



• **TRAINING MODULE** •

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Project "Alliance of amateur basketball referees", ref. number: 101050080, is implemented by Sport Club "Tvrdjava" from Serbia in partnership with Barcel'hona Sport Events from Spain, Club for Youth Empowerment 018 (KOM 018) from Serbia, Association for promotion of sports "Crohoops" from Croatia and APS ASD Margherita Sport e Vita from Italy in the period 01.06.2022 – 31.05.2023.



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Content:

1. Introduction

2. Situation analysis

3. Official didactic course for referees

4. General rules and instructions for referees

5. Official interpretations of basketball rules in amateur basketball

6. Motivation for referees

7. Communication methods and skills

8. Teambuilding

9. Example of training agenda

10. Erasmus + Sport

1. Introduction

ABOUT THE PROJECT

Project "Alliance of amateur basketball referees" is implemented by Sport Club "Tvrdjava" from Serbia in partnership with Barcelona Sport Events from Spain, Club for Youth Empowerment 018 (KOM 018) from Serbia, Association for promotion of sports "Crohoops" from Croatia and APS ASD Margherita Sport e Vita from Italy in the period 01.06.2022 – 31.05.2023.

GENERAL GOAL: To foster transnational cooperation in the field of amateur basketball.

OBJECTIVES OF THE PROJECT:

- To develop new methodology for the education of amateur basketball referees
- To provide young athletes, students, amateurs and recreational players with the skills and competences of basketball referees at the amateur basketball competitions.
- To form an Alliance of amateur basketball referees.

Project will provide a set of skills for referees in basketball, especially focusing on young players offering them an alternative after finishing their career in basketball. Working with amateur sports is more and more popular and massive and it needs to find qualified persons who will be specialized only for these sorts of sports, like

that is case with people who are engaged from official sport alliances. Considering that 40% of basketball players in the world are amateur basketball players and semi-amateurs, the project will also result in the formation of an Alliance of amateur basketball referees. Project is financed by the European Union (ERASMUS-SPORT-2021-SSCP)

CONSORTIUM

SPORT ASSOCIATION "TVRDJAVA" – SERBIA

Sport Club "Tvrđjava" was founded by the group of enthusiasts who wanted to put career of ex- basketball players in focus and give them opportunity to continue with their engagement in sport through other vocations and positions after their professional careers. Special goals of the Sport Club "Tvrđjava": development of sport among young people and promotion of young sports potentials, e-journalism, peer education, promotion of healthy lifestyles, promotion of volunteerism, raising awareness on the need for collective action and the need for civil society development, environmental protection and raising awareness of protection and preservation of the environment, support for people with disabilities and all members of marginalized groups, greater participation of young people in solving the community problems and many other issues of importance for the development of young people. In order to achieve its goals, the "Tvrđjava" in particular: gathers young athletes and sports enthusiasts, educates children and young people about the importance of sports, conducts activities to raise awareness among young people about the importance of sports in the history of sports and society in general and promote and affirm young athletes; organize,

alone or in cooperation with other organizations, workshops, expert meetings, presentations, consultations, seminars, championships, tournaments and campaigns with the aim of educating young people in accordance with the fields of activity of the "ŽTvrđjava"; organize experts for work on education of children and youth, especially children and youth with disabilities and marginalized groups, in the field of sports (sports journalism, photography, sports medicine and other sports fields) and promote their achievements; organize lectures with local and international experts on various fields of sports in order to raise awareness among young people about the importance of sports and sports creativity; organize sports workshops for the exchange of knowledge and experience; organizing sports events in order to promote sport, culture of sport and affirmation of young athletes; organize voluntary and charity actions; ensure that people with disabilities and members of marginalized groups have the right to enjoy the highest possible standard of living without discrimination; encourage the cooperation among young people for the purpose of collective action for strengthen civil activism in order to improve the living conditions of young people; uncompromisingly and actively promotes protection of human rights, freedom, tolerance and respect for diversity, responsible and participatory role of young people in making the decisions related to them, as well as establishing mechanisms for growth and development of national non-governmental sector and similar. In particular, the Sport Club "ŽTvrđjava" formed the Amateur Basketball League of Niš, which for the fourth consecutive year gathers more than 300 registered players – amateurs, which divided into 16 teams are competing for AKL trophy following the league system, after which competition leads to the quarterfinals, while the winner at the end of the season is se-

lected at the popular Final4 event.

CLUB FOR YOUTH EMPOWERMENT 018 (KOM 018) – SERBIA

Club for Youth Empowerment 018 is a non-profit, non-governmental organization registered in 2008. Aims of the organization are capacity building of youth, implementation of peer education programs, promotion of intercultural values, democracy, inclusion of minority groups, , human rights, as well as the active participation of young people on all levels of social life through the activities such as workshops, trainings, seminars, youth exchanges, lectures, conferences on different levels, with the focus on work with children and youth, organize youth club and cultural club, different researches, promotes human rights and supports active participation of young people. Mission of KOM 018 is to empower young people through development and implementation of different programs to actively participate in the life of the community and solve their problems and needs to contribute to improvement of quality of life for young people and local community. Club for Youth Empowerment 018 has already implemented over 150 international youth and sport projects, trainings, seminars, exchanges and similar supported by the European Union, especially Erasmus + and Erasmus + Sport, Creative Europe, former Youth in Action, Europe for Citizens and other relevant donors, so the organization has experience and knowledge for the development of the applications for youth projects at the international level as well as implementation of the same. The organization has the experience and knowledge in the implementation and management of EU funded projects as it regularly receives supported from EU funds. Important aspect of KOM 018 work is sport as

a tool in the work with young people, social inclusion through sports, healthy lifestyles, mental health, gender equality through sport, sport for children and youth, competences of sport workers, coaches and athletes and similar. KOM 018 has a strong network of sport clubs and associations in Serbia that include variety of sports such as football, basketball, volleyball, water polo, handball, fitness, judo, kick-box, different martial arts, swimming, table tennis, athletics, urban sports such as break dance, sport for children and youth with disabilities (swimming, tennis table, sitting volleyball, goal ball etc), and many more.

BARCEL'HONA SPORT EVENTS – SPAIN

Barcel'hona Sports Events is an organization established in 2014 dedicated to the organization of sport events. The founding members, Francisco Caballero and José Antonio Nevado have almost 40 years of basketball experience together, first as players and later as coaches and Sport Directors of some clubs in the Barcelona area. This experience in the world of basketball makes them know the club community of Catalonia in details, as well as the Catalan and Spanish competitions. During all this time we have created a network of collaboration with many clubs and regional federations in Spain, which has allowed them to organize Training Camps and Tournaments with the participation of clubs and national federations from all over the world. Their target groups include clubs and national federations from Europe (Spain, Scotland, United Kingdom, Finland, Denmark, Norway, Iceland, Hungary, France), as well as from the rest of the world: Japan, USA and Australia. Among the basketball tournaments that they organize, the Torneig de Bàsquet

Junior "Ciutat de L'Hospitalet" can be highlighted, and U18 tournament which is possibly the most prestigious and historic Tournament on the European scene (in 2020 it reached its 41st edition); and the International Cadet Tournament of the CB Sant Josep de Badalona, of which they are the co-founders. At the Basketball World Cup held in Spain in 2014 they were also involved in its organization as Competition Managers for the Barcelona Venue at Palau Sant Jordi. The organization also collaborates with clubs and associations in the basketball sector such as NBN23, an association that is dedicated to the digitalization of basketball matches through digital scorecard and that has developed the Swish APP, a technological tool for monitoring competitions for players, coaches, fans, etc. They also collaborate with Basket Cantera TV, the most popular internet channel with streaming broadcast in Spain that collects the main Youth Program Basketball competitions in Spain and Europe.

