

# AFC MA Refereeing Administration Project 2013 – 2014 Summary Report

July 2015

## Introduction

- Aim of Project
- Procedures
- Selected MAs
- Implementation Cycle
- Basic Proposals to Selected MAs
- Overview of Project Conclusion

## Symbolic Developments

- Definition
- Summary
- India (AIFF)
- Jordan (JFA)
- Myanmar (MFF)
- Oman (OFA)

## Individual Developments

- India (AIFF)
- Jordan (JFA)
- Myanmar (MFF)
- Oman (OFA)

# AFC MA Refereeing Administration Project 2013 – 2014

## Introduction

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- Basic Proposals to Selected MAs
- Overview

## Aim of Project

### Enhance & Sustain MA's Refereeing Administration Development

Strong Administration Support is NECESSARY  
In order to ENHANCE & SUSTAIN Refereeing Development.

Without strong MA's Administration Support ,  
It's difficult to ACHIEVE Refereeing Technical Development.

Through this Project to support the selected MAs' Refereeing  
Administration,  
AFC aim to share the success with all MAs.

## Procedures

1. All MAs were invited for application and 4 MAs were selected from 23 applied MAs.
2. **2 Years Project** where Selected MAs worked with AFC Referees Department was implemented to ensure the **Success** of MA's Administration for overall Refereeing Development.
3. The Project Activities were implemented by **Self Finance of MA**.
4. In the beginning of Project, AFC Referees Dept visited the Selected MAs to **set up Goal of 2 Years Project and Implementation Plan**.
5. Every 6 months, each MA submitted **Interim Report** of progress to AFC Referees Dept.
6. Every 6 months, AFC Referees Dept gave **Interim Advice** to each MA.
7. Every 6 months, AFC Referees Dept visited each MA to **review Half Year Progress & Implementation Plan**.

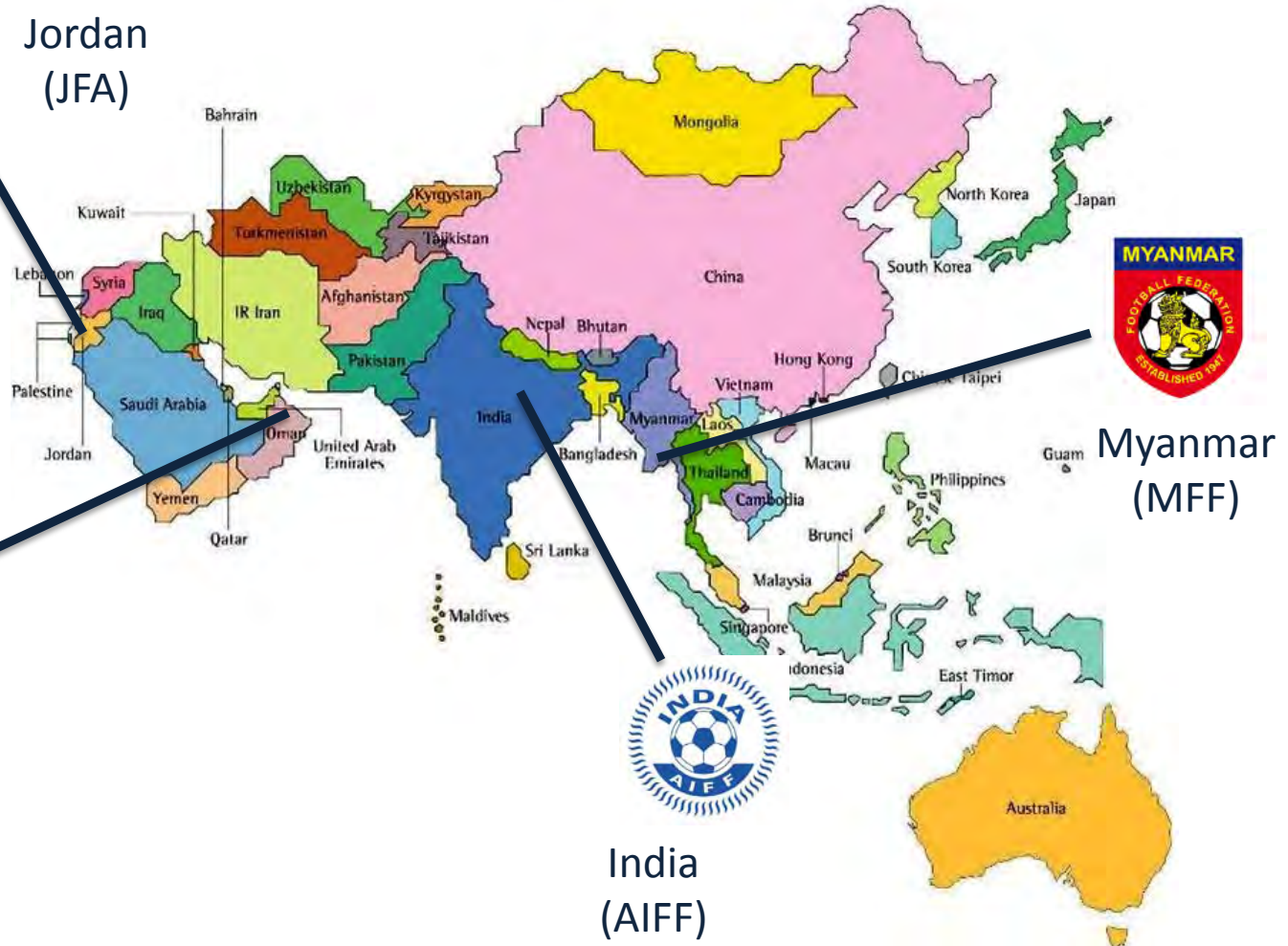
## Selected MAs



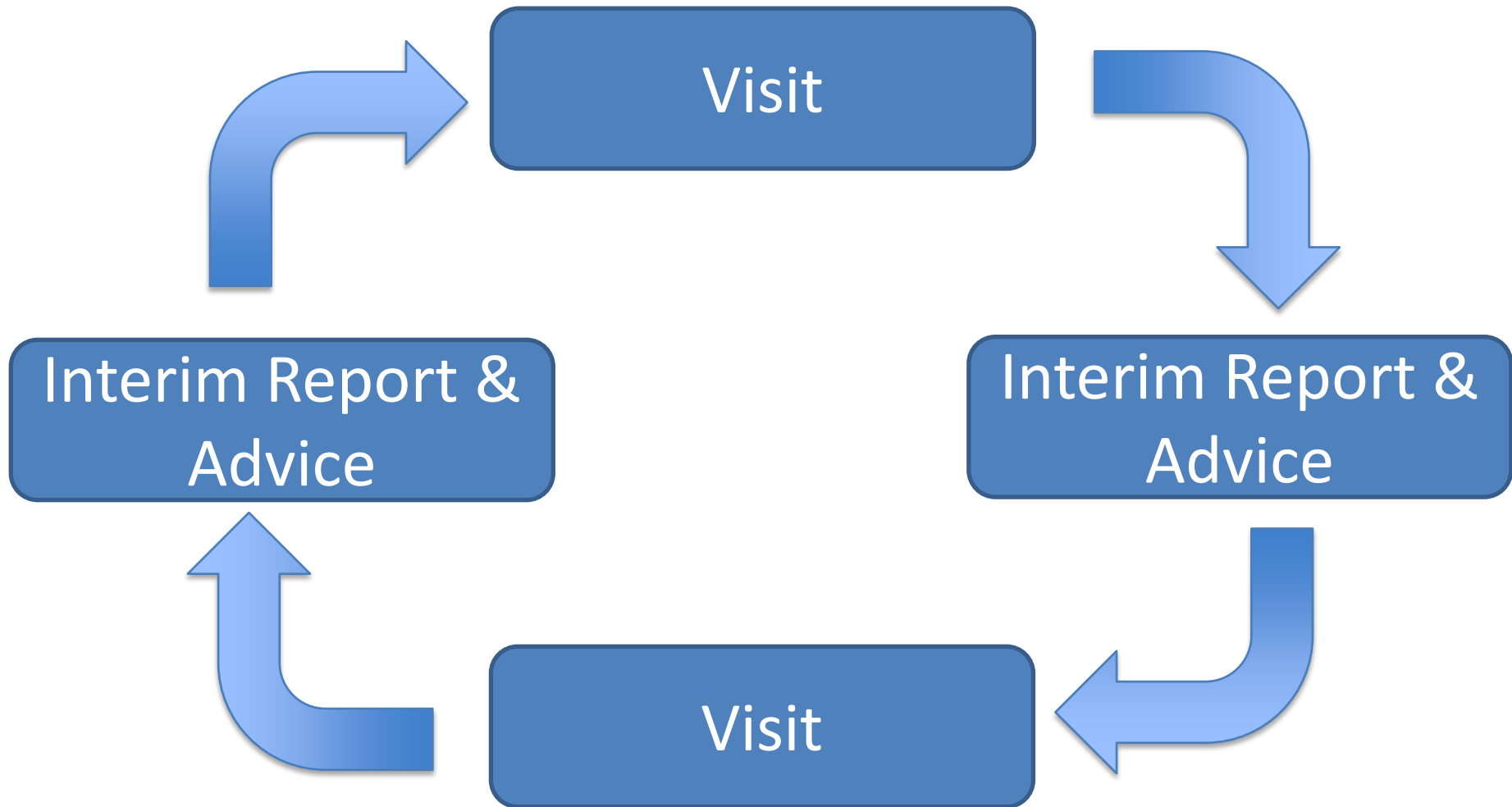
Jordan  
(JFA)



Oman  
(OFA)



## Implementation Cycle



## Basic Proposals to selected MAs

### < 1<sup>st</sup> Priority > Major (Key word – Structure & Communication)

Review the structure of Referees Committee, Referees Dept & State/Region/Province FAs

Enhance the Communication with State/Region/Province FAs

Enhance the Draft & Approval procedures for National League referees appointment

Enhance collaboration with Highest League for Further Development of Top Referees

### < 2<sup>nd</sup> Priority > Necessary (Key word – Standardization of System)

Common System for All Levels of referees registrations in MA

Common System for All Levels of referees promotion, classification & categorization in MA

Collaborate with All State/Region/Province FAs for Cat. 2 - 4 Referees Appointments

Common System to identify talented referees for Cat. 2 – 4 referees

Production of Own Teaching Materials (in Own Languages)

## Overview

- In general, all the 4 MAs had already fulfilled most of the requirements of their Refereeing Structures and Communication in each MA to implement their Refereeing Development at the beginning of the Project.
- Each MA had its own history and situation on its Refereeing Development which required individual discussion and tailored support.
- All the 4 MAs have been very cooperative and positive for AFC Proposals.
- A lot of new developments have been made in various area of the 4 MAs Refereeing Administration respectively during the Project .
- AFC has recognized some new developments can be very referable for those MAs which are on the similar stages of Refereeing Administration.

# AFC MA Refereeing Administration Project 2013 – 2014

## Symbolic Developments

- Definition
- Summary
- India (AIFF)
- Jordan (JFA)
- Myanmar (MFF)
- Oman (OFA)

## Definition

- Among a lot of the developments selected MAs have made, AFC has picked up an impressive ones from each MA which are essential and supposed to be very referable for those MAs who are / will be on a similar stage.

## Summary

	India	Jordan	Myanmar	Oman
Issue	Standardization of State FAs' Refereeing Structure	Independence of Budget and Establishment of Middle Term Strategic Plan for Refereeing Development	Separation of Refereeing Authority and Administration	Support from Pro League for Further Development of Top Referees
Before Project	Each State FA had its own refereeing structure which were sometimes not preferable	Single Year Plan had been implemented under the Department Yearly Budget including Competition Operation	Director of Referees Dept had also chaired the Referees Committee	There had been no support from the highest league which was in the transition period to be a Pro League
Development	Total 16 State FAs have implemented the AIFF refereeing structure as of 12 Nov 2014, out of which 12 fully and 4 partially implemented	5 years Strategic Plan was established in June 2014 and its Refereeing Development is given independent yearly budget from 2015	New Ref Co Chairman was elected in March 2015 from outside of MA administration	From the start of Pro League, MA established important support from the League for Further Development of Top Referees

## India (AIFF)



### Issue

- Standardization of State FAs Refereeing Structure

### Background

- AIFF has 33 affiliated State FAs in its huge country (3,287,590 sq. km) with rich diversity (23 official languages + dialects)

### Before Project

- Each State FA had its own refereeing structure which was sometimes not preferable for communication and standardization with AIFF

### Recommendation from AFC

- To standardize State FAs' Refereeing Structures to enhance the Communication and Standardization for Refereeing Development with State FA

## India (AIFF)



### Action of AIFF

- AIFF Referees Department had already planned the standardization and moved it forward so that AIFF Executive Committee decided that ALL State FAs must have their Refereeing Structure in line with AIFF Policy by 30 Sep 2014
- Under the standardization, the Head of referees in State FA (HOR) shall be the State FA RDO

### Development

- Total 17 State FAs have implemented the AIFF Refereeing Structure as of 26 Mar 2015, out of which 13 fully and 4 partially implemented
- AIFF enhanced its Communication and its Standardization with such State FAs for Refereeing Development such as Identification of Talented Referees, Common System for All Levels of referees registrations, Common System for All Levels of referees promotion, classification & categorization, etc

## Jordan (JFA)



### Issue

- Independence of Budget and Establishment of Middle Term Strategic Plan for Refereeing Development

### Before Project

- JFA Referees Department had implemented their Refereeing Development under single year plan within the Department's total annual budget which included Competition Refereeing Operation

### Recommendation from AFC

- To Enhance & Sustain the Refereeing Development, it's essential to establish Middle Term Plan and Independent Budget not to be affected by Competition Refereeing Operation year by year

### Action of JFA

- JFA Referees Department reviewed the details of its annual budget actual use and its Refereeing Development Activities specifically
- JFA Referees Department foresaw its further Refereeing Development

