

FIFPro **Black Book** Eastern Europe

The problems professional footballers encounter: research



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Editors: FIFPro; PFA Scotland; SPINS, Slovenia

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Foreword / Review

There is a growing public perception that all footballers are wealthy and have a lifestyle that few others in society could aspire to. Whilst this may be true of some players, the vast majority are ordinary workers who play their trade in an effort to secure a living for them and their families.

FIFPro has become aware in the last couple of years, as it extends its influence and geographical spread, that there are many players throughout the world who suffer extreme hardship and financial ruin because of the treatment they receive from their clubs, particularly in relation to non payment of salaries and respect of contracts.

This hardship has resulted in the creation and development of player unions throughout the world, but particularly in Eastern Europe where there has been a dramatic increase in the number of unions created.

In response to the number of problems emanating from Eastern Europe, FIFPro decided to create a Task Force with the following objectives:

1. Speeding up the establishment of high quality unions in countries where there is still no professional FIFPro member footballers' union;
2. Research into problems related to salary payment. The research will try to find out which clubs do not comply with their contractual obligations to footballers, and which clubs put pressure on players to terminate their contract, and, if so, in what way;
3. Fight match-fixing. Research shows that some criminal organizations in Eastern Europe put heavy pressure on players to cooperate in bribery scandals. Players appear to be very vulnerable; they run the risk of being suspended, even before they are proved guilty, as occurred in the case of two Debreceni players. Footballers must be able to appeal to their national players' union at all times and get help and advice from the union. The task force group will open a help desk, together with the national players unions, allowing unions to give their members appropriate help;
4. Fighting racism. Players are still regularly the victim of racist incidents, committed either by spectators or clubs. There are very many examples of this including the recent incident with Roberto Carlos, who was insulted during a league game in Russia;

5. Banning violence against players. FIFPro has noted an alarming increase in violence against footballers, the best publicized examples being the scandalous incidents that took place in Russia and Greece.

The first duty of the new Task Force was to call together as many unions, from Eastern and Southern Europe, to a meeting in Thessalonica in July 2010 to discuss the problems across the regions and to hear from the players themselves.

Even the most battle hardened of us, who had worked in player unions for many years, were astonished at the scale of the problems the players faced. Non payment of salaries, match fixing, violence, discrimination and bullying were all too common in this region.

As a result of this conference, the Task Force decided to put together a questionnaire and get in contact with as many players as possible in the individual countries and ask them to respond confidentially to the questions we posed.

The members of the Task Force would like to thank the players and unions who participated in the survey. It required great courage to respond given the local circumstances. Many players were too scared to respond and many of the players' unions faced hostile reactions from the clubs who would not allow their players to participate.

FIFPro would also like to commend the players who have agreed to be interviewed, on the record, and the unions for facilitating this. Many of these players have been threatened and bullied and, by speaking out, they hope to affect change for all players in the region.

With over 3,000 player responses, we are confident that the results and analyses contained within this Black Book, outlines the mammoth task that we in football have to undertake to ensure that players in this part of the world are offered the same basic conditions as other players, particularly in Western Europe.

Task Force

Summary

Too little respect for the professional footballer in Eastern Europe

Professional football in Eastern Europe is struggling, with a terrifying lack of respect for the rights of professional players. That is the main conclusion that FIFPro reaches from the study that the worldwide trade union, for professional footballers, had carried out by its own Task Force Eastern Europe. The Black Book Eastern Europe, produced by this work group, has given FIFPro confirmation that there is an urgent need to improve the legal position of professional players in Eastern Europe.

FIFA, the worldwide football association, has been championing, for many years, the 'Respect of Contract' by the two parties who enter into a commitment to each other: the club (the employer) and the player (the employee). The study by FIFPro's Task Force underlines that it is mainly the professional footballer who honours his commitments. The professional footballer, in Eastern Europe, must fight for his rights, because a large number of the employers are not so particular about their obligations.

The most essential condition for professional football is that a football player is paid (remunerated) by his club. But of the 3,357 professional footballers who cooperated in this study, 41.4% do not have their salaries paid on time. 5.5% of all players have to wait more than 6 months to receive their salary. 2.2% have even had to wait more than a year for their salary arrears to be paid or are still waiting for that to happen. The payment of bonuses is just as problematic: only 53.4% receive their bonuses at the agreed time.

We are talking here about a core value of professional football, for if a professional player does not receive a salary, he is simply an amateur.

According to a vast majority of the players (92.9%), the clubs claim they cannot pay because they lack the finances.

For the sake of clarity: not all professional players are millionaires or earn hundreds of thousands of Euros. The vast majority of the players who participated in this study earn (at most) an average income and are not financially independent.

The non-payment of players' salaries has enormous consequences, because it aggravates other problems in football. The FIFPro study proves that there is a clear link between non-payment and match fixing. That is a problem that has been cropping up more and more in recent years. Organised

crime is increasingly operating in the world of sport. A player who has to wait for his money has a greater chance of being approached to manipulate a match. What's more, he is vulnerable. 11.9% of all the players admitted to having been approached to manipulate a match. The study shows that the number of players increases the longer the non-payment of salaries continues. No less than 55% of the players who were approached for match fixing, did not have their salaries paid on time.

In addition to non-payment, there is also abuse. Just as every player is contractually obligated to do his utmost to perform as well as possible, so the club must act as a good employer (good governance). Often this is nothing more than an empty phrase. Numerous clubs put their players under physical and mental pressure, mainly because of contractual conflicts: (1) the club wants the player to sign a new contract, (2) the club wants the player to terminate his contract without claiming compensation, (3) the club wants the player to agree to a reduction in his salary.

The clubs use a variety of methods to exert pressure, as shown in the study: 15% of players were forced to train alone (separate from the team); 11.7% of the players were victims of violence (of which 33% was initiated by the club); 10.2% of the players were victims of bullying and harassment (in other words, bullying players with the aim of making them cave in, either physically or mentally).

Here again, problems seem to be interconnected. Players who are approached to manipulate a match are, on average, much more frequently the victim of violence (38.6% compared to 8.1%), training alone (31.0% compared to 13.3%), or suffer bullying and harassment (36.0% compared to 6.7%).

For FIFPro and its affiliated trade unions, these are clear and alarming figures. On average, it means that in each team that comes onto the field, there is at least one player who has been a victim of the aforementioned forms of mental or physical violence. That is more than shocking.

Most trade unions have tried on many occasions to bring up the problems in their own country with the national football association and leagues, but they generally refuse to recognise the problem, let alone address it.

For FIFPro, the current situation in Eastern Europe is unacceptable. That should also be the case for every stakeholder in football. If they are still not convinced, then FIFPro's Black Book Eastern Europe should set off the alarm bells.

With this Black Book in hand, FIFPro calls on all the other parties (stakeholders), in football, to join together to combat the shameful abuse in Eastern Europe. FIFPro cannot solve all the problems alone, nor can the other stakeholders. FIFPro believes and hopes that, with the help of UEFA, FIFA, the

European Commission, the ECA and the EPFL, it can address a large number of these problems and at least reduce them.

The Black Book Eastern Europe, unfortunately, illustrates that the current licensing system of UEFA is proving insufficient. It is much too limited to have any effect. First, this system only applies to clubs who take part in international European competitions. Secondly, it emerges that clubs, who are accountable under this licensing system, are also involved in the practices mentioned above.

Despite the results, FIFPro will try to remain positive. After all, a majority of professional players in Eastern Europe receive their salary on time, have no problems with violence, and are not illegally put under pressure by clubs to end their contract, to extend it, or to amend it. FIFPro is of the opinion that such decent treatment should apply to all professional footballers.



Facts and findings

The most interesting facts and findings

- according to the analysis of all the participating countries
- according to the analysis of the individual countries
- according to the crosstab analysis

The most interesting facts and findings according to the analysis of all the participating countries

Non-payment 41.4% of respondents say their clubs did not pay salaries on time and more than half of them state that their bonuses are not paid on time (53.4%). Around 5% of the players have to wait more than 6 months for their salary.

Payment delayed 92.9% of payments are delayed because no money is available to the clubs.

Bonus scheme 59.2% of the respondents do have a collective team bonus scheme, out of which 67.8% do not have a copy of the scheme in their possession. There are 18.5% of respondents who do not receive any bonuses at all.

Training alone Almost every sixth player has been forced to train alone (15.6% of the respondents). The most common reasons for training alone were that the club wanted to end the contract or players did not agree to sign a new contract with the club.

Violence Every ninth respondent was a victim of a violent act (11.7%). The violence was mainly caused by the fans (55.8%), club management (13.3%) or by the club's coach (8.3%).

Bullying There are 10.2% of respondents, who have been bullied or harassed and this was in almost two-thirds of the cases caused by club management (64%) or club's coach himself (24%).

Racism 9.6% of all the respondents also report examples of racism or other forms of discrimination, mainly caused by supporters (65.3%).

Match Fixing 11.9% of respondents are saying that they have been approached to consider fixing the result of a match and more than twice of them (23.6%) are also aware of match fixing that took place in their league.

The most interesting facts and findings according to the analysis of the individual countries

Non-payment The records show that a staggering 94% of football players in Montenegro do not get their salaries on time and two thirds of the respondents from Greece (67.5%).

Payment delayed Among those playing in Greece, there are 31.8% of players who have to wait more than 6 months to receive their salary.

Training alone Almost every third player in Kazakhstan (31.8%) has been forced to train alone, as well as every fourth player from Greece (25.4%).

It is interesting that the percentage of players from Russia, who have been forced to train alone, is one of the lowest amongst all the countries (4.5%), but on the other hand, 44.6% of the players report that their colleagues had to train alone at least once.

Violence 31.5% of the players from Greece reports that he has been a victim of a violent act.

Bullying In the Czech Republic there are 18.4% of respondents writing that they have been bullied or harassed, most of them by a coach (62.2%).

Racism More than every third player in the Czech Republic (36.5%) reports being a victim of racism or other forms of discrimination, in most cases caused by supporters (83.7%).

Match Fixing 34.3% respondent in Kazakhstan has been approached to consider fixing the result of a match, in Greece almost every third player (30.3%). Almost half of the respondents from Russia (43.5%) are aware of match fixing in their league.

The most interesting facts and findings according to the crosstab analysis

Labour contract

Data shows that 61.4% of players, who have their whole salary mentioned in the labour contract, are much more likely to get their salaries on time, versus players with only civil contracts, since only 31.8% of them report they receive their salary on time.

Civil contract

Contract

Football clubs with no money available for salaries are the most unfavourable for the players, who are self-employed, since 95.5% of those players did not receive their payments for that reason.

Self employment

Bonus

Players, who have their whole salaries mentioned in the labour contract (53.4%) or whose salaries are partly paid on the basis of the addendum/annex (45.7%), will more likely have their bonuses paid on time. Data shows that the negative exceptions are players with civil contracts, since 78.6% of them do not get their bonuses paid on time and only 14.6% of them do.

Contract

Non-payment

55% of all the players who did not receive their salary on time were approached to consider match fixing. Among the respondents that were never approached with such a proposal, only 39.7% of them claim that their club does not pay salaries on time.

Match Fixing

Non-payments

Almost half (47%) of the players who did not receive their salary on time have also been forced to train alone.

Training alone

Training alone

There are 26.3% of respondents who were being forced to train alone and were also victims of a violent act. Among those who were never forced to train alone, only 9.1% reported violence.

Violence

Salary

There is also logical correlation between the payments of salaries and bonuses. Players who do not get their salary on time also do not get their bonuses on time (86.6%). Consequently, (74.4%) of the players who get their salaries on time, also get their bonuses on time.

Bonus

Match Fixing

31% of respondents who were approached to consider fixing the result of a match were also forced to train alone. On the other hand there is a high percentage (86.7%) of the players who were never approached to consider match fixing and forced to train alone.

Training alone

Match Fixing

Among players who have been approached to consider fixing the result of a match, there are 38.6% of those who have been a victim of a violent act. On the contrary, among those that claim they have never been approached for match fixing, there are only 8.1% of players reporting they have been victims of a violent act.

Violence

Violence

40.3% of those players who have been victims of a violent act in the past also reported bullying or harassment against them. On the other hand, just 6.3% of the players who denied being victims of a violent act reported bullying or harassment.

Bullying

Violence

Violence can also affect the timely payments of the players' salaries. 60.1% of the players, who have never been victims of a violent act, are getting their salaries on time. Among those who have been victims, 53.9% of the players do not get their salary on time.

Non-payment

Violence

One third of the players (32.6%) who have been victims of violent acts were also victims of racism or some other form of discrimination. As an aside, just 6.5% of the players who denied being victims of a violent act were the victim of racism or some other form of discrimination.

Racism

An overview of the

The 5th chapter of the document deals with different fields, where the biggest problems in the East European football were expected and detected. Contracts, Financing, Training alone, Match Fixing and Violence were studied in detail. After each sub-chapter, player's cases and interviews were added. Those can help us to understand more clearly and sufficiently all the empirical results. Cases can also be regarded as indicators of the actual situation in East European Football.

Contracts The case of FC Buducnost Podgorica (Montenegro) can be regarded as a perfect example of a violation (breach) of contract. The club **unilaterally changed** an article of the employment contract without even informing the player.

Financing Insufficient financing of the clubs is the widest spread problem in the region. The case to highlight is the one of **Adis Stambolija**, Croatian first national league player, who has not been receiving wages, nutrition expenses and apartment rents, for more than consecutive 9 months. He also had to **sleep in a locker room**, because he had no money for fuel and apartment rents.

Players' cases

Training alone The case of **Igor Strelkov** from Russia speaks for the prevention of training alone. Igor had to attend the individual training program, composed of **running laps** around the stadium alone for number of days, where the average temperature was **-20°C**.

Match fixing Manipulating games or match fixing is the deadliest disease to hit the modern football, which effect can be for example observed in the case of the player **Mario Cizmek**, former Croatian youth international. Mario, as a selfemployed player, a legal status unique to Eastern Europe, did not receive his income from the club for almost a year, but still had to pay all the social and other contributions to the state and therefore was actually "forced" to become involved in a match fixing. After several games he was apprehended and consequently **lost everything that he had**.

Violence The cases that stand out are the violent attacks from club officials in Russia. Player **Spartak Gogniev**, who was **badly beaten** in the tunnel during a league game and **Nikola Nikezic**, former player of the Russian club FC Kuban, who was **physically attacked and threatened with a gun** in the premises of the club for not agreeing to prematurely end the contract, are just some of the stories, that happen daily to players there. Those players were fortunate enough, the club's misbehaviour was revealed or brave enough to bring their story to the public eye. Many of the still active players are subjected to the same practises, but are afraid to speak about it because of their careers or even fear for their life.

Conclusions

The FIFPro Black Book Eastern Europe has a very clear message: for hundreds of professional footballers in Eastern Europe, their dream of making a career in football has turned into nothing short of a nightmare. They don't receive their salaries they are physically and mentally abused and have to be on their guard against falling into the hands of criminals. A judge in Croatia recently compared the situation to that of slavery. That's how bad things are.

FIFPro has drawn the following conclusions based on the study for this Black Book:

- It is of crucial importance that every player has a single, clear labour contract, which clearly states the complete salary and other bonuses;
- The clubs' budgets must be strictly audited using a licensing system, since virtually all those players, who do not receive their salaries, said that their club was in financial difficulties;
- The existing legislation seems insufficient for guaranteeing that a player is safeguarded against the problems described in this book. At the same time, compliance with the existing legislation is inadequate, since it is clear that it poses no barriers to malicious persons who can infringe the legislation with impunity;
- Players who do not receive their salaries are very vulnerable to becoming involved in match fixing. The longer a salary is in arrears, the greater the risk that the player will respond to requests to participate in manipulating matches;
- There are still no guarantee funds for footballers' salaries in case of insolvency of clubs;
- Independent arbitrations and rulings according to FIFA regulations and jurisprudence do not exist in eastern European countries. That needs to be changed immediately. According to the Memorandum of Understanding that FIFPro signed with both UEFA and FIFA, any dispute between the Club and the Player regarding the employment contract shall be submitted to independent and impartial arbitration;
- Players regard the order to 'train alone' as 'bullying and harassment'. Training alone is clearly a way of placing players under threat and humiliation.

FIFPro thinks it highly plausible that the picture sketched in this Black Book, by more than 3,000 professional footballers, paints a rosier picture of the situation than actually exists in reality. First, this study was held at the start of the current football season 2011/2012. Experience shows that the number of abuses increases as the season progresses. During the season, clubs regularly have less money than outlined in advance.

Secondly, countless players were prepared to cooperate in this study but, at the same time, many hundreds recoiled at the thought of making a complete statement about what had happened to them. Many players admitted they were scared. FIFPro and its union employees listened to players tell their story in tears and, at the same time, insist that their story had to remain absolutely confidential. The fact that the Black Book Eastern Europe only contains a handful of confessions from players is a clear indication of the extent of that fear. It is the tip of the iceberg.

Players are scared of losing their job. They are scared that other clubs will exclude them if they make a statement. They fear reactions from violent fans, which will stop at nothing to take action. They are scared of reprisals from criminals who have links with clubs and football associations. They are anxious about sanctions or prison sentences if they talk about match fixing. The current UEFA legislation is so rigid that a player is found guilty, without him actually having been guilty, of manipulating matches. Simply being approached can prove enough for a suspension.

The professional footballers are scared because clubs, federations and other stakeholders refuse to take the players' rights into consideration. The federations appear incapable of providing the protection that the main players, in this sport, should enjoy. In the eyes of many clubs and federations, the player is an object that can be replaced, thrown away or destroyed at any moment. The player's right to exist apparently doesn't count...

It simply cannot go on like this.

FIFPro cannot, and will not, tolerate that professional footballers in Eastern Europe are treated in such a deplorable way. FIFPro demands that the bodies that were created for that purpose take immediate measures. As stated, existing legislation seems insufficient for guaranteeing that a player is safeguarded against the problems described in this book, while compliance, even with existing legislation, is far below standard.

UEFA and FIFA need to start acting against national football federations, which do not comply with the existing rules and legislation. UEFA and FIFA have some very strict sanctions at their disposal, but up till now they have refused to apply these severe sanctions as a measure to protect the player's rights.

It is up to all stakeholders in football to address the aforementioned abuses. FIFPro calls on them all to intervene immediately. FIFPro also warns that the limit has been reached and wants to know what the UEFA, ECA, EPFL and the national federations are going to do about this. If an adequate response is not forthcoming, FIFPro will take a strong worldwide initiative in addressing these abuses.

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1 Introduction

The idea to make a book, which will include topics either hidden or forgotten in today's football, was made on behalf of the FIFPro (World Players Union) Task Force Group for Eastern Europe.

The main goal and the purpose of the book is to present to the world the most unexpected and, sometimes, shocking information and details regarding the violence, abuse, match fixing, racism, discrimination and many other actions that the professional football players in Eastern Europe are exposed to, on a daily basis. This is also why the project was named the "Black Book".

This "Black Book" investigation will help the authors to accurately record the issues that the players are currently facing, and also allow the FIFPro organization, or participating countries, to develop strategies to counteract them.

FIFPro sent the invitation to participate in the above-mentioned project to 15 countries of Eastern Europe, more accurate 15 players' unions in those countries in Eastern Europe. These players' unions were asked to cooperate and assist in providing information and spreading the anonymous questionnaires to all the professional football players in their leagues, listing the problems that players in their region have to endure. The gathered data was finally used in the creation of the research analysis called "Black Book Eastern Europe".

2 Methodology

The findings in the report are based on data collected within the project **Black Book Eastern Europe**. This project tries to determine the range and extent of the problems currently existing in professional football in that part of the world.

The questionnaire was designed by the FIFPro (Task Force Group for Eastern Europe) and translated into the national languages of all the participating countries. The players' unions from 15 Eastern European countries were invited to participate and, as such, copies of the questionnaire were sent to all of them. Data collection took place in September and October 2011 in Bulgaria, Croatia, Cyprus, Czech Republic, Greece, Hungary, Kazakhstan, Malta, Montenegro, Poland, Romania, Russia, Serbia, Slovenia and Ukraine.

Collected data was manually entered into the SPSS Software (release 17.0). Qualified personnel conducted all the operations. The same Software performed all the statistical analysis.

Despite instructions that the questionnaire had to be focused on all the professional football players of each country (regardless of the national leagues), this was not always the case. Three countries (Malta, Romania and Cyprus) were eliminated due to insufficient responses regarding the number of professional football players in the country. The other 12 countries have properly responded to the instruction and the expected result was achieved. Final sample consists of 3,206 units of analysis.

Types of Questions

A complete copy of the survey can be found in Appendix A.

The survey is focused on five subfields: Contracts (licensing), Payment of Salaries, Training Alone, Violence and Match Fixing. There are 21 questions, 13 closed-ended, 7 partial open-ended questions and 1 open-ended question at the end.

Report Structure

In the beginning of the report, there is survey analysis for the all the countries included in the study. In Chapter 4, there are individual analyses for each country. In Chapter 5, there are Cross-tabulation analyses¹ for all the previously defined subfields.

Reading Tables and Figures

Tables in Chapter 3 and 4 present frequencies and valid percentages. A frequency table is a way of summarising a set of data.

Column "**n**" (frequency) in the table tell us how often each value of the variable in question occurs.

In column "**%**", there are calculated valid percentages. The results presented in this report consider only valid percentages, while the missing values are excluded.

Tables in Chapter 5 include crosstab analysis that shows a distribution between two variables and can help us determine how respondents answered on two or more questions at the same time. In other words this means that cross tabulations bring together two variables and display the relationship between them in a table.

The numbers in the column "**Count**" in each cell tell us how many observations fall into each combination of values.

In column "**%**", there are calculated valid column percentages.

Definitions

Training alone

The instruction of the club to a player to train separately from the squad in order to sanction him or to make him agree to a club proposal like a reduction of salary.

¹ Crosstabs for short – both terms are used in the report.

Harassment

'A person (A) subjects another person (B) to harassment where, on the grounds of (insert social identity basis), A engages in unwanted conduct which has the purpose or effect of (i) violating B's dignity or (ii) creating an intimidating, hostile, degrading, humiliating or offensive environment for B. 'The conduct shall be regarded as having this effect only if, having regard to all the circumstances and in particular the alleged victim's perception, it should be reasonably considered as having that effect'.

Bullying

Unwanted conduct and including either harassment or bullying as: 'Where one person or persons engage in unwanted conduct in relation to another person which has the purpose or effect of violating that person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person'

The conduct shall be regarded as having this effect only if, having regard to all the circumstances and in particular the alleged victim's perception, it should be reasonably considered as having that effect'.

Match fixing

Dishonest activity to make sure that one team wins a particular sports match.

Labour contract

The relationship between a club and a player is a labour contract governed by national labour law, national FA and FIFA regulations.

Civil contract

A contract between a club and a player that is not a labour contract. In many occasions such contract is additional to a labour contract but lacks the protection of such contract. Most civil contracts are not registered with the FA.

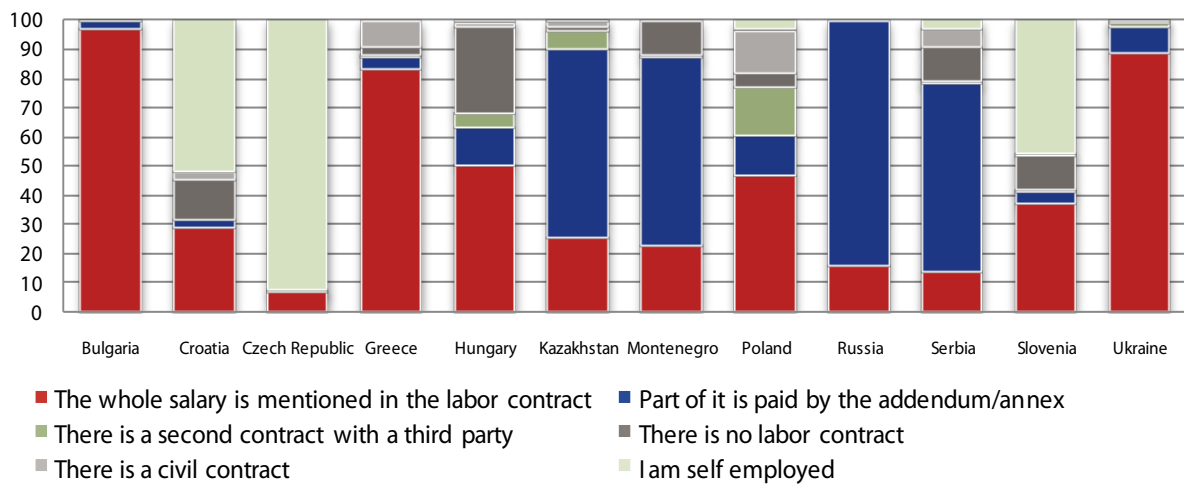
Paid by addendum/annex

The remuneration of a player should be mentioned in the labour contract that is registered with the FA. The payments agreed upon by addendum or annex is not always registered and will be difficult to prove when there is no registration of this annex.

3 Survey Analysis – Eastern Europe

The data shows that almost half of the respondents receive their salary as it is mentioned in their labour contract (47.9%). There are 23.2% of the respondents who have part of their salary paid by the addendum/annex and 15.4% of respondents that are self-employed. Figure 1 shows that there are, indeed, considerable differences between countries. Players from Bulgaria, Ukraine and Greece, also Hungary and Poland, predominantly have their salary mentioned in the labour contract. The majority of respondents from Serbia, Russia, Kazakhstan and Montenegro have part of their salary paid by the addendum/annex. Slovenia, Croatia and especially Czech Republic have, in comparison to other countries, more players that are self-employed.

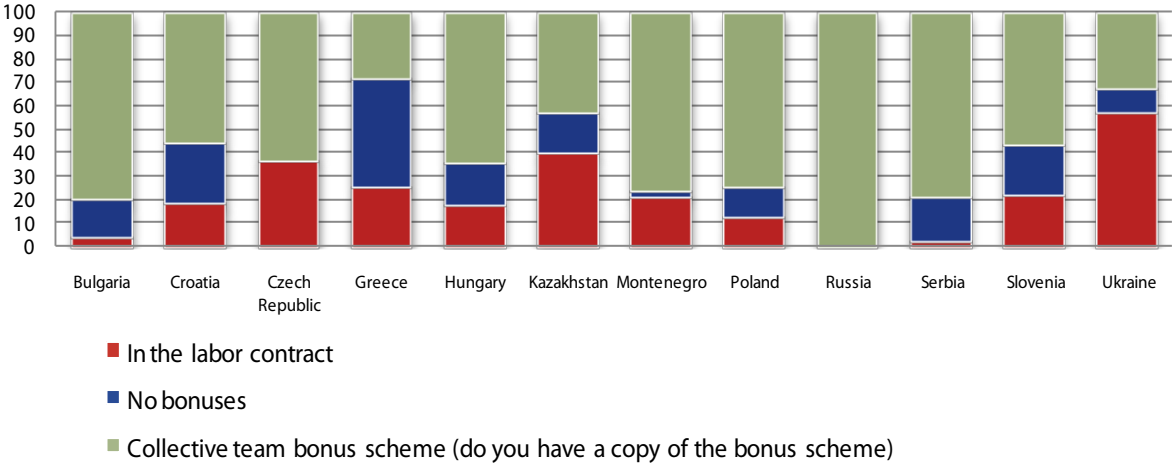
Figure 1: How do you receive your salary according to your contract? – Country comparison



There are 59.2% of respondents from all countries who have a collective team bonus scheme. A collective team bonus scheme is the predominant type of bonus arrangements in Slovenia, Bulgaria, Croatia, Serbia, Hungary, Czech Republic, Montenegro, Poland and Russia, where all the players have collective team bonus schemes. Data shows that almost every fifth player (18.5% of the respondents) is not getting any bonus. The percentage of these is highest in Greece, followed by Croatia. All of the players from Russian and Czech Republic’s clubs are getting bonuses.

Almost every fifth player (18.5%) is not getting any bonus

Figure 2: Are bonuses (win/draw/team position etc) indicated in your labor contract or is there a collective team bonus scheme? – Country comparison

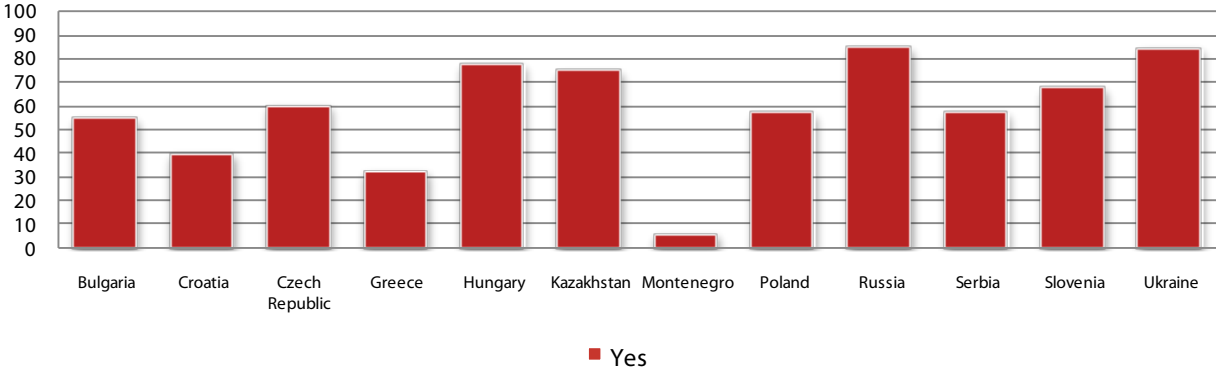


Only 58.6% of respondents state that their clubs pay salary on time

Only 58.6% of respondents state that their clubs pay salaries on time. The percentage is highest in Ukraine, Russia, Kazakhstan and Hungary. The countries with the most problematic situation are Croatia, Greece and, as we can observe from the

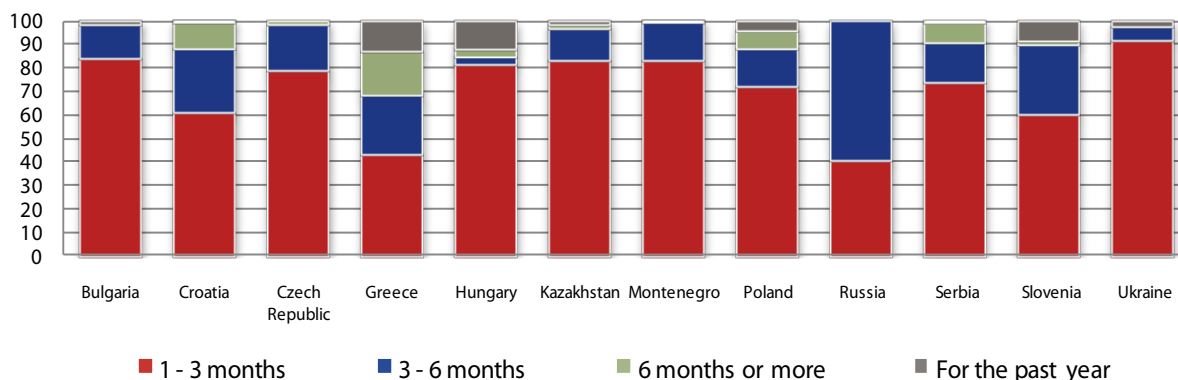
figure below, especially Montenegro, with only 6% of players stating that that their salary is paid on time.

