sports, thanks to new technologies and efficient organization, can make a significant contribution to sustainable development and reduce the environmental impacts associated with organizing a volleyball event;
- Achieve environmental and, potentially, economic benefits;
- Inform and train staff to enable them to apply correct behavioral rules;
- Educate people to respect the surrounding territory, encouraging them to act responsibly, thus avoiding waste and the improper use of various materials (e.g., not littering, waste separation, etc.).

The Manual can be used regardless of the size of the event (number of participants, athletes, etc.) and is structured into **5 phases**, each corresponding to a series of specific activities:

1. Identification of objectives

The first phase is the starting point, essential for the subsequent steps, necessary for defining the environmental objectives to be achieved within the volleyball event..

2. Construction, modernization, and expansion of sports facilities

In the second phase of the guide, those who intend to build or modernize indoor facilities, or who need to install temporary structures (both sports-related and non-sports-related), will find information and recommendations for environmental protection.

3. Planning/Scheduling of the event (pre-event)

In the third phase, which involves planning the event, concrete actions to be taken regarding specific areas (themes) identified in the previous phase are listed and described.

4. Organization/Monitoring (during the event)

The fourth phase, related to the organization and monitoring of the event, describes the actions that require attention during the competition

5. Reuse/Removal of structures (post-event)

Finally, the fifth and final phase addresses the actions related to ecological activities that are useful once the event has concluded.

Additionally, at the end of each of the five phases, Check Lists are provided to verify the actions taken. The checklists serve as a summary of the objectives, actions, and responsibilities of the various parties involved in the different phases of the event.

To monitor the progress of the event, it will be the responsibility of the Environmental Manager—specifically appointed for the event—to record the activities carried out, taking into account the guidelines provided. It is important to specify that the guidelines should be understood as recommendations that need to be adapted or modified for the event.

The Manual also highlights the importance of involving all stakeholders, both directly and indirectly: institutions, sponsors, civil society, the private sector, participants, etc. Environmental protection requires teamwork. Cooperation and integration are the keys to success.

For this reason, it is essential to have dialogue among organizers, experts, and competent authorities for the conservation of the environment and nature.

Once the event is concluded, it is recommended to prepare an Environmental Sustainability Report to highlight the strengths and weaknesses related to the environmental performances associated with the event's life cycle. This document represents the first step towards a path of improvement and also serves to summarize the environmental performance and results achieved. The Manual provides a model to support the Environmental Manager or whoever will be responsible for the Report to ensure that no important aspect is overlooked.



THE OPERATIONAL GUIDES

While the Manual establishes the general principles, the Operational Guides aim to provide practical guidance to event organizers and affiliated clubs.

In particular, the 4 Guides refer to four different types of sporting events that, although following the same methodological approach, are necessarily influenced by the specific characteristics arising mainly from the location of the event and the stakeholders involved.

The structure of the Guides identifies a series of concrete actions divided into three well-defined moments:

- Pre-event activities: related to all those actions to be planned during the planning phase and in the period leading up to the event;
- Activities during the event: which include all the actions to be promoted during the competitions;
- Post-event activities: in which to report on what has been done and set strategies for improvement.

The Guides, like the Manual, have been distributed to all stakeholders and are available online in the section of the website dedicated to EcoVolley activities. An email address is also provided for any inquiries: centrostudi@federvolley.it



06

A photograph of handball players in blue jerseys celebrating on a court. One player in the foreground has the number 16 on his shorts. The background shows a large, cheering crowd. A diagonal white line divides the image. The text "Communicate the value" is overlaid in white.

Communicate the value

6.1. FIPAV COMMUNICATION

The Italian Volleyball Federation has invested significantly—and continues to invest—in strengthening its communication capacity. Over time, FIPAV has managed to establish a strong presence across all communication platforms, thus becoming the reference point for the sports disciplines under its aegis.

In particular, federal communication is developed through the following channels:

The official website – www.federvolley.it

- The website is the main tool through which the Federation communicates with its member base. In particular, the site is used for:
- Convey all updates related to the national sports competitions organized by FIPAV;
- Communicate the main administrative/regulatory news to the movement;
- Update users on the results achieved by the national teams in various international events;
- Publish all documents useful for evaluating the Federation's activities;
- Provide all relevant contacts for associations and sports clubs for any issues;
- Communicate updates in the field of technical and managerial training

Since 2022, the training activities for managers can be found on the website <https://accademia.federvolley.it/>

The Beach Volley official website – <https://beachvolley.federvolley.it/>

Since 2020, the Italian Volleyball Federation has launched a second-level domain website entirely dedicated to Beach Volleyball activities, where all news related to competitions, national teams, rankings, and curiosities are gathered.