## Jordan (JFA)



### Development

- JFA budgeted for its Refereeing Development independently from 2015
- The substantial Refereeing Development budget in 2015 is increased 20 % from 2014
- JFA established 5 years Strategic Plan (mid 2014 – 2018) in June 2014
- Key objective: To have Jordanian referees to be regarded as world class match officials
- Strategy basic requirements:
  - A concrete organizational structure and enhanced talent identification program
  - Establish a Coordinated approach at all National Levels
  - Create a pool of talented referees, assistant referees, coaches and assessors

## Myanmar (MFF)



### Issue

- Separation of Refereeing Authority and Administration

### Before Project

- Director of Referees Dept also chaired the Referees Committee from 2010 when the Professional League (MNL) was established

### Recommendation from AFC

- To have an appropriate Referees Committee structure as stated in FIFA's Refereeing regulation  
“The Referees Committee shall be composed of a chairman, a deputy chairman and the members deemed necessary to discharge its duties.  
~ Regulations on the Organisation of Refereeing in FIFA Member Associations  
II. THE REFEREES COMMITTEE 4.1 Composition of the Referees Committee ~

## Myanmar (MFF)



### Action of MFF

- MFF agreed to form new Referees Committee to appoint new Chairman other than the Director of the Referees Department
- MFF Referees Committee discussed to appoint an appropriate person as new Chairman

### Development

- The 1<sup>st</sup> MFF Referees Congress was held in March 2015 to approve new Ref Co Members and the election of new Ref Co Chairman from the new Ref Co Members was done at the Congress

## Oman (OFA)



### Issue

- Support from Pro League for Further Development of Top Referees

### Before Project

- The highest league was directly under OFA and did not have its own budget
- There had been no collaboration with the highest league which was in the transition period to be a professional league at the beginning of this Project

### Recommendation from AFC

- Along with the development of the pro league (OPL) itself, OFA Referees Department should try to collaborate with the OPL for Further Development of Top Referees since the OPL would get its own budget (e.g. providing the match recordings for assessment and Own Teaching Materials, funding for Top Referees Development Programme)

## Oman (OFA)



### Action of OFA

- OFA Referees Department proposed OFA Management the collaboration and it was understood.
- OFA Referees Department discussed with the OPL the areas to start the collaboration and its future plan.

### Development

- The OPL launched in August 2013
- The OPL shares importance of “A Good League needs Good Referees” with OFA
- The OPL employed a coordinator to work together with the Referees Department
- The OPL provides the Referees Department with the match recordings of all the OPL matches
- The OPL started better allowance system for the referees who officiate at the OPL matches
- The OPL match officials can now report at the match venue one day earlier compared to same-day arrival done previously
- The OPL has contracted with 10 Referees and 16 Assistant Referees as professional/semi-professional to be under OFA
- The OPL funds for Top Referees Development Programme
- The OPL collaborates Professional Referee Pilot Project with OFA
- The OPL agreed to budget for communication system at the OPL matches from next season

# Individual Developments

## India (AIFF)

- Contents
  - Structure of Referees Department
  - Communication with State FAs
  - Referees Registration
  - Young Talent Programme
  - Structure of Referees Committee
  - Administration of Referees Committee Meeting
  - Support from Pro League
  - Promotion/Demotion Procedures
  - Own Teaching Materials

## India (AIFF)



### Structure of Referees Department

- Before the Project
  - Director, 1 Assistant & 1 Part Time Technical Staff
  
- AFC Recommended
  - To enhance the number of staff
  - To appoint employ/appoint MA Refereeing Development Officer (RDO) to administrate all the Refereeing Development matters
  - To clarify the Department Structure by drawing chart to place 2 sections of Refereeing Development and Competition Refereeing Operation under Director
  - To create detailed job descriptions of Director and each Department Staff

## India (AIFF)



### Structure of Referees Department

#### - Development

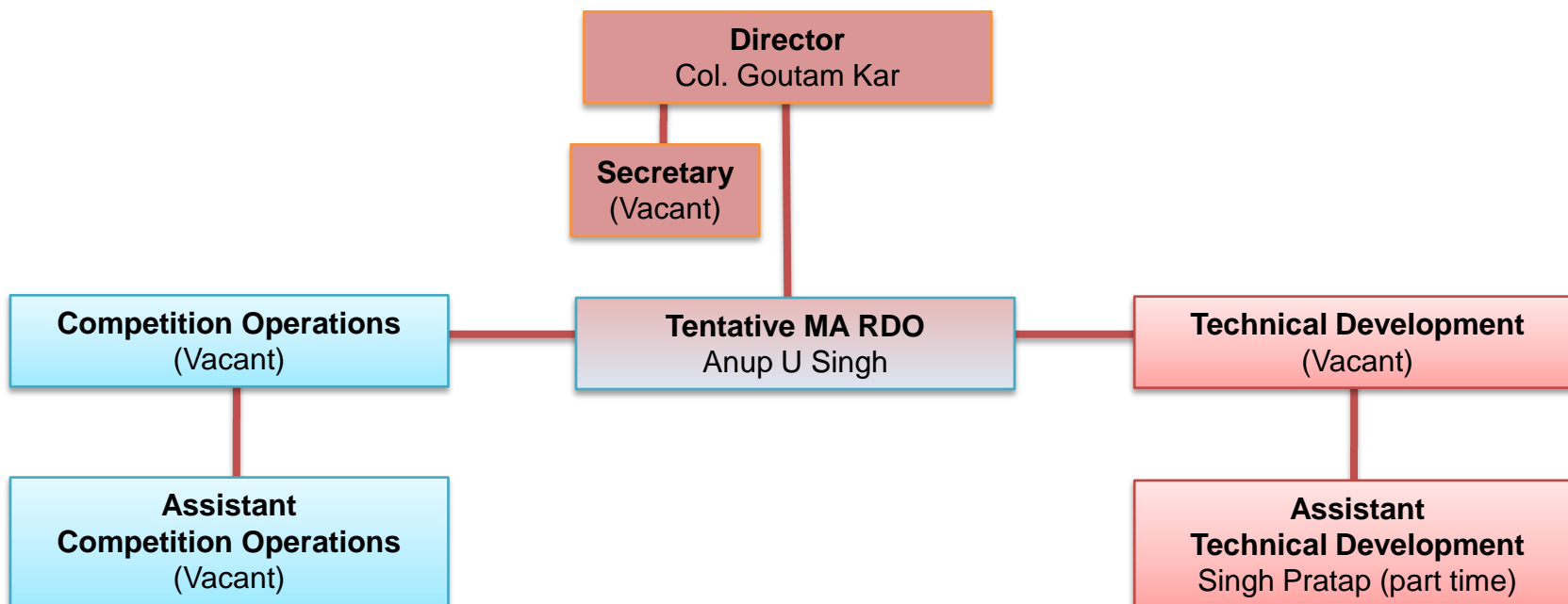
- The Director discussed with AIFF Management on the Structure of the Department and below staffing to be implemented in phases:-
  - Current Part Time Technical Development Assistant to be Full Timer as Manager Development (RDO)
  - One Assistant Manager Development
  - 1 Office Assistant to support Director on office work
  - 1 Assistant Manager to support Director on Administration
  - 1 Executive & 1 Assistant for Competition Operation , dedicated to manage the competition matters as focus is needed to manage this
  - 1 Technical Consultant External staff under consideration for video analysis, teaching materials, etc
  
- The Referees Department created total Department Structure Chart according to the above Plan which contains 2 sections of Refereeing Development and Competition Refereeing Operation under Director

## India (AIFF)



### Structure of Referees Department

- Current Structure Chart

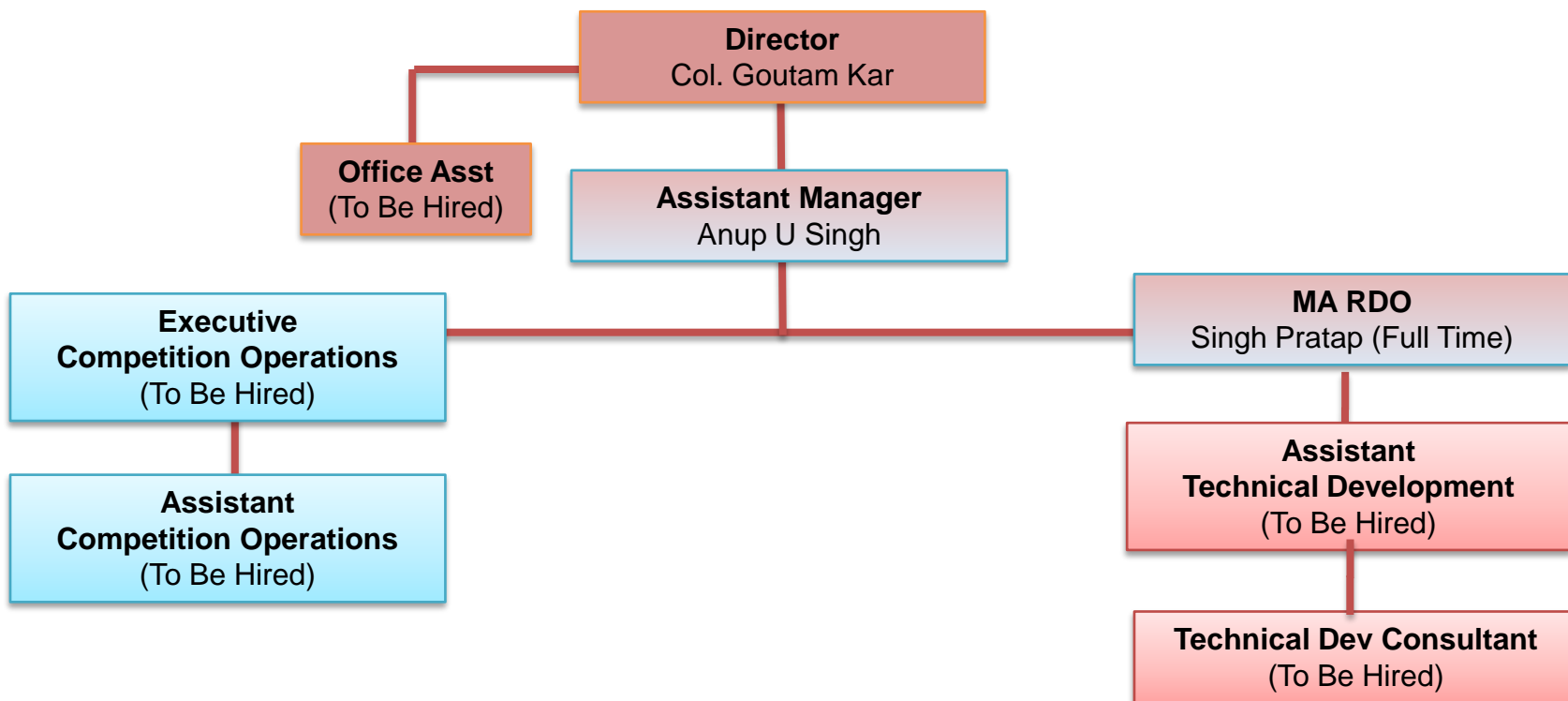


## India (AIFF)



### Structure of Referees Department

- Future Structure Chart



## India (AIFF)



### Communication with State FAs

- Before the Project
  - The Referees Department had already some Communication with respective State FAs
  - Such Communication are producing collaborations to organize State FA referee courses, referee academies, etc
- AFC Recommended
  - To create an opportunity where the heads of referees from all State FAs have meeting
  - To establish Zonal Refereeing Administration under respective Referees Committee members in charge of
  - To create the chart of the Communication with State FAs
  - To visit states to share/review/entice same goals of Refereeing Development

## India (AIFF)



### Communication with State FAs

#### - Development

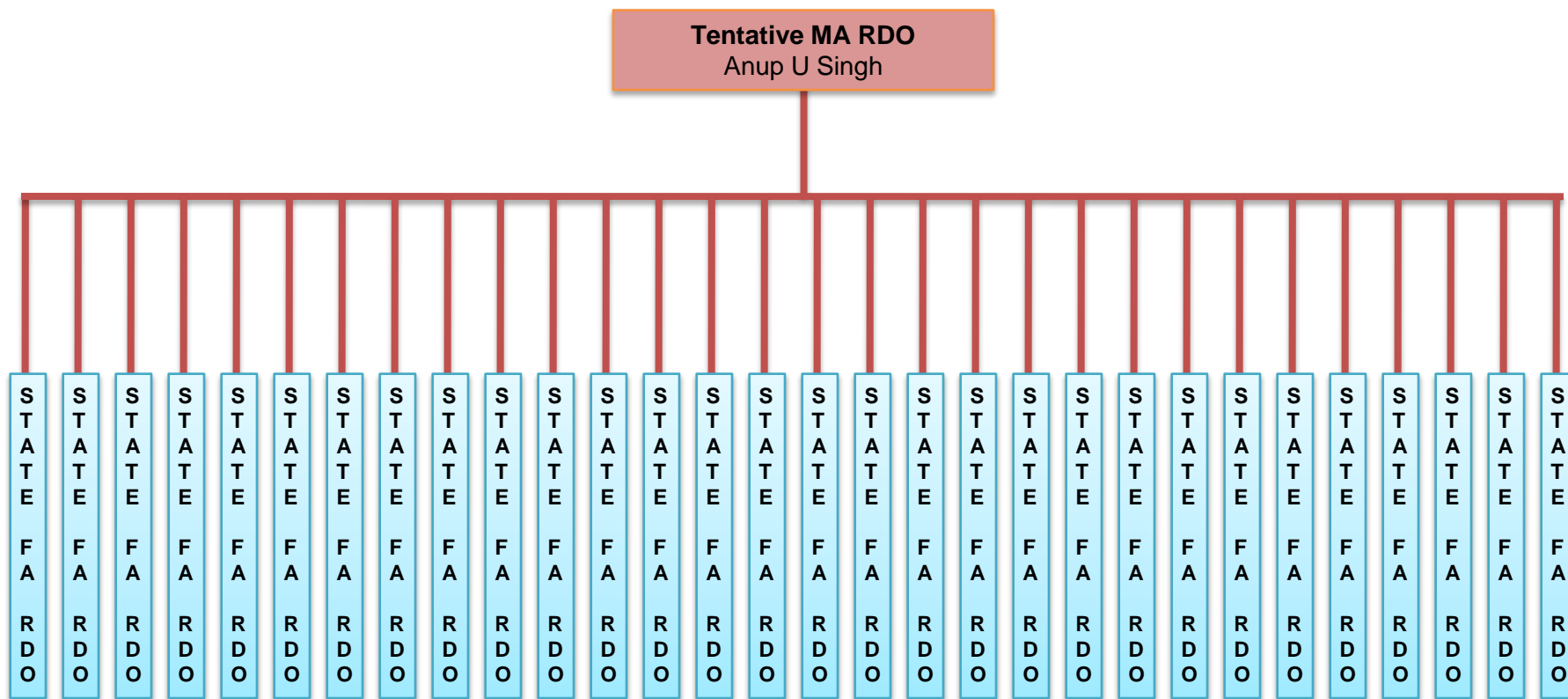
- It was concluded after internal discussion that the Zonal Refereeing Administration can not be implemented according to AIFF Constitution as all State FAs report directly to AIFF, not the via the respective AIFF Committee Members
- The State FA RDOs shall be direct counter part for AIFF MA RDO
- AIFF organized All State FA RDOs Meeting (along with online system training) in 2 batches in May and for remaining planned on 01-August 2015