Figure 3: Does your club pay your salary on time? – Country comparison



In cases where salaries are delayed, the vast majority of players receive their salary in a period from 1 to 3 months (65.6%). As we can observe from the figure below, Greece and Russia are the two exceptions in this case. The former has a considerable percentage of players advising that they have to wait for more than 6 months (31.6%) to get their salary. In the case of Russia, there are not many players whose salary is delayed (15.6%), however the majority of those wait from 3 to 6 months to receive their money.

Figure 4: If your salary is delayed, how long has this continued?– Country comparison



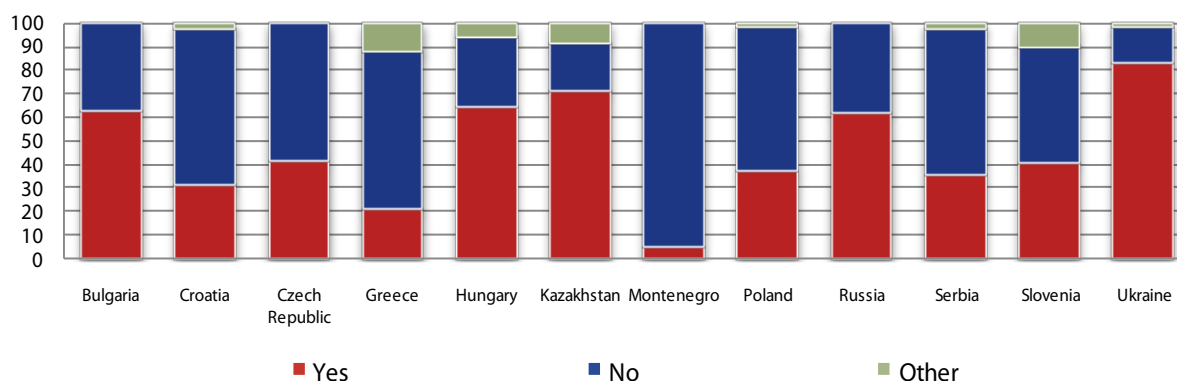
The vast majority of players agree that the club did not pay their salary because there was no money available (93%). Data, however, shows that Kazakhstan, comparing to the other countries, has a considerable amount of players stating that their club did not pay because they wanted a player to agree to a lower salary.

Figure 5: Why did the club not pay?– Country comparison



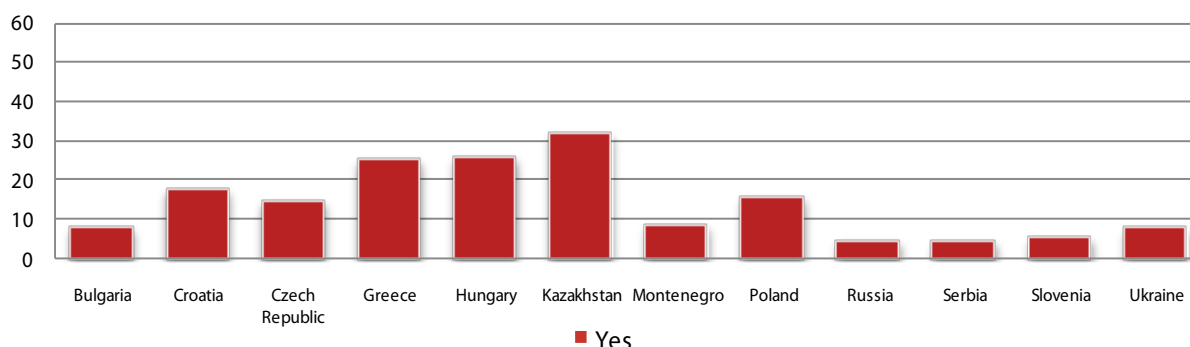
There are 46.6% of players who said their clubs pay bonuses on time. The percentage of such respondents is highest in Ukraine, Kazakhstan, Hungary, Russia and Bulgaria. Figure 6 below shows that, according to the data, bonuses are often not paid on time in Balkan countries (Montenegro, Slovenia, Croatia, and Serbia), as well as in Greece, Poland and Czech Republic.

Figure 6: Does your club pay your bonuses on time? – Country comparison



Almost every sixth player has been forced to train alone (15.6% of the respondents). As Figure 7 shows, countries with the highest percentage of players, who have been forced to train alone, are Kazakhstan, Hungary, Greece, Croatia and Poland. Russia, Slovenia and Serbia are countries with the least respondents stating that they were forced to train alone in the past.

Figure 7: Have you ever been forced to train alone? – Country comparison



Frequencies and percentages for types and reasons for training alone with regard to the countries were also calculated. However, only those players that were forced to train alone were analysed. In the case of some countries (namely Slovenia, Bulgaria, Serbia, Ukraine, Russia, and Montenegro), the sample is not big enough to make comparisons. While observing the figures below, we have to bear in mind that the data presented should not be generalized.

Almost every sixth player has been forced to train alone (15.6%)

The percentage of players that trained out of the first team is highest in Russia (100%) and in Ukraine. The majority of players from Czech Republic and Serbia did their training with supervision. The reasons for training alone vary greatly between countries. The vast majority of players from Russia, Czech Republic, Montenegro and Poland agree that they had to train alone because the club wanted to end

their contract with them. A large share of players from Kazakhstan and Ukraine did not sign a new contract with the club. Respondents from Bulgaria, Slovenia, Serbia and Hungary, in most cases, listed other reasons for training alone.

Figure 8: Training alone (separate group) – Country comparison

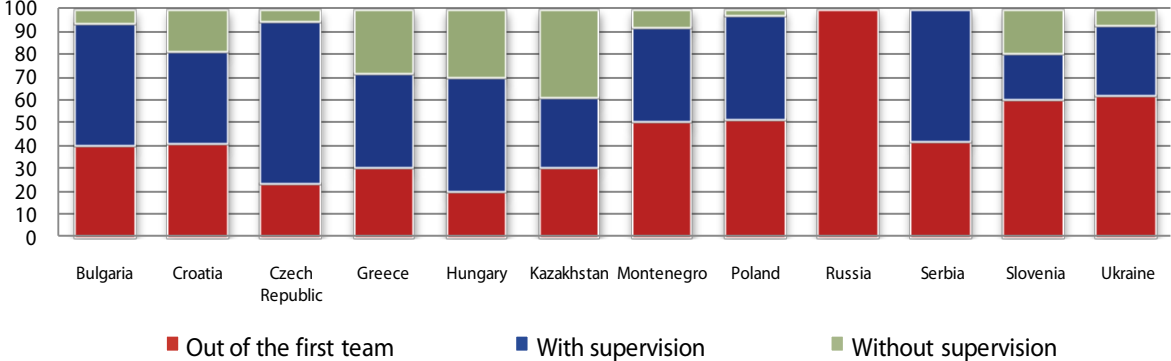
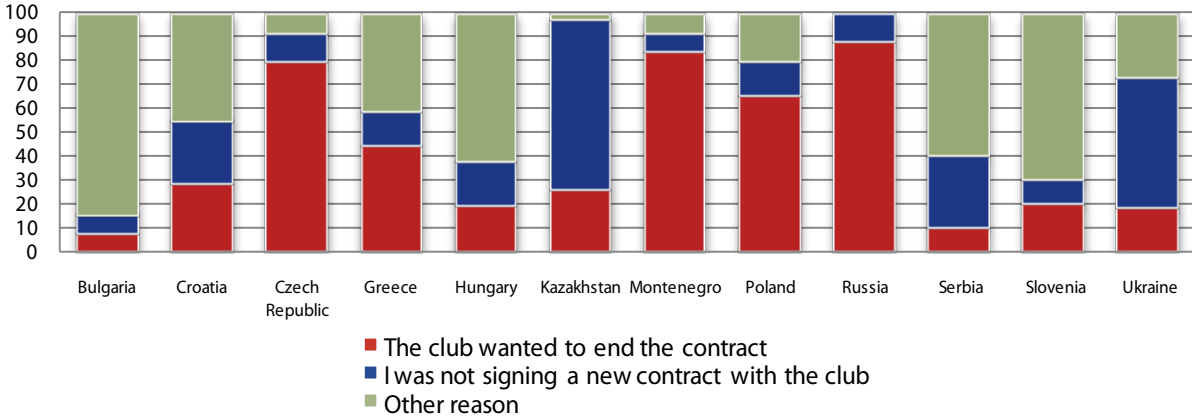
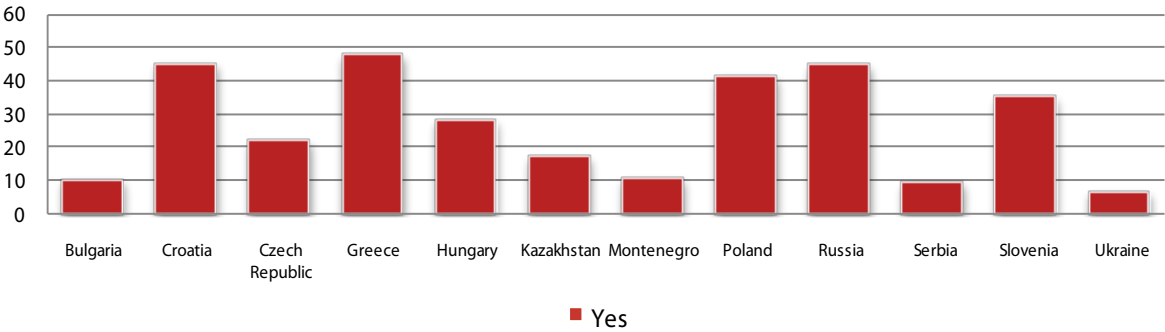


Figure 9: The reason for training alone – Country comparison



Greece, Croatia, Russia, Poland, and Slovenia have the highest percentages of respondents reporting that their colleagues were forced to train alone. Countries with the lowest percentages are Ukraine, Serbia, Bulgaria and Montenegro, as we can see from the Figure 10 below.

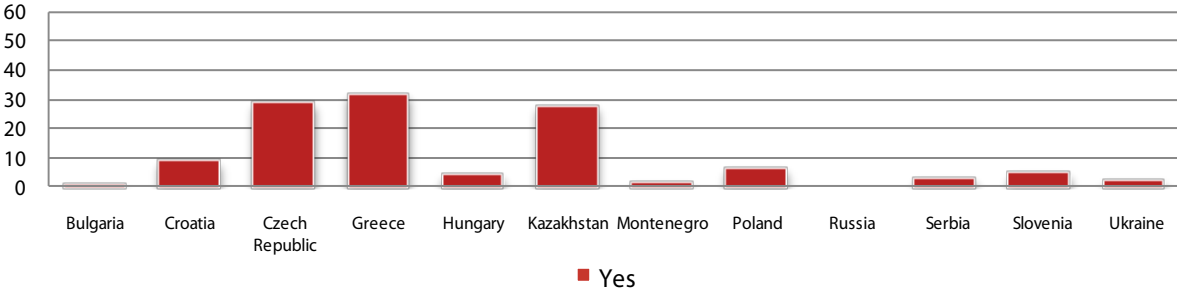
Figure 10: Have your colleagues been forced to train alone? – Country comparison



Every ninth (11.7%) respondent has been a victim of a violent act. The countries with the highest percentage of players, who have been victims of a violent act, are Greece, Kazakhstan and Czech Republic. Percentage is lowest in Russia, Bulgaria, and Montenegro.

Every ninth (11.7%) respondent was a victim of a violent act

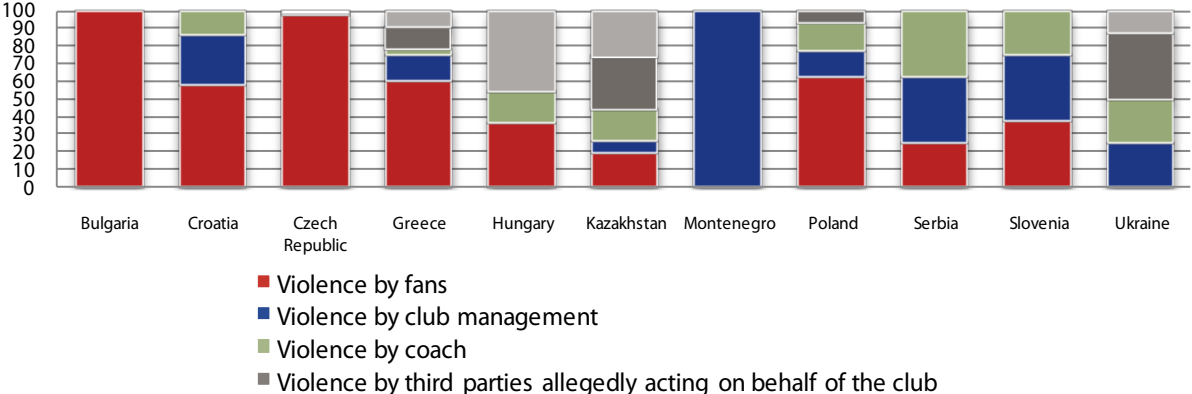
Figure 11: Have you ever been a victim of a violent act? – Country comparison



Frequencies and percentages for types of violent acts were also calculated by country. However, only those players that were victims of a violent act were analysed. In the cases of some countries (namely Slovenia, Bulgaria, Croatia, Serbia, Ukraine, Hungary, Poland, and Montenegro) the sample is not big enough to make comparisons. While observing the figures below, we have to bear in mind that the data presented should not be generalized. Russia is not included in the graph, because none of the players report being victims of violent acts.

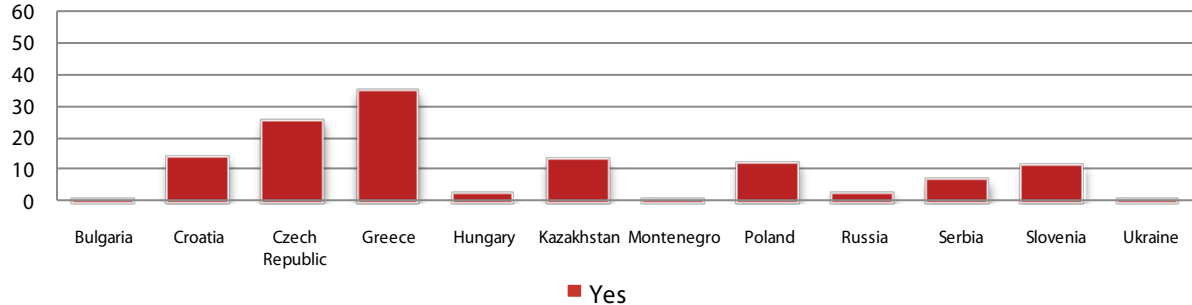
The majority of players from Bulgaria, Czech Republic, Poland, Greece, and also Croatia report being victims of violence by fans. The problem of violence by club management is, as figure 12 below shows, the most prominent in Montenegro, as well as in Serbia and Slovenia. Serbians players, more than any other country, report violence by their coach. Violence by third parties, allegedly acting on behalf of the club, seems to be the most prominent problem in Ukraine. The majority of respondents from Hungary report violent acts by others.

Figure 12: Type of violence – Country comparison



The percentage of respondents stating that their colleagues have been victims of violent crimes is highest in Greece, Czech Republic, Poland, Kazakhstan and Croatia, as figure 13 suggests.

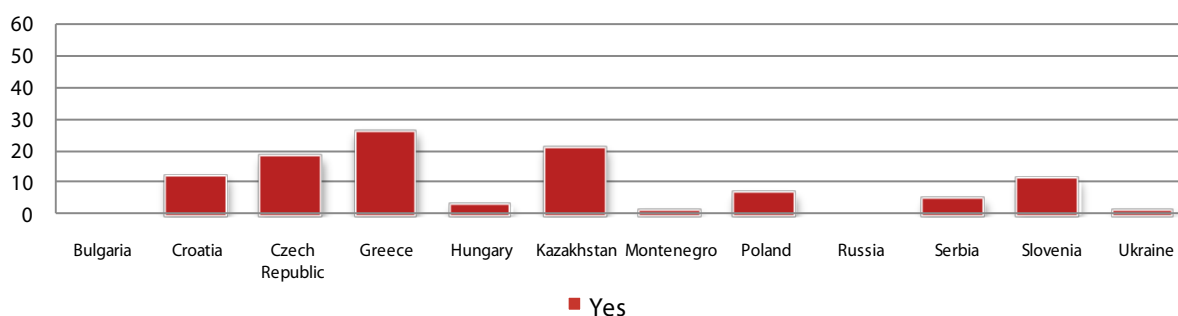
Figure 13: Have your colleagues been a victim of a violent act? – Country comparison



There are 10.2% of respondents that have been bullied or harassed. The countries that have the highest percentage of players who were bullied or harassed, are Greece, Kazakhstan and Czech Republic. The lowest percentage is in Russia, Bulgaria, Ukraine, Hungary, and Montenegro.

There are 10.2% of respondents who have been bullied or harassed

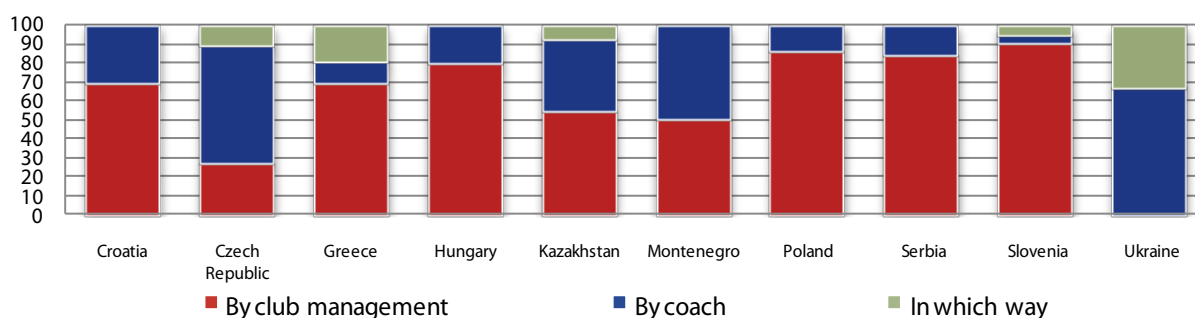
Figure 14: Have you ever been bullied or harassed? – Country comparison



By country, we also checked who was responsible for the bullying or harassment against the respondents, however, only those players that were bullied or harassed were analysed. In the case of some countries (namely Slovenia, Croatia, Serbia, Ukraine, Hungary, Kazakhstan, Poland, and Montenegro) the sample is not big enough to make comparisons. While observing the figures below, we have to bear in mind that the data presented should not be generalized. Bulgaria and Russia are not included in the graph because supposedly none of the respondents were bullied or harassed.

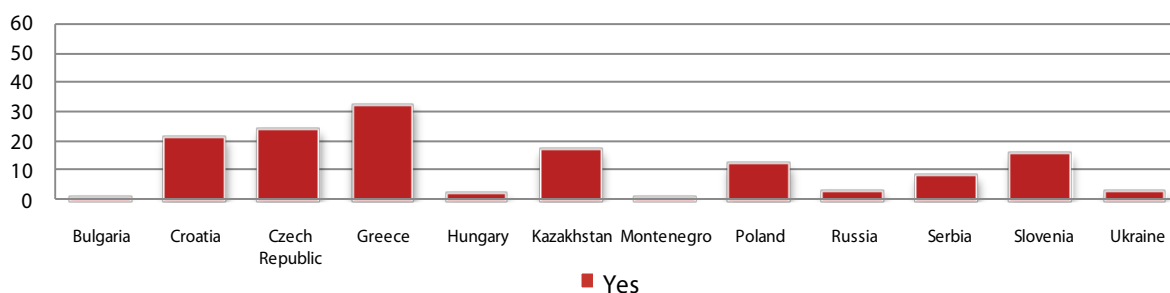
The majority of respondents from Slovenia, Poland, Serbia, Hungary, Croatia, and Greece report being harassed or bullied mainly by their club management. In Ukraine and Czech Republic, harassment by a coach is more common, please refer to Figure 15 below. Respondents from Kazakhstan and Montenegro report being harassed equally by either the club management or by a coach.

Figure 15: By which way? – Country comparison



The percentage of respondents reporting that their colleagues have been bullied or harassed is highest in Greece, Czech Republic, Kazakhstan, and Croatia, as Figure 16 suggests.

Figure 16: Have your colleagues been bullied or harassed? – Country comparison

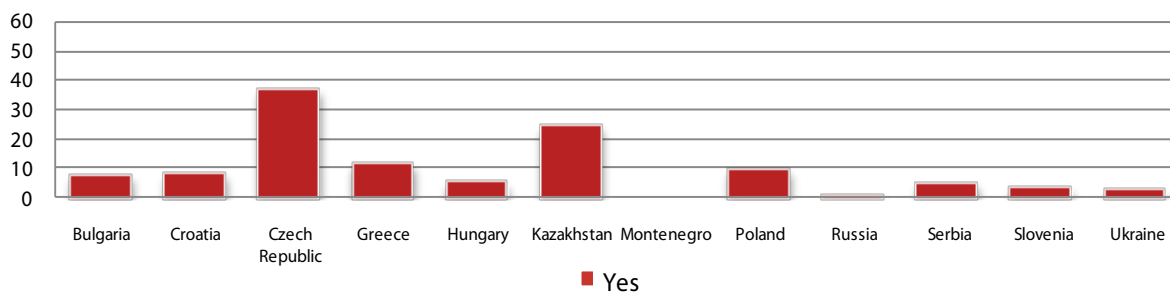


There are 11.9% of respondents advising that they have been approached to consider fixing the result of a match. The percentage of such respondents is the highest in Kazakhstan and Greece and the lowest in Montenegro, Hungary and Slovenia.

Players also report examples of racism or other forms of discrimination (9.6% of all the respondents), mainly caused by supporters (65.3%), opposition players (13.9%) or fellow players (8.3%). The two countries with the highest number of reported cases are Czech Republic and Kazakhstan.

9.6% of all respondents report examples of racism or other forms of discrimination

Figure 17: Have you ever been a victim of racism or any other form of discrimination? – Country comparison



By country, we also checked who was responsible for the discrimination against the respondents. However, only those players that reported discrimination were analysed. In all of the countries, except for Greece, Kazakhstan and Czech Republic, the sample is not big enough to make comparisons. While observing the figures below, we have to bear in mind that the data presented should not be generalized. Montenegro is not included in the graph, because none of the respondents reported discrimination.

All of the respondents from Russia and the majority of respondents from Czech Republic, Poland, Greece, Bulgaria, Croatia, Serbia, and Hungary report discrimination mainly by their supporters. Slovenia is an exception with the highest percentage of discrimination by opposition players and Ukraine has the highest percentage of discrimination by coaches.

Figure 18: Who were you discriminated by? – Country comparison

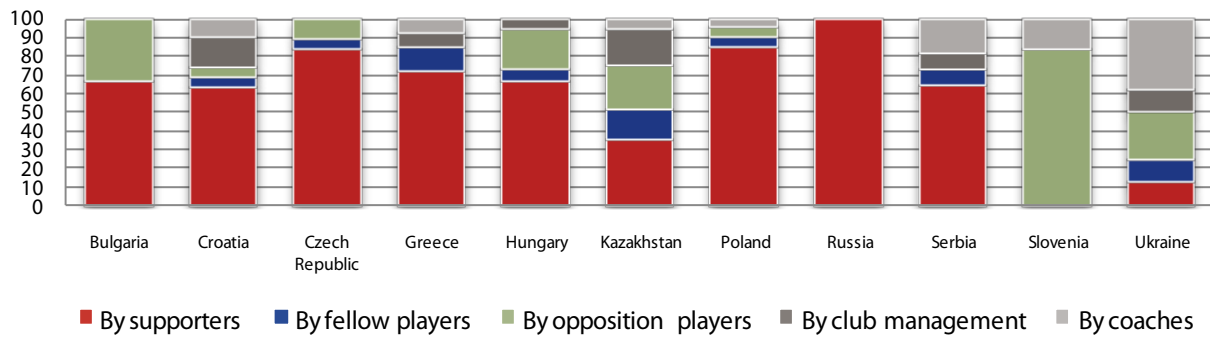


Figure 19: Have you ever been approached to consider fixing the results of a match? – Country comparison

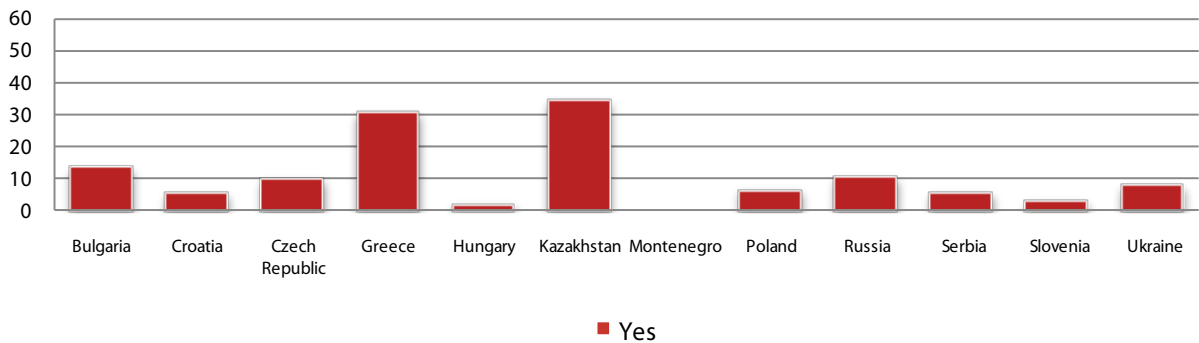
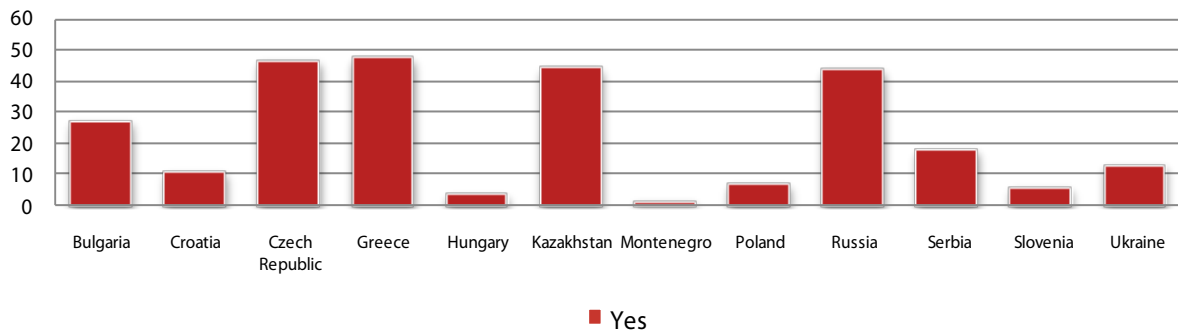


Figure 20 below shows whether respondents are aware of any match fixing that took place in their league. There are considerable differences between countries. Countries with the highest number of respondents that are aware of some sort of match fixing are Greece, Czech Republic, Kazakhstan, Russia, as well as Bulgaria. Not much match fixing is reported from Montenegro, Hungary, Slovenia, and Poland.

Countries with higher numbers of respondents that are aware of some sort of match fixing in their league are Greece, Czech Republic, Kazakhstan, Russia and Bulgaria

Figure 20: Are you aware of any match fixing that took place in your league? – Country comparison



Almost half of the players from Croatia are willing to be interviewed by their union on the problems they have

At the end of the questionnaire, the respondents were asked if they were prepared to be interviewed by their unions on the problems they have identified. Only 8.9% of respondents agreed to undertake

an interview. Figure 21 shows that Croatia was a positive example with almost half of the players willing to cooperate, followed by Slovenia and Greece.

Figure 21: Are you prepared to be interviewed by the union on any problems you have identified? – Country comparison

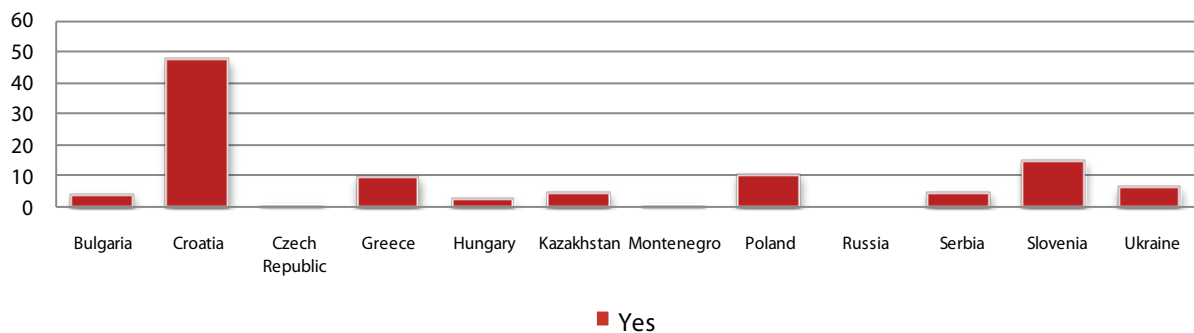


Table 1: Payments (all countries)

	PAYMENTS	n	%
How do you receive your salary according to your contract?	The whole salary is mentioned in the labour contract	1482	47.9
	Part of it is paid by the addendum/annex	717	23.2
	There is a second contract with a third party	72	2.3
	There is no labour contract	238	7.7
	There is a civil contract	109	3.5
	I am self employed	478	15.4
	Total	3096	100.0
Are bonuses indicated in your labour contract or is there a collective team bonus scheme?	In the labour contract	676	22.3
	No bonuses	562	18.5
	Collective team bonus scheme (do you have a copy of the bonus scheme)	1795	59.2
	Total	3033	100.0
Do you have a copy of the bonus scheme?	Yes	477	32.1
	No	1007	67.9
	Total	1484	100.0
Does your club pay salary on time?	Yes	1824	58.6
	No	1290	41.4
	Total	3114	100.0
If your salary is delayed, how long has this continued?	1 - 3 months	808	65.6
	3 - 6 months	252	20.5
	6 months or more	103	8.4
	For the past year	69	5.6
	Total	1232	100.0
Why did the club not pay?	No money available	1129	93.0
	Because the Club wanted me to leave	31	2.6
	Because the Club wanted me to agree to a lower salary	54	4.4
	Total	1214	100.0
Does your club pay bonuses on time?	Yes	1402	46.6
	No	1469	48.8
	Other	138	4.6
	Total	3009	100.0

Table 2: Training alone (all countries)

	TRAINING ALONE	n	%
Have you ever been forced to train alone?	Yes	488	15.6
	No	2647	84.4
	Total	3135	100.0
Training alone	Out of the first team	166	34.8
	With supervision	204	42.8
	Without supervision	107	22.4
	Total	477	100.0
The reason for training alone	The club wanted to end the contract	160	38.9
	I was not signing a new contract with the club	92	22.4
	Other reason	159	38.7
	Total	411	100.0
Have your colleagues been forced to train alone?	Yes	807	26.9
	No	2190	73.1
	Total	2997	100.0

Table 3: Violence (all countries)

	VIOLENCE	n	%
Have you ever been a victim of a violent act?	Yes	366	11.7
	No	2767	88.3
	Total	3133	100.0
Type of violence	Violence by fans	203	57.3
	Violence by club management	46	13.0
	Violence by coach	29	8.2
	Violence by third parties. Allegedly acting on behalf of the club	40	11.3
	Violence by others	36	10.2
	Total	354	100.0
Have your colleagues been a victim of a violent act?	Yes	355	11.8
	No	2649	88.2
	Total	3004	100.0

Have you ever been bullied or harassed?	Yes	316	10.2
	No	2769	89.8
	Total	3085	100.0
By whom?	By club management	167	65.0
	By coach	60	23.3
	Other	30	11.7
	Total	257	100.0
Have your colleagues been bullied or harassed?	Yes	382	12.7
	No	2616	87.3
	Total	2998	100.0
Have you ever been a victim of racism or any other form of discrimination?	Yes	300	9.6
	No	2839	90.4
	Total	3139	100.0
By whom?	By supporters	188	65.3
	By fellow players	24	8.3
	By opposition players	40	13.9
	By club management	20	6.9
	By coaches	16	5.6
	Total	288	100.0

Table 4: Match fixing (all countries)

	MATCH FIXING	n	%
Have you ever been approached to consider fixing the result of a match?	Yes	375	11.9
	No	2774	88.1
	Total	3149	100.0
Are you aware of any match fixing that took place in your league?	Yes	735	23.6
	No	2374	76.4
	Total	3109	100.0

Table 5: Interviews (all countries)

	INTERVIEWS	n	%
Are you prepared to be interviewed by your union on any problems you have identified?	Yes	284	8.9
	No	2922	91.1
	Total	3206	100.0

4 Survey analysis for individual countries

4.1 Bulgaria

In Bulgaria, there are several huge problems according to the outcome of the players' questionnaire. The biggest problems are non-payment and match fixing.