#BEABEACHER it is the official hashtag for all content dedicated to Beach Volleyball.

SOCIAL CHANNEL

From the perspective of Social Networks, the strategy of the Italian Volleyball Federation can be defined as a multichannel strategy, capable of covering almost all the major channels while diversifying content based on the target audience and the most effective language.

Below are the numbers recorded from social communication in the 2021/2022 and 2022/2023 sports seasons.



Top 3 like content



+17mila
Followers
from 2021 to 2023

+2,975Mln
Likes
from 2021 to 2023

FACEBOOK



+17mila
Followers
from 2021 to
2023

+11Mln
Reactions, comments and shares
from 2021 to 2023

+31Mln
Impressions
from 2021 to
2023

+30Mln
Reach
from 2021 to 2023



+17mila
Followers
from 2021 to 2023

+17mila
Watch hours
from 2021 to 2023

+355
Published content
from 2021 to 2023

+3.234mila
Views
from 2021 to 2023

DOCUFILM

In 2022, two new sports docufilms were produced featuring the FIPAV national teams:

1. An Extraordinary Year

A docufilm produced by Rai Sport focused on the achievements of the men's national team—capable of triumphing at the 2021 European Championships and the 2022 World Championships—and on the journey of the women's team, which also finished first at the European Championships and later won the VNL, following a bronze medal at the 2022 World Championships.

2. Golden Boys

Produced by Sky Sport, it focuses on the extraordinary achievement of the Azzurri at the World Championships, twenty-four years after their last world title victory.

PODCAST

Starting in 2020, the Federation established its own Podcast Library, with the website serving as the landing platform. Within it, a series of content is collected, divided by themes, aimed at recounting particular historical or contemporary events related to FIPAV.

In particular, in 2022, the Library was enriched with the podcast titled "The Miracle of Berlin," inspired by the book by Leandro De Sanctis and Pasquale Di Santillo, and curated by De Sanctis himself in collaboration with the Federation, to celebrate, twenty years later, the Italian women's national team, which wrote one of the most glorious chapters in Italian volleyball history with their World Championship victory in 2002.

The narrative follows the celebration of the twentieth anniversary of the world title, which culminated on December 14, 2022, in Bologna, where the protagonists of that World Championship were inducted into the Hall of Fame of Italian volleyball. The seven episodes, through which listeners can relive that unforgettable adventure through the memories of the protagonists and those who experienced that World Championship in various capacities, are available at the following link [link https://www.overtheblock.it/il-miracolo-di-berlino](https://www.overtheblock.it/il-miracolo-di-berlino).

The entire audio narrative, composed of a sequence of thoughts, words, and emotions from the protagonists and head coach Marco Bonitta, interviewed by the renowned journalist of Corriere dello Sport, Leandro De Sanctis, is a captivating journey into that fantastic blue team that propelled Italian women's volleyball into the elite of the sport.



THE NOVELTY – FIPAV SELF-PRODUCED STREAMING

In the 2022/2023 season, the Federation launched a new project related to the creation of its own streaming production staff. The main objective was to ensure wide visibility covering almost all seasonal federal events, significantly impacting the visibility of FIPAV protagonists and stakeholders. Thus, 2023 concluded with a total of 681 self-produced live streams, totaling over 1,500,000 views and an economic reduction in streaming production costs amounting to €183,000.

THE DRAW CEREMONY FOR THE 2023 EUROPEAN CHAMPIONSHIPS

Among the communication activities are certainly those related to major national and international events.

For example, in November 2022, the Draw Ceremony for the 2023 European Championships in Men's and Women's Volleyball took place in the beautiful setting of the Teatro di Corte at the Royal Palace in Naples.

The event was attended by numerous national and international political-sporting authorities, including the leaders of the European ConFederation, led by President Aleksandar Boričić; President Giuseppe Manfredi with the FIPAV federal council; and many officials from the peripheral committees involved in organizing EuroVolley 2023. Present were the Mayor of Naples, Gaetano Manfredi; the Sports Councillor of Naples, Emanuela Ferrante; the General Director of Sport and Health, Diego Nepi Molineris; and several representatives from regional and local administrations that will collaborate in the realization of the two continental events.

Also in attendance were stars from the past of Italian volleyball, such as Andrea Lucchetta and Antonella Del Core. Along with the former spiker, World and European Champion Yuri Romanò, the blue opposite who recently returned from the CEV Cup with his club, took the stage for the drawing of the balls contained in the urns.



6.2. Marketing and Sponsor

A large part of the value generated by the Italian Volleyball Federation is created and shared with its partners. In recent years, FIPAV has worked hard to establish a virtuous partnership model that looks to the long term with a view to mutual growth.