## India (AIFF)



### Communication with State FAs

- Current State FA Refereeing Structure Chart



## India (AIFF)



### Referees Registration

#### - Before the Project

- The Registration of Cat 1 for I-League & Cat 2 for other national competition was under AIFF (one time paper basis by paper & no fee)
- The Registration of Cat 3-5 was under State FA (one time paper basis & no fee)
- AIFF had no plan of Online Registration System

#### - AFC Recommended

- To register all categories at AIFF (include Cat 3-5 under the state FAs)
- To create Online Registration System for more efficient administration
- To look into registration fee collection

## India (AIFF)



### Referees Registration

#### - Development

- AIFF already had a plan to set up Online Registration System for Coaches in May 2014 & for Players in June 2014
- The Referees Department discussed the necessity of the Online Referee Registration System with AIFF Management and it was approved
- The NEW Online Referee Registration System was developed and launched in June 2015
  - The System has Individual Log-in to register personal information of referees
  - New registration requires endorsement of State FA (6 month validity) and approval of AIFF
  - Existing registered referees need to apply update
  - Registration Fee shall be discussed in the Referees Committee
  - Cat 3, 4 & 5 Update shall be controlled by State FAs and Category 1-2 directly by AIFF
  - The Referees Department is trying to find solution for off-line situation due to internet circumstances
  - Approximately 5000 referees are registered

## India (AIFF)



### Young Talent Programme

- Before the Project
  - AIFF already had an appropriate Young Talent Programme
  - AIFF gathers information from coordinators in States on performance in festival and lower leagues
  - An Academy established in Cuttack, Orissa from 2012 (1 year programme, Weekend basis, 2 weekends/month, 40 training days/year, for Ref within 200 km from Cuttack)
  
- Further Development
  - Another Academy inaugurated at Barasat, Kolkata in 2014
  - AIFF is targeting to form up total 4 Academies in the different zones to be completed by 2017

## India (AIFF)



### Structure of Referees Committee

#### - Before the Project

- AIFF already had an appropriate Structure
  - Chairman, Deputy Chairman & 5 members
  - Chairman is an AIFF Executive Committee member
  - 5 members are from 5 Zones and are all former FIFA referees
  - Its Appointment Sub Committee is formed to look into National League and Competitions

#### - AFC Recommended

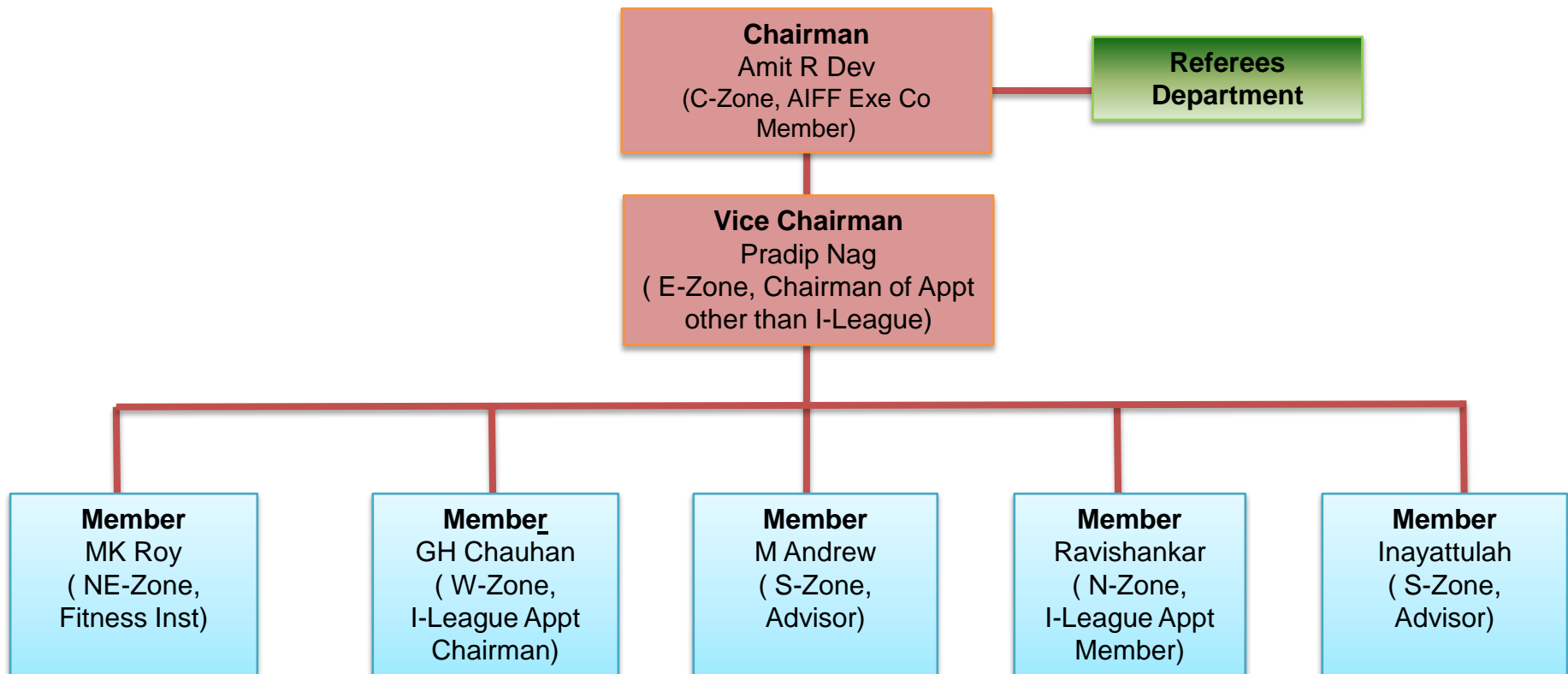
- To have a structure chart based on the AIFF constitution for easy management and reporting
- To have detailed descriptions of each Referees Committee member's role & responsibility
- To have charts of Appointment Sub Committees for Indian Super League and other Competitions including I-League with member's role & responsibility

## India (AIFF)



### Structure of Referees Committee

- Current Structure of Referees Committee



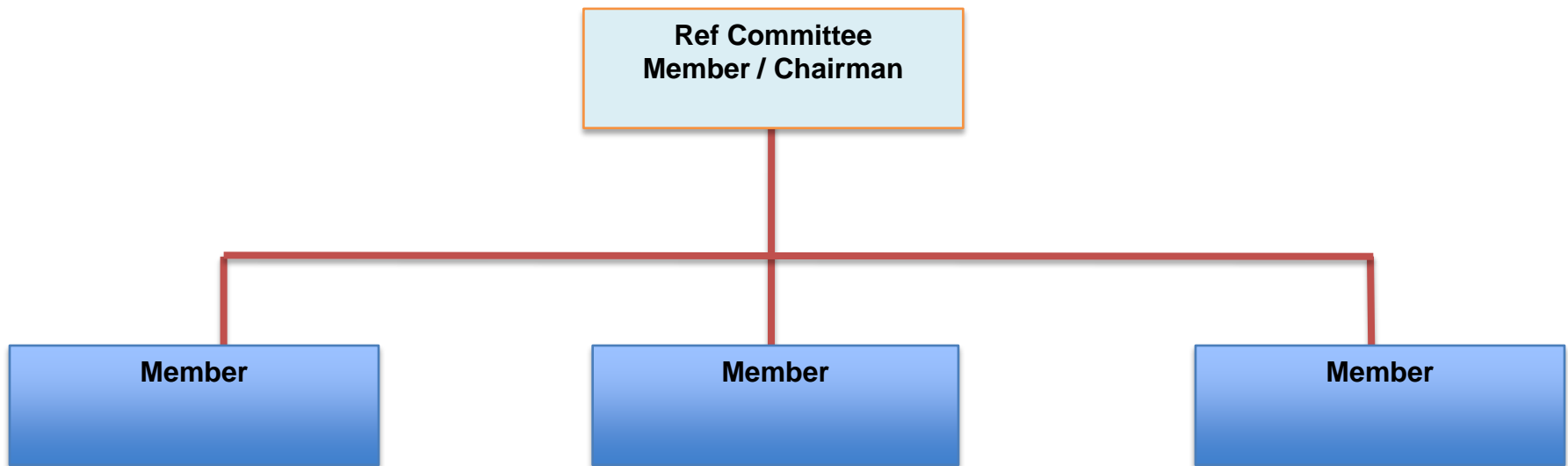
## India (AIFF)



### Structure of Referees Committee

- Suggested Structure Chart of Appointment Sub Committee for Indian Super League

*\*AIFF to decides the number of Members based on needs*



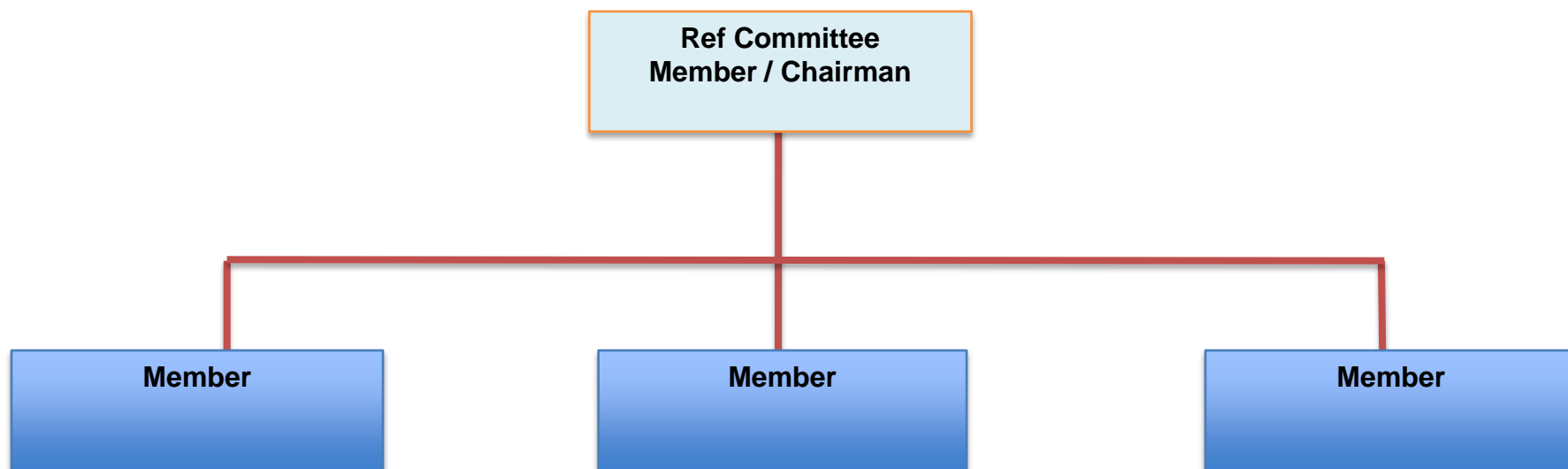
## India (AIFF)



### Structure of Referees Committee

- Suggested Structure Chart of Appointment Sub Committee for other Competitions including I-League

*\*AIFF to decides the number of Members based on needs*



## India (AIFF)



### Administration of Referees Committee Meeting

#### - Before the Project

- AIFF had already appropriate Referees Committee Meeting Administration
- The Referee Committee meets twice a year regularly and it is difficult to increase the number of the Meetings due to the members transportation in a huge land
- The agenda of each meeting is informed 3 – 4 weeks before

#### - AFC Recommended

- To maintain the above Administration of Referees Committee Meeting

## India (AIFF)



### Support from Pro League

#### - Before the Project

- The I-League was directly under AIFF and did not have own budget
- The refereeing development of the I-League was also directly under the Referees Department

#### - AFC Recommended

- To continue to monitor and support the I-League thus gain support from AIFF/I-League for Top Referees Development until I-League become independent

#### - Development

- The Budget of the I-League is still directly under AIFF
- A Special training was organized for referees to officiate in newly launched Indian Super League with the support from the League
- Another such course was organized on 28 & 29 April 2015 in collaboration with PGMOL, England