APS ASD MARGHERITA SPORT E VITA – ITALY

ASD Margherita Sports e Vita (MSV) has been appointed to carry out one of the most important missions of any modern city; to create conditions for the development of the sports activity of the inhabitants of Margherita di Savoia and its surrounding territory. It's located in Southern Italy at 75 km from Bari, the capital Apuglia region in Italy. Margherita di Savoia is inhabited by 12.500 inhabitants and during the spring/summer season is a tourist destination for family and kids for seaside and thermals environment; famous for being placed inside Salt basins largest in Europe, the same salt harvest is one of the main productive wealth of the territory exported all over the world. Every year, they implement various projects to enjoy the

sport with thousands of young athletes from 5 to 18 years of age. They organize events that bring many fans of physical activity, especially in the growth of the cultures of youth basketball and sport outdoor in general. They organize thousands of free recreational activities, all of which can benefit everyone, regardless of age or ability. The organization is equipped with urban infrastructure outdoor/indoor, thus creating aesthetic and functional space for sports. They implement international projects allowing them to exchange experiences with other European countries. Consequently, they developed the desire to make their wonderful city famous for its natural beauties and modern thermal bathing facilities, a place where the beauty of the idea of the sports and tourism to operate on both the grand spaces, and right next to them in the urban space. Main objectives of the organization are: promotion voluntary activity in sport, together with social inclusion, equal opportunities and awareness of the importance of physical activity for improvement of health through greater participation and equitable access to sport for all with a focus at the European Week of Sport at the BeActive European Program, fighting Doping, Match Fixing, violence and tackle racism under every form of discrimination and intolerance for guaranteeing access to free sport for all, guarantee the development of good governance and sport diplomacy so that local, regional and national policies can improve good principles of legality and improve the lifestyles of citizens, promote traditional sports and games of the past by enhancing the resources of the territory and the tourism aspects, contribute to the preparation of analyses and studies for encourage the mobility between the training of teachers and students through inter-school partnership, probing activities and cooperation between expert trainers of Italian Basketball Federation and Basket-

ball school teachers encouraging Dual Career between the Athletes and improvement of skill development, the contribution to the regional development and the widening of opportunities for the local community.

ASSOCIATION FOR PROMOTION OF SPORTS "CROHOOPS"

Association for promotion of sports "Crohoops" is committed in the fields of promotion and popularization of the sport of basketball, as a healthy and companionable way of staying in active sports shape and avoiding all existing modern-day addictions and unhealthy habits (drugs, alcohol, gamble, obesity, too much use of social networks), on a local level. "Crohoops" very soon become national and international association and started to organize activities both in Croatia and in other European countries. "Crohoops" has a high level of experience in organization of sport events and so far organized and participated in numerous sport tournaments, competitions, humanitarian sport events both on national and international level. "Crohoops" is very active in the field of organization of basketball sport events. The games are played on weekly bases on Sundays, on two locations in Zagreb, Croatia. "CroHoops" started organization of the amateur basketball street league in 2010, and in 2012 they moved into the halls. Currently, during the seventh season, Crohoops gathers 24 teams in two leagues at two separate locations with over 600 registered players. More than half players are amateurs, and the other half are players who are active in local and national basketball clubs in Croatia. In addition to the CroHoops League organization (Division I and Division II), they participated in the organization of the traditional 3-to-3 Snow Haki Tournament,

and from the beginning of the 2018 series of friendly All- Star matches with PARKL league (Slovenia). "CroHoops" staff has a unique remarkable experience of organizing close to 1000 amateur basketball games since CroHoops amateurs' basketball league started back in early 2010.



2. SITUATION ANALYSIS

SITUATION ANALYSIS – SPANISH AMATEUR BASKETBALL

In Spain, basketball is in second position as the most popular sport among its inhabitants. In total there are more than 385,000 licenses and nearly 3,600 clubs spread throughout its territory.

Of these 385,000 licenses, only 1,200 could be considered as professional players (ACB League, LEB Oro, LEB Plata, Liga Femenina and Liga Femenina Challenge), therefore, we would be talking about almost 384,000 amateur players between the ages of 8 and 35. The competitions that host all these amateur basketball players and clubs are the responsibility of their regional federations.

In Spain we have 19 autonomous communities or regions and each of them has its own basketball federation. These 19 regional federations are responsible for all activities related to basketball in their territories (competitions, clubs, licenses, etc.). Only the Spanish Basketball Federation is above them and its field of action is focused on the organization of Spanish championships in youth categories, national teams and professional / semi-professional competitions (except the ACB league, which is managed by the professional clubs themselves).

As far as amateur competitions for players aged between 35 and 40 are concerned, the situation can vary quite a bit depending on the city or region where you live. For this age group, we can find 3 types or competition models whose main difference is the type of

organization behind the event:

- Regional federations that include this age group in their competition offer.
- Competition aimed at companies in the territory.
- Sports entity for recreational purposes.

REGIONAL FEDERATIONS

The treatment that the different federations give to amateur basketball, especially that aimed at people over 35/+40, varies depending on each federation. We find federations that organize their own competitions in this category and others that do not. It should be noted that we can find important regional federations that do not have competition in this category, as is the case of the Madrid or Valencian federation. On the other side, among the regional federations that organize this type of competition we find the Catalan Federation and the Navarre Federation.

The **Catalan Basketball Federation** organizes its own competition called **Tot Basquet** that has a total of 24 male and 18 female teams. This competition is played in the city of Barcelona and lasts 8 months. It is a paid competition by the participants and has referees from the federation. The number of participating teams in this league may seem low, but it is due to the existence of other local competitions that are not organized by them, which we will discuss in the third section.

The **Navarre Basketball Federation** organizes a competition from January to May, with a single category or requirement, this is that

participants must be over 40 years of age. They play one or two games a month.

Company Sports Leagues

Apart from these competitions that we could treat as federated, we find others organized by sports companies' associations. Among the company competitions we highlight:

- **Asociación Independiente Deporte Empresas de Baleares** that brings together a total of 23 men's and 14 women's teams in a competition that runs from October to May.
- **Ligas Deportivas Interempresas Madrid**. Competition between companies in Madrid that have many sports among their competition offer. Basketball, before the pandemic, had more than 40 participating teams from September to May.

Sports Entities for recreational purpose

These are sports entities or small sports companies that directly manage this type of competition that are not subject to federations or business associations. In cities like Barcelona, Madrid and Valencia they manage to bring together a large number of teams that in many cases are spread over various sports facilities.

The characteristics of these leagues help to reconcile the work and family activity of its participants with schedules that allow them to be part of these championships. The schedules of their matches stand out, they usually have night schedules, starting at 9:00 p.m.

at the earliest and also finding matches that start at 10:30 p.m. These leagues are usually during the week, in this way, the participants have free weekends to dedicate that time to the family.

To give a couple of examples, in Barcelona we find Lliga 2mes1 with more than 90 teams divided into different divisions, not by age but by basketball level. This competition is held from September to June and has 32 rounds of competition.

In Valencia the Liga de Veteranos is organized with 60 teams also divided into up to 5 different categories, all of them by level and not by age. One of these 5 divisions is women's competition. Their matches take place at the brand new L'Alqueria del Basket sports facility, a recently built facility that has 9 indoor basketball courts.

Within this reality of amateur Spanish basketball, we find other competition formats whose main characteristic is that they are short-lived events with broad national and even international participation. These types of events cause a great economic impact in the territory where they are organized, for this reason, they are treated as promoters of sports tourism and have significant support from local governments.

Below we detail the most representative tournaments on the Spanish scene.

SANTANDER MASTERS BASKET TOURNAMENT

Next June the sixth edition of this international tournament will be organized in the city of Santander. The duration of the tournament is

3 days. It will have the participation of more than 50 teams from the categories +40 / +45 and +50 in the men's section and +40 and +50 in the women.

In the last edition of 2022, there were a total of 54 teams and more than 600 participants from 9 different countries: Ireland, the Netherlands, Italy, Great Britain, Canada, Denmark, Luxembourg, Croatia and Spain.

They have institutional support from the Santander City Council, the Instituto del Deporte Municipal de Cantabria and the Federación Cántabra de Baloncesto, as well as private sponsors.

For more information you can visit their website

MAMBASKET COSTA CÁLIDA TOURNAMENT

The tournament was held in the city of Cartagena (Murcia) at the beginning of December. It is a 3-day tournament with important institutional support: Tourism of the Region of Murcia, Cartagena City Council and private sponsors.

The competition featured 42 teams from up to 30 different nationalities. In total, there were almost 700 participants.

The competition has the categories +40 / +45 / +50 / +55 / +60 for both men and women. For more information you can visit their website

OVER 40 BASKETBALL

Give and Go is a non-profit organization that organizes tournaments tailored to players over 40 years of age that are organized in different Spanish cities, currently in Sevilla, Zaragoza, Madrid and Valencia. The duration of these tournaments is 3 days.

These tournaments do not have institutional support, but they do have some companies such as Weibo, Coca Cola and the regional federations involved.

As an example, at the Zaragoza tournament there were 28 teams and more than 300 participants. Italian and British teams among its participants. At the Valencia tournament, 31 teams participated with approximately 350 participants. Again, with mainly Italian, English and Spanish teams.

For more information you can visit their website

TORNEIG DE BÀSQUET MASTER DE BARCELONA

Master basketball tournament that is held in the city of Barcelona and that is organized by us. We have held an edition where we have the presence of several international teams from countries such as Great Britain, Latvia and Italy, as well as numerous local teams. For more information you can visit their website

Most of these types of tournaments are part of the KEEP PLAYIN' TOUR. The objective of the Seguimos Jugando Foundation is to create a platform for basketball master events and tournaments

where all the teams and players in this category can be up to date on current basketball events in this category. For this reason, they have brought together the most prestigious tournaments and events on the Spanish scene to promote sporting activity, and in this case basketball, once the competitive player stage is over.