In Bulgaria, almost half of all professional footballers do not get paid their salaries on time. 45.1% of the respondents had to wait for their wages. Most of those players (83.5%) had to wait for 1 to 3 months before they received what they were due. 14.3% had to wait for up to 6 months.

This indicates that from the 22 players on the field in a match, nearly 10 players have not been paid on time.

45.1% of Bulgarian players do not receive their salary on time

On paper, everything appears to be well organized for the footballers, since 96.6% have signed a labour contract in which the whole salary is mentioned. But apparently, that is not a guarantee for being paid on time.

92.5% of the players with collective team bonus schemes did not receive a copy of the scheme

According to 93.4% of the players who did not get paid on time, the clubs claim they have no money available.

There are also problems with the payments of bonuses, as 37.3% of the players did not receive their bonuses on time. Most of the players have their bonuses indicated in a collective team bonus scheme (80.3%), but strangely enough 92.5% of these footballers say they don't own a copy of this bonus scheme.

Match fixing is a big issue in Bulgaria. Of the 204 footballers who participated in the questionnaire, 13.2% have been approached to consider fixing the result of a match. That means, that in each game an average of 3 of the 22 players on the field have been asked to manipulate the outcome of a game. According to 27.1%, match fixing is taking place in the Bulgarian league.

Match fixing is a big issue in Bulgaria. Of the 204 footballers who participated in the questionnaire, 13.2% have been approached to consider fixing the result of a match. That means, that in each game an average of 3 of the 22 players on the field have been asked to manipulate the outcome of a game. According to 27.1%, match fixing is taking place in the Bulgarian league.

According to the footballers, there are also severe problems with training alone, racism and violence. Of these issues, the more serious appears to be racism, with 7.4% of the footballers having been a victim of racism. Mostly caused by supporters (66.7%), but also opponents (33.3%).

7.8% of the players have been forced to train alone, the majority of them with supervision (53.3%) or out of the first team (40.0%). The most common reason for training alone is injuries (68.8%).

Reaction of the Union

The players' fears of speaking against their employers were the biggest obstacle in gathering all the data. The union representatives had to meet the teams several times to convince at least some of the players to participate in the survey. At the time of the survey, the clubs were deliberately not informed about the activities, so they did not help or impede the process. There were only a few players who really showed interest in completing the questionnaire because they explained that they do not believe their situation will improve in any way. Later on, when the players were asked to give some details about their problems, they refused to speak about their problems, because they were afraid of losing their jobs.

Table 6: Payments (Bulgaria)

	PAYMENTS	n	%
How do you receive your salary according to your contract?	The whole salary is mentioned in the labour contract	197	96.6
	Part of it is paid by the addendum/annex	6	2.9
	I am self employed	1	0.5
	Total	204	100
Are bonuses indicated in your labour contract or is there a collective team bonus scheme?	In the labour contract	7	3.4
	No bonuses	33	16.3
	Collective team bonus scheme (do you have a copy of the bonus scheme)	163	80.3
	Total	203	100.0
Do you have a copy of the bonus scheme?	Yes	12	7.5
	No	147	92.5
	Total	159	100.0
Does your club pay salary on time?	Yes	112	54.9
	No	92	45.1
	Total	204	100.0
If your salary is delayed, how long has this continued?	1 - 3 months	76	83.5
	3 - 6 months	13	14.3
	For the past year	2	2.2
	Total	91	100.0
Why did the club not pay?	No money available	85	93.4
	Because the Club wanted me to leave	4	4.4
	Because the Club wanted me to agree to a lower salary	2	2.2
	Total	91	100.0
Does your club pay bonuses on time?	Yes	121	62.7
	No	72	37.3
	Total	193	100.0

Table 7: Training alone (Bulgaria)

	TRAINING ALONE	n	%
Have you ever been forced to train alone?	Yes	16	7.8
	No	188	92.2
	Total	204	100.0
Training alone	Out of the first team	6	40.0
	With supervision	8	53.3
	Without supervision	1	6.3
	Total	15	100.0
The reason for training alone	The club wanted to end the contract	1	7.7
	I was not signing a new contract with the club	1	7.7
	Other reason	11	84.6
	Total	13	100.0
Have your colleagues been forced to train alone?	Yes	20	10.0
	No	180	90.0
	Total	200	100.0

Table 8: Violence (Bulgaria)

	VIOLENCE	n	%
Have you ever been a victim of a violent act?	Yes	1	.5
	No	202	99.5
	Total	203	100.0
Type of violence	Violence by fans	1	100.0
Have your colleagues been a victim of a violent act?	Yes	1	.5
	No	202	99.5
	Total	203	100.0
Have you ever been bullied or harassed?	Yes	0	0
	No	203	100.0
	Total	203	100.0
Have your colleagues been bullied or harassed?	Yes	1	.5
	No	200	99.5
	Total	201	100.0

Have you ever been a victim of racism or any other form of discrimination?	Yes	15	7.4
	No	189	92.6
	Total	204	100.0
By whom?	By supporters	10	66.7
	By opposition players	5	33.3
	Total	15	100.0

Table 9: Match Fixing (Bulgaria)

	MATCH FIXING	n	%
Have you ever been approached to consider fixing the result of a match?	Yes	27	13.2
	No	177	86.8
	Total	204	100.0
Are you aware of any match fixing that took place in your league?	Yes	55	27.1
	No	148	72.9
	Total	203	100.0

Table 10: Interviews (Bulgaria)

	INTERVIEWS	n	%
Are you prepared to be interviewed by your union on any problems you have identified?	No	196	96.1
	Yes	8	3.9
	Total	204	100.0

4.2 Croatia

In Croatia, the most compelling problems the professional footballers say they have to cope with are non-payment, training alone, bullying and harassment. But there are also imminent concerns about racism, violence and match fixing.

A majority of the 253 professional footballers in Croatia that participated in this research do not receive their wages according to their contract. A total of 60.2% of the players do not get paid on time. This means that of these players, 60.3% receives his salary within 3 months. 27.2% have to wait up to 6 months before getting what they are owed. 11.9% have to wait more than 6 months before they receive their salary.

The majority of Croatian players say their clubs do not pay them salary on time (60.2%)

This means that more than 13 of the 22 players on the field during each game in Croatia do not get paid on time. Almost 3 players on this pitch have to wait at least 6 months before they receive their salary.

According to 97.3% of the players who did not get paid on time, the clubs claim they have no money available.

There are also problems with the payment of bonuses, as 66.2% of the footballers say that they do not receive their bonuses on time.

More than half of respondents (52.2%) from Croatia are self-employed

In Croatia, only 28.6% of the players have a labour contract in which their salary is mentioned. More than half of the professional footballers in Croatia are self-employed (52.2%). This means that they are even more vulnerable for non-payment, since they do have to pay all taxes and social security contributions themselves. Paying these taxes and social security contributions is difficult when you do not receive your salary, and it could lead to debts for those players.

56.3% of all players have indicated their bonuses are included in a collective bonus scheme, but 81.4% of these players do not have a copy of this bonus scheme.

One in every four players in Croatia (25.7%) do not receive a bonus.

Training alone is another big problem in Croatian football. 17.6% of the players wrote that they have been forced to train alone. That means almost two players in each line-up had to train alone. Of those players, 19.0% had to train without supervision.

There are several reasons why the footballers in Croatia had to train alone, mostly this had to do with the clubs putting pressure on the players to sign or end their contract. 28.6% had to train alone because the club wanted to force the player to end the contract. 26.2% had to train alone because the player did not want to sign a new contract with the club. Among the other reasons were 'arguments with the coach', 'changing of the contract', 'payment problems' and 'suspension by the club'.

The players in Croatia indicated that violence is another serious problem. 8.5% of the players have been a victim of violence. The majority of this violence is caused by fans (57.3%), but there are also clubs (28.6%) and coaches (14.3%) who have used violence towards players. This means that during each match in Croatia, 2 of the 22 players on the pitch has been a victim of violence.

Bullying and harassment is another big problem in Croatia, as 12.2% of the players indicate being bullied or harassed. All cases have been initiated by the club and/or coach of the player. This means that each line-up has at least one player who has been a victim of bullying or harassment.

According to the outcome of the questionnaire, the problem with match fixing is less imminent than the problems mentioned earlier. Still, 5.2% of the players state they have been approached to consider fixing the result of a match. This means that during each game in Croatia, 1 of the 22 players on the field has been approached to fix the result of the match.

Reaction of the Union

Union representatives had no problems in collecting data from the players. They were very cooperative. There were also no problems with the clubs that have been visited. Players, who have already ended their career or are very close to that period, were more willing to give personal interviews and openly speak about the problems they faced. On the other hand, it was very difficult to get an interview from a player who was looking for a new club as they were afraid that such an action would harm their potential involvement in a new club.

Table 11: Payments (Croatia)

	PAYMENTS	n	%
How do you receive your salary according to your contract?	The whole salary is mentioned in the labour contract	70	28.6
	Part of it is paid by the addendum/annex	7	2.9
	There is no labour contract	34	13.9
	There is a civil contract	6	2.4
	I am self employed	128	52.2
	Total	245	100.0
Are bonuses indicated in your labour contract or is there a collective team bonus scheme?	In the labour contract	44	18.0
	No bonuses	63	25.7
	Collective team bonus scheme (do you have a copy of the bonus scheme)	138	56.3
	Total	245	100.0
Do you have a copy of the bonus scheme?	Yes	21	18.6
	No	92	81.4
	Total	113	100.0
Does your club pay salary on time?	Yes	100	39.8
	No	151	60.2
	Total	251	100.0
If your salary is delayed, how long has this continued?	1 - 3 months	91	60.3
	3 - 6 months	41	27.2
	6 months or more	18	11.9
	For the past year	1	.7
	Total	151	100.0
Why did the club not pay?	No money available	145	97.3
	Because the Club wanted me to leave	2	1.3
	Because the Club wanted me to agree to a lower salary	2	1.3
	Total	149	100.0
Does your club pay bonuses on time?	Yes	74	31.2
	No	157	66.2
	Other	6	2.5
	Total	237	100.0

Table 12: Training alone (Croatia)

	TRAINING ALONE	n	%
Have you ever been forced to train alone?	Yes	44	17.6
	No	206	82.4
	Total	250	100.0
Training alone	Out of the first team	17	40.5
	With supervision	17	40.5
	Without supervision	8	19.0
	Total	42	100.0
The reason for training alone	The club wanted to end the contract	12	28.6
	I was not signing a new contract with the club	11	26.2
	Other reason	19	45.2
	Total	42	100.0
Have your colleagues been forced to train alone?	Yes	107	45.0
	No	131	55.0
	Total	238	100.0

Table 13: Violence (Croatia)

	VIOLENCE	n	%
Have you ever been a victim of a violent act?	Yes	21	8.5
	No	227	91.5
	Total	248	100.0
Type of violence	Violence by fans	12	57.1
	Violence by club management	6	28.6
	Violence by coach	3	14.3
	Violence by others	0	0.0
	Total	22	100.0
Have your colleagues been a victim of a violent act?	Yes	34	14.1
	No	207	85.9
	Total	241	100.0
Have you ever been bullied or harassed?	Yes	30	12.2
	No	216	87.8
	Total	246	100.0

By whom	By club management	20	69.0
	By coach	9	31.0
	Other	0	0.0
	Total	29	100.0
Have your colleagues been bullied or harassed?	Yes	49	21.0
	No	184	79.0
	Total	233	100.0
Have you ever been a victim of racism or any other form of discrimination?	Yes	20	8.0
	No	230	92.0
	Total	250	100.0
By whom?	By supporters	12	63.2
	By fellow players	1	5.3
	By opposition players	1	5.3
	By club management	3	15.8
	By coaches	2	10.5
	Total	19	100.0

Table 14: Match Fixing (Croatia)

	MATCH FIXING	n	%
Have you ever been approached to consider fixing the result of a match?	Yes	13	5.2
	No	237	94.8
	Total	250	100.0
Are you aware of any match fixing that took place in your league?	Yes	27	10.8
	No	223	89.2
	Total	250	100.0

Table 15: Interviews (Croatia)

	INTERVIEWS	n	%
Are you prepared to be interviewed by your union on any problems you have identified?	Yes	120	47.4
	No	133	52.6
	Total	253	100.0

4.3 Czech Republic

The 263 professional footballers in the Czech Republic, who filled in the questionnaire, are facing serious problems with non-payment, violence, bullying and harassment, and match fixing.

More than every third player reports for being a victim of racism or other type of discrimination

Of all the countries participating in this research, the Czech Republic appears to have the biggest problem with racism, as 36.5% of all players in the Czech league have been a victim of racism or discrimination. The players point at the supporters being the main offenders (83.7%), but opposing players (11.6%) and even fellow players have also been misbehaving.

A very high percentage of the players in the Czech Republic have been a victim of a violent act (28.7%). Almost all of these acts have been caused by fans (97.2%). This means that during each match in the Czech league, at least 6 of the 22 players on the field have been a victim of violence.

Bullying and harassment are also big issues in the Czech Republic. 18.4% of the footballers have been bullied or harassed. The main culprits were the coaches, as 62.2% of the players indicated them as the offender. Club management is second on this list (27.0%).

Non-payment is also a big concern in the Czech Republic. 39.8% of the players do not receive their salary on time. 78.1% gets paid within 3 months, 19.8% has to wait for up to 6 months before being paid. This means that during each match in the Czech league, almost 9 of the 22 players on the field have not been paid on time.

The majority (93.1%) of the Czech players are self-employed

58.9% of the players say that they do not receive their bonuses on time.

Another very serious concern is that 93.1% of the players in the Czech Republic are self-employed. This means that they are even more vulnerable for non-payment, since they have to pay all taxes and social security contributions themselves. Paying these taxes and social security contributions is difficult when you do not receive your salary, and it could lead to debts for those players.

According to 97.4% of the players who did not get paid on time, the clubs claim they have no money available.

14.6% of the professional footballers in the Czech Republic have been forced to train alone. The main reason the clubs decided to separate the players from the first squad is that the clubs wanted the player to end their contract (79.4%). Another reason given was that the player had refused to sign a new contract with the club (11.8%). This means that during each match in the Czech league, 3 of the 22 players on the field have been forced to train alone.

Almost ten percent of all players (9.7%) has been approached to consider fixing the result of a match. This means that each team line-up has an average of 1 player that has been approached for match fixing. Footballers in the Czech Republic seem to be aware of match fixing in their country, as 46.4% claim to have noticed this problem.

Reaction of the Union

One of the main goals of the Czech union representatives, in the process of filling out the questionnaires, was to overcome the players' fears that this action will not have any consequence on their football careers. At the beginning, the players were very reluctant due to possible punishments from the clubs. After the union representatives clearly explained the situation, and the importance of the questionnaires, players began to cooperate. Other problems were identified due to the different legal statuses of the players and their attitudes/positions towards the management of their respective club. The clubs did not cooperate in the process at all. Due to all the problems and obstacles that were present, a possibility of having a personal statement/interview from a player was almost zero.

Table 16: Payments (Czech Republic)

	PAYMENTS	n	%
How do you receive your salary according to your contract?	The whole salary is mentioned in the labour contract	17	6.5
	Part of it is paid by the addendum/annex	1	.4
	I am self employed	242	93.1
	Total	260	100.0
Are bonuses indicated in your labour contract or is there a collective team bonus scheme?	In the labour contract	95	36.4
	Collective team bonus scheme (do you have a copy of the bonus scheme)	166	63.6
	Total	261	100.0
Do you have a copy of the bonus scheme?	Yes	48	42.9
	No	64	57.1
	Total	112	100.0
Does your club pay salary on time?	Yes	151	60.2
	No	100	39.8
	Total	251	100.0
If your salary is delayed, how long has this continued?	1 - 3 months	75	78.1
	3 - 6 months	19	19.8
	6 months or more	2	2.1
	Total	96	100.0
Why did the club not pay?	No money available	76	97.4
	Because the Club wanted me to leave	2	2.6
	Total	78	100.0
Does your club pay bonuses on time?	Yes	104	41.1
	No	149	58.9
	Total	253	100.0

Table 17: Training alone (Czech Republic)

	TRAINING ALONE	n	%
Have you ever been forced to train alone?	Yes	37	14.6
	No	216	85.4
	Total	253	100.0
Training alone	Out of the first team	8	23.5
	With supervision	24	70.6
	Without supervision	2	5.9
	Total	34	100.0
The reason for training alone	The club wanted to end the contract	27	79.4
	I was not signing a new contract with the club	4	11.8
	Other reason	3	8.8
	Total	34	100.0
Have your colleagues been forced to train alone?	Yes	54	21.8
	No	194	78.2
	Total	248	100.0

Table 18: Violence (Czech Republic)

	VIOLENCE	n	%
Have you ever been a victim of a violent act?	Yes	71	28.7
	No	176	71.3
	Total	247	100.0
Type of violence	Violence by fans	69	97.2
	Violence by club management	1	1.4
	Violence by others	1	1.4
	Total	71	100.0
Have your colleagues been a victim of a violent act?	Yes	64	25.7
	No	185	74.3
	Total	249	100.0
Have you ever been bullied or harassed?	Yes	47	18.4
	No	209	81.6
	Total	256	100.0

By whom	By club management	10	27.0
	By coach	23	62.2
	Other	4	10.8
	Total	37	100.0
Have your colleagues been bullied or harassed?	Yes	55	23.6
	No	178	76.4
	Total	233	100.0
Have you ever been a victim of racism or any other form of discrimination?	Yes	91	36.5
	No	158	63.5
	Total	249	100.0
By whom?	By supporters	72	83.7
	By fellow players	4	4.7
	By opposition players	10	11.6
	Total	86	100.0

Table 19: Match Fixing (Czech Republic)

	MATCH FIXING	n	%
Have you ever been approached to consider fixing the result of a match?	Yes	25	9.7
	No	234	90.3
	Total	259	100.0
Are you aware of any match fixing that took place in your league?	Yes	110	46.4
	No	127	53.6
	Total	237	100.0

Table 20: Interviews (Czech Republic)

	INTERVIEWS	n	%
Are you prepared to be interviewed by your union on any problems you have identified?	No	262	99.6
	Yes	1	.4
	Total	263	100.0

4.4 Greece

Paying professional footballers seems to be an enormous problem in Greece. But the 505 players have to endure many more problems, such as training alone, violence and match fixing.

One of the most important conditions for professional football is that a footballer needs to be paid a salary by his club. It appears that clubs in Greece think differently about this subject. An astonishing

31.8% of the players have to wait 6 months or more to receive their salary

67.5% of all players do not receive their salary on time. This means that almost 15 of the 22 players on the field in a Greek league match have not been paid on time.

43.0% of the players, who do not receive their salary on time, have to wait up to 3 months. 31.8% have to wait for more than six months. And 13.3% of the players, who do not receive their wages on time, have been waiting for at least a year. This means that 2 of the 22 men on the pitch during each game have not been paid for more than a year.

The payment of bonuses is even worse. Only 20.7% of the players receive their bonuses on time. That is, if they get bonuses. 46.4% of the players do not get bonuses.

According to 93.1% of the players who did not get paid on time, the clubs claim they have no money available. Other reasons for not paying the players on time are that clubs want players to leave, or want players to agree to a lower salary.

Clubs in Greece also do not shy away from measures like training alone. 25.2% of all footballers have been forced to train alone.

25.2% of the players were forced to train alone

Of these players, 28.6% had to train without supervision. According to 44.2% of these players, they had to train alone because their club wanted them to terminate their contract. 14.2% had to train alone because they did not want to sign a new contract with the club.

Bullying and harassment is another problem. 26.2% of the players wrote that they have been bullied or harassed. Of those players, 69.5% has been bullied or harassed by club management and 11.0% by their coach. In each Greek league game, almost 6 of the 22 players on the field have been a victim of bullying or harassment.

Match fixing is an enormous concern in Greek football, as 30.3% of the professional footballers confirmed that they have been approached to consider fixing the result of a match. This means that almost 7 of the 22 players on the field during a Greek league match have been approached to fix a match. 47.2% of the footballers in Greece say they are aware of match fixing within their league.

Almost one third of all players in Greek football has been a victim of a violent act (31.5%). The fans were the main culprits (59.6%), but club management (14.6%), third parties allegedly acting on behalf of the club (12.7%) and even coaches (3.2%) are also responsible for violence against the players.

Due to the severity of all the problems mentioned earlier, racism appears to be a non-issue as 'only' 11.1% of the players claimed to have been a victim of racism or discrimination. Of course, racism and discrimination is a problem: of all 22 players on the pitch during a Greek match, more than 2 players have been a victim of racism or discrimination.

Reaction of the Union

The union representatives had a lot of difficulties trying to convince players that they have nothing to fear and that no one will know who completed the questionnaires. The majority of the clubs were helpful. Most of the players were also very cooperative, despite raising serious doubts that something can really change their situation - meaning that FIFA and UEFA are already very well informed about the situation and nothing has been done yet. Union representatives have encountered several cases of violence and harassment but, unfortunately, the Players were not willing to speak openly about the problems. They were very suspicious and afraid about the consequences of their statements. They raised serious doubts that something positive could be done. One of the mentioned players said that he has no faith in the justice system and he does not want himself, his family or his children to be in the position of being hunted down.

Table 21: Payments (Greece)

	PAYMENTS	n	%
How do you receive your salary according to your contract?	The whole salary is mentioned in the labour contract	413	82.8
	Part of it is paid by the addendum/annex	22	4.4
	There is a second contract with a third party	3	.6
	There is no labour contract	16	3.2
	There is a civil contract	45	9.0
	Total	499	100.0
Are bonuses indicated in your labour contract or is there a collective team bonus scheme?	In the labour contract	112	25.0
	No bonuses	208	46.4
	Collective team bonus scheme (do you have a copy of the bonus scheme)	128	28.6
	Total	448	100.0
Do you have a copy of the bonus scheme?	Yes	16	13.9
	No	99	86.1
	Total	115	100.0
Does your club pay salary on time?	Yes	162	32.5
	No	337	67.5
	Total	499	100.0
If your salary is delayed, how long has this continued?	1 - 3 months	142	43.0
	3 - 6 months	83	25.2
	6 months or more	61	18.5
	For the past year	44	13.3
	Total	340	100.0
Why did the club not pay?	No money available	296	93.1
	Because the Club wanted me to leave	8	2.5
	Because the Club wanted me to agree to a lower salary	14	4.4
	Total	318	100.0
Does your club pay bonuses on time?	Yes	96	20.7
	No	312	67.2
	Other	56	12.1
	Total	464	100.0

Table 22: Training Alone (Greece)

	TRAINING ALONE	n	%
Have you ever been forced to train alone?	Yes	126	25.2
	No	374	74.8
	Total	500	100.0
Training alone	Out of the first team	38	30.2
	With supervision	52	41.3
	Without supervision	36	28.6
	Total	126	100.0
The reason for training alone	The club wanted to end the contract	53	44.2
	I was not signing a new contract with the club	17	14.2
	Other reason	50	41.7
	Total	120	100.0
Have your colleagues been forced to train alone?	Yes	224	47.5
	No	248	52.5
	Total	472	100.0

Table 23: Violence (Greece)

	VIOLENCE	n	%
Have you ever been a victim of a violent act?	Yes	157	31.5
	No	341	68.5
	Total	498	100.0
Type of violence	Violence by fans	94	59.6
	Violence by club management	23	14.6
	Violence by coach	5	3.2
	Violence by third parties allegedly acting on behalf of the club	20	12.7
	Violence by others	15	9.6
	Total	157	100.0
Have your colleagues been a victim of a violent act?	Yes	149	34.7
	No	280	65.3
	Total	429	100.0

Have you ever been bullied or harassed?	Yes	128	26.2
	No	360	73.8
	Total	488	100.0
By whom	By club management	82	69.5
	By coach	13	11.0
	Other	23	19.5
	Total	118	100.0
Have your colleagues been bullied or harassed?	Yes	147	32.0
	No	312	68.0
	Total	459	100.0
Have you ever been a victim of racism or any other form of discrimination?	Yes	55	11.1
	No	441	88.9
	Total	496	100.0
By whom?	By supporters	38	71.7
	By fellow players	7	13.2
	By club management	4	7.5
	By coaches	4	7.5
	Total	53	100.0

Table 24: Match Fixing (Greece)

	MATCH FIXING	n	%
Have you ever been approached to consider fixing the result of a match?	Yes	151	30.3
	No	348	69.7
	Total	499	100.0
Are you aware of any match fixing that took place in your league?	Yes	233	47.2
	No	260	52.6
	Can you give examples	1	.2
	Total	494	100.0

Table 25: Interviews (Greece)

	INTERVIEWS	n	%
Are you prepared to be interviewed by your union on any problems you have identified?	Yes	48	9.5
	No	457	90.5
	Total	505	100.0

4.5 Hungary

Non-payment and training alone are the biggest problems in Hungarian football, according to the 384 professional footballers who have filled in a questionnaire.

Non-payment is a problem in Hungary, where 22.1% of the professional footballers do not receive their salary on time. That means that during each game in the Hungarian league, almost 5 of the 22 players on the field did not receive their wages on time.

Only 12.3% of the players claim they received a copy of a bonus scheme

81.3% of those players get paid within 3 months. 12% of the players, who do not get paid on time, have been waiting for more

than one year to receive their salary. That means that almost 3% of the players have to survive without any income for more than a year.

Paying bonuses is also problematic, as only 64.3% of the players get their bonuses paid on time. Most of the players have agreed their bonuses with a collective bonus scheme (64.9%), but of those players 87.7% do not have a copy of this bonus scheme.

According to 96.0% of the players who did not get paid their salaries and/or bonuses on time, the clubs claim they have no money available.

Another concern is that 29.0% of the players say they do not have a labour contract with their club.

25.8% of the players were forced to train alone

One in every four footballers in Hungary has been forced to train alone (25.8%). However, it must be said that 25 players were training alone whilst they had to recover from injuries. Correcting this detail, it still means that 18.9% of the players in Hungarian football had to train alone. This means that during each game in the Hungarian league, an average of 4 of the 22 players on the pitch were once forced to train in separation.

Of the 94 players who replied that they had to train alone (including the ones recovering from injuries), 30% had to train without any supervision. The main reasons, besides recovering from injuries, were due to contract issues (19.3%) of the players were training separately due to the fact that the club wanted to end the contract, and 18.1% of the players had to train alone after refusing to sign a new contract with

the club. This means that during each game in the Hungarian league, an average of 2 of the 22 players on the pitch have been pressurized by their club to end or extend their contract.

Violence is a concern, albeit a minor concern, as 4.1% of the professional footballers in Hungary has confessed that they have been a victim of a violent act. 3.0% of the players who have been bullied or harassed stated that club management and/or their coach carried this out.

4.9% of the Hungarian footballers have been a victim of racism or discrimination. Supporters are the main offenders (66.7%), opponents have also abused their colleagues (22.2%).

Reaction of the Union

Players' disinterest was the only problem that appeared during the process of gathering information. Also, there were clubs who forbade their players to fill out the questionnaires. Consequently, the Union Representatives reached every clubs' captain who spoke with the players. As a result, most of them were cooperative, even although some of them still refused to fill in the questionnaire. The foreign players seemed the most disinterested. There was also just one player who was willing to go public with his case.