## India (AIFF)



### Promotion/Demotion Procedures

- Before the Project
  - AIFF already had appropriate Promotion/Demotion Procedures for registered referees
  - All matches of National Competition are assessed by RA and reported to the Referees Department.
  - The Referees Department has Criteria & Chart for Promotion & Demotion
  - For State Referees, each State FA has its own System and AIFF had not touched it
- AFC Recommended
  - To establish Common System of Promotion & Categorization in AIFF and All State FAs to streamline the promotion/demotion of Cat 3 to 5 for All States
  - To make a Common Flow Chart of Promotion/Demotion in AIFF and All State FAs for easier understanding of all stakeholders
  - To create a Common Referee Code in AIFF and All State FAs, comprising AIFF Regulations on Refereeing matters

## India (AIFF)



### Promotion/Demotion Procedures

#### - Development

- Appropriately done for Category 1 & 2 by AIFF
- AIFF maintains not to touch the States on Category 3, 4 & 5

## India (AIFF)



### Own Teaching Materials

#### - Before the Project

- Due to the situation existing 23 official languages & dialects as well English is Common language, there was no Own Teaching Material
- The I-League match recordings were available, however not all matches were recorded depending on TV coverage

#### - AFC Recommended

- To share FIFA/AFC Teaching Materials with all State FAs

#### - Development

- AIFF share all teaching materials received from FIFA/AFC to all states and instructors
- AIFF added some Teaching Materials using I-League movies and photos

# Individual Developments

## Jordan (JFA)

- Contents
  - Structure of Referees Department
  - Support from Pro League
  - Referees Registration
  - Own Teaching Materials
  - Structure of Referees Committee
  - Administration of Referees Committee Meeting
  - Communication with Regions
  - Young Talent Programme
  - Promotion/Demotion Procedures

## Jordan (JFA)



### Structure of Referees Department

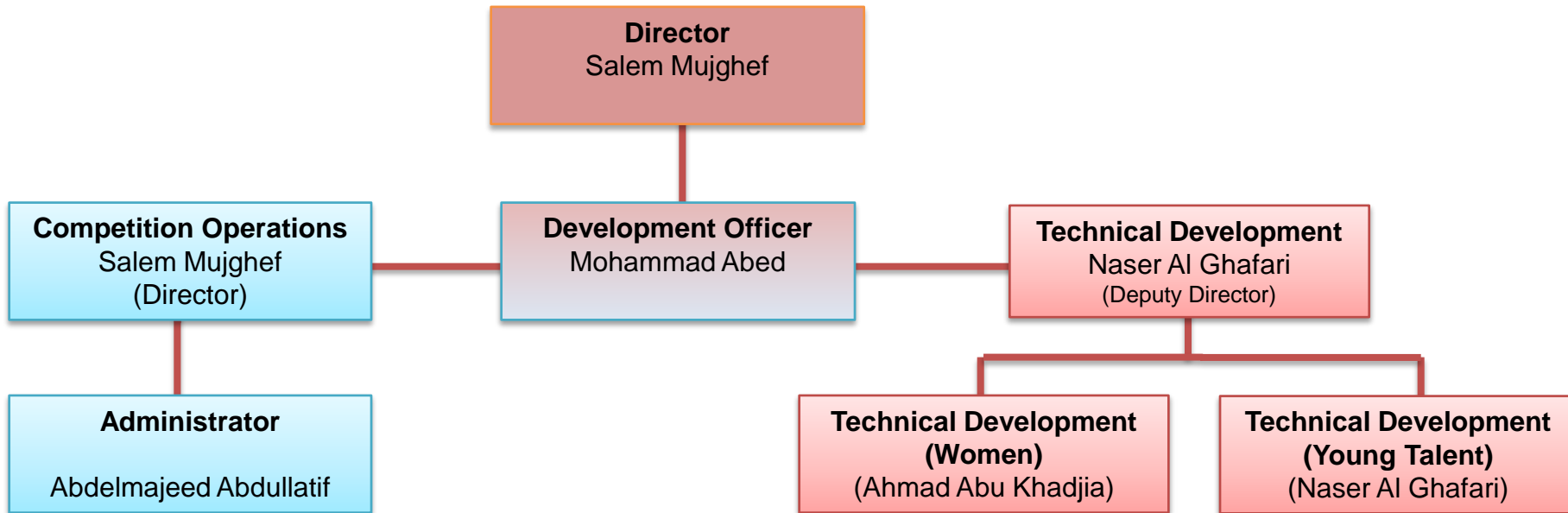
- Before the Project
  - Simple Straight Structure (Director => Deputy Director => 1 Competition Refereeing Operation Staff & 1 Secretary)
  
- AFC Recommended
  - To appoint the Secretary as MA Refereeing Development Officer (RDO) to administrate all the Refereeing Development matters
  - To clarify the Department Structure by drawing chart to place 2 sections of Refereeing Development and Competition Refereeing Operation under Director & Deputy Director
  - To create detailed job descriptions of Director, Deputy Director and each Department Staff
  
- Development
  - The Department Structure Chart was created and the job descriptions of Director, Deputy Director and each Department Staff were clarified and have been kept updated
  - The Department has planned to add 2 more staff; 1 staff for women refereeing development and 1 staff for young talent development

## Jordan (JFA)



### Structure of Referees Department

- Current Structure Chart



## Jordan (JFA)



### Support from Pro League

- Before the Project
  - The Pro League was directly under control of JFA and did not have independent budget
  - The refereeing development of the Pro League was also directly under control of JFA Referees Department
  - It was difficult for the Referees Department to collect DVDs of all matches
- AFC Recommended
  - To collaborate with Pro League for Top Referee Development as much as possible
- Development
  - According to the development of the Pro League itself, the Jordanian national television started to broadcast all matches and the Pro League shares all the match recordings with the Referees Department within 24 hours of each match
  - The Referees Department has meetings with the Pro League Dept almost daily in JFA
  - The financial support from the Pro League Dept for Top Referees Development (USD 7000 for each referee and assistant referee)

## Jordan (JFA)



### Referees Registration

- Before the Project
  - All registrations of category 1-4 referees were directly under JFA
  - Individual Yearly basis registration by paper & no fee charged
  
- AFC Recommended
  - To create Online Registration System for more efficient administration
  
- Development
  - A new Internal Online Registration System was developed and implemented from the season of 2014-2015

## Jordan (JFA)



### Own Teaching Materials

- Before the Project
  - JFA used old Teaching Materials from 15 years ago and imported the ones from other Arabic countries
  
- AFC Recommended
  - To produce Own Teaching Materials using own Pro League movies and photos to motivate the referees interested more
  
- Development
  - JFA produced Own Teaching Materials from 2014
  - All match incidents are edited on a weekly basis through the Referees Department
  - Match clippings are prepared by the MA RDO and checked by the Referees Department Deputy Director for match analyzing done twice a month with all of the Pro League Referees attending

## Jordan (JFA)



### Structure of Referees Committee

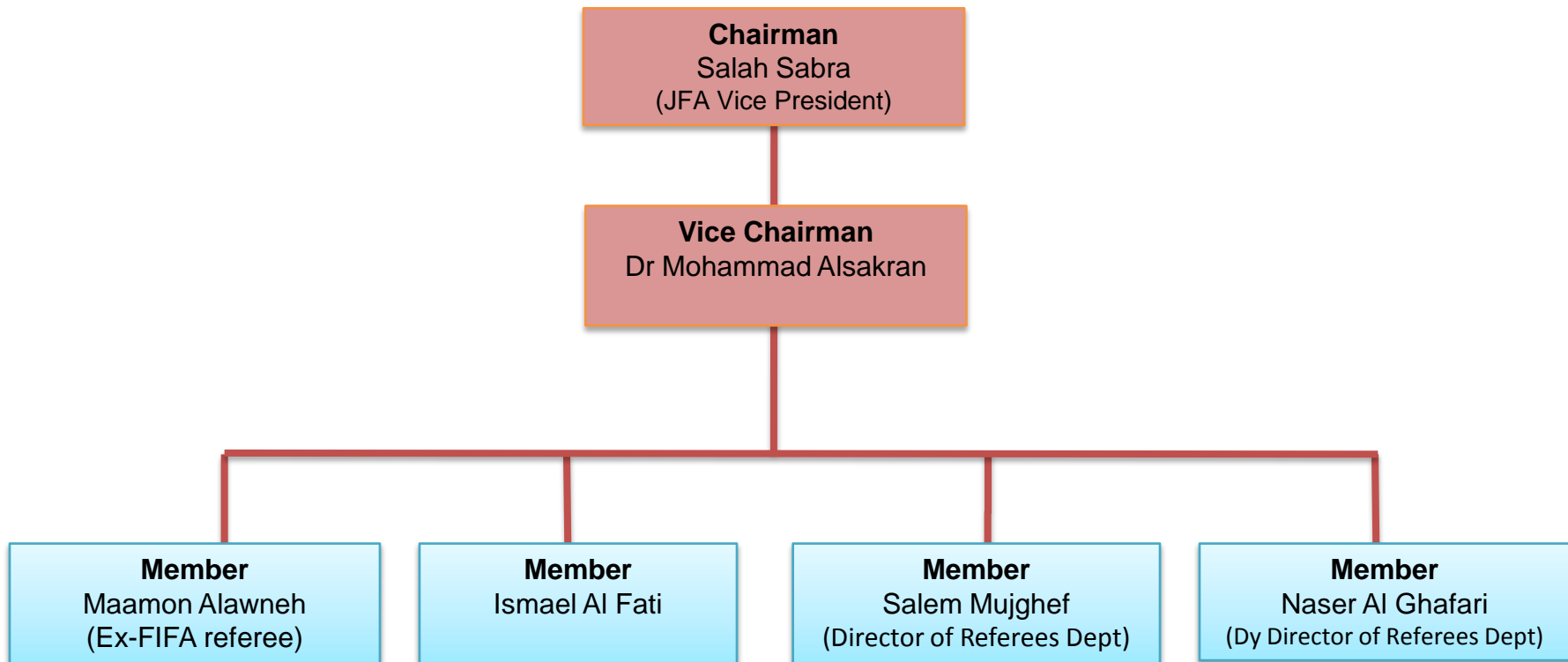
- Before the Project
  - The Committee and the Appointment Sub Committee included the Director and the Deputy Director of JFA Referees Department
  
- AFC Recommended
  - To form new Committee and new Appointment Sub Committee to replace the Director & the Deputy Director of the Referees Department with new Members
  - The Director & the Deputy Director of the Referees Department to support the Committees as administrator
  - To designate Role & Responsibility on the appointment for New Referees Committee members
  
- Development
  - The current Committee Member and its structure have been confirmed to be maintained as it is most appropriate under current situation regarding the Refereeing Development and the human resources in JFA

## Jordan (JFA)



### Structure of Referees Committee

- Current Structure Chart of Referees Committee

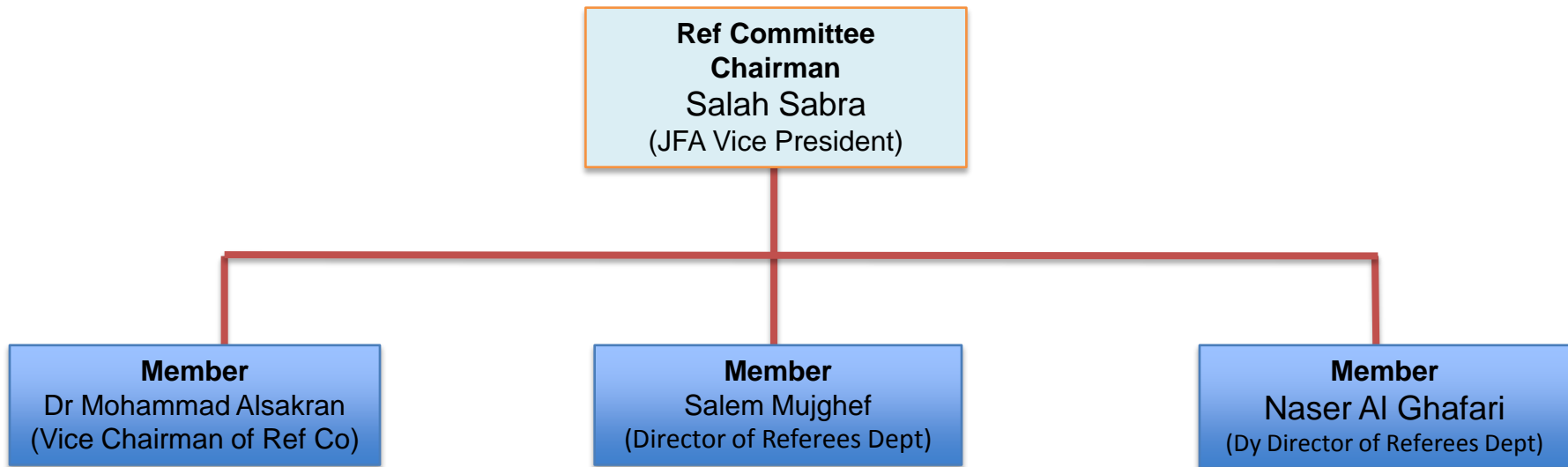


## Jordan (JFA)



### Structure of Referees Committee

- Current Structure of Appointment Sub Committee



## Jordan (JFA)



### Administration of Referees Committee Meeting

- Before the Project
  - JFA had already appropriate Administration of Referees Committee Meeting
  - The Referees Committee met every two months on a regular basis
  - Major discussions were about referees development programs and referees upgrading systems
  - Other discussions emphasised on referees assessors development
  - The Referees Committee also discussed the international referees nominations, the appointments of new referees
  - All members were usually available for attendance in all meetings
- AFC Recommended
  - To maintain the above Administration of Referees Committee Meeting

## Jordan (JFA)



### Communication with Regions

#### - Before the Project

- JFA had already appropriate Communication with Regions
- All Regions were divided into 5 Zones for Region Refereeing as below;
  - Amman Zone = Amman + Jarash + Balqa + Madaba
  - Irbed Zone = Irbed + Ajloun
  - Alkarak Zone = Alkarak + Tafilah + Ma'an + Aqaba
  - Alzarqaa Zone = Alzarqaa
  - Almafraq Zone = Almafraq
- JFA was following up on training and all matters regarding regional competitions