For more information you can visit their website.

SITUATION ANALYSIS – CROATIAN AMATEUR BASKETBALL

Interest in the traditionally 2nd most popular sport in Croatia, basketball, is generally declining, both professionally and on the amateur level. Because of this popularity decrease, greatly influenced by pro-soccer media orientation over the last three decades, just a few Croatian professional basketball teams are currently in the position to pay for their player's services. This process resulted in a tremendously increasing interest of players of all ages (18–48), and all levels (recreative, amateur, professional), for playing their favorite sport at the amateur level. The biggest number of amateur players can be found in the Croatian capital, Zagreb, where over the weekend some 800–1000 players participate in four amateur leagues – Crohoops (crohoops.com), BBL (bbl.hr), Koala (koala.hr), and FER-Basket (ferbasket.hr). Those four leagues include about 60–70 teams organized on an informal basis, some of which have corporate sponsorships or have received corporate donations. Except for Zagreb, on the national level, amateur basketball leagues are also played in the regional centers of Split (Splitska košarkaška liga (SKL; presented at skl.com.hr), Zadar (Likar), Rijeka (Otvorena

košarkaška liga), and Slavonski Brod (Brodsko košarkaška liga – BrAmKo). Amateur basketball is also played outdoors in the Zadar summer league (Zadarska ljetna liga), which traditionally takes place in July and August, in the coastal town of Zadar, known for its rich basketball tradition and heritage. Those leagues and teams, regardless of their notable noble efforts on the battlefield with local community problems (drugs, alcohol, gambling...) have little support from sports authorities and local communities. Consequently, the media visibility of those sports associations is limited, almost exclusively through independent basketball portals such as basketball.hr, and there is currently no system for tracking them.

SITUATION ANALYSIS – ITALIAN AMATEUR BASKETBALL

Until 2020 following an agreement between, at national level, Italian Basketball Federation(F.I.P.) and the various promotional bodies such as C.S.I. (Centro Sportivo Italiano)– U.I.S.P.(Unione Sport per Tutti) – Ministry of Public Education – Sport University, has subscribed a designation office as Provincial and Regional Committees (only for the regional finals), designated – upon request – meetings relating to the CSI/UISP tournaments. which were initially articulated only with amatorial basketball tournaments competitions and gradually also with tournaments in parallel with those organized by the Federation such as Basketball youngest level (Juniores, Cadets, Boys etc.)

These competitions were refereed by CIA/FIP referees and provincial Matches Judges, by the amateur ones and, if necessary, by the same students who participated in a course for referees held by a FIP instructor.

Finally, 3X3 National tournament was established which was also directed by the referees of the youth sector who also alternated at table work.

From 2020 in the pre-pandemic period, this agreement fell apart and the Basketball Federation banned the sending of referees and Matches Judges to any sports promotion body and this ban remains. Attached is the table of Puglia amateur referees divided by province.

Puglia province	Referees		Matches Judges	
	MEN	WOMEN	MEN	WOMEN
BARI	18	6	1	10
BRINDISI	12	4	1	8
FOGGIA	4	0	0	8
TARANTO	10	2	1	7
LECCE	5	1	1	6
TOTAL	49	13	4	39

SITUATION ANALYSIS – SERBIAN AMATEUR BASKETBALL

Basketball is arguably the second most popular team sport in Serbia. Over the years, the country has offered many people in basketball, from executives to coaches and players. Serbia's long basketball tradition is currently ranked very high in the FIBA World Rankings.

There are many professional clubs in Serbia, a few are on the top level and play in elite European competitions and Adriatic regional league, and many of the clubs that compete in Serbian leagues are semi-professional near amateurs. The smallest group of basketball clubs in Serbia is amateur or recreational clubs. Only three cities in

Belgrade – Amateur basketball competitions that took place in Belgrade are:

- Mozart Jedinstvena kosarkaska liga (there are 7 leagues under this competition) – NBKL amatersko–rekreativna liga
- IT Liga
- Biznis kosarkaska liga Beograda

Novi Sad – Amateur basketball competitions that took place in Novi Sad are:

- Liga za rekreativce
- Biznis kosarkaska liga Novog Sada

Nis – Amaterska kosarkaska liga – AKL is the only amateur basketball competition in Nis and in all southern regions of Serbia.

The oldest amateur basketball competition in Serbia is AKL from Nis. This league was founded in 2015 and throw that period more than a thousand players and 30–40 teams participate. In this period, AKL shows that organization of competition like this even at this level is very hard, and hard work is expected. One of the most important things in amateur sports, especially basketball is the love for the game.

Within this reality of amateur Serbian basketball, we find other competition formats whose main characteristic is that they are short-lived events with broad national and even international participation. These types of events cause a great economic impact in the territory where they are organized, for this reason, they are treated as promoters of sports tourism. Below we detail the most representative tournaments on the Serbian amateur basketball scene.

AKOL/AKL Friendship Cup

In 2015. the first edition of this competition took a place in Nis, Serbia. The idea of this tournament was to promote the amateur sport, in this case, basketball, and make a foundation for strong friendship between AKOL and AKL, two leagues from Bosnia and Hercegovina and Serbia. That was the first time in history that two amateur selections played an international game. In 2016 the second tournament was played in Tuzla, BiH. The game was played in a full gym with playing anthems and with a warm welcome from the hosts. Both events were very successful and reach their goals. Spread the word about amateur basketball.

European Basketball Amateurs Championship (EBAC)

Founded in 2017 as an extension of Serbia and Bosnian tournaments. This time there are four competitors. CORN and AKL leagues from Belgrade and Nis, Serbia, K40 League from Kranj, Slovenia, and AKOL league from Kalesija, Bosnia and Hercegovina. The tournament last for 3 days and took place in Nis, Serbia. With more than 60 participants, four games, and media coverage this was one of the best amateur competitions of that type in Europe. Next May the second edition of this international tournament was organized in Kranj, Slovenia. Instead of Bosnia's participation, this time took the selection of Montenegro. One of the innovations for this 3-day tournament was individual competitions in 3pt shoutouts, dunks, and skills challenges. For the first time in history, besides the domestic media, there was media from other countries. Also, live YouTube coverage was present. Unfortunately, the world pandemic COVID-19 virus breaks plan for the next edition of this tournament which should take place in Podgorica, Montenegro. That break means the

end of this tournament. Every year friendly games between AKL and different opponents are played. There were games with other amateur leagues from Serbia, games with professional clubs from Nis, etc.

Session name: SWOT analysis

Theme: Situation analysis

Time: 120 minutes

Overview: Decide on the message of this workshop, it should be in accordance with objectives

Objectives:

- To adopt skills for analyzing**
- To understand strengths, weaknesses, opportunities and threats when it comes to amateur basketball and referees.**
- To identify potential stakeholders**

Materials: flip chart paper, markers

Group size: 20–30

Preparation: Facilitators should prepare flip chart paper with following content, SWOT scheme:

Strengths	Weaknesses
Opportunities	Threats

Facilitators should also prepare flip chart papers for every group and markers in different colors.

INSTRUCTIONS

Facilitator explains that participants will do the SWOT analysis in the country groups. Each country gets flip chart paper and markers, divides paper in 4 for each letter of SWOT analysis. Facilitators ex–

plain that every country will do analysis of the local situation and circumstances when it comes to amateur basketball and referees. Each letter of **SWOT** should be explained: **S** stands for **Strengths** – each country should brainstorm what their strengths are when it comes to situation of amateur basketball and referees (example can be a big number of former players); **W** stands for **Weaknesses** – each country should brainstorm what the weaknesses are when it comes amateur basketball and referees (example can be – former players do not have enough time to be the referees in the amateur basketball leagues etc.); **O** stands for **Opportunities** – each country should analyze the opportunities outside of their clubs / associations for amateur basketball and referees (example can be media that are interested in amateur basketball or big number of basketball courts in the city etc.); **T** stands for **Threats** – each country should analyze what can cause trouble for the amateur basketball and referees (example can be lack of media interest etc.)

SWOT analysis (alternatively SWOT matrix) is an acronym for strengths, weaknesses, opportunities, and threats—and is a structured planning method that evaluates those four elements of a project or business venture.

- **Strengths:** characteristics of the business or project that give it an advantage over others
- **Weaknesses:** characteristics that place the business or project at a disadvantage relative to others
- **Opportunities:** elements that the business or project could exploit to its advantage
- **Threats:** elements in the environment that could cause trouble for

the business or project.