Table 26: Payments (Hungary)

	PAYMENTS	n	%
How do you receive your salary according to your contract?	The whole salary is mentioned in the labour contract	172	50.4
	Part of it is paid by the addendum/annex	44	12.9
	There is a second contract with a third party (special purpose company- e.g. the money is paid for image rights)	17	5.0
	There is no labour contract	99	29.0
	There is a civil contract	6	1.8
	I am self employed	3	.9
	Total	341	100.0
Are bonuses indicated in your labour contract or is there a collective team bonus scheme?	In the labour contract	59	16.9
	No bonuses	64	18.3
	Collective team bonus scheme (do you have a copy of the bonus scheme)	227	64.9
	Total	350	100.0
Do you have a copy of the bonus scheme?	Yes	20	12.3
	No	143	87.7
	Total	163	100.0
Does your club pay salary on time?	Yes	268	77.9
	No	76	22.1
	Total	344	100.0
If your salary is delayed, how long has this continued?	1 - 3 months	61	81.3
	3 - 6 months	2	2.7
	6 months or more	3	4.0
	For the past year	9	12.0
	Total	75	100.0
Why did the club not pay?	No money available	72	96.0
	Because the Club wanted me to leave	2	2.7
	Because the Club wanted me to agree to a lower salary	1	1.3
	Total	75	100.0
Does your club pay bonuses on time?	Yes	207	64.3
	No	95	29.5
	Other	20	6.2
	Total	322	100.0

Table 27: Training Alone (Hungary)

	TRAINING ALONE	n	%
Have you ever been forced to train alone?	Yes	94	25.8
	No	271	74.2
	Total	365	100.0
Training alone	Out of the first team	18	20.0
	With supervision	45	50.0
	Without supervision	27	30.0
	Total	90	100.0
The reason for training alone	The club wanted to end the contract	16	19.3
	I was not signing a new contract with the club	15	18.1
	Other reason	52	62.7
	Total	83	100.0
Have your colleagues been forced to train alone?	Yes	95	28.0
	No	244	72.0
	Total	339	100.0

Table 28: Violence (Hungary)

	VIOLENCE	n	%
Have you ever been a victim of a violent act?	Yes	15	4.1
	No	348	95.9
	Total	363	100.0
Type of violence	Violence by fans	4	36.4
	Violence by coach	2	18.2
	Violence by others	5	45.5
	Total	11	100.0
Have your colleagues been a victim of a violent act?	Yes	9	2.5
	No	345	97.5
	Total	354	100.0
Have you ever been bullied or harassed?	Yes	11	3.0
	No	354	97.0
	Total	365	100.0

By whom	By club management	8	80.0
	By coach	2	20.0
	Other	0	0.0
	Total	10	100.0
Have your colleagues been bullied or harassed?	Yes	7	2.0
	No	340	98.0
	Total	347	100.0
Have you ever been a victim of racism or any other form of discrimination?	Yes	18	4.9
	No	349	95.1
	Total	367	100.0
By whom?	By supporters	12	66.7
	By fellow players	1	5.6
	By opposition players	4	22.2
	By club management	1	5.6
	Total	18	100.0

Table 29: Match Fixing (Hungary)

	MATCH FIXING	n	%
Have you ever been approached to consider fixing the result of a match?	Yes	7	1.9
	No	360	98.1
	Total	367	100.0
Are you aware of any match fixing that took place in your league?	Yes	13	3.6
	No	352	96.2
	Can you give examples	1	.3
	Total	366	100.0

Table 30: Interviews (Hungary)

	INTERVIEWS	n	%
Are you prepared to be interviewed by your union on any problems you have identified?	No	375	97.7
	Yes	9	2.3
	Total	384	100.0

4.6 Kazakhstan

According to 220 professional footballers in Kazakhstan who filled in the questionnaire, professional football in Kazakhstan faces huge problems with match fixing, and clubs that refuse to respect the players' contracts.

In Kazakhstan, every third player has been approached to consider fixing the result of a match: 34.3% of the players responded. Amongst the players there is a huge awareness that match fixing is taking place in the country's football, as 44.1% of these players responded that they know that match fixing is taking place.

34.3% of the players have been approached to consider fixing the result of a match

The behaviour of club management in Kazakhstan is a concern. One of the problems is that 31.8% of the players have been forced to train alone. That means that during each match in Kazakhstan, an average of 7 of the 22 players on the pitch has had to train alone. Of those players who had to train separately, 39.1% had to do it without any supervision from a trainer or coach. The main reason for training alone was that the player in question had refused to sign a new contract with his club: 71.8%. Another reason was that the club wanted the player to end the contract: 25.6%.

Almost every third player (31.8%) in Kazakhstan has been forced to train alone

Club management also misbehaves in other ways. 27.7% of the players say they have been a victim of violence. Of those players, 55.5% admit they had to endure violence by club management, the coach or third parties acting on behalf of the club. That means that during each game in Kazakhstan at least 3 of the 22 players on the pitch have been a victim of violence initiated by their club.

21.0% of the players state that they have been a victim of bullying or harassment, almost all cases initiated by club management or the coach.

One in four players in Kazakhstan do not receive their salary on time: 25.0%. Most of these players have to wait up to three months before they get paid (83.0%). The payment of bonuses is slightly worse, as only 70.6% of the players receive their bonuses on time.

According to 56.8% of the players who did not get paid on time, the clubs do not pay them on time, because the clubs claim they have no money available. Another main reason is that the clubs wanted to force the players to accept a lower salary, said 40.9% of the footballers who did not receive their salary on time.

In Kazakhstan only 25.0% of the players have their whole salary mentioned in the labour contract. Most of the players (65.0%) have their part paid by the addendum/annex. And 5.9% of the players have a second contract with a third party.

Every fourth player (24.1%) has been victim of racism or other form of discrimination

Almost every fourth player has been a victim of racism or discrimination: 24.1%. Most of the players had to suffer from supporters' malbehaviour (35.3%). But there are also concerning numbers about other culprits, such as opponents (23.5%), fellow players (15.7%), club management (19.6%) and coaches (5.9%).

Reaction of the Union

Regarding the collection of information, union representatives found organizing personal meetings with players the most difficult stage. The clubs also intervened and disrupted the process of completing the questionnaires. In Kazakh football, clubs can do nothing without the Federation's (Football Federation of Kazakhstan - FFK) permission. Problems arose when FFK ignored the union's letters. Clearly, FFK ordered all clubs to disturb the process of the project. As a result, meetings with players had to be organized secretly. Players were really helpful in this regard. There are many problems but no major areas of concern were identified because all (clubs, players, agents) are afraid of FFK. Some of the cases were prepared for the Black Book, but players requested their stories were not published.

Table 31: Payments (Kazakhstan)

	PAYMENTS	n	%
How do you receive your salary according to your contract?	The whole salary is mentioned in the labour contr.	55	25.0
	Part of it is paid by the addendum/annex	143	65.0
	There is a second contract with a third party	13	5.9
	There is no labour contract	3	1.4
	There is a civil contract	5	2.3
	I am self employed	1	.5
	Total	220	100.0
Are bonuses indicated in your labour contract or is there a collective team bonus scheme?	In the labour contract	85	39.4
	No bonuses	37	17.1
	Collective team bonus scheme (do you have a copy of the bonus scheme)	94	43.5
	Total	216	100.0
Do you have a copy of the bonus scheme?	Yes	62	80.5
	No	15	19.5
	Total	78	100.0
Does your club pay salary on time?	Yes	165	75.0
	No	55	25.0
	Total	220	100.0
If your salary is delayed, how long has this continued?	1 - 3 months	39	83.0
	3 - 6 months	6	12.8
	6 months or more	1	2.1
	For the past year	1	2.1
	Total	51	100.0
Why did the club not pay?	No money available	25	56.8
	Because the Club wanted me to leave	1	2.3
	Because the Club wanted me to agree to a lower salary	18	40.9
	Total	44	100.0
Does your club pay bonuses on time?	Yes	151	70.6
	No	44	20.6
	Other	19	8.9
	Total	214	100.0

Table 32: Training alone (Kazakhstan)

	TRAINING ALONE	n	%
Have you ever been forced to train alone?	Yes	70	31.8
	No	150	68.2
	Total	220	100.0
Training alone	Out of the first team	21	30.4
	With supervision	21	30.4
	Without supervision	27	39.1
	Total	69	100.0
The reason for training alone	The club wanted to end the contract	10	25.6
	I was not signing a new contract with the club	28	71.8
	Other reason	1	2.6
	Total	39	100.0
Have your colleagues been forced to train alone?	Yes	37	17.0
	No	181	83.0
	Total	218	100.0

Table 33: Violence (Kazakhstan)

	VIOLENCE	n	%
Have you ever been a victim of a violent act?	Yes	61	27.7
	No	159	72.3
	Total	220	100.0
Type of violence	Violence by fans	10	18.5
	Violence by club management	4	7.4
	Violence by coach	10	18.5
	Violence by third parties allegedly acting on behalf of the club	16	29.6
	Violence by others	14	25.9
	Total	54	100.0
Have your colleagues been a victim of a violent act?	Yes	29	13.2
	No	191	86.8
	Total	220	100.0
Have you ever been bullied or harassed?	Yes	44	21.0
	No	166	79.0
	Total	210	100.0

By whom	By club management	7	53.8
	By coach	5	38.5
	Other	1	7.7
	Total	13	100.0
Have your colleagues been bullied or harassed?	Yes	37	16.9
	No	182	83.1
	Total	219	100.0
Have you ever been a victim of racism or any other form of discrimination?	Yes	53	24.1
	No	167	75.9
	Total	220	100.0
By whom?	By supporters	18	35.3
	By fellow players	8	15.7
	By opposition players	12	23.5
	By club management	10	19.6
	By coaches	3	5.9
	Total	51	100.0

Table 34: Match Fixing (Kazakhstan)

	MATCH FIXING	n	%
Have you ever been approached to consider fixing the result of a match?	Yes	74	34.3
	No	142	65.7
	Total	216	100.0
Are you aware of any match fixing that took place in your league?	Yes	97	44.1
	No	123	55.9
	Total	220	100.0

Table 35: Interviews (Kazakhstan)

	INTERVIEWS	n	%
Are you prepared to be interviewed by your union on any problems you have identified?	No	210	95.5
	Yes	10	4.5
	Total	220	100.0

4.7 Montenegro

Professional football in Montenegro has one enormously big problem and that is paying its players. The 142 professional footballers that participated in the questionnaire hardly get paid.

Only a minority of the professional footballers in Montenegro get their salaries paid on time: 6.0%. That means that during each match in the league of Montenegro an average of just one of the 22 players on the field really received his salary on time.

The records show that 94% of football players in Montenegro do not get their salaries on time

21 players did not get paid. Most of the professional footballers in Montenegro had to wait for 1 to 3 months: 82.8%. And 16.4% were forced to wait up to 6 months before finally receiving their money.

Non-payment of bonuses is omnipresent too. 95.1% of the players do not receive their bonuses on time.

According to 87.6% of the players who did not get paid on time, the clubs do not pay them on time,

Only 4.9% of the players get their bonuses paid on time

because the clubs claim they have no money available. Other reasons are: 'the club wanted me to agree to a lower salary' (6.6%) and 'the club wanted me to leave' (5.8%).

Only 22.4% of the professional footballers have their whole salary mentioned in a labour contract. A majority of the players (65.0%) get their salary paid by an addendum or annex. And 11.9% of the players have indicated that they do not have a labour contract.

In the questionnaire the players have written about only one other problem, training alone. 8.4% of the players has been forced to train alone, mostly because to club wanted to end the contract (83.3% of the cases concerned).

There appear to be no other issues in Montenegro, as the percentages show concerning violence (1.4%), bullying and harassment (1.4%), racism (0.0%) and match fixing (0.0%).

Reaction of the Union

There were no significant problems while obtaining the information from the players. The clubs were not contacted, just players, for the purpose of avoiding possible influence of the clubs on players' opinions. At first, the players were reluctant to cooperate, but when it was explained, that the questionnaire was anonymous, they started answering.

Players, who are at the end of their professional career, were more willing to cooperate than younger ones.

Table 36: Payments (Montenegro)

	PAYMENTS	n	%
How do you receive your salary according to your contract?	The whole salary is mentioned in the labour contract	32	22.4
	Part of it is paid by the addendum/annex	93	65.0
	There is a second contract with a third party (special purpose company- e.g. the money is paid for image rights)	1	.7
	There is no labour contract	17	11.9
	Total	143	100.0
Are bonuses indicated in your labour contract or is there a collective team bonus scheme?	In the labour contract	29	20.3
	No bonuses	4	2.8
	Collective team bonus scheme (do you have a copy of the bonus scheme)	110	76.9
	Total	143	100.0
Do you have a copy of the bonus scheme?	Yes	46	46.5
	No	53	53.5
	Total	99	100.0
Does your club pay salary on time?	Yes	8	6.0
	No	125	94.0
	Total	133	100.0
If your salary is delayed, how long has this continued?	1 - 3 months	101	82.8
	3 - 6 months	20	16.4
	For the past year	1	.8
	Total	122	100.0
Why did the club not pay?	No money available	106	87.6
	Because the Club wanted me to leave	7	5.8
	Because the Club wanted me to agree to a lower salary	8	6.6
	Total	121	100.0
Does your club pay bonuses on time?	Yes	7	4.9
	No	135	95.1
	Total	142	100.0

Table 37: Training Alone (Montenegro)

	TRAINING ALONE	n	%
Have you ever been forced to train alone?	Yes	12	8.4
	No	131	91.6
	Total	143	100.0
Training alone	Out of the first team	6	50.0
	With supervision	5	41.7
	Without supervision	1	8.3
	Total	12	100.0
The reason for training alone	The club wanted to end the contract	10	83.3
	I was not signing a new contract with the club	1	8.3
	Other reason	1	8.3
	Total	12	100.0
Have your colleagues been forced to train alone?	Yes	15	10.5
	No	128	89.5
	Total	143	100.0

Table 38: Violence (Montenegro)

	VIOLENCE	n	%
Have you ever been a victim of a violent act?	Yes	2	1.4
	No	140	98.6
	Total	142	100.0
Type of violence	Violence by club management	2	100.0
	Total	2	100.0
Have your colleagues been a victim of a violent act?	Yes	1	.7
	No	142	99.3
	Total	143	100.0
Have you ever been bullied or harassed?	Yes	2	1.4
	No	140	98.6
	Total	142	100.0

By whom	By club management	1	50.0
	By coach	1	50.0
	Other	0	0.0
	Total	10	100.0
Have your colleagues been bullied or harassed?	Yes	1	.7
	No	141	99.3
	Total	142	100.0
Have you ever been a victim of racism or any other form of discrimination?	No	142	100.0
	Total	142	100.0

Table 39: Match Fixing (Montenegro)

	MATCH FIXING	n	%
Have you ever been approached to consider fixing the result of a match?	No	142	100.0
	Total	142	100.0
Are you aware of any match fixing that took place in your league?	Yes	2	1.4
	No	140	98.6
	Total	142	100.0

Table 40: Interviews (Montenegro)

	INTERVIEWS	n	%
Are you prepared to be interviewed by your union on any problems you have identified?	No	142	99.3
	Yes	1	.7
	Total	143	100.0

4.8 Poland

The biggest problem with professional football in Poland, according to the 212 professional footballers in Poland that participated in this research, is the non-payment of salaries and bonuses. There are also big problems with training alone.

In the Polish league, 42.9% of the footballers do not receive their wages on time. Most of those players have to wait between 1 to 3 months (71.6%). There are players who have to wait for a far longer period. 8.0% has to wait more between 6 and 12 months, and 4.5% has to wait for more than 1 year.

42.9% of the professional footballers in Poland did not receive their wages on time

The non-payment of bonuses is even worse. 60.7% of the players do not receive their bonuses on time.

According to 94.4% of the players who did not get paid their salaries and/or bonuses on time, the clubs do not pay them on time, because the clubs claim they have no money available. Other reasons are: 'the club wanted me to agree to a lower salary' (3.4%) and 'the club wanted me to leave' 2.2%).

There is a great variety in contracts in Poland. Most of the players have their salary mentioned in a labour contract (46.7%). But there is also a fairly large share of players who have a second contract with a third party: 16.4%. There are also players who have a civil contract (14.9%) and players who have an addendum or annex (13.8%).

A majority of the professional footballers in Poland have a collective bonus scheme (75.1%), but only 20.1% of those players have a copy of this bonus scheme.

Training alone is a serious issue, as 15.6% of the players admit they have been forced to train alone

Training alone is a big issue in Poland, as 15.6% of the footballers confessed that they had to train alone. Of those players, 65.5%

had to practice separately because the club wanted to end the contract. 13.8% of the players were banned because they did not want to sign a new contract with their club.

Violence, bullying and harassment and racism are also serious matters in Poland. 9.5% of the players have been a victim of racism or discrimination, mostly caused by supporters (85.0%). 6.3% of the

respondents have been victim of a violent act, 61.3% of them were victims by fan behaviour. Club management and coaches have bullied and harassed 6.8% of the players.

Finally, 6.2% of the professional footballers in Poland admit that they have been approached to consider match fixing.

Reaction of the Union

The main issue that the Union representatives faced, when obtaining information from the players, was their lack of discipline and not taking our request seriously. They managed to mobilize them in the broadest scale possible. Other important issues were that the players either did not want to complete the questionnaires or, when they did, some questions were not completed because they were afraid that they might encounter some unpleasant consequences from the clubs (i.e. displacement to the reserves team). The Union representatives did not have contact with the clubs during this campaign (clubs were not directly informed). From the beginning, representatives communicated directly with the teams' captains or the players themselves. In general, the players were very helpful, but they did not pay too much attention to our request to complete the questionnaires quickly. There were no players willing to come forward to make a statement, apart from the five examples of player's statements citing rights violations that were already revealed.

Table 41: Payments (Poland)

	PAYMENTS	n	%
How do you receive your salary according to your contract?	The whole salary is mentioned in the labour contract	91	46.7
	Part of it is paid by the addendum/annex	27	13.8
	There is a second contract with a third party (special purpose company- e.g. the money is paid for image rights)	32	16.4
	There is no labour contract	9	4.6
	There is a civil contract	29	14.9
	I am self employed	7	3.6
	Total	195	100.0
Are bonuses indicated in your labour contract or is there a collective team bonus scheme?	In the labour contract	25	12.0
	No bonuses	27	12.9
	Collective team bonus scheme (do you have a copy of the bonus scheme)	157	75.1
	Total	209	100.0
Do you have a copy of the bonus scheme?	Yes	27	20.1
	No	107	79.9
	Total	134	100.0
Does your club pay salary on time?	Yes	120	57.1
	No	90	42.9
	Total	210	100.0
If your salary is delayed, how long has this continued?	1 - 3 months	63	71.6
	3 - 6 months	14	15.9
	6 months or more	7	8.0
	For the past year	4	4.5
	Total	88	100.0
Why did the club not pay?	No money available	84	94.4
	Because the Club wanted me to leave	2	2.2
	Because the Club wanted me to agree to a lower salary	3	3.4
	Total	89	100.0
Does your club pay bonuses on time?	Yes	76	36.9
	No	125	60.7
	Other	5	2.4
	Total	206	100.0

Table 42: Training Alone (Poland)

	TRAINING ALONE	n	%
Have you ever been forced to train alone?	Yes	33	15.6
	No	178	84.4
	Total	211	100.0
Training alone	Out of the first team	17	51.5
	With supervision	15	45.5
	Without supervision	1	3.0
	Total	33	100.0
The reason for training alone	The club wanted to end the contract	19	65.5
	I was not signing a new contract with the club	4	13.8
	Other reason	6	20.7
	Total	29	100.0
Have your colleagues been forced to train alone?	Yes	66	41.3
	No	94	58.8
	Total	160	100.0

Table 43: Violence (Poland)

	VIOLENCE	n	%
Have you ever been a victim of a violent act?	Yes	13	6.3
	No	193	93.7
	Total	206	100.0
Type of violence	Violence by fans	8	61.5
	Violence by club management	2	15.4
	Violence by coach	2	15.4
	Violence by third parties allegedly acting on behalf of the club	1	7.7
	Total	13	100.0
Have your colleagues been a victim of a violent act?	Yes	23	12.3
	No	164	87.7
	Total	187	100.0
Have you ever been bullied or harassed?	Yes	14	6.8
	No	191	93.2
	Total	205	100.0

By whom	By club management	12	85.7
	By coach	2	14.3
	Other	0	0.0
	Total	14	100.0
Have your colleagues been bullied or harassed?	Yes	23	11.9
	No	171	88.1
	Total	194	100.0
Have you ever been a victim of racism or any other form of discrimination?	Yes	20	9.5
	No	190	90.5
	Total	210	100.0
By whom?	By supporters	17	85.0
	By fellow players	1	5.0
	By opposition players	1	5.0
	By coaches	1	5.0
	Total	20	100.0

Table 44: Match Fixing (Poland)

	MATCH FIXING	n	%
Have you ever been approached to consider fixing the result of a match?	Yes	13	6.2
	No	197	93.8
	Total	210	100.0
Are you aware of any match fixing that took place in your league?	Yes	14	6.8
	No	191	93.2
	Total	205	100.0

Table 45: Interviews (Poland)

	INTERVIEWS	n	%
Are you prepared to be interviewed by your union on any problems you have identified?	No	190	89.6
	Yes	22	10.4
	Total	212	100.0

4.9 Russia

The professional footballers in Russia claim that their biggest problem is match fixing. According to the 177 players that participated in the questionnaire there are no problems with violence or racism.

Match fixing appears to be the biggest problem, as 10.2% of the respondents admitted that they have been approached to consider manipulating a match in their league.

The players know that match fixing is a problem, because 43.5% said they are aware that the Russian league has been troubled by match fixing.

4.5% of the players claim they have been forced to train alone, however 44.6% of the players report that their colleagues were forced to train alone

In comparison with other countries, the problems in Russia seem minor. 15.2% of the players in Russia say that they had to wait on their salaries. Of those players, 60% have to wait 3 to 6 months before receiving their money.

Non-payment of bonuses is a bigger problem, as 38.4% did not receive their bonuses on time.

According to all the players who did not get paid their salaries and/or bonuses on time, the clubs did

A majority (84.2%) of the players have a part of their salary paid by addendum/annex

not pay them on time due to a lack of money available.

84.2% of the participating professional footballers receive a part of their salary according to an addendum or annex that

goes with their contract. The other 15.8% of the players have their whole salary mentioned in a labour contract.

The results concerning 'training alone' are somehow remarkable. 44.6% of the players say that their colleagues have been forced to train alone, but only 8 of the 177 players confirmed that they had to train alone themselves: 4.5%. 7 of those 8 players had to train separately because their club wanted to end the contract.

None of the 177 players has been a victim of violence, only 5 players said they have a colleague who has been a victim of violence. Last year, 2011, FIFPro reported about well-documented cases of

violence in Russia, amongst others Nikola Nikezic (then FC Kuban) and Danko Lazovic (Zenit St Petersburg), but apparently only a small percentage of the footballers or their team mates has heard about those incidents.

The same goes for bullying and harassment, as no player says he has been a victim of this practice. 5 of the respondents said they had a colleague who had to endure bullying and harassment.

There is one player who admitted that he has been a victim of racism or discrimination, this was caused by supporters.

Reaction of the Union

The Russian union has already undertaken a similar survey two years ago but, unfortunately, the problems remained generally the same. The current situation, especially the cases of Nikola Nikezic and Spartak Gogniev when the violence was used against the players, became even worse. The players are complaining that the national federation, as well as UEFA and FIFA, do nothing to improve the situation. The players shared information and asked for immediate action. In private discussions the players were more outspoken about match-fixing but were hesitant to mention it in writing. Many foreigners were afraid to speak about violence within their clubs and very few clubs were helpful. The survey was mainly organized through union representatives (acting players) within the team. The management of the clubs was often not even aware that the meetings were taking place. At the beginning of this year (2012), there have already been several cases of discrimination (players forced to train alone, while the team was in the training camp in another country), harassment, etc. Some of the players are willing give interviews to FIFPro about it.

Table 46: Payments (Russia)

	PAYMENTS	n	%
How do you receive your salary according to your contract?	The whole salary is mentioned in the labour contract	28	15.8
	Part of it is paid by the addendum/annex	149	84.2
	Total	177	100.0
Are bonuses indicated in your labour contract or is there a collective team bonus scheme?	Collective team bonus scheme (do you have a copy of the bonus scheme)	177	100.0
	Total	177	100.0
Do you have a copy of the bonus scheme?	Yes	92	52.6
	No	83	47.4
	Total	175	100.0
Does your club pay salary on time?	Yes	139	84.8
	No	25	15.2
	Total	164	100.0
If your salary is delayed, how long has this continued?	1 - 3 months	10	40.0
	3 - 6 months	15	60.0
	Total	25	100.0
Why did the club not pay?	No money available	25	100.0
	Total	25	100.0
Does your club pay bonuses on time?	Yes	109	61.6
	No	68	38.4
	Total	177	100.0

Table 47: Training Alone (Russia)

	TRAINING ALONE	n	%
Have you ever been forced to train alone?	Yes	8	4.5
	No	169	95.5
	Total	177	100.0
Training alone	Out of the first team	8	100.0
	Total	8	100.0
The reason for training alone	The club wanted to end the contract	7	87.5
	I was not signing a new contract with the club	1	12.5
	Total	8	100.0

Have your colleagues been forced to train alone?	Yes	79	44.6
	No	98	55.4
	Total	177	100.0

Table 48: Violence (Russia)

	VIOLENCE	n	%
Have you ever been a victim of a violent act?	No	177	100.0
	Total	177	100.0
Have your colleagues been a victim of a violent act?	Yes	5	2.8
	No	171	97.2
	Total	176	100.0
Have you ever been bullied or harassed?	No	158	100.0
	Total	158	100.0
Have your colleagues been bullied or harassed?	Yes	5	2.8
	No	171	97.2
	Total	176	100.0
Have you ever been a victim of racism or any other form of discrimination?	Yes	1	.6
	No	176	99.4
	Total	177	100.0
By whom?	By supporters	1	100.0
	Total	1	100.0

Table 49: Match Fixing (Russia)

	MATCH FIXING	n	%
Have you ever been approached to consider fixing the result of a match?	Yes	18	10.2
	No	159	89.8
	Total	177	100.0
Are you aware of any match fixing that took place in your league?	Yes	77	43.5
	No	100	56.5
	Total	177	100.0

Table 50: Interviews (Russia)

	INTERVIEWS	n	%
Are you prepared to be interviewed by your union on any problems you have identified?	No	177	100.0
	Total	177	100.0

4.10 Serbia

In Serbia, the main problem in professional football is non-payment, according to the 287 professional footballers who participated in the questionnaire.

A high percentage of the professional footballers in Serbia does not receive their wages on time: 42.6%. Of the players that need to wait for their money, 26.5% has to wait for longer than 3 months. That means

that during each game in Serbian league football more than 9 players have not received their wages, and more than 2 players have not received their wages for at least 3 months.

Bonusses are also not paid on time, according to 62.6% of the footballers that responded.

According to 94.8% of the respondents who did not get paid their salaries and/or bonuses on time, the clubs did not pay them on time due to a lack of money available. 3.4% said that the club wanted them to agree to a lower salary.

42.6% of players in Serbia do not receive their salaries on time

64.8% of the players have part of their salaries paid by the addendum/annex

There is a great disparity in contracts and agreements between players and clubs. Only 13.6% of the players have their whole salary mentioned in a labour contract, 12.2% do not have a labour contract. A

majority of 64.8% has a part of his salary paid by an addendum or annex.

Match fixing is a problem in Serbia, as 5.3% of the players admitted that they have been approached to consider fixing the result of a match. 18% of the footballers said they are aware of match fixing taking place in the Serbian league. That means that during each Serbian league game an average of 1 one the 22 players on the field has been approached for match fixing.

In Serbia, clubs used all sorts of measures to put players under pressure. Training alone was mentioned by 4.3% of the players, bullying and harassment by 5.0% of the players and violence by club management/coaches by 2.1% of the players.

Reaction of the Union

The most difficult task for the Union representatives was convincing the players that completing the questionnaires were in their best interests. This would then give a realistic picture of the problems that are happening in Serbian football. Players were also advised that the questionnaires would be anonymous and that everyone who wanted to give personal information could do so, which was the case with fifteen players. Clubs were not helpful but they also were not prohibiting the process, except in one case when the survey had to be conducted outside the premises of the club. The players were very cooperative. For unknown reasons, there were cases where some players did not want to fill out a questionnaire. Fortunately, there were only a few of them. The Union representatives interviewed all the players that have provided personal information within the questionnaire. They all confirmed that FIFPro could always count on them.

Table 51: Payments (Serbia)

	PAYMENTS	n	%
How do you receive your salary according to your contract?	The whole salary is mentioned in the labour contract	39	13.6
	Part of it is paid by the addendum/annex	186	64.8
	There is a second contract with a third party (special purpose company- e.g. the money is paid for image rights)	1	.3
	There is no labour contract	35	12.2
	There is a civil contract	17	5.9
	I am self employed	9	3.1
	Total	287	100.0
Are bonuses indicated in your labour contract or is there a collective team bonus scheme?	In the labour contract	4	1.4
	No bonuses	56	19.6
	Collective team bonus scheme (do you have a copy of the bonus scheme)	226	79.0
	Total	286	100.0
Do you have a copy of the bonus scheme?	Yes	84	44.4
	No	105	55.6
	Total	189	100.0
Does your club pay salary on time?	Yes	163	57.4
	No	121	42.6
	Total	284	100.0
If your salary is delayed, how long has this continued?	1 - 3 months	86	73.5
	3 - 6 months	20	17.1
	6 months or more	10	8.5
	For the past year	1	.9
	Total	117	100.0
Why did the club not pay?	No money available	110	94.8
	Because the Club wanted me to leave	2	1.7
	Because the Club wanted me to agree to a lower salary	4	3.4
	Total	116	100.0
Does your club pay bonuses on time?	Yes	94	34.8
	No	169	62.6
	Other	7	2.6
	Total	270	100.0

Table 52: Training Alone (Serbia)

	TRAINING ALONE	n	%
Have you ever been forced to train alone?	Yes	12	4.3
	No	270	95.7
	Total	282	100.0
Training alone	Out of the first team	5	41.7
	With supervision	7	58.3
	Total	12	100.0
The reason for training alone	The club wanted to end the contract	1	10.0
	I was not signing a new contract with the club	3	30.0
	Other reason	6	60.0
	Total	10	100.0
Have your colleagues been forced to train alone?	Yes	26	9.3
	No	253	90.7
	Total	279	100.0

Table 53: Violence (Serbia)

	VIOLENCE	n	%
Have you ever been a victim of a violent act?	Yes	8	2.8
	No	273	97.2
	Total	281	100.0
Type of violence	Violence by fans	2	25.0
	Violence by club management	3	37.5
	Violence by coach	3	37.5
	Total	8	100.0
Have your colleagues been a victim of a violent act?	Yes	19	6.8
	No	262	93.2
	Total	281	100.0
Have you ever been bullied or harassed?	Yes	14	5.0
	No	268	95.0
	Total	282	100.0

By whom	By club management	10	83.3
	By coach	2	16.7
	Other	0	0.0
	Total	12	100.0
Have your colleagues been bullied or harassed?	Yes	22	7.9
	No	255	92.1
	Total	277	100.0
Have you ever been a victim of racism or any other form of discrimination?	Yes	13	4.7
	No	265	95.3
	Total	278	100.0
By whom?	By supporters	7	63.6
	By fellow players	1	9.1
	By club management	1	9.1
	By coaches	2	18.2
	Total	11	100.0

Table 54: Match Fixing (Serbia)

	MATCH FIXING	n	%
Have you ever been approached to consider fixing the result of a match?	Yes	15	5.3
	No	268	94.7
	Total	283	100.0
Are you aware of any match fixing that took place in your league?	Yes	50	18.0
	No	227	81.7
	Can you give examples	1	.4
	Total	278	100.0

Table 55: Interviews (Serbia)

	INTERVIEWS	n	%
Are you prepared to be interviewed by your union on any problems you have identified?	Yes	13	4.5
	No	274	95.5
	Total	287	100.0

4.11 Slovenia

According to the 195 professional footballers in Slovenia who participated in the research, the biggest problem is non-payment of salaries and bonuses. Bullying and harassment is also a great concern.