#### - AFC Recommended

- To place MA RDO on top of the Communication with Regions
- To create the chart of the Communication with Regions
- To visit every Region regularly

## Jordan (JFA)



### Communication with Regions

#### - Development

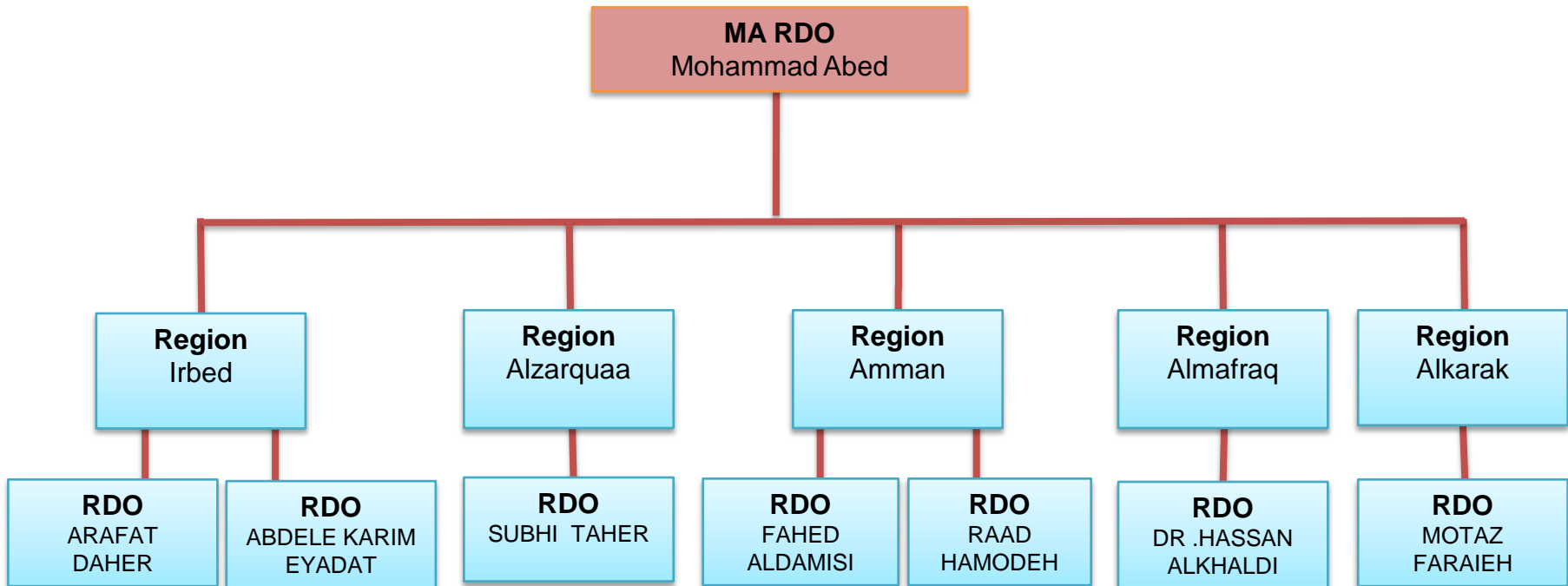
- JFA created new structure and its chart
- Regular visits & meetings have been increased after the commencement of this Project.
  - Visits : Currently 1 Zone every month, previously 1 Zone every half year
  - Meetings : Currently 1 Zone every 2-3 months, previously 1 Zone every half year

## Jordan (JFA)



### Communication with Regions

- Current Region Refereeing Structure Chart



## Jordan (JFA)



### Young Talent Programme

- Before the Project
  - JFA already had an appropriate Young Talent Programme
  - JFA directly assesses all official competitions including Regions
  - JFA has Academy on Sat & Sun for 3 month lecture & 6 month practical training a year
  - After graduation, fitness test and friendly match appointments/assessments will be implemented before registered as referee
  - After being registered as referee, match appointments in 3rd division will be given for assessment
  - Through the above assessment, selection will be done to invite for special course of outstanding referees
  
- AFC Recommended
  - To maintain the above Young Talent Programme

## Jordan (JFA)



### Promotion/Demotion Procedures

#### - Before the Project

- JFA already had Promotion/Demotion Procedures
- Promotion is considered after the fitness/physical and theoretical tests taking into consideration on the referees assessors reports
- Demotion procedures is considered after failing the tests more than three times and getting very low grade by referees assessors reports throughout the entire season
- The review of referees performance depends mainly on the referees assessors reports and match recordings
- A special committee established by the Referees Department to follow up on Demotion procedures
- Regional referees are recruited by the advertisements on news paper, in police and army
- New Referee Candidates of this season are from all Regions by their own application

## Jordan (JFA)



### Promotion/Demotion Procedures

#### - Further Development

- AFC suggested to produce a Referees Code to be agreed and signed by all referees which includes not only the details of Promotion/Demotion Procedures but also all the other aspects (eg. Ethic, Registration, Finance, Travel, Attire) and JFA implemented it from 2014/2015 season
- AFC suggested to implement indirect recruitment through Region Refereeing Structure (eg. Region conduct entry course and recommend candidates of certain level to avoid big gap among the candidates), which will give Region Referee Development Officer (Region Head of Referees) and Region Instructors an opportunity to develop themselves. JFA implemented it from 2014/2015 season.

# Individual Developments

## Myanmar (MFF)

- Contents
  - Structure of Referees Department
  - Structure of Referees Committee
  - Referees Registration
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  - Support from Pro League
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  - Promotion/Demotion Procedures

## Myanmar (MFF)



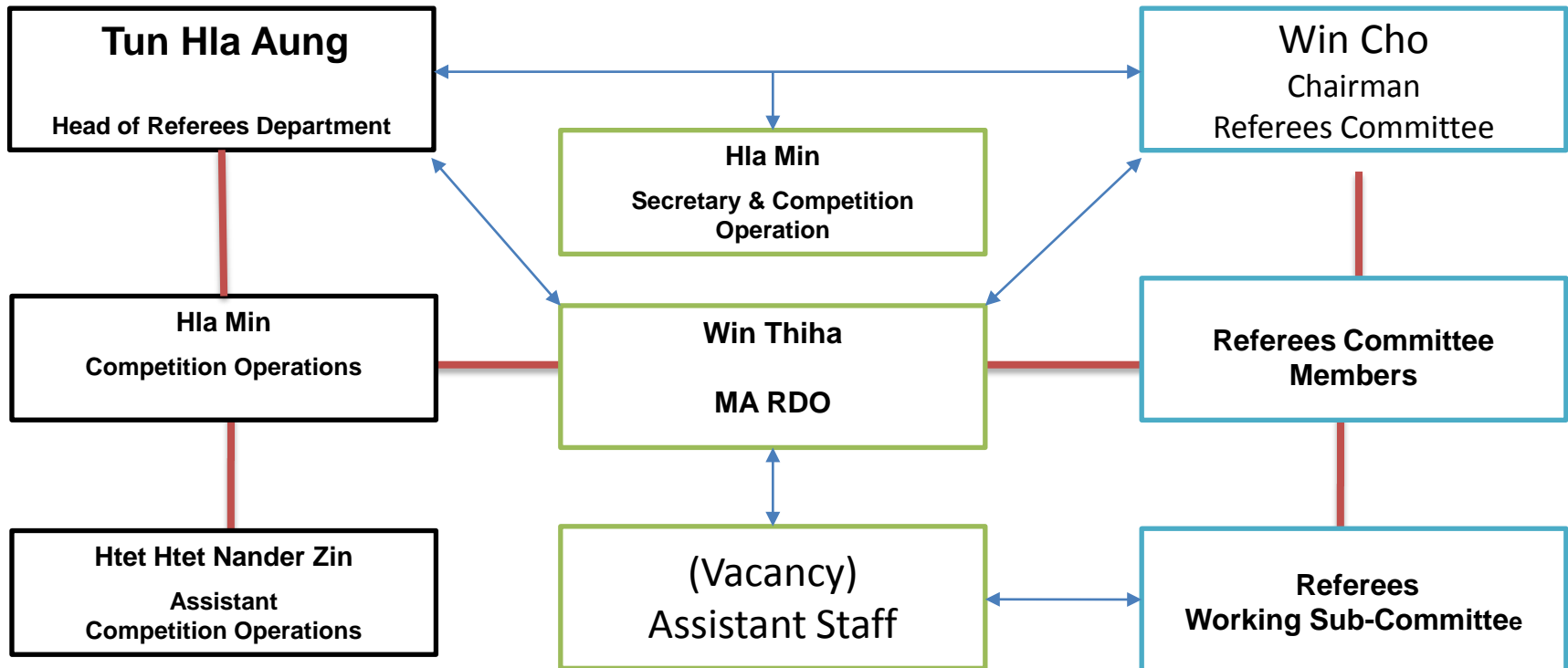
### Structure of Referees Department

- Before the Project
  - Simple Structure: Director and 3 full-time staff worked as a group
  
- AFC Recommended
  - To appoint a staff as MA Refereeing Development Officer (RDO) to administrate all the Refereeing Development matters in MFF
  - To clarify the Department Structure by drawing chart to place 2 sections of Refereeing Development and Competition Refereeing Operation under Director & Deputy Director
  - To create detailed job descriptions of Director and each Department Staff
  
- Development
  - MFF clarify the Department Structure and its Interrelation with the Referees Committee
  - The Referees Department appointed a staff as MA RDO and he enhanced the administration and communication with the referees and the regional affiliates
  - The Referees Department will recruit 1 Assistant Staff

## Myanmar (MFF)



### Interrelation Structure between Referees Department & Referees Committee



## Myanmar (MFF)



### Structure of Referees Committee

#### - Before the Project

- The Committee members are all ex-FIFA Referees and originally very active to support Referees Development technically
- The Committee holds its meeting every 4 months
- The Committee authorizes classifications and evaluation of all category referees for Promotion and Demotion before and after each football season
- The Committee discusses the Referees' Development Program
- The Appointment Sub Committee was formed by the Chairman and 2 Members for all national & state/provincial competition appointments

#### - AFC Recommended

- To prepare the Roles and the Responsibilities for all members in the Referees Committee and Appointment Sub Committee
- To reform Appointment Sub Committee to have 1 group for Top League and another group for other competitions

## Myanmar (MFF)



### Structure of Referees Committee

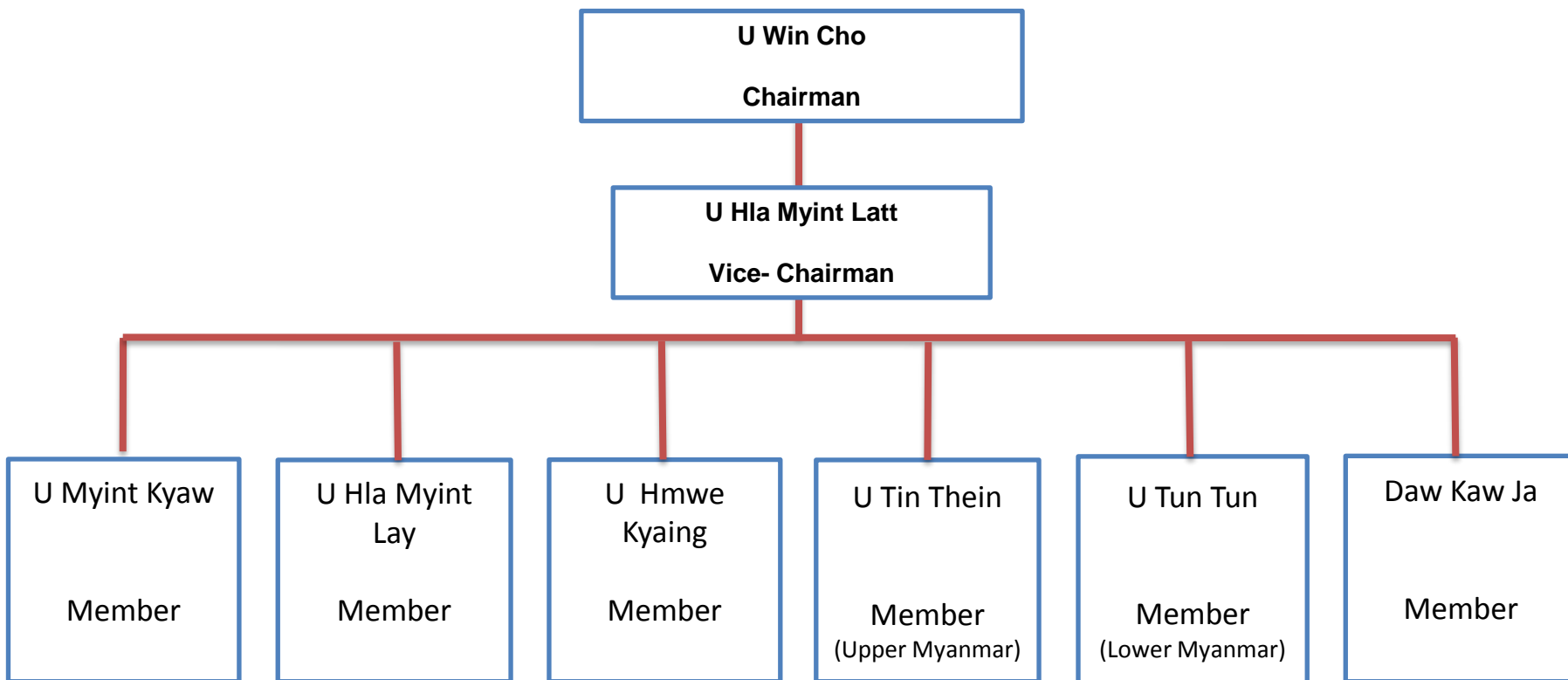
#### - Development

- MFF will detail the Roles and the Responsibilities for all members in the Referees Committee and Appointment Sub Committee
- MFF has reformed the structure of Appointment Sub Committee to have 1 group for National Level and another group for Pre-National Group
- MFF has established 3 more Working Sub-Committees (Technical, Disciplinary & Finance)