After working in the country group, they should identify possible partners and stakeholders. Facilitators should explain that a stakeholder can be a person, group or organization with a vested interest, or stake, in the decision-making and activities of a business, organization or project. Stakeholders can be members of the organization they have a stake in, or they can have no official affiliation. At the end every country presents their analysis. Participants will have up to 60 min to prepare everything.

Debriefing and evaluation

At the end of the session, facilitators should ask participants following questions:

- How difficult it was to come up with strengths / weaknesses / opportunities and threats for your group? Why it was difficult or easy?**
- What are the most common strengths / weaknesses / opportunities and threats in all of your countries?**
- How aware were you of all the examples you heard during this session?**
- Which strengths / weaknesses / opportunities and threats surprised you?**
- How difficult is, now that you heard about all the examples, to understand the situations in your countries and to identify potential stakeholders?**

Tips for facilitators

Facilitators should prepare materials in advance. They should encourage country groups to think in details about strengths / weaknesses / opportunities and threats in their countries.

3. BASKETBALL REFEREE COURSE – DIDACTIC MODEL

For official training of referees', project consortium agreed to follow official didactic model of Italian Referees Committee, Regional Committee of Apulia which can be found as an annex to this module.

This course offers both trainers and trainees enough and sufficient information about basic and professional principles of refereeing in basketball. It can be used in its entirety or partly depending on the situation and circumstances.

4. BASKETBALL RULES & OFFICIAL INTERPRETATIONS IN AMATEUR BASKETBALL

Session name: BASKETBALL RULES & OFFICIAL INTERPRETATIONS IN AMATEUR BASKETBALL

Theme: Basketball and basketball rules, without which this game that we love so much would be impossible, have come a long way from its beginnings and 13 original Naismith rules from the end of the 19th century, till today were worldwide, under the auspices of FIBA, we have the widest consensus about what the rules of basketball are and by which rules this game is played and how the referees arbitrate the game.

Today, basketball is one of the most widespread team sports in the world, and there is almost no place on earth where basketball is not played. Most basketball competitions are organized according to the official rules adopted by FIBA, which are periodically revised and

receive their new, amended and supplemented editions.

Time: 60–90 minutes

Overview: In amateur basketball leagues, absolutely the same rules of the basketball game apply as any other competition. There are certain differences in the rules of the game, which will be addressed in this manual, but what differentiates the amateur level of basketball from the professional level is precisely the interpretation of the rules, that is, how the referees will adjust his refereeing criteria to the level of the amateur game in each specific situation.

Objectives:

- To improve and upgrade knowledge of basketball rules.
- To study certain situations, which we consider to be typical examples for establishing refereeing criteria that correspond to the amateur level of basketball.

Materials: scripts for participants, MS PowerPoint presentation, video content that compares identical basketball game situations in professional and amateur basketball, form to fill the list of participants with their personal information and email address and information about the organization they represent.

Group size: 20–30 participants (referees)

Preparation: The facilitators should have experience in refereeing amateur basketball, and the participants should have already received training in knowing the rules of the basketball game and

have some practical experience in refereeing basketball games.

Instructions: In the first part of the session, it is necessary to establish the basic differences between professional and amateur basketball, in the sense of the level of knowledge and skills of the participants of the basketball game, i.e., the players and referees.

Compared to professional basketball, amateur basketball players have less knowledge of basketball rules and are less skilled at the game itself and are also less physically prepared.

It is very important to keep in mind the stated differences, when deciding what the judging criteria will be when refereeing an amateur basketball match.

After the basic differences between professional and amateur basketball have been established, the part of the session begins with a practical explanation of how certain situations in the basketball game should be characterized by the referee.

In the following text of this part of the manual, we list typical examples that differ in amateur basketball, in relation to situations in professional basketball.

Each team shall consist of:

- No more than 13 team members entitled to play, including a captain.
- A head coach, who can also be a player.

The uniform of all team members shall consist of:

- Shirts of the same dominant color front and back¹. If shirts have

1. 2020 Official basketball rules, as approved by FIBA Central Board, Mies, Switzerland, 27th March 2020. Rule 4.3.1. states that shirts and shorts must be of the same dominant colour. Due to the fact that we are dealing with amateur players and teams, teams are allowed not to have unique uniforms, but to play in sports equipment of different designs and patterns, as long as the same color prevails on the jerseys. It is recommended that the league officials agree with the teams that meet in each individual match about what color jerseys will be used in the specific match, in order to avoid a situation where both teams use jerseys of the same color.

sleeves, they must end above the elbow. Long sleeved shirts are not permitted.

Captain: Duties and rights

The captain (CAP) is a player designated by his head coach to represent his team on the playing court. He may communicate in a courteous manner with the referees during the game to obtain information only when the ball is dead, and the game clock is stopped. The captain shall inform the crew chief no later than 15 minutes following the end of the game, if his team is protesting the result of the game and sign the scoresheet in the 'Captain's signature in case of protest' column.

The captain is a player on the field, or on the bench in case he is not in the game, who in the event of an incident between the players of his team with the players of the other team or referees or league officials, will be responsible for reacting immediately and making all reasonable efforts to prevent the incident resolve in a peaceful way².

The following are not dribbles:

- Successive shots for a field goal.
- Fumbling the ball at the beginning or at the end of a dribble.
- Attempts to gain control of the ball by tapping it from the vicinity of other players.

2.

2020 Official basketball rules, as approved by FIBA Central Board, Mies, Switzerland, 27th March 2020. Rule Atr. 6 does not foresee the obligation of the captain to react in case of an incident involving his teammate. However, in the conditions of the amateur league, it is necessary to have a team member who will be obliged to react in the event of an incident, in such a way that he will make the maximum effort that can reasonably be expected, so that the incident does not escalate. Before the start of the season, it is necessary to hold educational discussions with the captains and representatives of the teams on the topic of preventing incidents and how best to react in the event that they occur

- Tapping the ball from the control of another player.
- Deflecting a pass and gaining control of the ball.
- Tossing the ball from hand to hand and allowing it to come to rest in one or both hands before touching the floor, provided that no travelling violation is committed.
- Throwing the ball against the backboard and regaining the control of the ball.³

”3 seconds” Rule

A player shall not remain in the opponents’ restricted area for more than 3 consecutive seconds while his team is in control of a live ball in the frontcourt and the game clock is running.

Allowances must be made for a player who:

- Makes an attempt to leave the restricted area.
- Is in the restricted area when he or his team–mate is in the act of shooting and the ball is leaving or has just left the player’s hand(s) on the shot for a field goal.
- Dribbles in the restricted area to shoot for a field goal after having been there for less than 3 consecutive seconds.

To establish himself outside the restricted area, the player must place one⁴ feet on the floor outside the restricted area.

^{3.} 2020 Official basketball rules, as approved by FIBA Central Board, Mies, Switzerland, 27th March 2020. Rule 24.1.4. stipulates that Throwing the ball against the backboard and regaining the control of the ball is not allowed. This is allowed in amateur basketball.

^{4.} 2020 Official basketball rules, as approved by FIBA Central Board, Mies, Switzerland, 27th March 2020. Rule 26.1.3. stipulates that plazer must place both feet on the floor outside the restricted area.

INTERPRETATIONS OF BASKETBALL RULES IN AMATEUR BASKETBALL

With this part of the manual, the authors will present interpretations of certain basketball rules, which are characteristic for the amateur level of basketball.

Basketball team

Statement

Each team consists of:

A maximum of 13 team members, who have the right to play, including the coach.

Example 1

The team for the match has a large roster of players available.

Interpretation

A larger number of players appeared at the match than was originally planned to play in one match. In addition to the already reported number of players, 12, the 13th player who was not planned for that match was added.

Example 2

The team for the match has too few roster players available.

Interpretation

A smaller number of players appeared in the match, and so that the match could be played in accordance with the basketball rules, the name of the coach who will also appear as a player in this match is entered in the minutes.

UNIFORMS

Statement

The uniform of all team members consists of jerseys of the same predominant color regardless of the pattern.

Example 1

The player brought the wrong jersey to the match.

Interpretation

If the player has been a member of the team for a few seasons, it is quite possible that he has several sets of jerseys. At the match, it was agreed to play in white jerseys with a new team crest and a new design. However, the player took the white jersey from last season with the old design and the old logo. Such a player will be allowed to perform, because the color of the jersey does not differ from the color of the jerseys of the other members of his team.

Example 2

A player has forgotten his shirt and is forced to play in a shirt or not play at all.

Interpretation

If this situation happens, the player will be allowed to play in the match only if he has a shirt in the color of his team's jerseys.