The data from the Slovenian players shows that 32.3% of the players do not receive their salary on time. Of those footballers who are confronted with a delay of payment, 40.4% has to wait more than 3 months before finally

32.3% of the players did not receive their salary on time

receiving their money. And 8.8% of them have been waiting for more than 1 year on his salary. That means that during each game in Slovenian league football more than 7 players have not received their wages, and almost 3 players have not received their wages for at least 3 months.

There are also problems with the payment of bonuses, as 49.7% of the players did not receive their bonuses on the designated moment.

According to 96.4% of the players who did not get paid their salaries and/or bonuses on time, the clubs did not pay them on time due to a lack of money available. The other 3.6% of the players said that they had not been paid because the club wanted them to agree to a lower salary.

Most of the players in Slovenia are self-employed: 45.7%. This means that they are even more vulnerable for non-payment, since they do have to pay all taxes and social security contributions themselves. 36.7% of the players in Slovenia have their entire salary mentioned in a labour contract.

11.2% of the players in Slovenia report being bullied or harassed. Most of them by club management or their coach: 94.8%

And 12.2% of the players confirmed that they do not have a labour contract.

A majority of the players in Slovenia have agreed to a collective bonus scheme, but 64.4% of those players do not have a copy of their bonus scheme.

Bullying and harassment is an issue in Slovenia, where 11.2% of the footballers said that they have been a victim of such malpractice. Almost all cases have been caused by club management (89.5%) or coaches (5.3%). This means that during an average game in Slovenian league football, more than 2 of

the 22 players on the field have been a victim of bullying or harassment by their own club. A substantial amount of players (15.5%) confirm that they have colleagues who have been bullied or harassed.

In Slovenia, 5.2% of the players said they have had to train alone. 4.7% of the players have been a victim of a violent act and 3.2% stated that he was confronted with racism or discrimination. 2.7% of the respondents said that they have been approached to consider match fixing.

Reaction of the Union

The players and the clubs were very cooperative in both the organizational process and also in the collection of data. Special meetings were organized in all of the clubs that were visited by union representatives. Almost all players completed the questionnaires. Many also left their contact information, in order to provide additional information if necessary.

Table 56: Payments (Slovenia)

	PAYMENTS	n	%
How do you receive your salary according to your contract?	The whole salary is mentioned in the labour contr.	69	36.7
	Part of it is paid by the addendum/annex	8	4.3
	There is a second contract with a third party	1	.5
	There is no labour contract	23	12.2
	There is a civil contract	1	.5
	I am self employed	86	45.7
	Total	188	100.0
Are bonuses indicated in your labour contract or is there a collective team bonus scheme?	In the labour contract	40	21.6
	No bonuses	39	21.1
	Collective team bonus scheme (do you have a copy of the bonus scheme)	106	57.3
	Total	185	100.0
Do you have a copy of the bonus scheme?	Yes	36	35.6
	No	65	64.4
	Total	102	100.0
Does your club pay salary on time?	Yes	130	67.7
	No	62	32.3
	Total	192	100.0
If your salary is delayed, how long has this continued?	1 - 3 months	34	59.6
	3 - 6 months	17	29.8
	6 months or more	1	1.8
	For the past year	5	8.8
	Total	57	100.0
Why did the club not pay?	No money available	54	96.4
	Because the Club wanted me to leave	0	0
	Because the Club wanted me to agree to a lower salary	2	3.6
	Total	56	100.0
Does your club pay bonuses on time?	Yes	72	40.2
	No	89	49.7
	Other	18	10.1
	Total	179	100.0

Table 57: Training Alone (Slovenia)

	TRAINING ALONE	n	%
Have you ever been forced to train alone?	Yes	10	5.2
	No	183	94.8
	Total	193	100.0
Training alone	Out of the first team	6	60.0
	With supervision	2	20.0
	Without supervision	2	20.0
	Total	10	100.0
The reason for training alone	The club wanted to end the contract	2	20.0
	I was not signing a new contract with the club	1	10.0
	Other reason	7	70.0
	Total	10	100.0
Have your colleagues been forced to train alone?	Yes	62	35.0
	No	115	65.0
	Total	177	100.0

Table 58: Violence (Slovenia)

	VIOLENCE	n	%
Have you ever been a victim of a violent act?	Yes	9	4.7
	No	181	95.3
	Total	190	100.0
Type of violence	Violence by fans	3	37.5
	Violence by club management	3	37.5
	Violence by coach	2	25.0
	Other	8	100.0
Have your colleagues been a victim of a violent act?	Yes	20	11.7
	No	151	88.3
	Total	171	100.0
Have you ever been bullied or harassed?	Yes	21	11.2
	No	166	88.8
	Total	187	100.0

By whom	By club management	17	89.5
	By coach	1	5.3
	Other	1	5.3
	Total	19	100.0
Have your colleagues been bullied or harassed?	Yes	26	15.5
	No	142	84.5
	Total	168	100.0
Have you ever been a victim of racism or any other form of discrimination?	Yes	6	3.2
	No	182	96.8
	Total	188	100.0
By whom?	By fellow players	0	0
	By opposition players	5	83.3
	By coaches	1	16.7
	Total	6	100.0

Table 59: Match Fixing (Slovenia)

	MATCH FIXING	n	%
Have you ever been approached to consider fixing the result of a match?	Yes	5	2.7
	No	183	97.3
	Total	188	100.0
Are you aware of any match fixing that took place in your league?	Yes	11	5.9
	No	177	94.1
	Total	188	100.0

Table 60: Interviews (Slovenia)

	INTERVIEWS	n	%
Are you prepared to be interviewed by your union on any problems you have identified?	Yes	29	14.9
	No	166	85.1
	Total	195	100.0

4.12 Ukraine

In Ukraine, non-payment of salaries, training alone and match fixing are the biggest problems, according to the 363 professional footballers that participated in this research.

In comparison with the other countries, the non-payment problem in Ukraine is not that enormous. Still, 15.5% of all professional footballers in this country do

not receive their salary on time. That means that during an average league match in Ukraine, 4 of the 22 players on the field have not been paid what they are owed. 90.0% of the players, who were confronted with a delayed payment, had to wait for up to 3 months before finally receiving their money.

According to all but one player in Ukraine who did not get paid their salaries and/or bonuses on time, the clubs did not pay them on time due to a lack of money available.

In Ukraine, 15.5% of the professional footballers do not receive their salary on time

13% of the players are aware of a match fixing in their league

In Ukraine, 88.7% of the players have their entire salary mentioned in a labour contract.

Training alone is a concern, as 7.7% of the players responded that they have had to practise separately. The main reason was that the player did not want to sign a new contract with the club: 54.2%.

Violence and bullying and harassment appear to be minor issues, as just very few players said that they have been a victim of violence (2.2%) or bullying and harassment (1.5%). Still, there are clubs and coaches who pressurize players with these sorts of malpractice.

There are more concerns with match fixing, as 7.6% of the footballers admitted that they have been approached to consider fixing the result of a match. 13.0% of the players said they are aware of match fixing taking place in Ukrainian league football. That means that during an average match in Ukraine almost 2 of the 22 players on the field have been approached to manipulate a game.

Reaction of the Union

Answering questions concerning financial matters was the reason that some players gave in not want to cooperate with the Black Book project. Activities relating to completing the questionnaires were organized during tactical training in clubs and the club's administration did not interfere in this process. Players were interested in the questionnaires but some of them refused to answer questions, giving no explanation as to why. Some players provided personal information within an interview setting.

Table 61: Payments (Ukraine)

	PAYMENTS	n	%
How do you receive your salary according to your contract?	The whole salary is mentioned in the labour contract	299	88.7
	Part of it is paid by the addendum/annex	31	9.2
	There is a second contract with a third party (special purpose company- e.g. the money is paid for image rights)	4	1.2
	There is no labour contract	2	.6
	I am self employed	1	.3
	Total	337	100.0
Are bonuses indicated in your labour contract or is there a collective team bonus scheme?	In the labour contract	176	56.8
	No bonuses	31	10.0
	Collective team bonus scheme (do you have a copy of the bonus scheme)	103	33.2
	Total	310	100.0
Do you have a copy of the bonus scheme?	Yes	13	27.7
	No	34	72.3
	Total	47	100.0
Does your club pay salary on time?	Yes	306	84.5
	No	56	15.5
	Total	362	100.0
If your salary is delayed, how long has this continued?	1 - 3 months	30	90.9
	3 - 6 months	2	6.1
	For the past year	1	3.0
	Total	33	100.0
Why did the club not pay?	No money available	51	98.1
	Because the Club wanted me to leave	1	1.9
	Total	52	100.0
Does your club pay bonuses on time?	Yes	291	82.7
	No	54	15.3
	Other	7	2.0
	Total	352	100.0

Table 62: Training Alone (Ukraine)

	TRAINING ALONE	n	%
Have you ever been forced to train alone?	Yes	26	7.7
	No	311	92.3
	Total	337	100.0
Training alone	Out of the first team	16	61.5
	With supervision	8	30.8
	Without supervision	2	7.7
	Total	26	100.0
The reason for training alone	The club wanted to end the contract	2	18.2
	I was not signing a new contract with the club	6	54.5
	Other reason	3	27.3
	Total	11	100.0
Have your colleagues been forced to train alone?	Yes	22	6.4
	No	324	93.6
	Total	346	100.0

Table 63: Violence (Ukraine)

	VIOLENCE	n	%
Have you ever been a victim of a violent act?	Yes	8	2.2
	No	350	97.8
	Total	358	100.0
Type of violence	Violence by fans	2	25.0
	Violence by club management	2	25.0
	Violence by coach	3	37.5
	Violence by others	1	12.5
	Total	8	100.0
Have your colleagues been a victim of a violent act?	Yes	1	.3
	No	349	99.7
	Total	350	100.0
Have you ever been bullied or harassed?	Yes	5	1.5
	No	338	98.5
	Total	343	100.0

By whom	By club management	0	0.0
	By coach	2	66.7
	Other	1	33.3
	Total	3	100.0
Have your colleagues been bullied or harassed?	Yes	9	2.6
	No	340	97.4
	Total	349	100.0
Have you ever been a victim of racism or any other form of discrimination?	Yes	8	2.2
	No	350	97.8
	Total	358	100.0
By whom?	By supporters	1	12.5
	By fellow players	1	12.5
	By opposition players	2	25.0
	By club management	1	12.5
	By coaches	3	37.5
	Total	8	100.0

Table 64: Match Fixing (Ukraine)

	MATCH FIXING	n	%
Have you ever been approached to consider fixing the result of a match?	Yes	27	7.6
	No	327	92.4
	Total	354	100.0
Are you aware of any match fixing that took place in your league?	Yes	46	13.0
	No	306	86.2
	Can you give examples	3	.8
	Total	355	100.0

Table 65: Interviews (Ukraine)

	INTERVIEWS	n	%
Are you prepared to be interviewed by your union on any problems you have identified?	Yes	23	6.3
	No	340	93.7
	Total	363	100.0

5 Cross Tabulation

FIFPro's Task Force Group exposed five different areas where, potentially, the problems in East European football can be detected. Those fields of interest, which are mentioned in the sub-chapters, are: Contracts, Financing, Training Alone, Match Fixing and Violence. For the reason of easiest understanding and better illustration of the problems, cross tabulation analyses were made. That kind of statistical analysis shows a distribution between two variables and can help us determine how respondents answered on two or more questions at the same time. In other words this means that cross tabulations bring together two variables and display the relationship between them in a table.

Beside statistical analysis, there are also player's cases and interviews that were added at the end of each above-mentioned sub-chapter. Those cases and interviews were carefully selected and are there to support the statistical results and to highlight the truly alarming situation of East European football.

5.1 Contracts

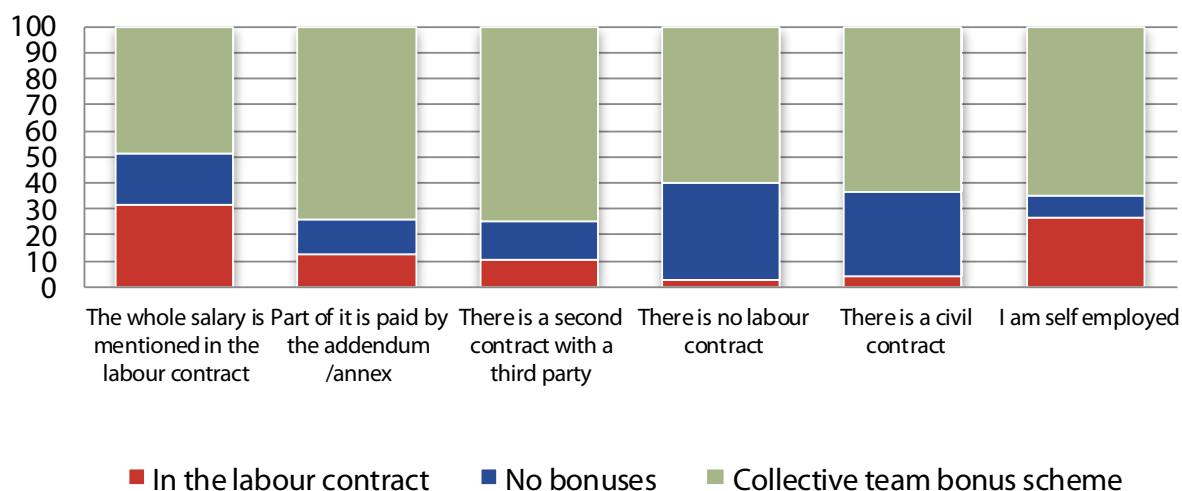
5.1.1 Crosstab Calculations

The figure and table below show that players, who have their whole salary mentioned in the labour contract or are self-employed, have bonuses indicated more often in their labour contract (it can be seen that 31.7% of those, who have their salary mentioned in the labour contract, also have bonuses indicated in their labour contract). The data shows that players who do not have any labour contract or have a civil contract are less likely receive a bonus (37.4% of players that do not have a labour contract and 32.7% of those who have civil contracts state that they do not receive any bonuses). Players who get part of their salary paid by the annex or have second contracts with third parties are more likely have a collective team bonus scheme.

Table 66: (1) "How do you receive your salary according to your contract?" / (2) "Are bonuses (win/draw/team position etc.) indicated in your labour contract or is there a collective team bonus scheme?"

1 2	The whole salary is mentioned in the labour contract		Part of it is paid by the addendum /annex		There is a second contract with a third party		There is no labour contract		There is a civil contract		I am self employed	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
In the labour contract	448	31.7	86	12.2	7	10.3	5	2.2	4	4.0	122	26.2
No bonuses	275	19.5	97	13.8	10	14.7	86	37.4	33	32.7	41	8.8
Collective team bonus scheme	689	48.8	521	74.0	51	75.0	139	60.4	64	63.4	303	65.0
Total	1412	100	704	100	68	100	230	100	101	100	466	100

Figure 22: How do you receive your salary according to your contract? / Are bonuses (win/draw/team position etc.) indicated in your labour contract or is there a collective team bonus scheme?

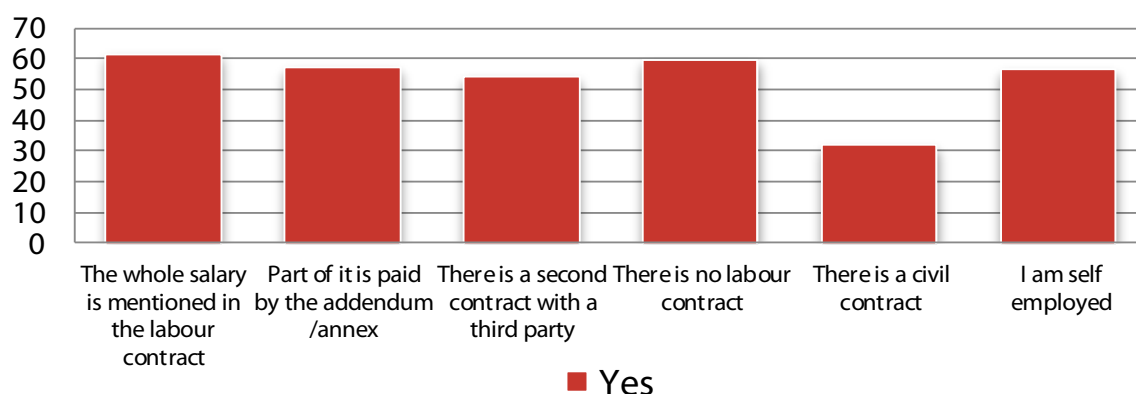


Data shows that players, who have their whole salary mentioned in the labour contract, have the highest chance of getting their salary paid on time (61.4%), followed by those who do not have any labour contract (59.5%). There are no obvious standouts in other categories, except for players with civil contracts, since only 31.8% of them report that they receive their salary on time.

Table 67: (1) How do you receive your salary according to your contract? / (2) Does your club pay your salary on time?

1	The whole salary is mentioned in the labour contract		Part of it is paid by the addendum/annex		There is a second contract with a third party		There is no labour contract		There is a civil contract		I am self employed	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
2												
Yes	902	61.4	402	57.1	38	54.3	132	59.5	34	31.8	261	56.3
No	568	38.6	302	42.9	32	45.7	90	40.5	73	68.2	203	43.8
Total	1470	100	704	100	70	100	222	100	107	100	464	100

Figure 23: "How do you receive your salary according to your contract?" / "Does your club pay your salary on time?"

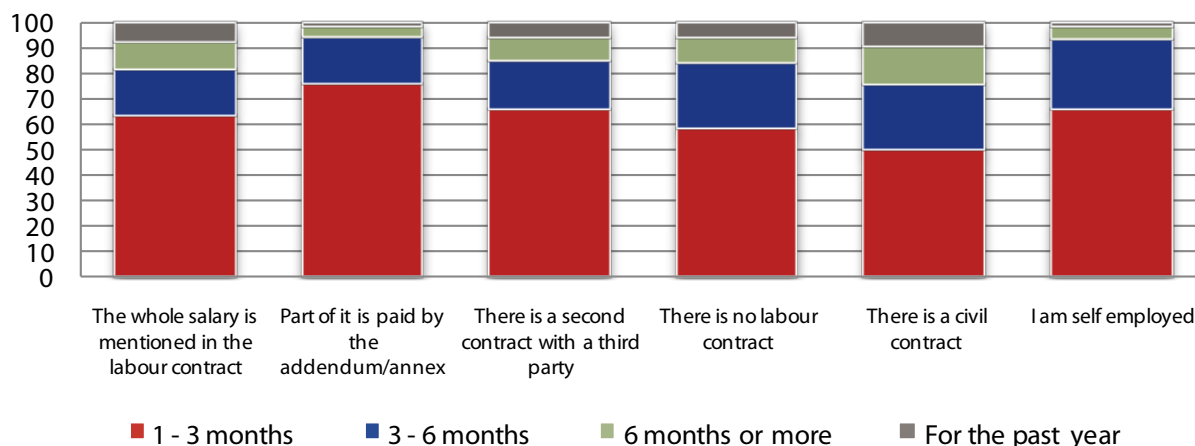


Crosstab table and graph show that the majority of players, who do not receive their salary on time, wait for the payment from 1 to 3 months. However, there are differences between the groups. Those who have their salary partly paid by the addendum/annex, receive their payments sooner than other groups (75.4% of them get paid after 1 to 3 months). Furthermore, half of the respondents (49.3%) with civil contracts have to wait more than 3 months, and almost 10% of them are awaiting payments for the past year.

Table 68: (1) How do you receive your salary according to your contract? / (2) If your salary is delayed, how long has this continued?

1 2	The whole salary is mentioned in the labour contract		Part of it is paid by the addendum/annex		There is a second contract with a third party		There is no labour contract		There is a civil contract		I am self employed	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
1 – 3 months	335	62.9	224	75.4	21	65.6	46	58.2	36	49.3	130	65.7
3 – 6 months	98	18.4	54	18.2	6	18.8	20	25.3	19	26.0	53	26.8
6 months or more	57	10.7	13	4.4	3	9.4	8	10.1	11	15.1	11	5.6
For the past year	43	8.1	6	2.0	2	6.3	5	6.3	7	9.6	4	2.0
Total	533	100	297	100	32	100	79	100	73	100	198	100

Figure 24: How do you receive your salary according to your contract? / If your salary is delayed, how long has this continued?



Most of the players did not receive their payments because there was no money available, especially if they are self-employed (95.5%), if their salary is mentioned in the labour contract (94.5%) or they do not have labour contracts (94.2%). The exception are players who have second contracts with a third party, since more than one fifth of them (21.9%) did not get the money because the Club wanted them to agree to a lower salary. Players with civil contracts more often than others do not get paid because the Club wants them to leave (6.9%).

Table 69: (1) How do you receive your salary according to your contract? / (2) Why did the club not pay?

1	The whole salary is mentioned in the labour contract		Part of it is paid by the addendum/annex		There is a second contract with a third party		There is no labour contract		There is a civil contract		I am self employed	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
2												
No money available	511	94.5	261	91.9	25	78.1	81	94.2	60	83.3	170	95.5
Because the Club wanted me to leave	13	2.4	6	2.1	0	.0	3	3.5	5	6.9	4	2.2
Because the Club wanted me to agree to a lower salary	17	3.1	17	6.0	7	21.9	2	2.3	7	9.7	4	2.2
Total	541	100	284	100	32	100	86	100	72	100	178	100

Figure 25: How do you receive your salary according to your contract? / Why did the club not pay?

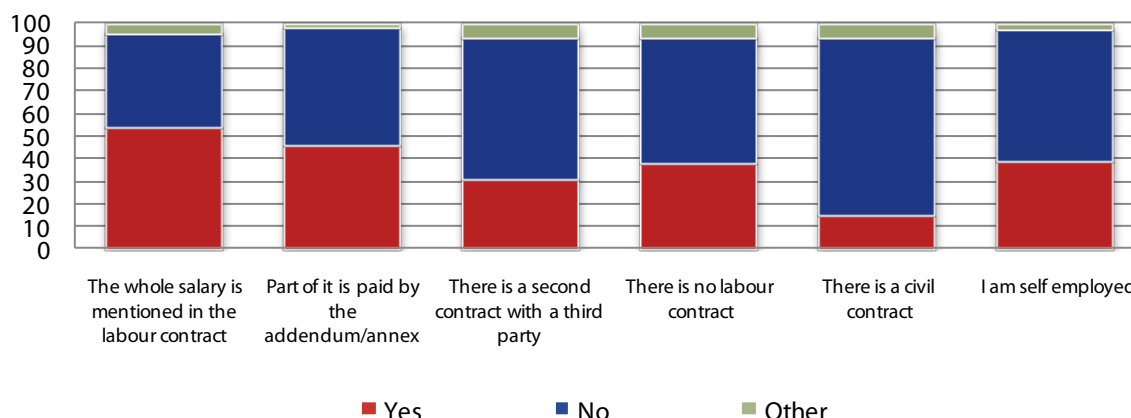


How players receive their salary also seems to have an impact on whether their bonuses will be paid on time. Players whose whole salaries are mentioned in the labour contract (53.4%) or are partly paid by the addendum/annex (45.7%) will more likely have their bonuses paid on time than other players. Data shows that the negative exceptions are players with civil contracts, since 78.6% of them do not get paid on time.

Table 70: (1) How do you receive your salary according to your contract? / (2) Does your club pay your bonuses on time?

1 _____	The whole salary is mentioned in the labour contract		Part of it is paid by the addendum/annex		There is a second contract with a third party		There is no labour contract		There is a civil contract		I am self employed	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
2 Yes	745	53.4	319	45.7	22	31.0	84	38.2	15	14.6	176	38.9
No	577	41.4	362	51.9	44	62.0	121	55.0	81	78.6	261	57.6
Other	73	5.2	17	2.4	5	7.0	15	6.8	7	6.8	16	3.5
Total	1395	100	698	100	71	100	220	100	103	100	453	100

Figure 26: How do you receive your salary according to your contract? / Does your club pay your bonuses on time?

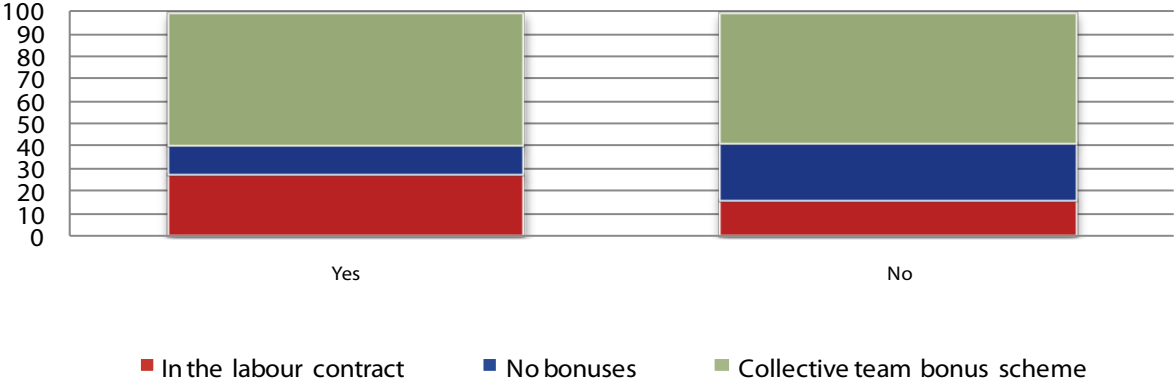


Players whose clubs pay salaries on time often have bonuses defined in the labour contract (27.1%) than those whose clubs are not paying salaries on time. The latter more often do not receive any bonuses (25.3%). In terms of getting paid on time, there are no obvious differences between players that have a collective team bonus scheme.

Table 71: (1) Does your club pay your salary on time? / (2) Are bonuses (win/draw/team position etc.) indicated in your labour contract or is there a collective team bonus scheme?

1 ----- 2	Yes		No	
	Count	%	Count	%
In the labour contract	472	27.1	199	16.1
No bonuses	239	13.7	312	25.3
Collective team bonus scheme	1029	59.1	722	58.6
Total	1740	100	1233	100

Figure 27: Does your club pay your salary on time? / Are bonuses (win/draw/team position etc.) indicated in your labour contract or is there a collective team bonus scheme?



5.1.2 Players' Cases and Articles

Russian club threatens player and forges contract

Russian football once again catches the headlines with an infamous incident. This time Russian club FC Kamaz has not only threatened its player Alexandr Kukanos into signing a termination agreement, the second league-club also falsified documents in order to lower the costs of terminating the contract.

FC Kamaz threatened its player into signing termination agreement

In July 2009, Kukanos signed a contract at FC Kamaz until November 2011. In the beginning of 2011, the club told the defender it wanted to terminate the contract. Kukanos did not want to leave until he had found a new club and referred to his contract.

Since then, FC Kamaz put all sorts of pressure on Kukanos. He had to train with FC Kamaz' amateur team and also had to train separately. The club had various conversations with the player, each time telling him that he'd better leave, that they would never pay him, and that he would have to run around the training pitch until the end of the season.

'There were clubs interested in hiring me and they contacted Kamaz, but were told that Alexander Kukanos is crap both as a player and as a person. Naturally, nobody wanted to sign me after such a comment', Kukanos said in an interview with daily Kommersant.

What the leaders of FC Kamaz did not know, was that Kukanos was wearing a hidden microphone: he recorded all his conversations with the head coach, the chief of staff and the general director with a voice recorder.

'I almost run out of money for my living'

'Kamaz representatives used all kinds of methods and loopholes to avoid paying me. I almost ran out of money for my living. Moreover, they refused to terminate my contract by mutual agreement hoping to obtain money for me to the bitter end', Kukanos said.

In the end, Kukanos and FC Kamaz mutually agreed to terminate their contract in April. Afterwards, the 25-year-old defender discovered that the club had forged several documents, meaning the club would have to pay far less money to terminate his contract.

The Russian Professional Footballers' Association PSFT and Alexander Kukanos went to the Russian Football Federation (RFU) to file a case against FC Kamaz. They demand that Kukanos receives his salary and the financial compensation he is still owed. The PSFT and Kukanos also demand that the RFU bans the manager, the chief of staff and the general director of FC Kamaz. The RFU has promised to investigate the case.

'This is not about money, this is a matter of principle', Kukanos explained. 'The people from Kamaz have humiliated me in different ways, and I want them to be punished justly. Maybe my story can make an end to the humiliation of other footballers.'

'The people from FC Kamaz humiliated me in different ways'

Recently, Alexandr Kukanos signed a contract at FC Baltika.

(Source: http://www.fifpro.org/news/news_details/1547), Friday 29 April 2011

Romanian players demand respect from authorities

The Romanian Professional Footballers' Association, AFAN, organized a successful demonstration last weekend. Many players from the country's first and second division participated in the fight for more respect from the League and the Federation.

At an extraordinary meeting on November 8th, the AFAN and players' representatives of all clubs in the First League decided to organize a protest amongst all professional footballers in their league for two reasons:

The National Dispute Resolution Chamber (NDRC) of the Romanian Football League operates with a delay that is too long: it takes approximately two to five months before a decision is issued and communicated

The NDRC of the Romanian Football Federation does not respect the Football Regulations regarding sanctions to be laid on clubs for not paying the players. Until this date, there has not been a club in Romania that, due to non-payment, has been sanctioned with a point's deduction.

Last weekend, from 18 to 21 November, the footballers showed banners on the pitch before the games began and played with a white armband. The banners displayed the message '*LPF, FRF, RESPECTATI-NE!*': 'League, Federation, Respect Us!'

The banners and white armbands could be seen at seven out of nine matches in the First League. Players from one team from the Second League showed their solidarity with the players from the First League and also wore white armbands.

The footballers encountered many difficulties with their protest, due to the pressure that was put on them by some coaches, club owners, and match observers. The match observers even threatened to sanction the players' team with a 3-0 defeat if they would continue their protest. Some of the teams succumbed to the pressure and withdrew from participating in the protest. But most of the players ignored the threats and entered the pitch wearing the white armbands and displaying the banner.

The footballers encountered many difficulties with their protest, due to the pressure that was put on them by some coaches, club owners, and match observers

The AFAN is satisfied with the protest, but the Romanian players' association is now waiting if both the League and the Federation will react. If these two parties do not solve the aforementioned problems, AFAN and the Romanian players will be contemplating new protest actions.

(Source: http://www.fifpro.org/news/news_details/1777), Thursday 24 November 2011

Buducnost surreptitiously changes players' contracts

Their club FC Buducnost Podgorica, which unilaterally terminated its contract with each of the players, recently surprised two professional football players from Montenegro. It transpired that FC Budocnost

It transpired that FC Budocnost had surreptitiously changed an article in the employment contract

had surreptitiously changed an article in the employment contract.

Zoran Banovic and Ilija Radovic both had a contract that was valid until 1 July 2012. Yet both received a letter this summer telling them that they had to leave.

FC Buducnost referred to article 8 in their contract, which states that the club could unilaterally terminate the contract with the player during any transfer period.