## Myanmar (MFF)



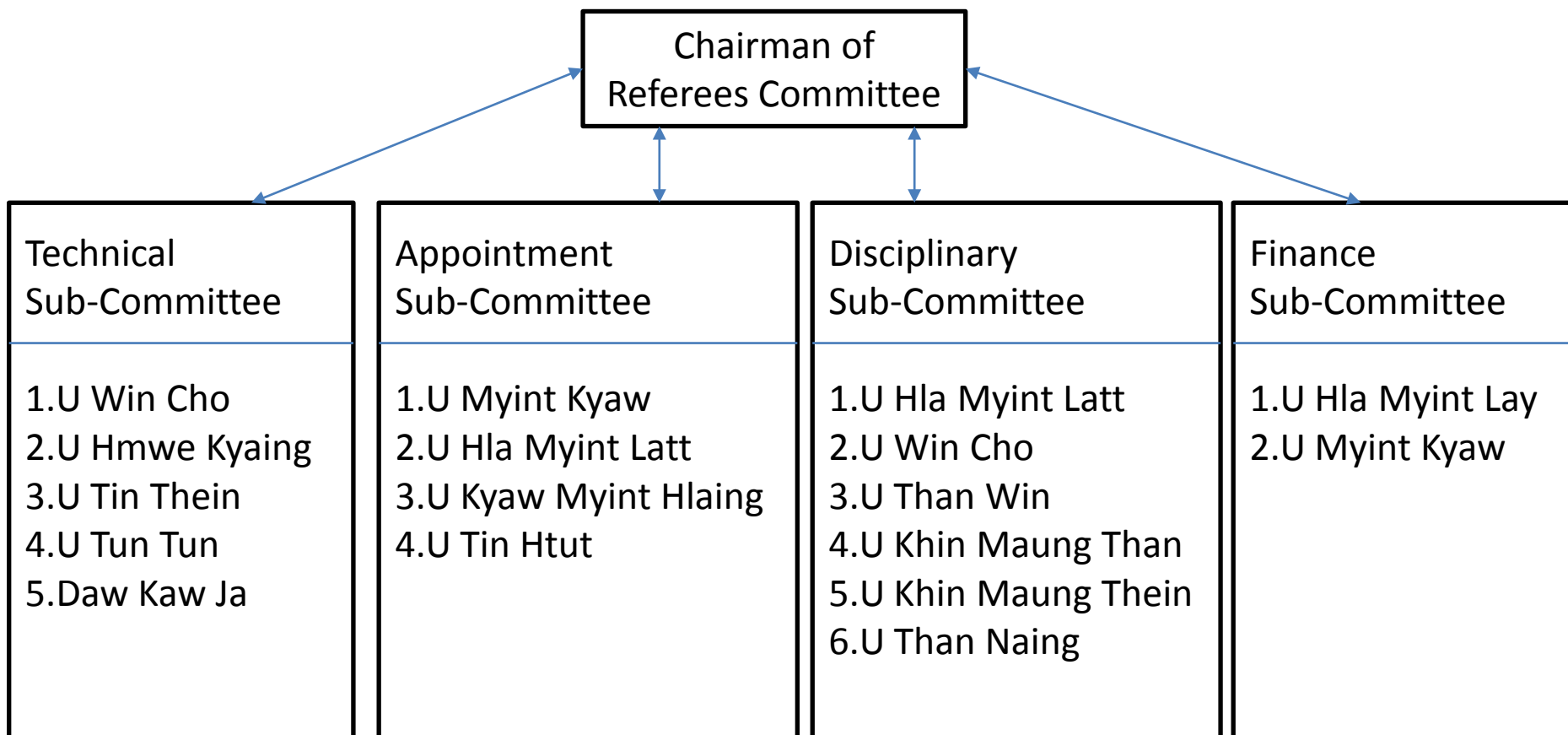
### Referees Committee Structure Chart



## Myanmar (MFF)



### Working Sub-Committees Structure Chart



## Myanmar (MFF)



### Technical Sub-Committee Structure Chart



#### Referees Education

- 1.U Hmwe Kyaing
- 2.U Than Win
- 3.U Khin Maung Than
- 4.U Hla Tint

#### Fitness

##### Men

- 1.U Hla Myint Lay
- 2.U Win Oo
- 3.U Tin Htut
- 4.U Myo Win

##### Women

- 1.Daw Kaw Ja
- 2.Daw Thein Thein Aye

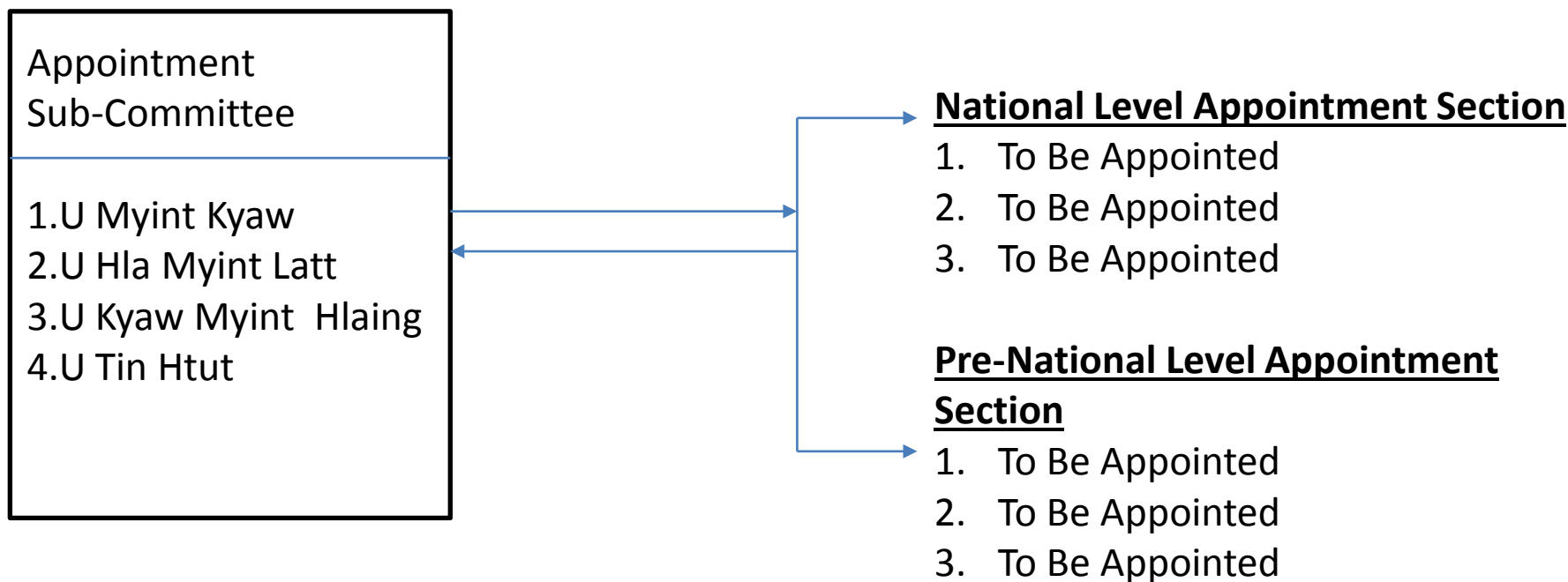
#### Youth Referees Development

- 1.U Win Cho
- 2.U Win Htut
- 3.U Hla Min
- 4.U Win Thiha

## Myanmar (MFF)



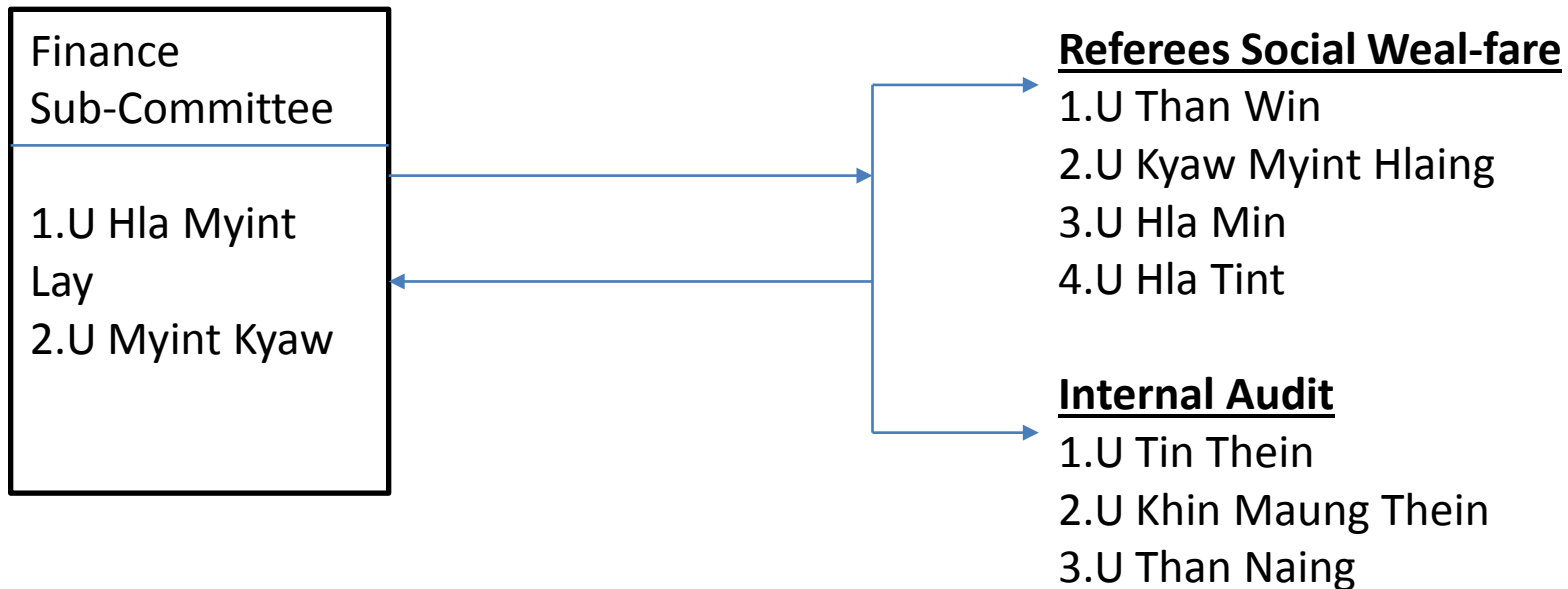
### Appointment Sub-Committee Structure Chart



## Myanmar (MFF)



### Finance Sub-Committee Structure Chart



## Myanmar (MFF)



### Referees Registration

#### - Before the Project

- The Registration of Top Referees for the MNL and other National Referees for National/Region Tournament etc is under MFF yearly basis by paper & the Registration fee charged (approximately USD 3)
- All MFF registered referees were from Yangon
- The Registration of the Referee for Region/State Age Group Competitions, School Competitions, etc is under Region/State FAs

#### - AFC Recommended

- To create Online Registration System for more efficient administration
- To open and recruit Referees from other Region/State FAs and extend registration & categorization to lower level (eg. Category 3 & 4) and out of Yangon to have bigger pool

#### - Development

- Google Platform Online Registration System will be implemented from 2016
- MFF Ref Dept is to start to collect Referee Registration Information (5 Referees per City) from State/Region Ref Co

## Myanmar (MFF)



### Own Teaching Materials

- Before the Project
  - LOTG book Own Language version is issued every year
  - The MNL matches were recorded by the Referees Committee members by voluntarily basis
  - There was no Own Teaching Materials using own movies & photos
  
- AFC Recommended
  - To produce Own Teaching Materials using own Pro League movies and photos to motivate the referees interested more
  
- Development
  - MFF assigned Media & Communication Department for MNL match recording management to provide Referees Department with 2 DVD of each match whose quality and delivery are fine
  - The MNL match incidents are edited in video clippings by relevant Assessors which can be selected to be Teaching Materials for the Match Review and Video Analysis and to give a guideline to the referees how to read the game and apply the Laws of the game truly
  - The cooperation between the MNL Department and the Referee Department to produce Own Teaching Materials is under process

## Myanmar (MFF)



### Administration of Referees Committee Meeting

#### - Before the Project

- MFF had already implemented an appropriate Administration.
- The Committee members are all ex-FIFA Referees and originally very active to support Referees Development technically
- The Committee holds its meeting every 4 months
- The Committee authorizes classifications and evaluation of all category referees for Promotion and Demotion before and after each football season
- The Committee discusses the Referees' Development Program
- The Appointment Sub Committee was formed by the Chairman and 2 Members for all national & state/provincial competition appointments

#### - AFC Recommended

- To Maintain the current Administration

## Myanmar (MFF)



### Communication with Regions

#### - Before the Project

- MFF is under Chief Ministry while State/Region FAs are under Sports Ministry. The difference of upper bodies makes difficulty for affiliation/collaboration/communication
- The Communication with State/Region FAs had gone along with the affiliation of State/Region FAs to MFF
- 4 State/Region FAs (Shan FA, Mandalay FA, Yangon FA and Ayeyarwady FA) had been affiliated to MFF and Nay Pyi Taw FA was supposed to affiliate
- The Communication with State/Region FAs had been done by the Referees Department

#### - AFC Recommended

- To place MA RDO on top of the Communication with State/Region FAs
- To expand Communication with NEW State/Region FAs
- To appoint Zonal Refereeing Development Officer in future to manage the Communication with all State/Region FAs by structure
- To assign one Committee member in charge of one area/zone each
- To create the structure chart of the Communication with State/Region FAs
- To visit every State/Region FAs regularly