CAPTAIN: DUTIES AND RIGHTS

Statement

The captain is a player on the field, or on the bench in case he is not in the game, who in the event of an incident between the players of his team with the players of the other team or referees or league officials, will be responsible for reacting immediately and

making all reasonable efforts to prevent the incident resolve in a peaceful way.

An example

A captain is a player designated by his head coach to represent his team on the field of play. He must communicate politely with the referees, but also with the opposing players and the coaching staff.

Interpretation

If there is a disputed situation on the field, fights, arguments, etc. it is the captain of the team who must peacefully calm down the players and referees first, as well as anyone who causes trouble.

"3 SECONDS" RULE

Statement

To establish his position outside the restricted area, the player must place at least one foot on the floor outside the restricted area.

An example

If a player who is in the field of restriction, and within the rule of 3 seconds, with one foot outside the field while the other is still inside the racket, it will be considered allowed to place it.

Interpretation

If a player under the basket who is inside the restricted field steps out of the field with one foot, it will be considered allowed, that is, the 3-second rule will not be applied to that player.

Debriefing and evaluation: The most important thing is to establish the basic rule when refereeing amateur basketball, which is that the referee should not influence the game itself and the result of the match with his decisions.

The refereeing criteria must be the same for all participants in the game, regardless of the player's height, physical fitness and knowledge of basketball rules.

Each specific situation should be viewed through the prism of whether the player has gained a legal or illegal advantage in the game.

If the advantage in the game arose as a result of a violation of a basketball rule, it is necessary to make such a decision that the specific player, that is, his team, loses possession of the ball or suffers a different sanction that is prescribed.

If there was a violation of the rules of the basketball game, which did not bring any advantage to the player or the team that committed the same, it is not necessary to stop the game or sanction such behavior.

There is a saying, "The best referee is the one who is not noticed on the field, and the game runs smoothly." . You should always keep that in mind.

Tips for facilitator: Each lecturer must single out typical situations in which he will most easily show the difference between certain referee decisions in professional basketball and referee decisions in amateur games.

In the event that amateur league matches are recorded in which session participants referee, it is necessary to single out typical situations that the participants are already familiar with, and compare them with some of the Euroleague matches, for example.

It is best to organize the session in a building that has a basketball court and official rooms where it is possible to hold the theoretical part of the lecture. In this way, lecturers and participants will be

able to, after the lecture, demonstrate all the situations that they have covered through theoretical training in practice, on the basketball court.



5. MOTIVATION FOR REFEREES

There is a whole array of motives that might motivate amateur referees in making the choice to spend their time along the sidelines of basketball courts, officiating the often very demanding, and sometimes rough amateur matches. The hierarchy of their motives may vary regarding which specific organization and in which specific EU country they are displaying their unique craft.

Even though the economic incentives could present a strong motive in the referee's subsequent decision to officiate amateur league games, there are also other factors involved. The 'Feel good' effect could be achieved/increased with a whole range of driving forces such as the feeling of belonging, team-building events, and networking possibilities (with fellow referees, coaches, players).

A potentially strong tool for motivating referees to effectively participate in the league could also be individual awards or bonuses, won based on their evaluation after each round of play. The evaluators in 'search for the Best Referee of the Round', who would be honored by officiating the league's All-Star game, would be their fellow referees, statisticians, coaches, and team captains. With the presumption that the league does a good job in delegating referees, unsatisfactory marks would be excluded, so the marks would be in

the range of 2–5.

The organization (referee association) should stay in touch with its members even after the end of their active careers. If it doesn't have a pension scheme, the league should at least induct its best referees to its Hall of Fame and call them up at least once a year for a reunion event.

By doing that, the amateur league sets high standards for motivating its potential referees.

SESSION NAME: SESSION 1: "GOOD COMMUNICATION, GOOD GAME"

THEME: "Philosophy and practice of amateur Arbitration"

TIME: 60 minutes

Time allocation:

- Intro..... 5 minutes**
- Referee Philosophy..... 10 minutes**
- Debriefing.....5 minutes**
- Role Play.....25 minutes**
- Debriefing.....10 minutes**
- Closure..... 5 minutes**

OVERVIEW: Communication Skills for Referees

OBJECTIVES:

- Participants learn the 4 basic points about the communication philosophy of amateur refereeing.
- Participants will learn to face real game situations adapting to the different dynamics that will take place thanks to role play exercises.

Skills addressed:

- Effective communication and relationship skills
- Decision-making and problem solving
- Self-awareness and empathy

MATERIALS:

To prepare the meeting area, a large classroom or meeting room is needed to receive a group of approximately 20 people. Each of them must have a chair and table to be able to write or use a laptop computer. For the second part of the session, an open space should be prepared (separating the tables if the class space is not big enough) to carry out the corresponding role plays.

Set-Up:

- 1 Projector
- 1 Screen or big white wall
- 1 laptop for facilitator

GROUP SIZE: 20 people.

PREPARATION:

Facilitator must have a good understanding of the content to be communicated, the Referee Philosophy and their 4 basic points on which their communication with amateur players is based, and how to set up and roll out the role play activity to achieve the most learning from the participants.

The enthusiasm of the facilitator will be decisive in motivating and inspiring their trainees. Facilitators must prepare themselves mentally for the session and try to find the words and the gestures which will encourage the trainees to participate.

INSTRUCTIONS:

CONTENT 1: Intro (5 minutes)

Intro explanation: Set the agenda and convey expectations for the session.

Script example:

"...In this session we are going to talk about the 4 pillars on which the communication between referees and amateur players is based, this is going to be essential to understand the context in which we are going to move and achieve harmony between all of us.."

"...After answering the questions that there may be about the Referee Philosophy, we will work on real game situations that may

arise, we will work on these through role plays in which all the participants will participate..”

”...After working on the role plays of game situations, we will dedicate some time to resolve doubts and answer questions that you may have about the content worked on..”

Tips for facilitators:

- Explain that the overall focus of this training session is to learn skills that help a referee to face unpleasant and potentially conflictive situations in a basketball game.
- Ask what kind of unpleasant and potentially conflicting situations the participants want to avoid.
- Explain that preventing unpleasant and potentially conflictive situations requires communication skills.

CONTENT 2: Referee Philosophy (10 minutes)

Intro explanation: We are going to discuss the 4 pillars on which we base communication with coaches and players. For a better understanding, we will start talking about each one with a phrase that will help us have a clear idea of what it represents.

Script example:

Protagonism: *”..I’m necessary so that you can play the game, but you, the players, are the protagonists..”*

The role of a referee in a game should not become the center of attention, on the contrary, the less role it has, the better.

Fun: *"..Let's all have a good time and have together.."*

We are on a basketball court to have fun; our attitude must be positive and wanting to enjoy the moment.

Objective: *"..I like to referee and you like to play. Let's do it together.."*

We all share the same passion: Basketball. Having this point in common will make it easier for each one to help from their position.

Collaboration: *"..I'm going to help you if you have any problem. Please, help me if I'm wrong.."*

Create an environment of collaboration and empathy between referees and coaches and players.

CONTENT 3: Debriefing and evaluation (5 minutes)

Intro explanation: During this debriefing phase, the facilitator should try to make trainees think about what they have listened.

Script example:

”..What do you think about Protagonism?..”

”..What do you think about Fun?..”

”..What do you think about Objective?..”

”..What do you think about Collaboration?..”

Tips for facilitators:

- It is not the role of the facilitator to give the answers to these questions, but to encourage the trainees to find the answers themselves; in this way the facilitator will check if the participant has learned the content explained.
- Formulate questions in an open-ended way, forcing the trainees to think of their opinion instead of saying just yes or no.
- Try to involve as many trainees as possible, sometimes it is necessary to invite a quieter participant to give an opinion.

CONTENT 4: ROLE PLAY (25 MINUTES)

Intro explanation: The work on the usual situations in games in terms of communication, we propose to carry out role plays where we will simulate these situations. These role plays will be divided into three blocks: Pregame, game and post-game. In each of these blocks we will work on the situations that occur between players and coaches with the referees, where communication and interaction take place.

To work on these situations with role plays, we will do a first, simple example, so that the group of session participants understand what we are going to work on. A simple situation such as breaking the ice (Pre–Game Situation) or the examples detailed in the Game and Post Game section can be useful for the participants to gain confidence with the exercise that they will carry out later.

Once we have carried out the first example with 2/3 volunteers, we will make groups of 2/3 so that everyone can work on the contents. In the last 5 minutes of this section, the facilitator will choose 2 groups to represent a game situation that is interesting for the rest to see. Here, as facilitators, we can choose the group by how they have done it during the exercise or choose the content that has been more interesting or complicated to apply.