Neither Banovic nor Radovic were aware of this article. That is not so strange, since this contract was amended on the sly by FC Buducnost. Initially, the club and players had made use of the standard

contract that was drawn up based on FIFA and UEFA regulations and can be downloaded from the website of the Montenegro football association FAM.

But it transpired that the contracts signed by the players, the club and the FAM contained a different article 8 from the one used in the standard contract on the website of FAM. Incidentally, neither Banovic nor Radovic had a personal representative during the signing of the contract.

'Ninety-nine percent of both contracts are the same as the standard contract on the website of FAM', states Vladimir Krsmanovic, international secretary of the Trade Union of Professional Football Players of Montenegro (TUPFPM).

'Our lawyers have firmly chosen the side of the players and have argued that the contract that does not match the standard contract cannot be valid', says Zeljko Janovic (photo), president of TUPFPM. The football association FAM found that the players were right and that the club could not terminate the contracts unilaterally. Both cases are now awaiting a hearing before the Montenegro arbitration committee.

'I think there are more such cases', continues president Janovic. 'We are currently trying to warn players that it is advisable to submit their contract to the lawyers of the players' trade union before signing it.'

Banovic signed for Buducnost on 21 February 2011, Radovic had signed on 24 January. Keeper Banovic played 6 competition duels in goal, defender Radovic played in 13 matches.

Incidentally, the TUPFPM is involved in a second battle with FC Buducnost. Midfielder Nenad Brnovic had his contract, which he had signed a year earlier, amended in January 2011 at the request of the club. FC Buducnost wanted to avoid the high tax payments over the salary of Brnovic, who earns 5,000 euro. The club proposed amending his contract and reducing his salary to 400 euro.

FC Buducnost wanted to avoid the high tax payments over the salary of Brnovic

FC Buducnost had promised to pay the remaining salary under the counter in cash to Brnovic. The player agreed, but has since not received 4 monthly salaries and is owed around 20,000 euro. This case has also been referred to the arbitration committee. The TUPFPM warns all players not to agree to constructions such as those in Brnovic's amended contract.

(Source: http://www.fifpro.org/news/news_details/1650), Thursday 28 July 2011

Slobodan Vukovljak - FC Borac Cacak (Serbia)

I am Slobodan Vukovljak, 21 years old, a professional football player from Serbia. I play for the FC "Borac" Cacak. Two years ago I was injured in a championship match and I had to have an operation to my knee. I was unable to play for six months and, after returning, I was injured again and required further surgery to my knee. The Club did not want to pay for the operation and/or the post operative recovery. All costs were borne by my father. The Club treated me unfairly and no one from the Club called me to ask after my well-being. After recovering, the Club loaned me for 6 months to the FC "Radnik" in Bosnia and Herzegovina. Immediately after I had been loaned, the Club requested I sign a new contract. When I refused, the Club deliberately sent false information when issuing the certificate and now I have no right to play for 6 months. I received this confirmation from FIFA ITC Department. For all the aforementioned reasons, I filed a claim for breach of contract.

'The Club deliberately sent false information when issuing the certificate and I have no right to play for 6 months'

Nemanja Paunovic - FC Sindjelic Nis (Serbia)

I am Nemanja Paunovic, 22 years old, a professional football player from Serbia. I play for the FC "Sindjelić" from Nis, The Second Serbian League. I signed a contract for two years in the summer of 2011. Immediately after the verification of the contract, the Club President, Dragan Djordjevic, forged the duration of the contract without my knowledge. The above mentioned president was, at the same time, the Vice President of the Football Association of Serbia. I protested and I was immediately removed from the team. The President of the Club was arrested a few days later for abuse of an official position, under the suspicion that he damaged the state of Serbia for 800,000 EUR.

'The Club President forged the duration of the contract without my knowledge'

5.2 Financing

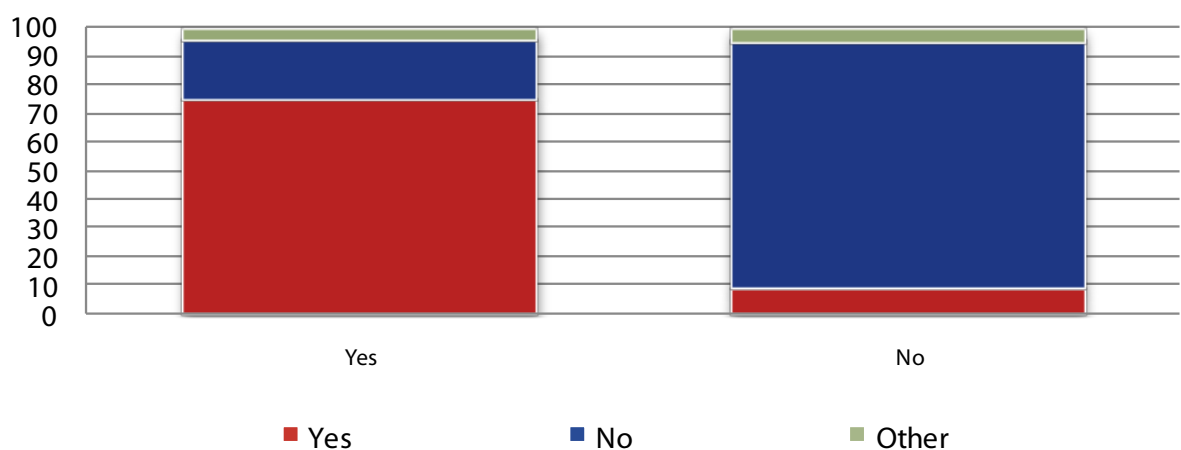
5.2.1 Crosstab Calculations

According to players' answers, it is evident that the clubs that pay salaries on time also pay bonuses on time and *vice versa*. Among the respondents whose clubs are paying salaries on time, there are 74.4% of those whose clubs pay bonuses on time as well. Similarly, among the players that do not get paid their salary on time, only 8.6% receive bonuses on time.

Table 72: (1) Does your club pay your salary on time? / (2) Does your club pay your bonuses on time?

1 _____	Yes		No	
	Count	%	Count	%
2 Yes	1281	74.4	106	8.6
No	364	21.1	1070	86.6
Other	77	4.5	60	4.9
Total	1722	100	1236	100

Figure 28: Does your club pay your salary on time? / Does your club pay your bonuses on time?



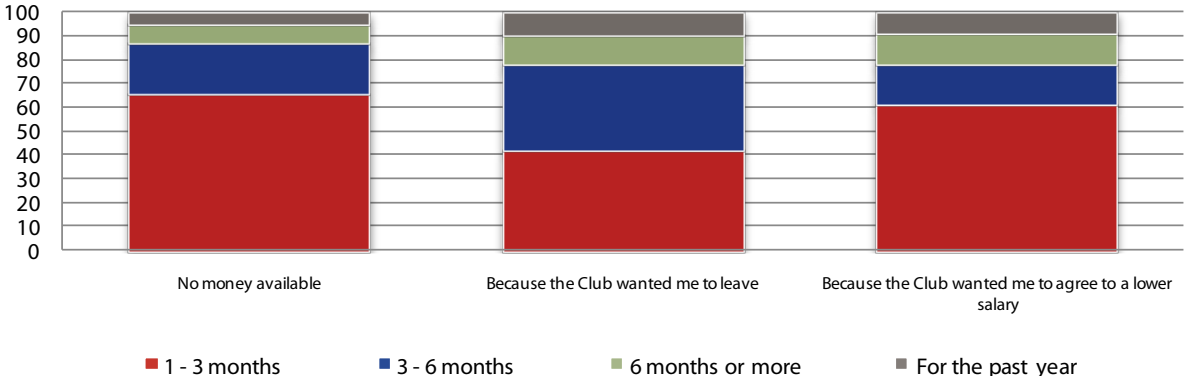
From the figure and table below, we can see that the respondents, who do not get paid on time because there is no money available, get paid faster than others (65% of respondents get paid in 1 to 3 months, 21% have to wait 3 to 6 months). The percentage of players who get paid in 1 to 3 months and the Club wants them to agree to a lower salary, is a bit lower than for those where there is no money available (61.1%). However, there is a higher percentage of those who have to wait more than 6 months (13%) or more than 1 year (9.3%).

The most problematic area is where a Club wants players to leave, with less than half of the players getting paid in the 3 months top period (41.9%).

Table 73: (1) Why did the club not pay? / (2) If your salary is delayed, how long has this continued?

1 _____	No money available		Because the Club wanted me to leave		Because the Club wanted me to agree to a lower salary	
	Count	%	Count	%	Count	%
2						
1 - 3 months	716	65.4	13	41.9	33	61.1
3 - 6 months	230	21.0	11	35.5	9	16.7
6 months or more	89	8.1	4	12.9	7	13.0
For the past year	59	5.4	3	9.7	5	9.3
Total	1094	100	31	100	54	100

Figure 29: Why did the club not pay? / If your salary is delayed, how long has this continued?



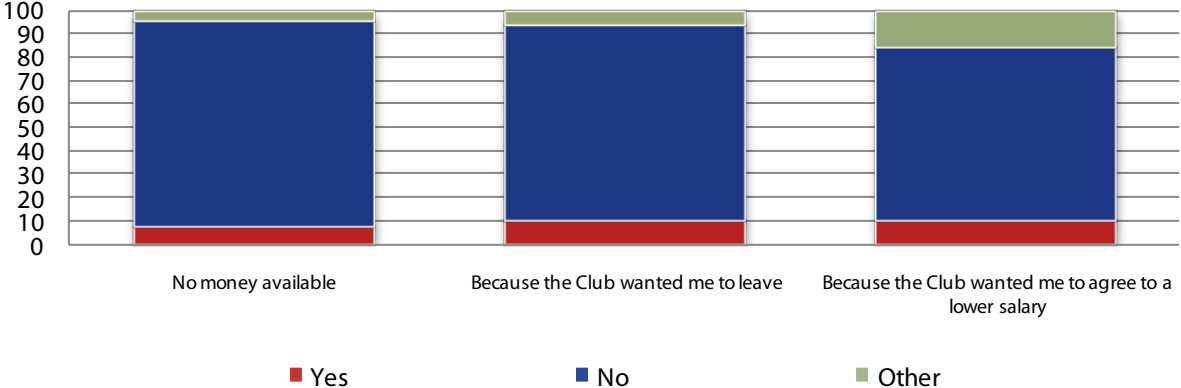
Bonuses are, according to the figure and table below, commonly not paid on time. We have to acknowledge the fact that the question "Why did the Club not pay?" was only answered by the respondents who previously said that they do not get their salaries on time. Data in one of the previous figures (Figure 28), however, shows that in cases where a Club does not pay salaries on time, bonuses are also, in the majority of cases, not getting paid on time.

However, it can be seen that the results for the categories "no money available" and "because the Club wanted me to leave" do not differ much. However, the differences appear in the category "because the Club wanted me to agree to a lower salary", where a higher percentages of the answers "other" can be spotted.

Table 74: (1) Why did the club not pay? / (2) Does your club pay your bonuses on time?

1	No money available		Because the Club wanted me to leave		Because the Club wanted me to agree to a lower salary	
	Count	%	Count	%	Count	%
2						
Yes	88	7.9	3	10.0	5	9.1
No	972	87.7	25	83.3	39	70.9
Other	48	4.3	2	6.7	11	20.0
Total	1108	100	30	100	55	100

Figure 30: Why did the club not pay? / Does your club pay your bonuses on time?



5.2.2 Players' Cases and Articles

'Be careful with signing with a Romanian club'

The Romanian Professional Footballers' Association AFAN and FIFPro issue a warning to all member associations of FIFPro to be cautious when footballers are signing contracts with a Romanian club.

Most Romanian professional football clubs face huge financial problems. Clubs from the country's First, Second and Third Divisions are in trouble with their finances. The majority of the clubs have problems with paying footballers their salaries.

Most Romanian professional football clubs face huge financial problems

The Romanian Footballers' Association is aware of this.

But Romanian clubs also look outside of their country for football players who are ignorant of this situation. Therefore, AFAN has requested FIFPro's help to alert all its member associations to the situation in Romanian football.

AFAN makes the following urgent call: 'If any of your country's football players intends to transfer to a Romanian football club, we kindly advise you to first contact AFAN. The Romanian players' union can

provide you with up-to-date information on the financial standing of the respective club.'

There is a risk that the player, even when assisted by an agent, signs a contract with a bankrupt club or a club that soon will no longer be able to pay its players under contract

'Otherwise, there is a risk that the player, even when assisted by an agent, signs a contract with a bankrupt club or a club that soon will no longer be able to pay its players under contract.'

'We, AFAN, want to prevent any troubles that might arise when signing with specific Romanian clubs. We are of the opinion, that it is our obligation to inform

you of this. AFAN will be at your disposal at any time for any kind of support with regard to the abovementioned situation.'

FIFPro recommends its member associations to follow the advice of AFAN

(Source: http://www.fifpro.org/news/news_details/1459), Friday 18 February 2011

Adis Stambolija: 'A shame for Croatian football'

Adis Stambolija is a 28 year old, FC Karlovac midfielder. FC Karlovac is the first club that entered into strike action in the 1st Croatian Football League. Adis has not been receiving wages, living expenses or apartment rent for nine months. It is very likely that this situation will continue not just for himself, but also for his colleagues within FC Karlovac.

The Croatian Football Association licenced FC Karlovac even though, at the beginning of the season, it was obvious that the club would not be able to fulfill all its obligations toward its players and the state.

Because of the situation, Adis had to sleep in a locker room for one night. He had no money for fuel or apartment rent. He also became sick which resulted in him ending up in a hospital emergency room because of chest pains and stress.

"My apartment rent was 2400 HRK per month. I had agreed with the manager to pay half of the rent, 1200 kuna, but did not have even that amount of money. Two weeks ago I slept in the locker room."

"The apartment owner has evicted myself and my wife, whom I married a month and a half ago."

"Since then, every day I make the return journey to Bosanska Krupa, 110 kilometers each way. I asked for 200 kuna for fuel, but this has not been given and I now rely on my dad to pay my fuel."

"Instead of playing football cheerfully when we arrived at the stadium, I became ill and the manager forced me out."

"I now ask myself how this all could have happened. This brings shame, not only for Karlovac, but also for Croatian soccer.

Adis has not been receiving wages, living expenses and apartment rent for 9 months. Because of the situation Adis had to sleep in a locker room for one night because he had no money for fuel or apartment rent

'There are guys who do not have in their wallets more than 1 €'

"I am still good and I somehow find my way. I no longer know how, but trust me, there are guys in the locker room who do not have enough money to buy bread, I will not say names though."

“Do you want to know how it looks when we come to training? We open up our wallets and count coins to buy a cup of coffee or a sandwich. There are some guys who do not have more than a euro in their wallets. Let me just say that one of them has a seriously ill mother. He had been unable to visit her as he does not have the money for fuel. Is it not sad?”

“FC Karlovac also penalised players who entered into strike action and called them traitors. CFF, the Croatian football federation, had done nothing to resolve any of the problems and there is little hope that it shall.”

FC Karlovac also penalised players who entered into strike action and called them traitors

“I would like to thank the Croatian Association Football Union (CAFU) for paying attention, understanding my plight and for listening to my side of the story. CAFU has made a really great effort to protect me and to help me.”

Dejan Milovanovic - FC Red Star, Belgrade (Serbia)

“I am Dejan Milovanovic, 29 years old, a professional football player from Serbia. I spent almost my entire career with FC Red Star. I was a team captain and I played with great players, one of whom is the well-known Nemanja Vidic.”

“The club sold me in 2008 to the French club Lens. After two years, Lens loaned me for a year to FC Red Star because I was not in the coach’s plans. Lens has overtaken the obligation to pay half of my income

‘It is the greatest humiliation that I suffered in my football career’

into the account of FC Red Star, in the understanding that the money will be immediately forwarded to me.”

“Lens has fulfilled its obligation but the money has never been forwarded to my account. When the director of Lens called me, he told me that three months earlier, the money had been transferred to the account of Red Star, but I had not been informed of this.”

“I asked for talks with the president of the club. Immediately after I asked the question as to why the money had not been paid to me, I was suspended by the club. I was sent back to Belgrade and, in the media, the club stated that I was suspended because I was spoiling the atmosphere in the team.”

“It is the greatest humiliation I have suffered because I have devoted my whole life to FC Red Star, as did my father (Dorde Milovanovic), who is a legend of the club.”

The case of FC Primorje, Slovenia

In January 2011, the Slovenian first league club, FC Primorje, owed more than five month’s salary to most of its players. To make matters worse, the majority of players had a legal status of self-employed. This means that they are obliged to pay all their social and other contributions to the state themselves, even if they are not receiving an income from their club. Consequently, the players’ debt to the tax authority was getting bigger and bigger every month.

The players demanded that the club convert their civil law contracts to a labour relationship

Advised by the union representatives, the players demanded that the club convert their civil law contracts to a labour relationship, which obliges the club to pay all social contributions and health insurance. The club agreed with the change to the legal status of players.

This, unfortunately, did not affect the nonpayment of salaries in the coming months. Finally, the club failed to acquire the license to compete in the following season and was, in fact, insolvent. All the players were released and the management of the club founded a new “by-pass” club, to which all the youth teams, coaches and equipment were transferred. This was done in order to reduce the assets of the club, so the players could not receive anything in the insolvency proceedings.

As a matter of fact, the President and Director of the club were employed and also sat on the board of the biggest sponsor of the club, Primorje d.d., which guaranteed most of the club’s budget. Needless to say, not even one euro was paid from this sponsorship contract and, of course, the club’s officials refused to file a lawsuit against themselves to claim that sponsorship money.

The players were really struggling in that situation, so Slovenian footballers’ union (SPINS) decided to financially and legally support the players. Unfortunately, currently there is still no guarantee of funds for the players’ salaries in the case of insolvency.

Even today, the club owes to the players more than 10 month’s salaries

This would have created equilibrium between the clubs and create a sort of a safety net for players’

salaries. The players' union is trying to establish this type of security, for more than six years now, but is unsuccessful due to opposition from the Slovenian football federation.

Even today, the club still did not declare bankruptcy. On average, the club owes to the players more than 10 month's salaries.

5.4 Training Alone

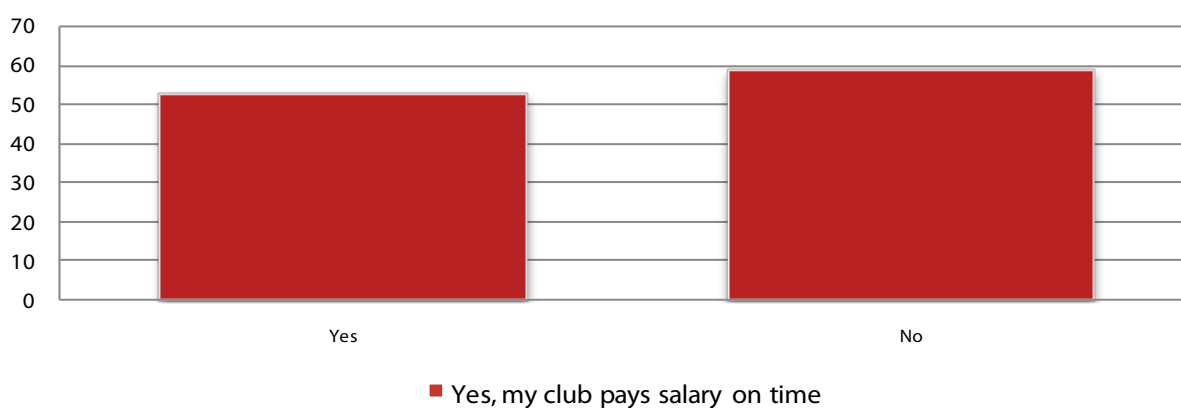
5.4.1 Crosstab Calculations

Almost half (47%) of players who have been forced to train alone, do not receive their salary on time. The percentage is a bit lower among those who have never been forced to train alone (40.8%).

Table 75: (1) Have you ever been forced to train alone? / (2) Does your club pay your salary on time?

1	Yes		No	
	Count	%	Count	%
2				
Yes	249	53.0	1525	59.2
No	221	47.0	1053	40.8
Total	470	100	2578	100

Figure 31: Have you ever been forced to train alone? / Does your club pay your salary on time?

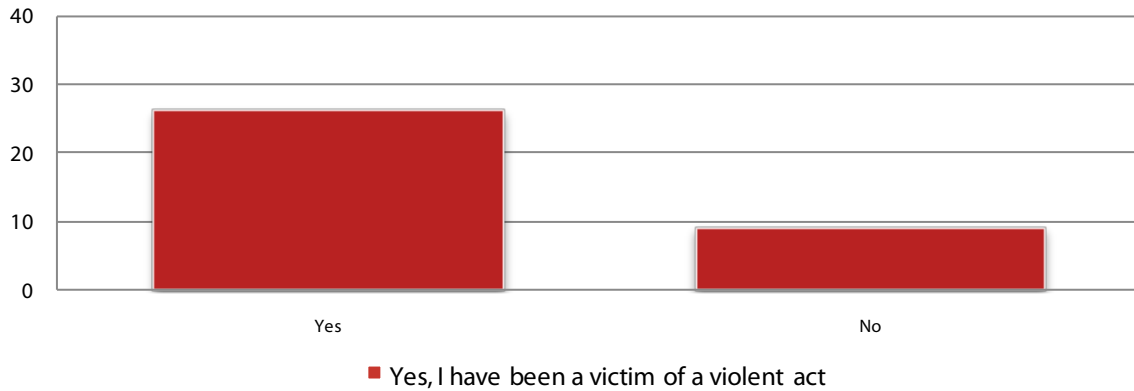


The figure and table below show considerable differences between players who either have been forced to train alone and have also been victims of a violent crime versus those who have not. There are 26.3% of respondents that had to train alone at least once and were also a victim of a violent act. Among those who never had to train alone, only 9.1% report violence.

Table 76: (1) Have you ever been forced to train alone? / (2) Have you ever been a victim of a violent act?

1 ----- 2	Yes		No	
	Count	%	Count	%
Yes	126	26.3	239	9.1
No	353	73.7	2380	90.9
Total	479	100	2619	100

Figure 32: Have you ever been forced to train alone? / Have you ever been a victim of a violent act?

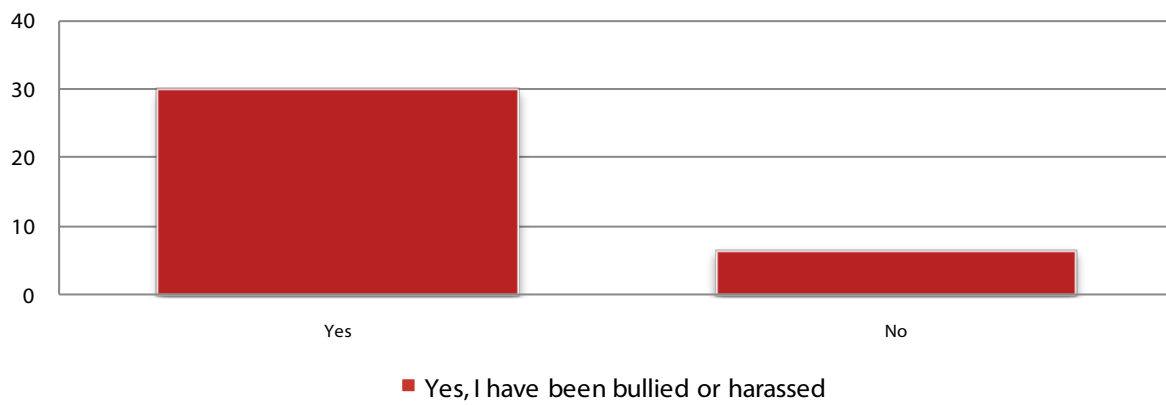


Nearly one third (30.1%) of respondents who have been forced to train alone also report being bullied or harassed. On the other hand only 6.5% of respondents that were not forced to train alone report being bullied or harassed.

Table 77: (1) Have you ever been forced to train alone? / (2) Have you ever been bullied or harassed?

1 ----- 2	Yes		No	
	Count	%	Count	%
Yes	144	30.1	167	6.5
No	335	69.9	2384	93.5
Total	479	100	2551	100

Figure 33: Have you ever been forced to train alone? / Have you ever been bullied or harassed?



5.4.3 Players' Cases and Articles

In Poland, footballers fear the Coconut Club

East European football faces many problems these days. Besides disrespecting contractual promises in terms of punctual payments, forcing players to train separately from their teammates is the most serious aspect, for example at Polonia Warsaw.

Poland has become very familiar with this issue lately thanks to Polonia Warsaw and its president, Józef Wojciechowski, who specialises in relegating players to the second team or youth teams. Any reason will do: a player who does not live up to his expectations, a player who earns 'too much' and does not want to terminate his contract, a player who does not want to renegotiate his contract and take a cut in his salary.

President of the club and his officials decided to ban him from the first squad and forced him to train alone

Polonia Warsaw is known for its *Klub Kokosa*: the Coconut Club. It all started with Daniel Kokosinski, who came to Polonia in the summer of 2009. The then 24-year old defender played just three league games and was blamed for bad results in those matches: not by his coach, but by president Józef Wojciechowski.

Kokosinski had a lucrative multi-year contract and he turned down the club's offer to prematurely terminate this contract by mutual agreement. Nor did Kokosinski wish to transfer to another club. Wojciechowski and his club officials decided to ban him from the first squad and forced him to train alone. Whilst on a contract that earned him good money, Kokosinski started his 'exclusive' training programme, which involved a lot of running. Rumour has him climbing the stairs at Polonia's stadium as another main feature of his training programme.

By excluding Kokosinski, Klub Kokosa was born, as Daniel's nickname is *Kokos*, which means coconut in Polish. From time to time, Kokosinski had a colleague or two for company since the president, one of Poland's wealthiest men, could easily afford to pay players without receiving any 'services' in return.

Last season, Polonia's results were a step too far for Wojciechowski. Despite one of the largest budgets in the league and very good players, Polonia finished seventh and failed to qualify for a European

competition, much to the chagrin of the fans ... and Józef Wojciechowski, who had sacked numerous coaches in the process, some after just a couple of games.

As a consequence, at the beginning of this season Wojciechowski presented the players with the proposition to cut their salaries by 20 percent on the condition that, should they come second in this season's championship, they would get this 20% back. If they won the league they would get huge bonuses.

The entire squad agreed to accept this proposal, except for three players, Adrian Mierzejewski, Artur Sobiech and Ebi Smolarek. They knew what they were worth and decided not to agree to the new financial conditions. Unfortunately for them, their team-mates were not eager to support them and left the trio on their own. Mierzejewski, Sobiech and Smolarek were then sent away to the Coconut Club.

Soon Sobiech was transferred to Hannover 96 in Germany and Mierzejewski to Trabzonspor in Turkey. Ebi Smolarek remained at the club for a few more weeks. He was forced to train with the youth team. The 30-year old has formerly played for Borussia Dortmund, Racing Santander, Bolton Wanderers, he won the UEFA Cup with Feyenoord, and is a 47-cap Polish international providing 20 goals, and he is now training with the youth team. Surely that gave him little chance of improvement or development.

Ebi Smolarek remained at the club for a few more weeks. He was forced to train with the youth team

In the first couple of weeks, neither Smolarek nor Wojciechowski gave in until they simply had enough. On July 29th, Smolarek left Polonia, terminating his contract by mutual agreement. He is looking for a new club. The Polish league started last weekend, so for Smolarek it will be difficult to find a club in the Ekstraklasa. Apparently this is the price you have to pay for standing up for yourself and the rules of professional football, which you've come across when playing (and being brought up) in Western Europe. Unfortunately these rules are still not that common in Poland and other Central and Eastern Europe countries.

It would be most interesting to hear what Ebi Smolarek has to say on this matter. However, the termination agreement he signed with the club forbids him to disclose any details of his relations with Polonia Warsaw. Daniel Kokosinski (Kokos) is also not allowed to talk. He is still at Polonia as he is unwilling to terminate his contract on Wojciechowski's terms.

(Source: http://www.fifpro.org/news/news_details/1661), Friday 5 August 2011

Club bullies player: midnight training and no food

Vladimir Radivojevic is a professional football player with Mladost Lucani, a club in Serbia's second division. He recently refused to renew his contract, which was coming to an end. His club reacted in a scandalous way and placed the player under unprecedented pressure to renew his contract.

The club, Mladost Lucani, had Radivojevic evicted from the hotel where he was staying. The player gets nothing more to eat at the club. And coach Branko Bozovic has decided that Radivojevic will have to train individually twice a day: once at 7.15 in the morning, and once at 11.45 at night.

'This is humiliation beyond all human limits', said a tired Vladimir

At the beginning of July, Radivojevic refused to sign a new contract with Mladost Lucani, where his current contract runs until 1 January 2012. The 25-year-old player had asked for his current agreement to be terminated because the club had not neglected to pay his salary in May and June, nor had it paid the associated insurance premiums.

'This is humiliation beyond all human limits', a tired Vladimir said in an article with newspaper *Novosti*. They firstly forbade me to appear at the roll-call on July 3rd, telling me that I was late, even though I arrived on time. They threw me out of the hotel onto the street, and now I have to pay rent for a house. They have also taken away my rights to eat at the club.'

'I am experiencing real torture at the training sessions'

'Worst of all, I am experiencing real torture at the training sessions. The only thing I do is run. On Saturday night at midnight, in darkness, I ran 15 kilometres. On Sunday the same treatment was waiting for me.'

'I cannot sleep anymore. I hope to wake up from this nightmare.'

At the moment, Radivojevic is obeying the absurd instructions issued by his club, so that he cannot be accused of not meeting his contractual obligations towards the club.

Radivojevic has been playing for Mladost Lucani for the last year and a half. In that time he has proven himself to be one of the better players in the Serbian second division.

(Source: http://www.fifpro.org/news/news_details/1641), Tuesday 19 July 2011

Forced to train in impossible conditions

In 2010, Igor Strelkov signed a two-year contract with the Russian Premier-League FC 'Krylia Sovetov'. The same year he was transferred to the FC Anji on the loan basis. After his return from the loan, in the beginning of 2011, the club management denied him the opportunity to participate in two pre-season training camps, in Turkey and Cyprus. He was the only player who was left in Russia, moreover the individual training program composed of running laps around the stadium (*the average temperature in that region of Russia in winter is -20°C*) and theory lessons in the referee committee was established for him. The club's sporting director told him that his actual labor contract should be terminated, as the club no longer needs him.

The individual training program composed of running laps around the stadium (*the average temperature in that region of Russia in winter is -20°C*) and theory lessons in the referee committee was established for him

The player appealed to the Club's management, asking them to provide him with the essential working conditions and to allow him to take part in the training camp with the rest of the team, or even with the youth team. The club however continued to insist on the individual training program.

As it was impossible to settle the matter amicably, the player applied to the Russian NDRC with the request to oblige FC 'Krylia Sovetov' to provide him with participation in the training camp with the rest of the team.

However, the NDRC ruled that the player was obliged to arrive at the club's base for individual training sessions and considered his absence as absence without a valid reason.