## Myanmar (MFF)



### Communication with Regions

#### - Development

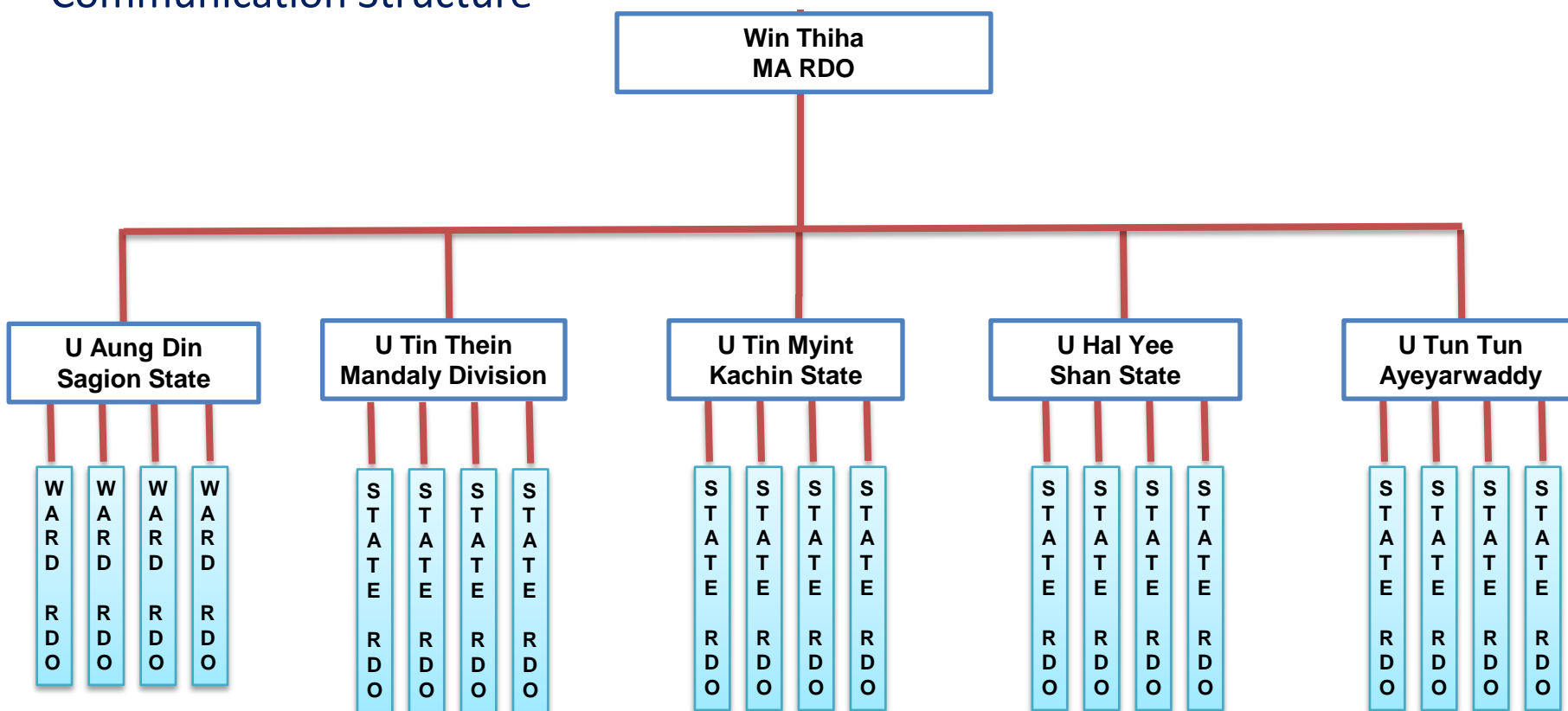
- MA ROD started the Regular Communication with 4 original State/Region FAs (Shan FA, Mandalay FA, Yangon FA and Ayeyarwady FA) on the matters such as New Referee Course, yearly registration, the process to appointment State/Region FA RDO subject to the cooperation with Ministry of Sports and relevant Stakeholders
- MA RDO has included Mon State and Magwe Division into Regional Refereeing Constitution Structure
- MA RDO started to communicate with Sagion Ref Co (3 hours from Mandalay)
- MA RDO has made the Regional Refereeing Development Communication Structure Chart and the Regional Refereeing Constitution Structure Chart
- A Referees Course was organised in Rakhaing State with support from MFF
- Nay Pyi Taw FA is going to affiliate MFF
- MFF is expanding the Communication step by step since each State/Region FA and Ref Co has its own situation and circumstance
- State Ref Co Meeting will be held in 2015 (Some States/Regions have no FA but have Ref Co)

## Myanmar (MFF)



### Regional Refereeing Development

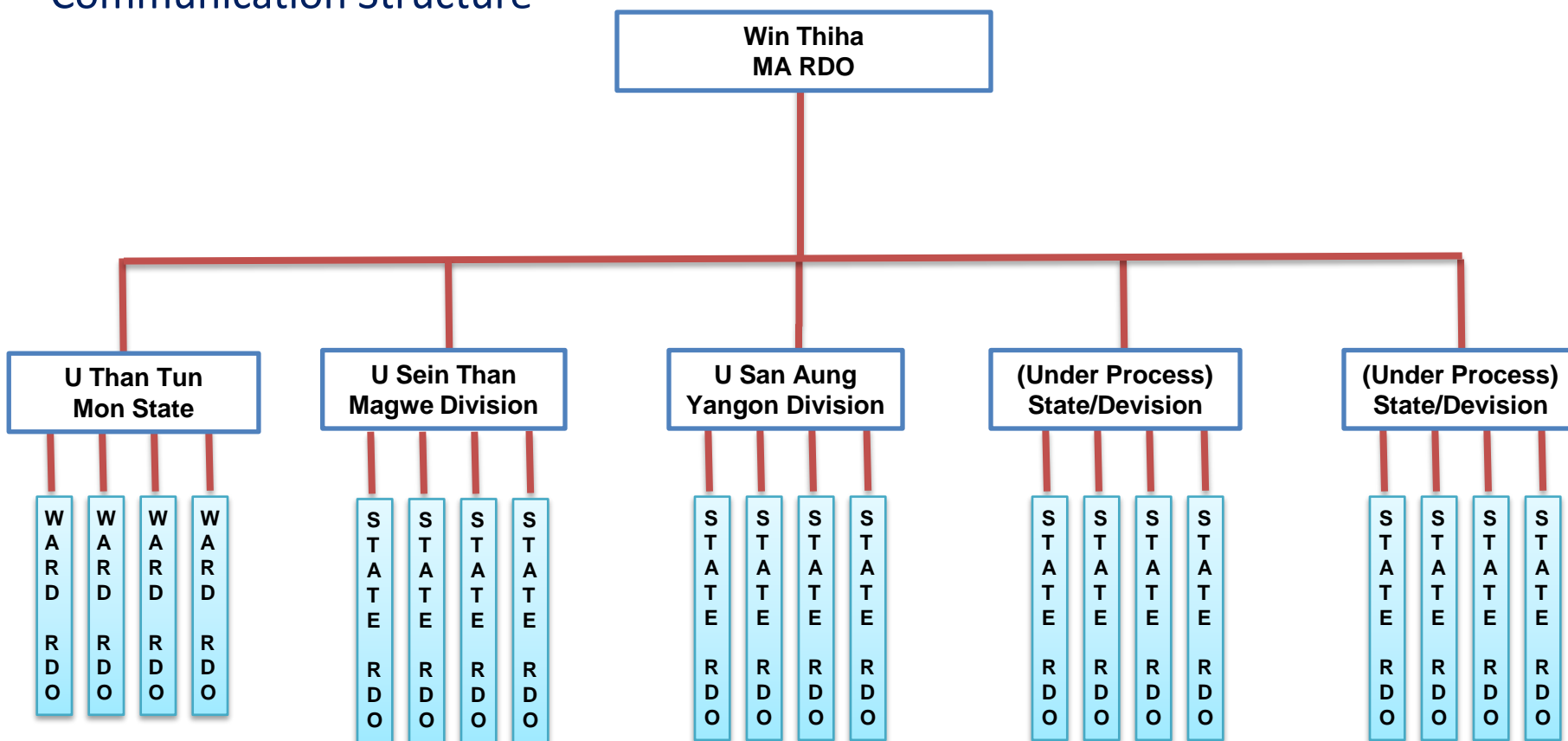
### Communication Structure



## Myanmar (MFF)

### Regional Refereeing Development

### Communication Structure



## Myanmar (MFF)



### Support from Pro League

#### - Before the Project

- The Pro League Myanmar National League (MNL) has its own budget supported by sponsors
- There was no collaboration.
- The matches were recorded by the Referees Committee members

#### - AFC Recommended

- To collaborate with Pro League for Top Referee Development as much as possible (providing Match recordings, funding for Top Referee Development Programme, etc)

## Myanmar (MFF)



### Support from Pro League

#### - Development

- The Referees Department started constant meetings with the MNL Competition department
- The MNL agreed with Top Referee development funding
- MFF assigned Media & Communication Department for the MNL match recording management to provide the Referees Department with 2 DVDs of each match with good quality and delivery
- The MNL agreed to improve referees logistics on match assignment (eg. Long distance transportation by air instead of bus)

## Myanmar (MFF)



### Young Talent Programme

#### - Before the Project

- Talented Youth Referees were identified from New Referee Course
- The Referees Department organizes U25 Referee Academy every Sunday whole year

#### - Further Development

- The Referees Department organizes Talented Youth Referees Programme

## Myanmar (MFF)



### Promotion/Demotion Procedures

#### - Before the Project

- MFF already had appropriate Promotion/Demotion Procedures for MFF registered referees
- Each State/Region FA has its own Promotion/Demotion System
- MFF Promotion/Demotion have been made by Assessor's Report, Referee's Performance, Fitness Test and good understanding on the Laws of the Game
- Twice a week , All Referees attend fitness training and technical training program on field with relevant Instructors as a part of the Promotion/Demotion Procedures
- Every Thursday of second week, the review and the video analysis of MNL matches are implemented
- The Referee Department has direct recruitment of new referee candidates from universities

## Myanmar (MFF)



### Promotion/Demotion Procedures

#### - Further Development

- AFC suggests to Establish Common System of Referees' Promotion & Categorization in MFF and All Region FAs
- AFC suggests to produce a Referees Code to be agreed and signed by all referees which includes not only the details of Promotion/Demotion Procedures but also all the other aspects (e.g. Ethic, Registration, Finance, Travel, Attire)
- MFF Ref Dept implements a promotion system from Region on recommendation of Region Ref Co

# Individual Developments

## Oman (OFA)

- Contents
  - Structure of Referees Department
  - Structure of Referees Committee
  - Communication with Regions
  - Promotion/Demotion Procedures
  - Own Teaching Materials
  - Administration of Referees Committee Meeting
  - Referees Registration
  - Young Talent Programme

## Oman (OFA)



### Structure of Referees Department

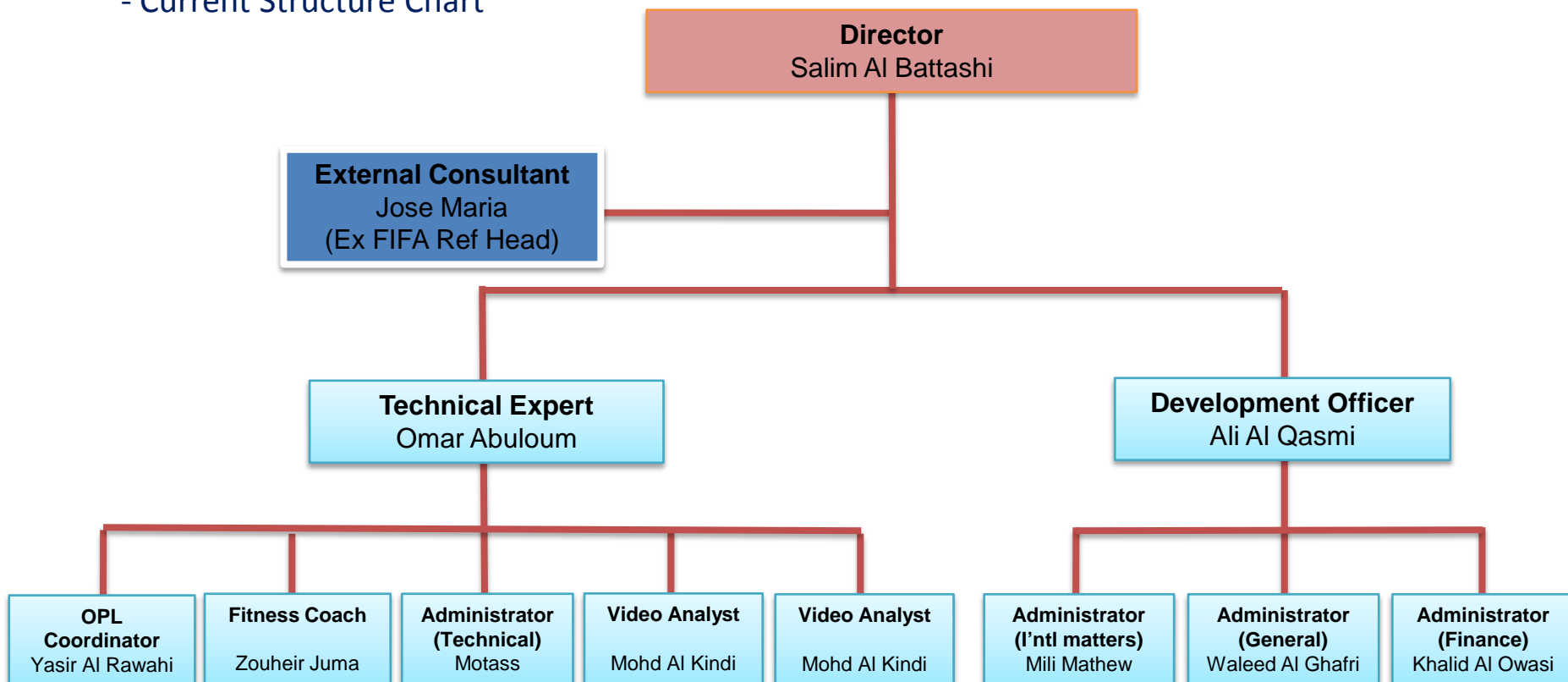
- Before the Project
  - The Referees Department had only a Director and a Technical Expert
  