Script example:

“..We are going to work on the situations that can occur during a basketball game and in which we can be involved as referees. We are going to do it through role plays and we will all participate, we will put ourselves in the shoes of the player, the coach and, of course, the referee. It is very important to understand and empathize with all the actors involved in a game..”

“..We have distributed the situations that we will work on in 3 parts or moments of a basketball game: Pre Game, Game and Post Game. Each of them have different circumstances and objectives on our part that we should try to achieve..”

Pre-Game situations

Description: Moment in which we will introduce ourselves to the coaches and captains of the team. This phase begins from our arrival at the basketball court to warm up until the start of the game.

Goals:

- Break the ice with the participants of the game.
- *“..Good afternoon, my name is Antonio Pérez and I will be the referee in today’s game, How are you?..”*

- Create a first bond of trust and empathy.

If it is the first time that we are going to referee a team, a good first impression is important, therefore, we will show ourselves to be close and empathetic. Questions like will help us get to know the team a bit and create a cordial and trustworthy first contact. These types of competitions are, we could say, social, we come to have a good time, therefore, taking care of these details will help us obtain some collaboration from them in difficult moments of the game.

- *Have you been in the competition for a long time?*
- *Are you a group of friends or former players?*
- *Do you belong to any club?*

In the case of having coincided on more than one occasion with the team that will play, we can ask them about events that have occurred in previous games such as injured players, congratulate

them on games won or achievements or more personal issues if there is sufficient confidence.

- *“..How is your player who injured his ankle in the last game?..”*
- *“..When will your player be able to play again?..”*
- *“..Congratulations on the important victory last week, I imagine you’ll be happy, right?..”*
- *“..How is your family?..”*

They are short questions that will provide us with a couple of minutes of conversation with the protagonists before the game, relaxing the atmosphere and setting the stage for everyone to have a good time.

Game situations

Description: Situations that occur from the beginning to the end of the game.

Goals:

- The main objective is for the referee to go unnoticed during the game.

Examples:

- *“..Be careful when you cross it over. You’re carrying it..”* With this notice we can prevent the player from committing the offense or if he does, we would have warned him and he will understand why we whistled.

- “..You have to have your arms up when you jump, otherwise, I’m going to call you a foul..”*
 - “..Coach! Please! You’re going to have to wait until next play to sub..”*
- Dealing with conflicting situations in the basketball game.

Examples:

Role Play 1:

We are going to work with several real game situations. We will start with a fairly common one, one of the participants will play the role of a player who has suffered a foul and the referee has not called the foul. The player gets angry and protests to the referee. The referee has to calm him down: Listen, empathize and communicate the reason for its decision.

- Player: “..Why didn’t you call the foul? He clearly pushed me!!..”*
- Referee: “...Excuse me but I have not seen any foul in the play, from the position where I am it has not seemed like enough contact for me to have to whistle the foul..”*
- Player: “..For me it has been a clear contact and therefore a personal fault!!..”*
- Referee: “..I repeat, from the position where I am I have not seen a foul, I could be wrong since you are moving and it is not easy to see all the details, but it seemed to me that I should not call a foul.*

At that moment we hope for the coach or the peacemaker to appear to help us if the player continues to protest.

– *Coach: “..Antonio! Please, shut up! You’re going to get a Technical Foul! It’s a close game and we need you. You need to be smarter..”*

– *Player: “Ok. I’m sorry..”*

– *Referee: “Thank you very much, don’t worry. I’ll be more attentive next time..”*

Role Play 2:

A player is whistled for a foul with which he disagrees and protests to the referee.

– *Player: “What did you call there Ref????!!!..”*

– *Referee: “It was a defensive foul. You hit him with your left arm when he shot the ball..”*

– *Player: “Oh Come on!! He flopped!! I barely touched him!!..”*

– *Referee: “You did touch him and it was an illegal contact for me. Please, next time jump straight up and keep your arms up instead of putting them down. That way I won’t have any doubts that you didn’t foul him..”*

Again, we hope at this point for the coach or the peacemaker to appear to help us if the player continues to protest.

– *Coach: “Antonio!! The foul has already been called, don’t make things more complicated. Focus on continuing to play or I’ll sit you on the bench..”*

– *Player: “Ok Coach, I’m sorry..”*

– *Referee: “Thanks for understanding, I have no intention of harm–*

ing you or your team, but it seemed like a foul and that's why I called it..”

In these 2 examples we have seen how the referee has listened to the player carefully, has empathized with him, understood his anger and, finally, has explained to him the reasons why he has made the decision that he has made in a calm manner. Normally, if we remain calm and the player does not give up his protest, his coach or even teammates will intervene to calm him down and get him back into the game.

The facilitator can ask the participants if they want to propose any other situation to work on through role play.

Post Game situations

Description: Situations that occur once the game ends and the teams leave the basketball court.

Goals:

- End the game with a calm and polite atmosphere between the teams and referees.
- *”Thank you very much for your behavior during the match, you have helped me a lot..”*
- *”I wish you good luck for the next matches..”*
- *”How is player number 15? Does his sprained ankle hurt a lot? Please, wish him a speedy recovery..”*

CONTENT 5: Debriefing and evaluation (10 minutes)

During this debriefing phase, the facilitator should try to make trainees think about what they have worked on in the role plays.

“What would you do in a conflict situation over a player’s protests?..”

“What should we do in the face of repeated protests?..”

“What do you think is the area that you should work on more? Listen? Empathize? Explain?..”

Tips for facilitators:

- It is not the role of the facilitator to give the answers to these questions, but to encourage the trainees to find the answers themselves; in this way the facilitator will check if the participant has learned the content explained.
- Formulate questions in an open-ended way, forcing the trainees to think of their opinion instead of saying just yes or no.
- Try to involve as many trainees as possible, sometimes it is necessary to invite a quieter participant to give an opinion.

CONTENT 6: Closure (5 minutes)

Summarize at the end of the session.

“Can you tell me what do you think is most important for you to remember of this session?..”

And finally, ask the trainees to give one word describing their impression of the session. The facilitator has to prepare one word too and contribute it at the end.

SESSION NAME: "LET'S TALK ABOUT MOTIVATION"

Theme: MOTIVATION TO BE AN AMATEUR REFEREE

Time: 45 minutes / 60 minutes

Overview: MOTIVATION

Objectives:

- Know the different motivations that an amateur basketball referee have.**
- See what motivations are the most common according to the test carried out on 70 amateur referees.**
- Share the different motivations of the participants to deepen the subject and get a more general vision of the motivation of an amateur referee.**

In this way, try to foster camaraderie and empathy among the participants.

Materials:

- One table and one chair per participant. Distribution of tables and chairs in a circular way, to encourage the active participation of attendees.**
- A projector and a screen.**
- A laptop computer.**

Group size: 20 people.

Preparation:

Extensive knowledge of the test carried out on 70 Spanish amateur referees and its results, since it is the main subject on which the session will be presented.

Instructions:

– Brief introduction to the session and the topic of MOTIVATION: "Today we are going to talk about the MOTIVATION of amateur basketball referees" The objective is for it to be a fully participatory session, for this we will begin with:

– Presentation role play:

We will play 3 simple games for the attendees to introduce themselves and begin to have an active participation, as this will be very necessary for the success of the Session:

Game 1: each participant will introduce herself (say the name) and perform a movement of his/her choice (a gesture, a small dance, etc.), which the rest of the attendees will repeat at the same time.

Game 2: each attendee will introduce themselves again (say the name) and make a sound of their choice (an onomatopoeia, an animal sound, etc.) and that the rest of the participants will repeat at the same time.

Game 3: each participant will say 3 of their own characteristics, of which 1 will be a lie. The rest of the participants will have to discover the one that is a lie.

Tips for facilitator:

The facilitator must have in-depth knowledge of the test and its results, since it is the axis around which the Session will revolve.

You must anticipate different opinions of the attendees and, in case of conflict or disagreement, the most important thing is to remind the attendees that we are talking about a very subjective topic such as the MOTIVATION of an amateur basketball referee to be one. So there can be a multitude of opinions and feelings about it.

The most important thing is to get the message across about a very participatory Session, which aims to analyze in depth a feeling as subjective as the MOTIVATION to be an amateur referee, and to get a generalized view of it.

Handout:

Personal information:

- Age.**
- Profession.**
- Referee experience in years.**
- Sex.**

Questions about motivation:

1) What is your main motivation for refereeing? (only 1 answer)

Passion for basketball

Do sport

Economic reasons

Social relationships

Continue linked to basketball

To travel

Meet people

Other:

2) What other not-so-important motivations do you have for refereeing? (maximum 3 answers)

- Passion for basketball.**
- Do sport.**
- Economic reasons.**
- Continue linked to basketball.**
- Social relationships.**
- To travel.**
- Meet people.**
- Others...**

3) Have your motivations changed since your beginnings in the world of arbitration?