FC 'Krylia Sovetov' did not register the player for the season 2011 and he resigned from work due to the breach of the contract by the Club without any compensation. At the moment his appeal is pending in the Court of Arbitration for Sports (CAS).

Rodoljub Marjanovic - FC Radnicki Sombor (Serbia)

"I am Rodoljub Marjanovic, age 23, professional football player in Serbia. Two years ago I signed a contract with FK Hajduk Kula. For six months I have not been paid and I was forced to ask for my contract to be terminated through the Serbian football federation, FAS."

'The financier of the club called me and told me that I would be killed if I do not withdraw the complaint

"When I applied, the financier of the club called me and told me that I would be killed if I did not withdraw the complaint. I felt really bad because that financier, Nikola Dzomba, is known to everyone in Serbia as a man who is ready for anything. He was known as a soldier in the wars in Croatia and he was one of the Colonels of the infamous Arkan's army, which is said to have killed innocent civilians."

"I received the decision of the Arbitration Commission that there were no grounds to terminate the contract. I decided to turn to the public because, at that time, I was a highly respected player and I had plenty of offers from Serbia and abroad."

"I was of poor mental health and I said to the media that I would burn myself with gasoline in front of the FAS because of the crimes in Serbian political football."

"I went for treatment and my parents and friends helped me not to commit the suicide."

"I spoke to the players' union and they sent 500 Eur so that I could buy medicines. They also took over the dispute and their lawyers appealed against the decision. After eight months, I received the decision on the termination of the contract."

"I wanted to leave football but my colleagues, who also have a lot of problems, supported and persuaded me to continue playing. Now I play in the Second Division in FC Radnicki, Sombor and I feel good. Sometimes I remember the hell I went through and how it was. I am happy that I have got the chance and that I did not commit suicide."

"I am also willing to speak publicly on this subject if you want because, in this way, I can help other players. More and more young players are leaving football at a very young age because of the crimes in Serbian football."

5.5 Fixed Games (Match Fixing)

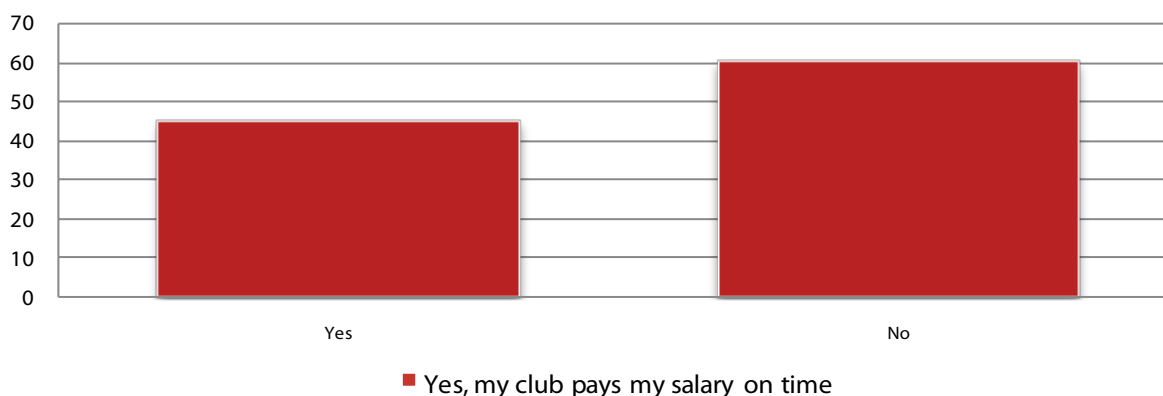
5.5.1 Crosstabs Calculations

We can see that the players whose Clubs pay salaries on time are less commonly approached to consider match fixing. There are 55% of respondents who have been approached to consider fixing the result of a match and their club does not pay salary on time. Among the respondents that were never approached with such a proposal, there are only 39.7% of them stating their club does not pay salary on time.

Table 78: (1) Have you ever been approached to consider fixing the result of a match? / (2) Does your club pay your salary on time?

1	Yes		No	
	Count	%	Count	%
2				
Yes	168	45.0	1624	60.3
No	205	55.0	1067	39.7
Total	373	100	2691	100

Figure 34: Have you ever been approached to consider fixing the result of a match? / Does your club pay your salary on time?

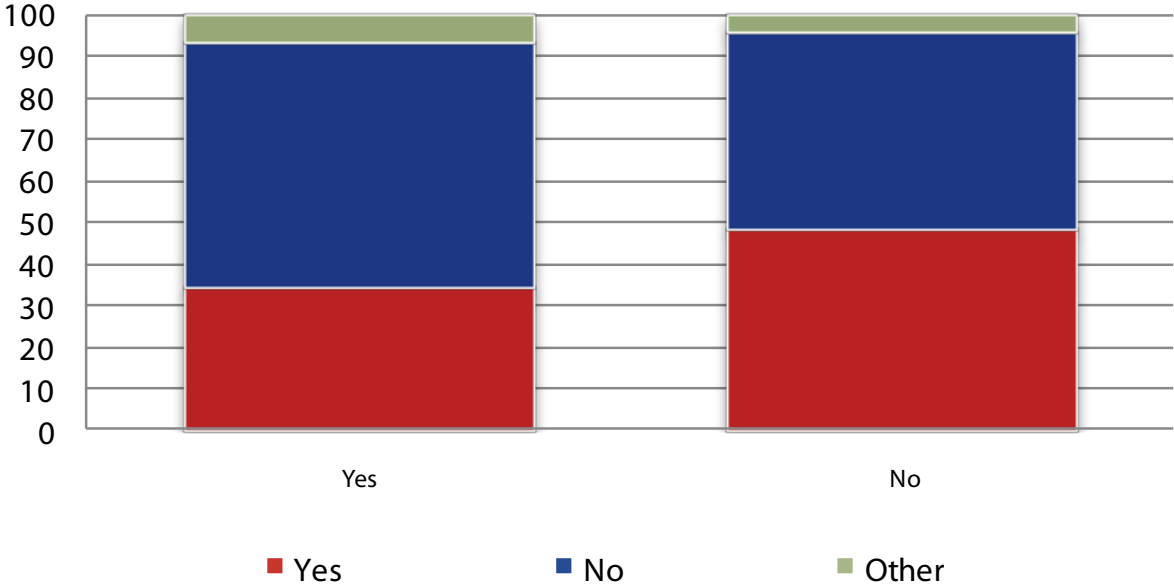


Records show that 59.2% of players who have been approached to consider fixing the result of a match do not get their bonuses paid on time. This percentage is much lower for players that have never been approached to consider fixing the results of a match (47.4%).

Table 79: (1) Have you ever been approached to consider fixing the result of a match? / (2) Does your club pay your bonuses on time?

1	Yes		No	
	Count	%	Count	%
2				
Yes	122	34.1	1256	48.2
No	212	59.2	1235	47.4
Other	24	6.7	114	4.4
Total	358	100	2605	100

Figure 35: Have you ever been approached to consider fixing the result of a match? / Does your club pay your bonuses on time?



Players that have been approached to consider fixing the results of a match have, more often than not, been forced to train alone. Almost every third player, who has been approached for match fixing, reports that they have been forced to train alone. On the other hand, there are only 13.3% of respondents who have been forced to train alone, but have not yet been approached to consider fixing the result of a match.

Table 80: (1) Have you ever been approached to consider fixing the result of a match? / (2) Have you ever been forced to train alone?

1	Yes		No	
	Count	%	Count	%
2				
	Count	%	Count	%
Yes	116	31.0	361	13.3
No	258	69.0	2350	86.7
Total	374	100	2711	100

Figure 36: Have you ever been approached to consider fixing the result of a match? / Have you ever been forced to train alone?

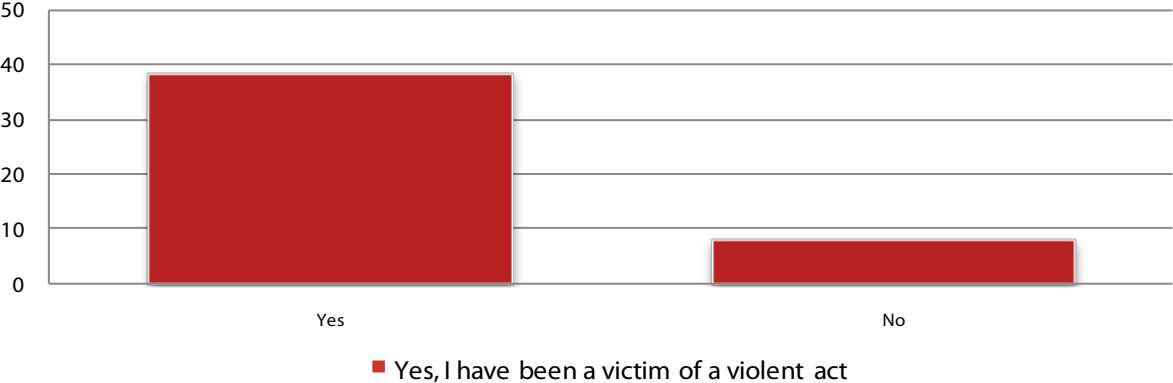


Among players who have been approached to consider fixing the result of a match, there are 38.6% of those who have been a victim of a violent act. On the contrary, among those that report they have never been approached for match fixing, there are only 8.1% of players reporting they have been victims of a violent act.

Table 81: (1) Have you ever been approached to consider fixing the result of a match? / (2) Have you ever been a victim of a violent act?

1	Yes		No	
	Count	%	Count	%
2				
Yes	144	38.6	219	8.1
No	229	61.4	2498	91.9
Total	373	100	2717	100

Figure 37: Have you ever been approached to consider fixing the result of a match? / Have you ever been a victim of a violent act?

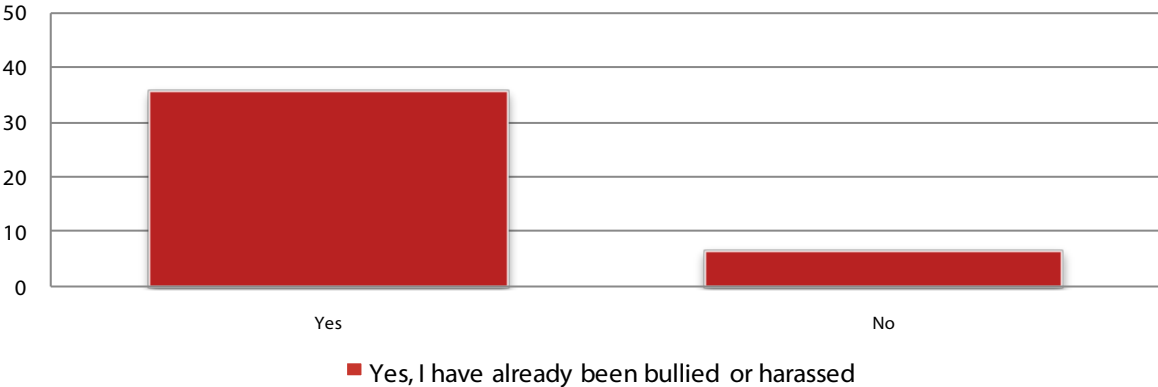


A considerable percentage (36%) of players who have been approached to consider fixing the result of a match also report they have been bullied or harassed. Among players who have never been approached to consider fixing the results, there are only 6.7% reporting harassment.

Table 82: (1) Have you ever been approached to consider fixing the result of a match? / (2) Have you ever been bullied or harassed?

1	Yes		No	
	Count	%	Count	%
2				
Yes	131	36.0	182	6.7
No	233	64.0	2517	93.3
Total	364	100	2699	100

Figure 38: Have you ever been approached to consider fixing the result of a match? / Have you ever been bullied or harassed?



5.5.2 Players' Cases and Articles

Mario Cizmek: 'Yes, I did fall in the trap of match-fixing'

Mario Cizmek is a footballer who has lost everything he had. The former Croatian youth international is one example of players being the victims of match-fixing and not the culprits. Mario is one of many examples. 'I have lost everything.'

'I have lost everything,' said Mario Cizmek

Mario Cizmek had a 16 years long career as a professional footballer behind him. The Croatian player signed his first contract in 1994 as an eighteen year old at FC Zagreb. He played for professional clubs at the highest level in Croatia, Israel and Iceland, and also appeared for several national youth selections.

'I played more than 250 matches in the Croatian 1st League', Mario tells FIFPro. 'Until I was dragged into the affair. I played every match in a professional and responsible manner. I can assure you that during my entire career I had been living for this sport and I had been promoting Croatian football in the best way possible.'

'Nonetheless, I experienced that after the expiration of the various contracts I signed and fulfilled, each club I played for left behind dues. My everyday life was more like a fight for survival than a football career, but nevertheless I enjoyed every moment on the field.'

'The whole team sank into a depression. Filled with anger and sorrow, we went through every training session without feeling motivated. Our sporting spirit vanished'

'All things became worse while serving my last contract at FC Croatia Sesvete. Every day I heard promises about how we – the players - would be paid and how our dues would be paid too. We heard those promises again and again. Month after month. But nothing happened. We did not get our money.'

'The whole team sank into a depression. Filled with anger and sorrow, we went through every training session without feeling motivated. Our sporting spirit vanished. The only way out was to move to another club, but the problem was that the club demanded compensation that was way too high. There was no way to terminate our contracts.'

'We lodged a claim, for the termination of contracts and dues to be paid, with the Croatian Football Federation Arbitration Court, but those procedures lasted from a couple of months up to a whole year, so we were forced to continue to play for the club for at least half a year, and probably for one more year.'

'We were so desperately losing faith to succeed, to build our careers. At the same time our obligations toward the state were growing and growing.'

'This desperate situation made all of us very vulnerable and it induced and encouraged us to fall in the trap of match-fixing.'

'This desperate situation made all of us very vulnerable and it induced and encouraged us to fall in the trap of match-fixing'

'One of the match-fixing organisers was a very well known instructor of a local football federation. He was always somewhere around the field, at places where players socialised such as at coffee bars. He literally became part of us, because he was always with us. He used his good psychological skills to convince us to trust him and to feel safe. Occasionally he borrowed some of our player's money and he was often trying to convince us that we would succeed in getting a big transfer. He seemed like a real saviour and he really had a big influence on us.'

'I could not believe that I could ever run onto the pitch with the intention to lose the match. I felt awful. It was the worst experience for me as an athlete, but there was no way back'

'The whole match-fixing story began with the first match against FC Zadar. It would be just that one match... I could not believe that I could ever run onto the pitch with the intention to lose the match. I felt awful. It was the worst experience for me as an athlete, but there was no way back.'

'The mood in the locker room was very edgy. We were under great pressure; I felt everyone was staring at my moves when I was on the pitch.'

'Unfortunately everything has gone out of control: it was no more just that one match but it became a whole series of matches. One after other, against FC Slaven Belupo, FC Varteks, FC Zagreb and FC Cibaliija.'

'The organiser was more and more determined and demanded more and more. I felt more and more used up. I felt empty and asked myself if all the hard work I had put into this career was worth everything I was going through.'

Last year Mario Cizmek got arrested.

'I have been suspended from football. I am unemployed. I have no friends. I am suffering of diabetes. I've lost the thing I love the most: football. I have lost everything'

'It is now one year after my arrest and I'm sitting and waiting for a criminal procedure to start. I have been suspended from football. I am unemployed. I have no friends. I am suffering of diabetes. I've lost the thing I love the most: football. I have lost everything.'

'All of my achievements are erased as if they never existed. And at times, my career was so wonderful.

I scored some crucial goals which allowed the club to remain in the 1st league, or to promote to the 1st league after one year in the 2nd league. I felt so proud.' 'Today this has all disappeared, vanished as if it never happened. I became a damned outlaw.'

'I would really like to testify to every athlete that he or she will lose the most loved thing in his or her life.'

'I really made a huge mistake as an athlete and I deeply regret it. As a human being and as a parent I just wanted to ensure a decent life for my family. I have to mention that the awful financial situation and the bad management of the club contributed a lot to what has happened, just as the system that did not allow me to move to another club. I'm not trying to justify myself and I deeply regret that I let myself be caught in the trap from which it is very painful to escape.'

'On the other hand, the match-fixers got away with it. They bought their freedom, they paid their own bail-out money with their dirty money. And now they hang around the pitches again.'

'On the other hand, the match-fixers got away with it'

'The situation in Croatia shows, that players are treated worse than organisers when it comes to match-fixing.'

'I would like to testify about my experience and tell every athlete to not even think about participating in something like I have done. I also want to warn officials from the Croatian federation CFF and say to them to pay close attention to what the clubs are doing. To check if clubs are paying their dues to the players and to protect these players from the clubs that are cheating. They must protect future generations.'

'I would like to thank the Croatian professional footballers' association HUNS for paying attention to my case and for understanding my side of the story. HUNS made a real great effort to protect me and to help me and therefore I am willing to testify about match-fixing at HUNS seminars, to say how sorry I am and how much I regret what I've done.'

'I want to tell everyone that you can only gain a little, while you lose everything...'

(Source: http://www.fifpro.org/news/news_details/1702), Thursday 22 September 2011

Boban Dmitrovic: 'Matches in Serbia are fixed'

'I find it difficult to talk about this issue, but I have to tell everything I know for the future of the children playing football.' Boban Dmitrovic shocked Serbian football with his revelations concerning match fixing. 'In all cases, the clubs agreed on the outcome of the match.'

Boban Dmitrovic is a 39-year-old footballer from Serbia, who has played more than 700 professional matches. He spent nine years in Austria playing for Grazer AK and Sturm Graz, before returning to Serbia in 2005. The defender also managed to play 13 matches for the national team of Serbia and Montenegro. 'Those are the games that will stick with me as my most beautiful memories.'

In Serbia, Boban played most of his games in the red and white shirt of FK Borac Cacak, the club he joined in 2005. In the beginning of 2011 he left FK Borac. 'I did not leave the club because I wanted to. I had a contract until the summer of 2012. But before the winter break I was told that I was no longer needed. They wanted me to go.'

'I was shocked. In the last few years, players and coaches of the Super Liga picked me in their ideal Super Liga team. I was also nominated for the best sportsman of the city of Cacak.'

In April, Boban caught the headlines in Serbia with an interview in newspaper Blic. He revealed that a number of matches he played were fixed. He talked about irregularities during the following matches:

- Cukaricki-FK Borac Cacak 1-0 (16 May 2010). On the last day of the championship Borac surprisingly lost and Cukaricki escaped relegation.
- FK Borac Cacak-Banat 2-0 (16 May 2009). Banat relegated that year, Borac ended fifth. Dmitrovic recalled that Banat players chased and spat at him when he left the pitch. He assumed the Banat

players were angry with him because the result of the game was different from what someone had promised them in advance.

- Partizan-FK Borac Cacak 2-0 (2 April 2011).
- FC Borac Cacak-OFK Beograd 2-1 (17 December 2008).

'I was sitting in a restaurant with sponsor Mr. Kostic and sports director Mr. Ilic, who tried to persuade me and told me that they were under great pressure. I said that I was under no pressure at all. In a desperate try, Ilic broke both his and my cell phone, but once again I told him not to expect me to cooperate. They had no response when I said: If you have the courage, step in front of the players and the coach, and tell them what you expect from them.'

Now, Boban tells FIFPro: 'There were a few more matches where the players were directly requested to

'There were a few more matches where the players were directly requested to lose the match'

lose the match. I agreed with the Serbian Union of professional football players (Nezavisnost) and our lawyers not to talk about all details, because I still hope that there will be an investigation.'

'In all cases, the clubs agreed on the outcome of the match. Right before the match, a note was handed to the players. They had to cooperate, because their careers would be jeopardized.'

'The referees always knew what was going on. When something would not go according to plan, the referees took controversial decisions to enable the clubs to achieve their desired result.'

'The referees always knew what was going on'

'A few years ago I played a game which we were supposed to lose. But we won. Right after the end of the match players of the opposing team went to physically settle the account with us. There is a video recording of it.'

'I have never been offered any money, so I assume that the only reasons were betting or avoiding relegation.' For example: in 2007 FK Borac and FK Banat played a match that ended in a 2-2 draw. With this result Borac stayed in the Super Liga. In return, FK Banat had requested that their best player would score two goals. That happened.'

Boban does not have any evidence: 'The players who have been pressurized to play the fixed matches, they are the proof. They can testify since it has happened that representatives of the club turned to all players with his request.'

'It was difficult to play under these circumstances, but as the oldest player of the team I went out on the field to protect the younger players. In spite of the orders we did not want to let anyone win, so the referees finished the job by awarding non-existent penalties and free kicks.'

'I never reported anything to the police because I was sure that the authorities are not interested in any investigation, since there are many people in power who are close to a large number of clubs. If I had done so, I would never have played any official match again.'

Why do you talk about this subject now?

'Before there was a footballers union in Serbia, I had nobody to turn to. Now, after Nezavisnost has been established, I feel much safer. I know that I am not alone and that many people will stand by me.'

'For me, this is a moral obligation, being the oldest player in the league and a former national team member who helped to establish the players union. I am a member of the Board. I know that in our organization there are only honest people. We have all been professional footballers and we will work

'Because Serbia is a poor country and one of the easiest ways to make money is to fix matches'

together to fight against all problems in Serbian football.'

'I find it difficult to talk about this issue, but I have to tell everything I know for the future of the children who play football. Each year, hundreds of

players leave Serbia. Each season the competition gets worse. I want these kids to stay in Serbia to play football. In order to stay, we have to provide them with good conditions and a safe environment. For them we have to fight crime and corruption.'

Why do you think there is corruption in Serbian football?

'Because Serbia is a poor country and one of the easiest ways to make money is to fix matches.'

'We have offered them evidence, but no one wanted to start an investigation'

How did people react to your story?

'I received the biggest support from the players and the union, as well as from people I met in everyday life. There are more people in Serbia who want law and order to rule, than people involved in crime.

How did the Football Association react?

'The Football Association does not want to investigate the allegations. I expected that, because no governing body will voluntarily investigate itself. I know that people from the Football Association of Serbia were notified in writing that there were fixed games. We have offered them evidence, but no one wanted to start an investigation.'

How can this problem be solved?

'It can be solved in two ways. The first is that the national authorities investigate all our allegations and punish those responsible for the match fixing. The second solution is that the players' union organizes a general strike and asks FIFA and UEFA for help.'

Does this corruption change your feelings towards football? Do you still enjoy the game?
'Football has given me all I have in my life. Unfortunately, my feelings have changed in a negative way due to what happened to me in the last few years. That is the uglier side of football. Still, I am happy to remember my time in Austria and I am glad I had the opportunity to play football in that country.'

(Source: <http://www.fifpro.org/playeroftheweek/index/1560>), Tuesday 10 May 2011

FIFPro helps Debreceni players in 'corruption' fight

FIFPro promises to provide full support to Norbert Mészáros and Vukasin Poleksic in their attempt to undo a ban imposed by UEFA for reasons of match fixing by going to CAS. The two players of the Hungarian club Debreceni VSC have been suspended for one and a half year and two years respectively by the European football association UEFA.

FIFPro is very much in favor of football integrity, and instructed its members more than once to be very careful on this issue. During the last meeting of the UEFA Professional Football Strategy Council in August, FIFPro endorsed a resolution on the fight against match-fixing (see below). During that meeting UEFA-president Michel Platini stressed 'the need to work together, to develop an education programme, and to jointly demonstrate our will to fight this menace'.



Platini pleaded for the establishment of a system, enabling players to report confidential information anonymously. The UEFA president was thinking of the important role to be played in this respect by the players' unions, since a player will more easily report to a union than for example to UEFA or FIFA. FIFPro promised to give its maximum cooperation in this respect.

Taking stock of all this, FIFPro considers it absolutely unacceptable that just recently two players have been sanctioned: Norbert Mészáros and Vukasin Poleksic have both been banned for a long time, although it appeared from an investigation, that they were not guilty of match-fixing.

The players were blamed for not reporting to their club that they were approached for match-fixing before a home-game

The players were blamed for not reporting to their club that they were approached for match-fixing before a home-game against Fiorentina on October 20th 2009 in the Champions League. In September 2010 UEFA dismissed appeals by both players, although three teammates and their club Debreceni VSC testified for them. Mészáros is

suspended until December 2011 and Poleksic until June 2012. Both received a substantial fine.

Mészáros and Poleksic now turned to the CAS, helped by their club and Hungarian players' association HLSZ. FIFPro will give its full support to both players in this appeal case they filed before CAS. They are victims, not culprits. Their football career is in danger.

FIFPro will once again turn to UEFA, since the sanctions imposed on Mészáros and Poleksic are contrary to any and all agreements that were made. If this is the way in which UEFA deals with the integrity of the players, then the worst is to be feared according to FIFPro. If we all do want to eliminate match-fixing, then UEFA will have to go by another road.

(Source: http://www.fifpro.org/news/news_details/1365), Wednesday 1 December 2011

Dragisa Pejovic - FC Novi Pazar (Serbia)

"I am Dragisa Pejovic, 29 years old, a professional football player from Serbia. I have played for FC Borac Cacak for six years. In that time, there were always problems of violence and racism."

"I remember a game where fans of my team insulted my colleague from Zimbabwe, Mike Tamvanjera, because he is a black man. This was the first case of racism in Serbia and the racism is still present."

"For six years, there were many times when players were required to fix matches. Anyone who did not want to do so was removed from the team. I played fixed matches, not because I wanted to, but because I had to."

'I played the fixed matches not because I wanted to, but because I had to'

"If I refused to play, I would not receive a salary and I would not have funds to support my family."

"In the last year, I experienced a physical assault from a club director in front of the players. I was blackmailed and abused when I was getting offers to go abroad. I was not allowed to go because some individuals from the club demanded money from me."

"Now I am a player of FC Novi Pazar, on loan at FC Bane in Raska. I am happy that I no longer play for a professional league, despite the fact that I was one of the best defenders in Serbia."

"I am also aware that I could never make a better career because I played for the others and not for myself."

"Now I barely survive because I have earned nothing from football. The only consolation is that I am not alone. I do not know any professional player in Serbia who has been able to provide the most basic requirements for life."

"Football in Serbia is full of crime and criminals and I could not cope, nor fight, with them alone. The criminals in Serbian football always look after their own interests first and use all means to achieve their goals, while the players have to keep silent and suffer, since we do not have any protection from the state and its officials."

5.6 Violence

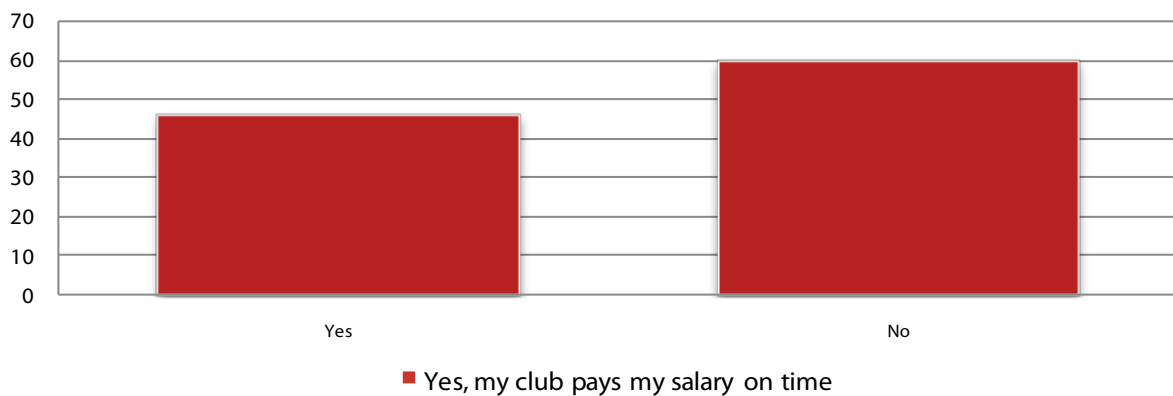
5.6.1 Crosstab Calculations

There are 60.1% of players who have never been victims of a violent act and their club pays salaries on time. Among those who have been victims, only 46.1% of the players get their salary on time.

Table 83: (1) Have you ever been a victim of a violent act? / (2) Does your club pay your salary on time?

1 2	Yes		No	
	Count	%	Count	%
Yes	167	46.1	1618	60.1
No	195	53.9	1073	39.9
Total	362	100	2691	100

Figure 39: Have you ever been a victim of a violent act? / Does your club pay your salary on time?

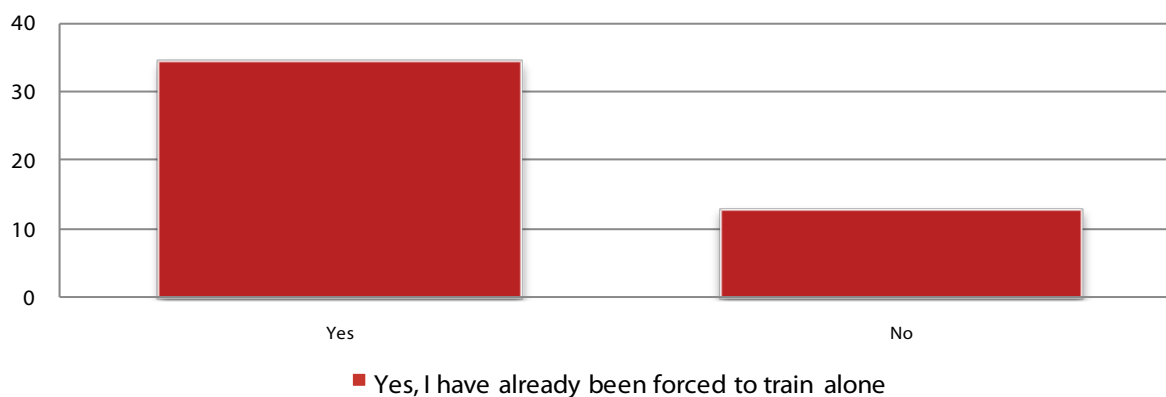


Almost 35% of the players who have been victims of a violent act have also been forced to train alone. The percentage of those players, who were never victims of a violent act but were still forced to train alone, is much lower at 12.9%.

Table 84: (1) Have you ever been a victim of a violent act? / (2) Have you ever been forced to train alone?

1	Yes		No	
	Count	%	Count	%
2				
Yes	126	34.5	353	12.9
No	239	65.5	2380	87.1
Total	365	100	2733	100

Figure 40: Have you ever been a victim of a violent act? / Have you ever been forced to train alone?