- AFC Recommended
  - To appoint a MA Refereeing Development Officer (RDO) to administrate all the Refereeing Development matters
  - To employ more staff including administrator
  - To create detailed job descriptions of Director, Technical Expert and each Department Staff
  
- Development
  - The number of full time staff increased to 5 and 2 more staff to join (1 for academy and 1 for promotion)

## Oman (OFA)



### Structure of Referees Department

- Current Structure Chart



## Oman (OFA)



### Structure of Referees Committee

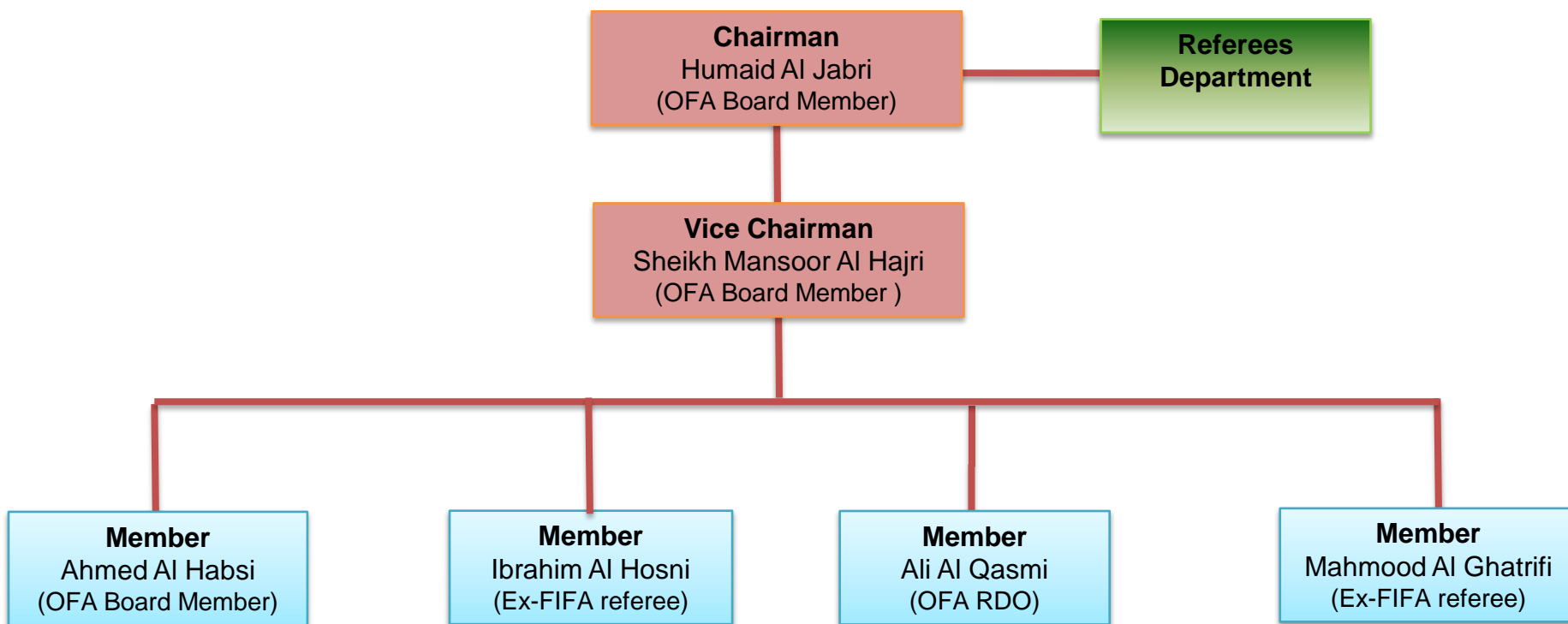
- Before the Project
  - 3 members including Chairman are non ex-Referee and other 2 members are from the Referees Department (the Director & the Technical Expert)
- AFC Recommended
  - To form new Committee and new Appointment Sub Committee to replace the Director & the Technical Expert of the Referees Department with new ex-Referee Members
  - The Director & the Technical Expert of the Referees Department to support the Committees as administrators
  - To have an official detailed Role & Responsibility on the appointment for New Referees Committee members as OFA document
- Development
  - The Referee Committee was restructured to include Ex-referees as member instead of referee department members

## Oman (OFA)



### Structure of Referees Committee

- Current Structure of the Referees Committee

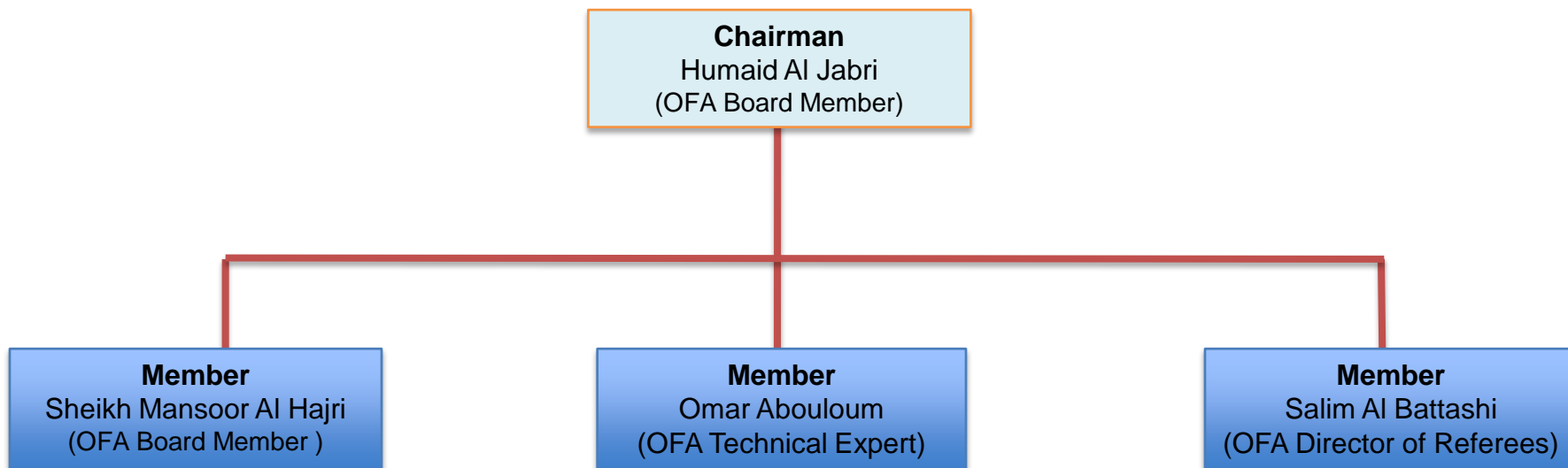


## Oman (OFA)



### Structure of Referees Committee

- Current Structure of Appointment Sub Committee



## Oman (OFA)



### Communication with Regions

- Before the Project
  - The Director & the Technical Expert of the Referees Department communicated with mainly 2 Regions out of 6 (Muscat & Al Batinah)
  - FIFA referees were only from the 2 Regions
  
- AFC Recommended
  - To appoint MA RDO on top of the Communication with Regions
  - To create the chart of the Communication with Regions
  - To expand the Communication with more Regions
  - To visit every Region regularly

## Oman (OFA)



### Communication with Regions

#### - Development

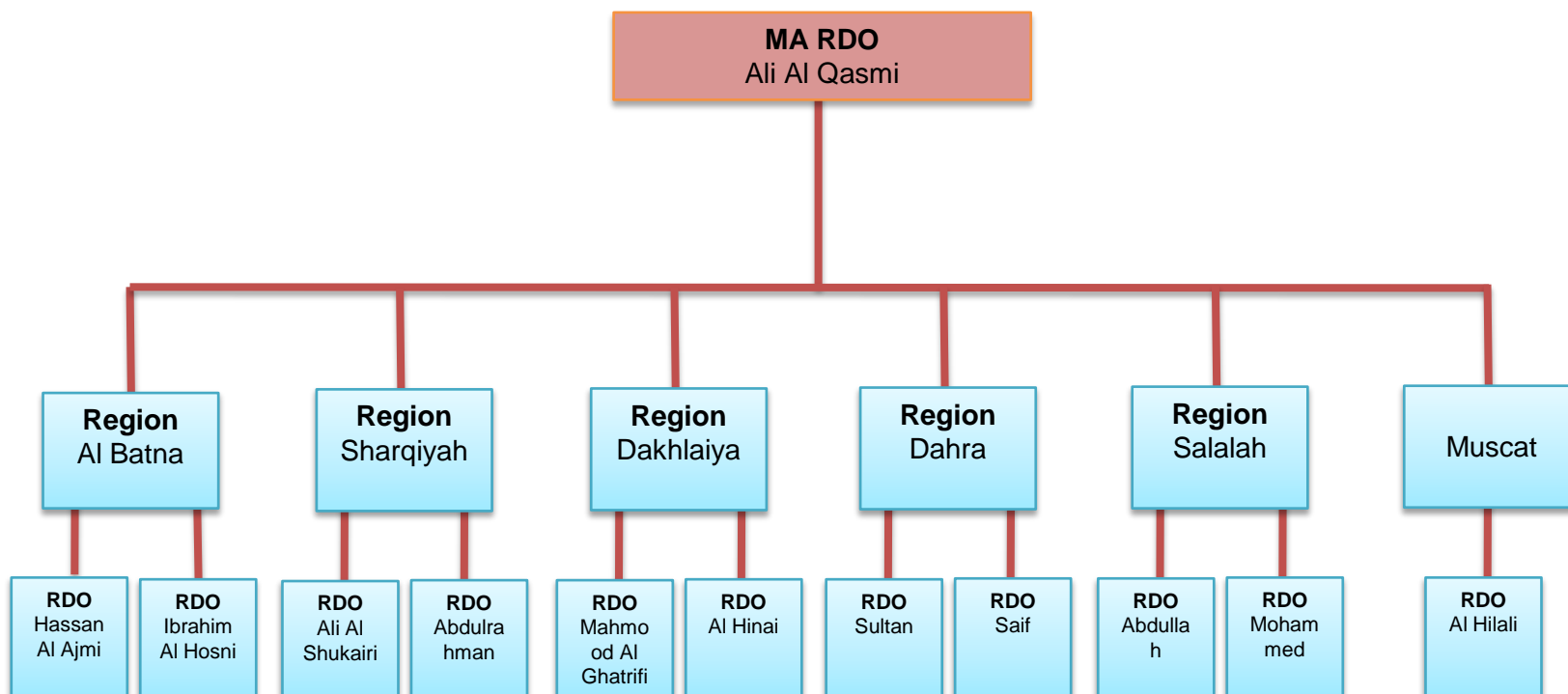
- The Referees Department expanded the Communication with 5 Regions and created new structure chart including Muscat as a part of the structure
- MA RDO follow up the appointments and trainings of the referees in the regions in coordination with the Technical Expert
- 3 new courses were organized to develop the regional referees as well as the regional level workshops were conducted to select the outstanding referees
- Sharqiyah Region has 20 registered referees currently while it had only 4 or 5 referees before this Project

## Oman (OFA)



### Communication with Regions

- Current Region Refereeing Structure Chart



## Oman (OFA)



### Promotion/Demotion Procedures

- Before the Project
  - All National Matches were assessed to be reported to the Referees Department
  - Promotion and Demotion were discussed and decided in the Referees Committee Meeting
- AFC Recommended
  - To create the Referees Code in all aspects for OFA referees including the clarification of Promotion/Demotion to be signed by the referees
- Development
  - The Referees Code was created and is implemented after the approval by OFA Referees Committee & Executive Committee

## Oman (OFA)



### Own Teaching Materials

- Before the Project
  - The quality of the highest league match recordings were poor to develop Own Teaching Materials
  
- AFC Recommended
  - To produce Own Teaching Materials using own Pro League movies and photos to motivate the referees interested more
  
- Development
  - After the OPL establishment for 2013/2014 season, the quality of the match recordings were improved
  - The match recordings are collated and edited for Own Teaching Materials

## Oman (OFA)



### Administration of Referees Committee Meeting

#### - Before the Project

- OFA had already appropriate Administration of Referees Committee Meeting
- The Committee has regular meeting every month (eg. In June for decisions on Final Camp for new referee candidates to recommend registration as national referee and regional referee) and all the members present with proactive discussions
- The Committee may have extraordinary meeting when required (eg. For major disciplinary decision to propose to the Executive Committee)
- The Heads of regional referees are invited at some of the Referees Committee meetings

#### - AFC Recommended

- To maintain the above Administration of Referees Committee Meeting

## Oman (OFA)



### Referees Registration

#### - Before the Project

- All National Referee Registrations are under OFA and Cat 2 - 4 Referee Registrations are under Regional Referee Coordinators
- Individual Yearly basis registration by paper & no fee charged
- OFA was studying the Online Registration of players since there was a proposal from outside

#### - AFC Recommended

- To create Online Referee Registration System for more efficient administration

#### - Development

- A new Online Referee Registration System will be launched from the season of 2015-2016
- OFA maintains the Registration free of charge with consideration to charge in future

## Oman (OFA)



### Young Talent Programme

- Before the Project
  - OFA already had an appropriate Young Talent Programme
  - The Recruiting in School was implemented
  - The Courses for selected School Referees & Talented Referees were implemented
  - The Academy for 28 years old and below was organized
  - The Programme for 'grassroots referees' was implemented
  
- AFC Recommended
  - To collaborate with the OPL for future Top Referee Development
  
- Development
  - The Referees Department & the OPL launched joint programme to develop Top Referees from young age similar to AFC Project Future

THANK YOU