Yes

No

4) If so, has it been a radical change?

Yes

No

5) If not, has it been a change due to personal evolution?

Yes

No

6) You would sacrifice part of your arbitration compensation in exchange for...

- Help or tutoring to improve as a referee**
- Arbitrate better teams of higher categories**
- Learn languages**
- Cultural exchange with other referees from different countries and basketballs**
- Other...**

7) Do you value belonging to an association of referees as positive?

Little positive 1 2 3 4 5 Very positive

8) Do you think it is important to transmit values or educate players and/or other teammates as a referee?

Little positive 1 2 3 4 5 Very positive

9) Do you think a good coexistence with other referees from different cultures is important to improve?

Little positive 1 2 3 4 5 Very positive

10) Lastly, what are the five main motivations to be an amateur referee and if this gives you a possible career of continuous improvement as a judge?

TEST RESULT – Study of the motivation of a group of almost 100 amateur referees from Spain through a test with the following questions:

70 referees have answered the test.

Personal Information:

– **AGE:** according to the following age ranges:

18–25 years: 25 people (36%).

26–35 years: 13 people (19%).

36–45 years: 14 people (20%).

46–55 years: 10 people (14%).

+ 55 years: 8 people (11%)

The set of referees surveyed is represented in all age ranges, from 18 to 71 years, highlighting the age range of 18 to 25 years, which is the most numerous, with 36% of the total. In the rest of the age ranges, the percentage is more even, around 20% in each range, except for the range of +55 years, which is the least represented of all, with 11% of the total.

–PROFESSION:

Among the 70 participants, the following professions are represented:

Student, Sales Representative, Administrative Officer, Professor, Sales Representative, Textile Production Assistant, Lawyer, IT Specialist, Carrier, Student, Retired, Chemical Operator, Restaurant Manager, Sports Photographer, Big Data Consultant, Technical En-

gineer, English Teacher, National Police, Insurance office director, Film and television technician, Director of leisure activities, Electrical installer, Port worker, Architect, Cybersecurity engineer, Draftsman, Industrial mechanic, Designer, Electrician, Logistics supervisor, Technician for people with intellectual disabilities, Industrial sheet metal, Accountant , Social health.

–REFEREE EXPERIENCE IN YEARS:

According to the following age ranges:

1–5 years: 27 people (36%).

6–10 years: 15 people (21%).

11–15 years: 5 people (7%).

16–20 years: 7 people (10%).

21–25 years: 6 people (9%).

+ 25 years: 10 people (14%).

The most represented range of experience in years is 1 to 5 years of experience, followed by the range of 6 to 10 years (21%). The least experienced referee is only 1 year of experience and the most experienced referee has 37 years of refereeing experience.

–SEX:

90% of the referees surveyed are men and 10% are women.

QUESTIONS ABOUT MOTIVATION.

1) What is your main motivation for refereeing? (only 1 answer)

The most popular response has been "Passion for basketball", with more than 47% of the referees surveyed choosing this as their main motivation for being amateur referees.

It is followed with almost 26% by the motivation "Continue linked to basketball", as the second main motivation.

In third position, the motivation "Economic reasons" stands out, with more than 11% of referees.

It is followed in fourth position by the motivation "Do sport", with more than 7% of responses.

The rest of the motivations, with results between 1% and 2% of those surveyed, are the following:

"Meeting people–Social relationships", "Enjoy refereeing", "Equity in sport, in this case basketball", "End arbitral injustice in the basketball" and "Admiration for the referees and wanting to referee in ACB".

2) What other not–so–important motivations do you have for refereeing? (maximum 3 answers)

With this question, the secondary motivations stand out, after the

main motivation of question number 1.

The ranking of secondary motivations (maximum of 3 for each referee surveyed) is as follows:

- "Economic reasons" chosen by 58% of the referees.**
- "Do sport" with 48%.**
- "Continue linked to basketball" with 46%.**
- "Passion for basketball", with 43%.**
- "Meeting people", with 37%.**
- "Social relationships", with 27%.**
- "Travel", with 21%.**
- "Other" 3%.**

3) Have your motivations changed since your beginnings in the world of arbitration?

Yes: 53%

No: 47%

4) If so, has it been a radical change?

Yes: 20%

No: 80%

5) If not, has it been a change due to personal evolution?

Yes: 58%

No: 42%

6) You would sacrifice part of your arbitration compensation in exchange for...

- Cultural exchange with other referees from different countries and basketballs: 44%
- Arbitrate better teams of higher categories: 23%
- Help or tutoring to improve as a referee: 11%
- Learn languages: 6%
- Other: 16%

7) Do you value belonging to an association of referees as positive?

Little positive	1	2	3	4	5	Very positive
	3%	0%	7%	27%	63%	

8) Do you think it is important to transmit values or educate players and/or other teammates as a referee?

Little positive	1	2	3	4	5	Very positive
	0%	0%	3%	21%	76%	

9) Do you think a good coexistence with other referees from different cultures is important to improve?

Little positive	1	2	3	4	5	Very positive
	0%	4%	7%	14%	75%	

10) Lastly, what are the five main motivations to be an amateur referee and if this gives you a possible career of continuous improvement as a judge?

The most voted are those that we have already commented on, to which we can add the following:

- Improve as a referee, educate and help other teammates, live with them and travel.**
- Help colleagues whenever possible.**
- Share matches with others.**
- Try to work as a team and not arbitrate under a fee.**
- Physically improve some aspects.**
- Getting to have the possibility of getting some intercoms for the group and being able to use them in the matches that are necessary.**
- Relive all the stages of basketball from another perspective**
- Get out of your comfort zone by making very quick decisions with all the pressure that comes with them.**
- Work your insecurities in front of the public.**
- Knowing that the federation is by our side helping us to improve and believing in us.**
- Meet other colleagues of similar ages who share the same hobby.**
- Be aware that you have to sacrifice many hours of your time between training and matches. Be aware that you have to put up with a lot of disrespectful comments from people.**
- Be aware that you charge little for the high mental and physical load and the damage that this can cause.**
- Have a strong character to be able to aspire to go far.**

- Educate the players of lower categories.
- Transmit values to the players.
- Feel useful, even the age.

CONCLUSIONS

Before conducting the test, our impressions of the motivations of the amateur referees were a combination of the economic part and the FEEL-GOOD part.

Once the test has been carried out and the results seen, the first motivation by far is "Passion for basketball", since practically one out of every two referees choose it as their first motivation. In second place, we have "Continue linked to basketball", with 26% of the referees surveyed choosing it as their first motivation. In this way, a large majority, 73% of the referees, choose BASKETBALL as their first motivation.

The next two motivations are "Economic reasons" with more than 11% of referees and "Do sport", with 7% of referees.

In this way, these four motivations are what move more than 90% of the amateur referees surveyed to referee. They also appear as the first four motivations in the ranking of secondary motivations, although within the secondary motivations, the first position in the ranking is occupied by "Economic reasons".

We can also see the following secondary motivations:

"Meeting people", with 37%, "Social relationships", with 27% and "Travel", with 21%.

Finally, highlight other minority motivations such as "Enjoy refereeing", "Equity in sport, in this case basketball", "End arbitral injustice in the basketball" and "Admiration

We can also see the following secondary motivations:

"Meeting people", with 37%, "Social relationships", with 27% and "Travel", with 21%.

Finally, highlight other minority motivations such as "Enjoy refereeing", "Equity in sport, in this case basketball", "End arbitral injustice in the basketball" and "Admiration for the referees and wanting to referee in ACB".

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Material for facilitators:

MOTIVATION

There is a whole array of motives that might motivate amateur referees in making the choice to spend their time along the sidelines of basketball courts, officiating the often very demanding, and sometimes rough amateur matches. The hierarchy of their motives may vary regarding which specific organization and in which specific EU country they are displaying their unique craft.

Even though the economic incentives could present a strong motive in the referee's subsequent decision to officiate amateur league games, there are also other factors involved. The 'Feel good' effect could be achieved/increased with a whole range of driving forces such as the feeling of belonging, team-building events, and networking possibilities (with fellow referees, coaches, players).

A potentially strong tool for motivating referees to effectively participate in the league could also be individual awards or bonuses, won based on their evaluation after each round of play. The evaluators in 'search for the 'Best Referee of the Round', who would be hon-

ored by officiating the league's All-Star game, would be their fellow referees, statisticians, coaches, and team captains. With the presumption that the league does a good job in delegating referees, unsatisfactory marks would be excluded, so the marks would be in the range of 2–5.