In particular, in the 2022/2023 season, FIPAV implemented a series of activities aimed at both strengthening existing partnerships and creating space for new collaboration opportunities based on virtuous criteria.

Progress has been made in terms of partnership reporting, through regular reports—in collaboration with Nielsen—through which the Federation measures and evaluates the effectiveness and impacts of initiatives carried out together with sponsors and partners during specific events or predetermined time periods.

Additionally, initiatives with some sponsors have been developed with an ESG focus.

Yellow Line Project - DHL Express Italy

In June 2021, the Yellow Line project was launched by DHL Express Italy, through which the leading company in international express transport and sponsor of FIPAV emphasizes its concrete commitment to sustainability.

The project included several stages across the national territory, with specific actions for each stage, in harmony with the group's global sustainability strategy.

In 2021, Yellow Line arrived in San Vito Lo Capo, where, in collaboration with FIPAV, two ghost fishing nets were recovered from the seabed in an initiative to protect the sea in support of Marevivo Onlus.

The second event took place in Bologna, where, together with three local associations, a cleanup of the park along the Reno River was organized, and a net made from recycled material was donated to the Otello Colli Garden in the Borgo Panigale district. Finally, in Puglia at Torre Canne, a beach cleanup was organized, again supporting Marevivo Onlus.

In 2022, the company, together with the Italian Volleyball Federation, organized an online fundraising campaign in favor of ASD Molinari Ponticelli, which has been promoting volleyball as a sport and as an opportunity for those living in a challenging environment for many years. The goal was to raise sufficient funds to ensure everyone's right to play sports in a welcoming and safe place, through the renovation of the facility and participation in free sports activities for economically disadvantaged youth in the territory.

30 "sports scholarships" were awarded to as many families in Campania.

The inauguration of the new Gym C at the PalaVesuvio in Naples took place alongside the DHL Test Match Tournament – Road to World Championship, scheduled from September 12 to 15, 2022, at the PalaVesuvio in Naples, featuring the women's national team. All matches were broadcast on Rai Sport HD.

On that occasion, the Azzurre also took the field wearing the "rainbow jersey," an initiative promoted together with DHL to send a message of inclusion in favor of a world without barriers, either physical or mental. This uniform had already been used by the senior national teams during the VNL 2022 and was presented in July to the Minister for Equal Opportunities and Family, Elena Bonetti.

FIPAV and AIA Together for Youth Sports and Well-being

Since 2021, AIA has been a sponsor of the youth national volleyball teams.

In the 2022/2023 season, FIPAV and AeQuilibrium - the AIA brand dedicated to those who follow a healthy and balanced diet and believe in sports as a lifestyle—launched a joint project to renovate several sports facilities in Molise. The project was presented in April 2023 at the Aula Magna of Unimol in Campobasso, in the presence of World Champion head coach Ferdinando De Giorgi, federal president Giuseppe Manfredi, Unimol rector Luca Brunese, governor Donato Toma and the mayor of Campobasso, Roberto Gravina.

On June 28, during the 38th edition of the AeQuilibrium Cup – Trophy of the Regions, the newly renovated volleyball court was inaugurated within the Villa de Capoa municipal gym. The sports space will be managed by the Nuova Pallavolo Society, a sports club in the territory.



Agreements with Public Administration

APT Emilia for the Promotion of Volleyball

In the 2022/2023 season, an agreement was signed between FIPAV and the Emilia Romagna Region for the organization of a series of events and initiatives in the Emilia territory. A collaboration that sees sports not only as entertainment but also as a tool within shared social and tourism policies.

The Agreement with PugliaPromozione

On the occasion of EuroVolley 2023, an agreement was established with PugliaPromozione, the Regional Tourism Agency, based on tourism and promotion policies of the Puglia Region. According to this agreement, the possibility of promoting the "Puglia brand" during EuroVolley 2023 was created..

Tuscany Region, Municipality of Florence, and Metropolitan City of Florence

An agreement was signed with the Tuscany Region, the Municipality of Florence, and the Metropolitan City of Florence, whereby the capital of the Tuscany region became one of the reference locations for the training camps of the national teams, simultaneously strengthening the bond between volleyball and the territory.

Trentino, Home of the Azzurro Volleyball

The renewal of the path undertaken several years ago with the Trentino Region has allowed for the branding of the training venue for the national volleyball teams, transforming it into a true Home of Azzurro Volleyball. The Pavesi Center and the Home of Azzurro Volleyball now represent essential reference points for enhancing the federal brand identity, as well as places for highly qualified preparation and training in the field of volleyball.

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