The organization (referee association) should stay in touch with its members even after the end of their active careers. If it doesn't have a pension scheme, the league should at least induct its best referees to its Hall of Fame and call them up at least once a year for a reunion event.

By doing that, the amateur league sets high standards for motivating its potential referees.

Additional tips and advice:

The main advice for the facilitator is to have **MOTIVATION** to talk and discuss the **MOTIVATION** of amateur basketball referees.

8. TEAMBUILDING – PRACTICAL APPROACH

Session name: Teambuilding – practical approach

Theme: Communication and motivation

Time: 60 minutes

Overview: Understanding the importance of teambuilding

Objectives:

- To learn about different team building techniques**
- To understand the importance of teambuilding**

Materials: flip chart board, flip chart papers, markers, handouts

Group size: minimum 8

Preparation

Facilitators should prepare in advance chairs in half-circle. They should prepare two flip chart papers – one where they will write “Teambuilding” for the brainstorming; the other where it will be written:

4 types of teambuilding techniques:

Personality-Based Team Building Techniques

Activity-Based Team Building Techniques

Skills-Based Team Building Techniques

Problem-Solving-Based Team Building Techniques

Instructions

Facilitators start the session with the introduction of the topic of the session: Teambuilding. On the flip chart should already be written "TEAM BUILDING". Facilitators will use brainstorming technique to discuss the topic with participants. They will ask participants to tell them the first association that comes up in their mind when they hear the word "team building". Facilitators write down the associations given by the participants. After all the ideas are written down, facilitators read the words and give a short comment, including the following as the conclusion:

Team-building activities provide many benefits that can help you and your colleagues / teammates grow and help identify everyone's strengths and weaknesses. Team-building activities are important because they:

Bring unity: These activities help improve interpersonal skills of team members (basketball teams, referees' teams, organizers teams) because they get to work together to complete tasks, which often leads to situations where they must share their failures and experiences with each other.

Increase skill set: Team-building activities empower team members to develop new skills and learn from each other. Through these activities, they usually attain leadership roles that ensure their

fellow teammates complete their tasks. Team-building activities also develop decision-making, problem-solving and creative skills.

All of these should take around 5'.

After this, facilitators should present 4 types of teambuilding techniques:

There are four types of team building techniques leaders can choose from that help their teams achieve various goals.

Personality-Based Team Building Techniques

One way to learn more about teammates is to start with a personality test. The Myers-Briggs Type Indicator (MBTI) is a respected psychometric exam that classifies people into one of sixteen different personalities, each with its own strengths and weaknesses.

Learning that some team members are more introverted than others may lead leaders and managers to assign them specific creative tasks, while extroverted team members may benefit more from tasks that involve engaging with people and presenting new ideas. Each personality type has a role to play in an organization. Team building strategies that incorporate each team member's personality type, with an understanding of how each individual interacts with others, can help any team/organization better appreciate what everyone has to offer.

Activity-Based Team Building Techniques

In an activity-based approach to team building, team members par-

participate in a series of challenging tasks designed to take them out of their comfort zones. In many cases, these tasks are completed outdoors and can include ropes courses, boot camps, rafting or survival events.

While it may seem irrelevant to take teams out of everyday surroundings, in truth, it can be highly rewarding for teams that need to learn to work together and trust each other. Activity-based approaches can work particularly well with younger teammates who may be eager to try their hand at something different.

Skills-Based Team Building Techniques

For team leaders and managers concerned that activity-based team building may not be developing specific skills, a skills-based approach may be beneficial. Here, team members participate in workshops to develop important skills, such as how to communicate effectively and give helpful feedback. The types of skills honed in a skills-based workshop can immediately be relevant to the success of the team and can be highly useful for boosting team performance.

Problem-Solving-Based Team Building Techniques

Sometimes, it is best for teams to look specifically at their internal dynamics and discover problems within the team/organization, such as process strategy, poor morale or a lack of communication.

The problem-solving-based team building technique is designed to do exactly that. This approach often takes place in a retreat setting and involves an external consultant. The team leader navigates teams through a series of exercises that help them narrow in on

Tips for facilitators

Facilitators should prepare materials in advance. They should know the topic of the sessions. They should also prepare the examples of 4 types of teambuilding techniques, in case that some of the groups have difficulties to understand or find appropriate examples.

Handout 1

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Example of the training agenda

Time/Sessions	
	Day 1
10:00 – 13:00	Introduction to training Introduction to participants Ice breaking games / Team building
13:00 – 15:00	Lunch break
15:00 – 18:00	Situation analysis - SWOT Debriefing and evaluation of the day
	Day 2
10:00 – 13:00	Basketball referees' course – introduction
13:00 – 15:00	Lunch break
15:00 – 18:00	Basketball rules & Official interpretation in amateur basketball Debriefing and evaluation of the day
	Day 3
10:00 – 13:00	Good communication, good game Team building – practical approach
13:00 – 15:00	Lunch break
15:00 – 18:00	“Let's talk about MOTIVATION” Debriefing and evaluation of the day
	Day 4
10:00 – 13:00	Practical part – basketball games with trained referees
13:00 – 15:00	Lunch break
15:00 – 18:00	Debriefing and discussion about the games and refereeing the games. Evaluation of the training

Handout

**Note: The form can be put into digital format through Google forms.
Evaluation by the players after match**

Survey Satisfaction

1) FORM/ATHLETISM

The referee runs continuously, remaining in the rhythm of the match	YES	NO
---	-----	----

2) MATCH CONDUCTION

The referee had a serene approach to the match, showing a collaborative attitude	YES	NO
--	-----	----

The referee had the same feeling and empathy with the athletes	YES	NO
--	-----	----

3) DISCIPLINE

The referee manages to anticipate disciplinary problems with authority	YES	NO
--	-----	----

The referee uses disciplinary action effectively	YES	NO
--	-----	----

4) TECNICH

The referee acknowledges the violations	YES	NO
---	-----	----

Infractions (steps, double dribble, 3" 5" 8" 24", interference, R.P.Z.D., throw-ins)

Fouls with ball game	YES	NO
----------------------	-----	----

Fouls in the act of shooting, continuous movement, illegal use of hands

Play without the ball	YES	NO
-----------------------	-----	----

Positions, irregular blocks, rebounds	YES	NO
---------------------------------------	-----	----

5) COMUNICACION

The referee is able to communicate with due courtesy with athletes and bench staff	YES	NO
--	-----	----

FINAL COMMENTS

(indicate positive and negative things)

COACH's Comments

Match Score

Handout

Note: The form can be put into digital format through Google forms.
Evaluation of the training

put X in appropriate field

	1	2	3	4	5
Atmosphere was					
Topics were					
Methods of work were					

In your opinion, how did the organization team function?

I liked most:

I liked least:

What will I use for my future work/life?

Describe overall experience in 3 words:

Tell us something for the end:

About Erasmus + Sport

The aim of Erasmus+, as a program, is to support the educational, professional and personal development of people in education, training, youth and sport, to contribute to sustainable growth, quality jobs and social cohesion, to drive innovation and to strengthen European identity and active citizenship.

Erasmus+ actions in the field of sport promote participation in sport, physical activity, and voluntary activities.

They are designed to tackle societal and sport-related challenges. Opportunities are available for organisations under 3 Calls which address these challenges.

A specific call on Capacity Building in the field of sport is also available as of 2022. It targets EU Member States and third countries associated to the Programme (previously called Programme countries) and the Western Balkans.

The actions:

Cooperation Partnerships

Designed for organisations to develop and implement joint activities to promote (among others) sport and physical activity, as well as deal with threats to the integrity of sport (such as doping or match-fixing), promote dual careers for athletes, improve good governance, and foster tolerance and social inclusion.

Small-scale Partnerships

For grassroots organisations, less experienced organisations and newcomers to the Programme. Small-Scale Partnerships have simpler administration, smaller grants and shorter durations than Co-

operation Partnerships.

Not-for-profit European Sport Events

Designed to encourage sporting activity, implement EU strategies for social inclusion through sport, foster volunteering in sport, fight against discrimination and encourage participation in sport and physical activity.

Capacity Building in the field of sport

Capacity-building projects are international cooperation projects based on multilateral partnerships between organisations active in the field of sport in EU Member States and third countries associated to the Programme (previously called Programme countries) and the Western Balkans. They aim to support sport activities and policies in as a vehicle to promote values as well as an educational tool to promote the personal and social development of individuals and build more cohesive communities.

More information at:

<https://erasmus-plus.ec.europa.eu/opportunities/opportunities-for-organisations/sport-actions>



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