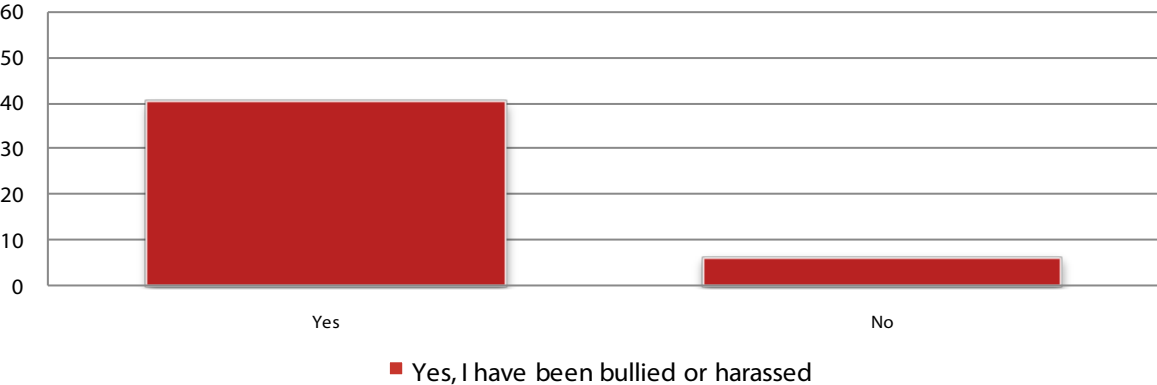


40.3% of those who have been victims of a violent act report being bullied or harassed in the past. Among those who have never been victims of a violent act, only 6.3% report being bullied or harassed.

Table 85: (1) Have you ever been a victim of a violent act? / (2) Have you ever been bullied or harassed?

1	Yes		No	
	Count	%	Count	%
2				
Yes	143	40,3	170	6,3
No	212	59,7	2513	93,7
Total	355	100	2683	100

Figure 41: Have you ever been a victim of a violent act? / Have you ever been bullied or harassed?

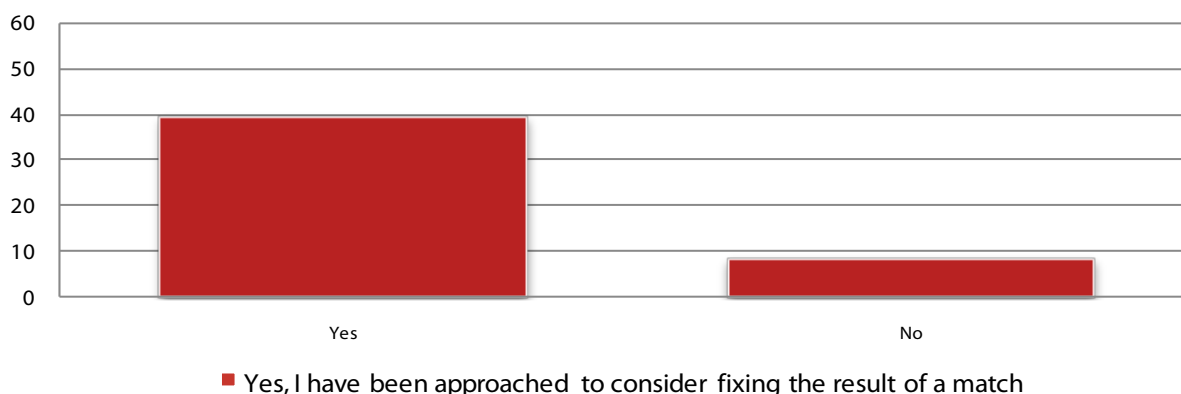


Players who have been victims of a violent act are also very often approached to consider fixing the results of a match (39.7%). Of those players who state they were not victims of a violent act, only 8.4% report being approached to consider fixing the results of a match.

Table 86: (1) Have you ever been a victim of a violent act? / (2) Have you ever been approached to consider fixing the result of a match?

1	Yes		No	
	Count	%	Count	%
2				
Yes	144	39.7	229	8.4
No	219	60.3	2498	91.6
Total	363	100	2727	100

Figure 42: Have you ever been a victim of a violent act? / Have you ever been approached to consider fixing the result of a match?

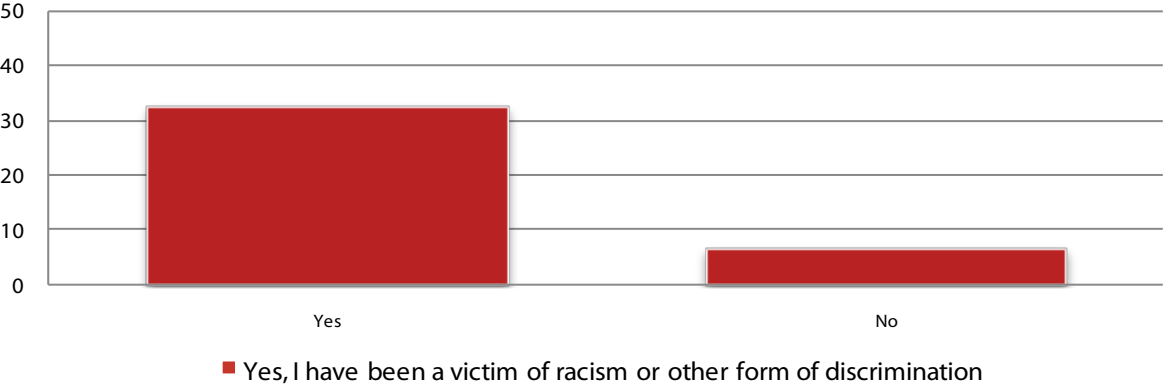


Almost one third of the players who have been victims of violent acts were also victims of racism or some other form of discrimination. Only 6.5% of the players who were not victims of a violent act advise of being a victim of racism or some other form of discrimination.

Table 87: (1) Have you ever been a victim of a violent act? / (2) Have you ever been a victim of racism or any other form of discrimination?

1	Yes		No	
	Count	%	Count	%
2				
	Count	%	Count	%
Yes	118	32,6	177	6,5
No	244	67,4	2558	93,5
Total	362	100	2735	100

Figure 43: Have you ever been a victim of a violent act? / Have you ever been a victim of racism or any other form of discrimination?



5.6.2 Players' Cases and Articles

Attack on Gogniev: Russian players want protection

Russian Premier League players have appealed to the country's FA to take sanctions against Chechen club Terek Grozny after an FC Krasnodar striker was badly beaten in the tunnel during a league game at the weekend.

On Monday, the Russian players' union (PSFT) asked for a thorough investigation into the incident in Grozny, where Spartak Gogniev suffered serious injuries after being attacked.

Spartak Gogniev suffered serious injuries after being attacked

In a statement, the PSFT urged the Russian FA 'to take sanctions against the assailants and introduce reforms to change the outrageous attitudes towards players'.

'Krasnodar captain Gogniev was sent off in Friday's reserve game after arguing with the referee and headed for the tunnel. In there, he was apprehended by a group of men dressed in police uniforms. They grabbed him and dragged him aside, where they proceeded to beat him with batons,' the statement said.

They grabbed him and dragged him aside, where they proceeded to beat him with batons

'The violent attack took place in sight of Terek's two vice-presidents, one of whom is the Chechen Minister of Sports. Medical examination revealed that Gogniyev suffered broken ribs, a broken nose, severe bruising, and a concussion.'

Terek denied wrongdoing and said Gogniev had provoked home fans but the former Russia international denied his role as an instigator.

'Yes, I did push the referee and I was sent off,' the 30-year-old was quoted as saying by local media. 'Well, I over-reacted, it happens but at no time did I say anything bad towards Terek fans or the club's officials.'

(Source: http://www.fifpro.org/news/news_details/1756), Monday 7 November 2011

FIFPro to show FIFA, UEFA video of Gogniev abuse

FIFPro strongly urges FIFA and UEFA to take a stand regarding the physical abuse on Spartak Gogniev and the Russian Football Federation disciplinary committee ruling. FIFPro will show FIFA and UEFA a video with footage of the attack on the FC Krasnodar player.

'FIFA and UEFA must deal with this', says Dejan Stefanovic, spokesman of FIFPro's Task Force Eastern Europe. 'We will show FIFA's and UEFA's Secretary Generals and the members of both Executive Committees a video of the incident, because this incident and the way the Russian Federation has handled Gogniev's case need to be discussed by the Executive Committees of both FIFA and UEFA. These Executive Committees must also force their bodies to come into action.'

FIFPro is still astonished by the ruling made by the Russian Federation (RFS) disciplinary committee in the Gogniev case.

On Friday November 4th, FC Krasnodar captain Spartak Gogniev was sent off with two yellow cards for arguing with the referee during an away match against the Terek Grozny reserve team. Before leaving the pitch he gave the referee a shove while arguing with opponents.

At the edge of the pitch people who first started an argument with him and then attacked him stopped Gogniev. After being punched several times Spartak Gogniev managed to escape into the players' tunnel. Once there, he was apprehended by a group of men dressed in police uniforms, who proceeded to beat him with batons.

Spartak Gogniev suffered several broken ribs, concussion, a broken nose, and several serious injuries as a result of the incident. The 30-year-old former Russian international had to undergo surgery.

Spartak Gogniev suffered several broken ribs, concussion, a broken nose, and several serious injuries as a result of the incident

The disciplinary committee of the Russian FA handed Gogniev a six-game ban and fined him 1,200 euro. Terek were fined 12,000 euro while the club's reserve coach and administrator each received a 12-month ban from the game for their role in the attack on the player. The Terek Grozny reserve team must also play two games on another ground.

FIFPro cannot accept this ruling. A player was beaten up and the club who might be held responsible was only mildly sanctioned. The Russian Federation showed how little respect it has for players' rights.

FIFPro trusts FIFA and UEFA to respect the rights of a professional footballer. FIFPro urges FIFA and UEFA to criticize the Russian Federation. FIFA and UEFA refusing to interfere sends a clear message: FIFA and UEFA apparently accept the Russian FA's ruling.

On behalf of all professional footballers in the world, FIFPro would like to strongly emphasize its concern about professional footballers' safety in Russia.

The physical abuse suffered by Spartak Gogniev is added motivation for FIFPro to finish the Black book for Eastern Europe. Currently, the FIFPro Eastern Europe Task Force is analyzing all information that footballers from Eastern Europe have supplied. FIFPro hopes to present the Eastern Europe Black book in late January 2012. The abuse suffered by Spartak Gogniev will be just one of many disturbing incidents in its contents.

'Now that we have seen this video, we are totally baffled', says FIFPro Division Europe president Philippe Piat after having seen the images of the ill-treatment of Spartak Gogniev, a footballer of Russian club FC Krasnodar.

FIFPro Division Europe president Piat continues: 'The measures taken by the Russian federation are absolutely insufficient. We think that UEFA must come into action. This cannot stay without consequences.'

'Violence against players is as big a problem as match-fixing, doping, financial fair-play', Piat added.

'I will send the video to Michel Platini, so that he will come up with a solution. Because this is an unacceptable situation that should be stopped.'

(Source: http://www.fifpro.org/news/news_details/1779), Tuesday 29 November 2011

(Video: <http://www.youtube.com/user/FIFProTV#p/a/u/1/GaEEGaqFdWs>)

FIFPro urges East European bodies: stamp out racism

Disgraceful. FIFPro has no other words to describe the behavior displayed by Bulgarian fans during the match against England last Friday. The World Players' Union demands that the national football authorities of Bulgaria stamp out this racist fans' attitude.

It was a racist abuse from a group of Bulgarian fans

England beat Bulgaria 3-0 in Sofia, last Friday. But much of the talk afterwards has been about the vile racist abuse from a group of Bulgarian fans. They targeted Ashley Young (Manchester United) and Theo Walcott (Arsenal), two black players from England. They were taunted with monkey chants and Nazi salutes.

'It was very clear', Theo Walcott said after the game. 'I ignored it. I don't want to comment too much. The result was the important thing.' His team mate Wayne Rooney added: 'We could hear it on the pitch. It needs to stop and hopefully something will be done about it.'

Indeed, it needs to stop, says Tony Higgins, spokesman for FIFPro Division Europe. 'Yet again players have to suffer the indignity of being racially abused in Eastern Europe.'

'The rise of football in this region is positive with the European Championships in 2012 and the World Cup in 2018 being played there in the next few years. But with this football development come responsibilities that include the right of professional footballers to work in a racist free environment.'

'The governing bodies in this part of Europe must make far greater efforts to confront this cancer in our game if they wish to be considered for club and international football tournaments.'

(Source: http://www.fifpro.org/news/news_details/1691), Tuesday 6 September 2011

'When will the Russian federation respect players?'

Although the number of incidents of abuse among professional footballers in Russia is growing rapidly, the country's football federation (RFU) keeps on ignoring players' complaints. The footballers' association (PSFT) wonders if (and when) the RFU will finally take any action.

The PSFT made the following summary of incidents and the RFU's reaction to these incidents.

On 18 June, Danko Lazovic, a Serbian international from Russian champions Zenit St. Petersburg, was given an electric shock by an officer from a Special Purpose Police Unit while trying to toss his shirt to

Danko Lazovic, a Serbian international from Russian champions Zenit St. Petersburg, was given an electric shock by an officer from a Special Purpose Police Unit

Zenit fans. The incident can be also seen on YouTube. Doctors said Lazovic suffered an electric shock. He has first-degree burns and requires daily treatments.

Police authorities decided against launching an investigation due to 'the absence of a crime': according to them, Lazovic was not hit with the electric shock gun.

The head of the Russian FA, Sergei Fursenko, made his position clear. 'We believe that everyone should do their job. Footballers should play football and not provoke anybody.' The executive director of the Russian Premier League, Sergey Cheban, blamed the player: 'If you jump over the turnstile in the underground, how should you be judged?'

On 7 March, Nikola Nikezic was physically abused and threatened by employees of his former club, FC Kuban, so he might terminate his contract without receiving compensation. RFU president Fursenko was quick to jump to the club's defence in an interview with SovSports. 'The case is rather suspicious. Knowing the club management, I doubt that they could have used such methods.'

Nikola Nikezic was physically abused and threatened by employees of his former club, FC Kuban

The RFU Ethics Committee imposed sanctions on FC Kuban and its management. Director Suren Mkrtchyan received a 25,000 euro fine; the club received a 50,000 euro fine. Sporting director Sergei Doronchenko was banned from all football business until the end of the 2011/12 season and assistant coach Nikolay Hlystunov was banned until the end of 2011.

However the Russian Football Federation Appeals Committee withdrew the Ethics Committee's decision. All sanctions were dropped, besides the 50,000 euro fine imposed on FC Kuban.

In March, Roberto Carlos, captain of FC Anzhi Makhachkala, was welcomed to Zenit St Petersburg's stadium by a spectator who offered him a half peeled banana. Nobody was punished for this action. Three months later during the game between FC Anzhi and FC Kriilya Sovetov, Roberto Carlos was

insulted again, this time by another fan that threw a banana at the Brazilian defender on the pitch. Once again, football authorities gave no sanctions.

The Russian Professional Footballers Union is wondering what has to happen to the players in Russia for the football authorities to start respecting footballers' fundamental rights', says Nikolai Grammatikov, secretary general of the PSFT. 'Instead of tackling these problems, the president of the Russian FA (and member of UEFA's Executive committee) and his entourage constantly blame the Union 'for damaging the image of Russian football'.'

Grammatikov: 'Meanwhile, players are not protected, players are underrepresented in the main RFU committees, and the governing body is happy to turn a blind eye.'

(Source: http://www.fifpro.org/news/news_details/1655), Wednesday 3 August 2011

FIFPro strongly condemns Roberto Carlos incident

FIFPro urges the Russian football authorities to initiate a campaign with its professional footballers in order to stamp out racism. The worldwide players' union cannot tolerate incidents such as those with Roberto Carlos.

For the second time since Roberto Carlos joined Anzhi Makhachkala in February this year, the Brazilian wingback was confronted with a racist act from a spectator. On Wednesday a banana was thrown on the pitch towards Roberto Carlos during a game at Krylia Sovetov.

The 2002 World Cup winner reacted in disgust. He picked up the banana and threw it away, walked off the field, took off his captain's armband and walked to the bench, indicating with two raised fingers that it was the second incident. Then he buried his head in a towel.

'I am indignant at the disgusting behaviour of the fan who actually offended not only me, but also all the players present on the pitch. And the whole Russian football'

'I am indignant at the disgusting behavior of the fan who actually offended not only me, but also all the players present on the pitch. And the whole Russian football', Roberto Carlos reacted in an interview with Sport Express. 'Such things shouldn't be tolerated in civilized countries.'

'I left the field on purpose because I felt very disappointed. I didn't have any desire to continue the game. Believe me, I would do the same thing at any score.'

FIFPro supports Roberto Carlos. 'It is very sad that yet again Roberto Carlos has to endure racism in such an overt form taking place during a Russian League game', says Tony Higgins, board member of FIFPro Division Europe and highly involved with FIFPro's anti-racism campaign and Show Racism the Red Card.

'FIFPro utterly deplores actions of this nature and urges the Russian Football authorities not only to condemn this incident but to initiate a campaign with the Russian Players Union to try and eradicate this from the game.'

'FIFPro understands why Roberto Carlos made this decision to leave the field; it is an effort to force people to find a solution, but this cannot be left to one player. The solution however must involve the players through their union and must involve educating the fans.'

(Source: http://www.fifpro.org/news/news_details/1610), Friday 24 June 2011

Greek players support Ilias Kotsios after threats

Ilias Kotsios illustrated how tough it is to be a professional footballer in Greece. The experienced defender burst into tears when talking about the terrible period he experienced due to threats from fans of his former club.

Last Sunday, Kotsios and his team PAS Ioannina FC lost 4-1 at OFI. Afterwards he spoke at a press conference. He reflected on the past season, a very difficult period for him. Kotsios had left OFI, his training club, in 2004. Still, the fans of the club from Heraklion, Crete, harassed him repeatedly this season because both PAS Ioannina and OFI were fighting for promotion to the Greek Super League.

Kotsios received numerous anonymous threats by phone. For six months it has been a war against me. There were no limits

Kotsios received numerous anonymous threats by phone. For six months it has been a war against me. There were no limits. Football stops being football, when people are threatened, and their families and children as well.' Moments later Kotsios burst into tears and left the press conference.

'During his professional career Ilias Kotsios never gave people reason to express any negative comments concerning his ethics or his behaviour', the Greek professional footballers association PSAP stated.

'The board and all professional players denote to everyone that they are on the side of Ilias Kotsios and stress that such kind of threats against his life and his family members contain no logic and are unacceptable. There is no place in football for blind fanaticism.'

'The Panhellenic professional football players association condemns any form of violence: physical, oral or psychological, Keep your hands off the players. Go and find scapegoats somewhere else.'

(Source: http://www.fifpro.org/news/news_details/1566), Thursday 19 May 2011

Greek footballers condemn 'cup final of shame'

AEK Athens won its fourteenth Greek cup on Saturday, but the final against Atromitos will be remembered for all the wrong reasons, as fans of AEK invaded the pitch and clashed with footballers, supporters and police.

Referee Tassos Kakos was forced to blow the whistle due to a pitch invasion of hundreds of AEK fans

The final ended prematurely during the first minute of injury time, as referee Tassos Kakos was forced to blow the whistle due to a pitch invasion of hundreds of AEK fans. While many of them wanted to celebrate the title, some of them

headed toward the VIP stands where family members and friends of the Atromitos players were seated. They threw projectiles at them.

Atromitos players rushed to defend their family and friends and even exchanged blows with AEK fans before riot police intervened. 'I've never seen this in a game, ever, players having to fight to save their families', said Atromitos coach Giorgo Donis. 'They (AEK fans) were pointing pistols at them.' Midfielder Andreas Tatos added: 'It was a night of shame for football.'

'They (AEK fans) were pointing pistols at them'

The Greek professional footballers association PSAP condemned the violence in the Olympic Stadium. 'The cup final is supposed to be a moment of celebration, an advertisement for our football. Instead we have pictures of shame and hatred.

Even in countries with a supposed lower level of civilization, they have watched these images with disgust, anger and great sadness.'

'This is unacceptable.'

'We have rung the bell numerous times. The players have tried to awaken you, the football authorities. But you have remained indifferent to our comments. Do we have to wait until we mourn the first death? If you do care, wake up!'

(Source: http://www.fifpro.org/news/news_details/1551), Monday 2 May 2011

Greece: once again fans attack footballers

Violence in Greek football remains an enormous problem. Fans of AEK and Iliopolis have created new alarming chapters with their violent behavior towards footballers.

Two weeks ago, so-called AEK fans assaulted Martin Ignacio Nacho Scocco. The Argentine striker was part of the team that lost with 6-0 at champions Olympiacos. A couple of days after the game, three canisters with gas exploded outside of Scocco's home. The footballer and his wife and daughter were at home but not injured.

Last Sunday, approximately 100 AEK supporters forced the players of their club to travel to the Olympic Stadium by taxi instead of the team coach. This was a response to the AEK players' decision after their heavy loss at Olympiacos to leave the stadium by taxi for fear of being attacked.

On that same day, fans of Second Division Iliopolis denied the players of visiting Doxy Drama the entrance to their dressing room at half time. According to Doxy Drama officials, four of their players were attacked and hit by the hooligans.

As they were denied access to their locker room, the players of Doxy Drama had to spend halftime on their bench in the stadium. After the match ended, the players and their staff had to leave the pitch under police protection.

As they were denied access to their locker room, the players of Doxy Drama had to spend halftime on their bench in the stadium

These alarming incidents are the latest on a long list of violent behavior from fans towards footballers. There seems to be a total lack of respect for professional footballers and even their relatives among Greek spectators.

This total lack of respect deeply concerns FIFPro, as well as the Greek professional footballers' association.

(Source: http://www.fifpro.org/news/news_details/1512), Wednesday 6 April 2011

Alexandros Tzorvas: 'Our lives are endangered'

'The situation is out of control and will not change. Our lives are endangered and it's very painful to talk about this'

'The situation is out of control and will not change. Our lives are endangered and it's very painful to talk about this.' Alexandros Tzorvas is the Panathinaikos and Greek national team goalkeeper. He talks about the situation in Greece, where footballers have suffered regular attacks from violent fans.

Alexandros Tzorvas is the best goalkeeper in Greece. His jersey at his club Panathinaikos may show number 30, but he certainly is the number one goalkeeper on both his team and the national squad. His stellar play and impressive saves in the World Cup play-off with Ukraine in 2009 helped his country secure a ticket for the World Cup in South Africa, as Greece held on to secure a 1-0 aggregate win. Last season he conquered the Greek title with Panathinaikos and his performance at the 2010 World Cup capped a great year.

'As a young boy, I always wanted to be a goalkeeper. It came to me naturally and I decided to stay in goal', the 28-year-old Alexandros says to FIFPro. He enrolled at the Panathinaikos academy. Although most people were confident about young Alexandros' talent, it took him years to become the number one goalkeeper at the Athens' giants.

'Many years passed until I could establish myself in my position at the club. I went to four different clubs in order to get the proper experience needed as a goalkeeper.' Between 2001 and 2005 Alexandros spent 4 seasons on loan at Agios Nikolaos, Markopoulo and Thasyvoulos. Panathinaikos even traded him to OFI in the summer of 2007, but recalled him one year later. Since, he has been a regular in the line-up.

'Unfortunately it's quite difficult for a young goalkeeper in Greece to receive the confidence from a big club and to establish yourself at a young age. In our country, you cannot find phenomena like Iker Casillas and Víctor Valdés, who are playing as from the age of 18.'

As a 26-year-old Alexandros finally got the chance and he made use of it. With great pride he has mastered his job. 'In Greece, Panathinaikos is one of the major clubs with a long history. Over the years the club also proved to be a very competent ambassador at the European level. I think that every professional sports person would feel very proud to compete at such high level and in such a historical club.'

Being a lifelong fan of Panathinaikos, it is even more special to Alexandros. 'I have always followed the club. When I went to Panathinaikos at the age of 10, I was a fan. If I did not play for the club, I was in the stands. In the 18 years since my arrival, my love for the club has grown even bigger.'

Alexandros will never forget the 2009-2010 season, as Panathinaikos managed to grab the title for the first time in six years and the second time since 1996. 'It's soul stirring. I can't describe with words what I felt when we won the championship. This was very important for me and for the club, because in the last 15 years Panathinaikos couldn't manage to become champions for different reasons, and not always sportive ones. I felt that God blessed me to experience that big dream.'

That wonderful feeling has eluded Alexandros. He did play all three group matches at the 2010 World Cup, and returned home a happy man. But hardly one month later the harsh reality in his country awakened Alexandros, Greek football being plagued by fans' violence. Football hooligans are not only fighting with each other, they are fighting with the players too.

Alexandros was in the midst of it. On February 19th right after the final whistle of Panathinaikos' controversial 2-1 loss at Olympiakos, fans of the home team invaded the pitch and went after the Panathinaikos' players. Alexandros was one of four players who were unable to escape the violence.

'The fans of physically abused us until we managed to get into the players tunnel. I was hit and I am sure that this will happen again'

'This game clearly showed how inadequate the security system is in the Greek stadiums. The fans of Olimpiacos - if I can call them fans - physically abused us until we managed to get into the players tunnel. I was hit and I am sure that this will happen again.'

'Yes, I was scared.'

'But after we returned to our dressing room, we didn't feel any fear we only felt anger. Our adrenaline was still high, because we felt that we should have won a very important match by a score of 2-1, but in reality we lost 2-1. (With the score tied at 1-1, the referee controversially disallowed a Panathinaikos goal, and in the closing minutes he controversially allowed an Olympiakos goal, ed). We were deprived of the championship!'

Talking with the press immediately after the match, Alexandros' teammate Djibril Cissé announced that he will leave Greece when this season is over, although his contract runs until 2012. The French striker has had it with the violence and racist abuses. Alexandros regrets Cissé's decision, but also understands him: 'The damage to Greek football done by the violence is massive. Even worse, it will be difficult for every Cissé or every Gilberto Silva to come to our country.'

Even Alexandros himself is thinking of leaving his native country. 'As a professional sportsman, it is my ambition to compete in another championship if a chance occurs. But it is also my intention to escape this misery.'

'Frequently all kinds of things are thrown to us ... from cell phones to glass bottles'

'Frequently all kinds of things are thrown to us ... from cell phones to glass bottles. The strange thing is, we have grown used to this kind of reality.'

'The situation is out of control and will not change. Our lives are endangered and it's very painful to talk about sports. This year we, the players of Panathinaikos, have been attacked twice. Once by our own fans after a very sad result and another time by the Olimpiacos fans.'

'After this sad event two more incidents occurred where fans invaded the pitch. Both took place in Thessaloniki. At one of these occasions fans of Aris chased their own players into the dressing room because their team lost. During the other one fans of PAOK tried to attack AEK players because their team didn't manage to qualify for the Greek Cup final.'

It is time for the national authorities to intervene, says Alexandros, who is also a member of the board of the Greek footballers' association, PSAP. 'Currently, there is no state to punish these hooligans, to imprison them, to make them realize that there are laws and that they will be punished if they break these laws. Do not forget that our country is going through a difficult period from a financial point of view, and that the people are looking for ways to defuse their problems. This could be one of many reasons of why this is happening.'

The most appropriate solution would be punishment. Meaning that the regulations that are in force in other European championships should also be introduced in the Greek championships. Other European competitions do not show any indication of violence. This should be the case here, too.'

'The most appropriate solution would be punishment'

Some experts also blame the players, as their sometimes-disrespectful behaviour on the pitch would instigate violent behaviour in the stands. 'I can agree with that', says Alexandros. 'But if this is used as an excuse for what is happening, then this is a very poor excuse. There has been some tension on the pitches, but everyone is just trying very passionately to do his best to help his team win. It's been a really long time since there was a violent incident on the pitch caused by football players.'

In recent weeks, the professional footballers in Greece and their association PSAP tried to take action and protest against the violence. They threatened not to play in the 26th round of the championship, but this protest failed due to lack of support from all 16 teams in the Super League.

In spite of this unsuccessful protest, all footballers in Greece have had it with crowd violence. Alexandros: 'We decided at the start of the season, that in case of crowd violence both teams will step off the pitch. It's a quite radical action, and it's a shame that we football players have to take such a decision. I am repeating that it should be the State's tasks to look after its athletes. Regrettably, sooner or later we might have to realize our decision.'

Despite of all violence and lack of protection, Alexandros still cherishes the game, his hobby, his profession. 'Being a professional goalkeeper, I will enjoy every single day as long as I do this job and as long as I'm wearing my gloves and stand between the goalposts. I always have the same feeling as the first time I put my gloves on.'

(Source: <http://www.fifpro.org/playeroftheweek/index/1501>), Wednesday 23 March 2011

Nikola Nikezic: 'They said I was going to be disabled'

'If I remain silent, this history will repeat itself.' Nikola Nikezic wants to talk. The forward from Montenegro was brutally forced by Russian club FC Kuban to terminate his contract.

Nikola Nikezic went to Russia in March 2010. The former player of Buducnost Podgorica, Sutjeska Niksic, NK Domzale, ND Gorica and Le Havre signed a contract with FC Kuban. He agreed to stay at the Krasnodar club until 30 November 2011. In his first season he played 31 matches, scored 4 goals and delivered 3 assists, as he helped FC Kuban win promotion to the Premier League.

Nevertheless, from the beginning of January 2011, the management of FC Kuban told Nikezic to terminate his contract with the club. 'They wanted to buy other players', Nikezic says. He refused to terminate his contract, because he had a signed contract with the club until 30 November 2011. He was still owed 230,000 USD.

'I was not allowed to train neither with the first team, nor with the junior team. I decided to look for a new club, but FC Kuban refused to let me go and to let me train with another club, even for a few days. They wanted me to terminate the contract immediately. They also made a special training schedule for me: I had two individual practices per day. I was running on the field for several weeks.'

'I was not allowed to train neither with the first team, nor with the junior team'

'On March 5, I asked my representative to fly to Krasnodar to negotiate with the club the possibility of a transfer to another club. He was supposed to arrive on March 9.' That is not what happened. On the 7th of March Nikezic arrived at the club in order to attend a training session. Nikolai Khilistunov, one of FC Kuban's trainers, came up to him and asked him to come to his office.

'He started asking me to sign a document that would terminate my contract. He let me know, that if I failed to do so, I would not be able to leave Krasnodar, or I would return to Montenegro disabled.'

'I received a powerful blow to my liver. The second man took off his jacket. I saw two pistols in a holster'

Nikezic refused to sign. 'After a few minutes two big, muscular men entered the room and the trainer immediately left. 'One of the men put the papers in front of me and demanded in an

aggressive manner that I sign these papers. When I replied that my contract ran until the end of 2011 and that negotiations should be carried out in presence of my representatives, I received a powerful blow to my liver. The second man took off his jacket. I saw two pistols in a holster. They once again demanded me to sign, and when I refused I received a second blow to the same spot.'

'They started to strangle me, and threatened to make me disabled.'

'This continued for about twenty minutes, until I had no energy left and feared for my life. I signed three copies of the agreement and two documents, the content of which is unknown to me since it was written in Russian.'

'They started to strangle me. They also threatened me that they will make me disabled'

Directly after Nikezic signed, the men grabbed the papers and left the room. 'On the way out one of the men turned to me and said: A lot of Russians live in Montenegro, and they can always find you or a member of your family, so don't do anything stupid.'

Nikezic was scared. On the same day he took pictures of himself, as proof of the physical abuse he had suffered. 'I also left Krasnodar, since I was scared that the same people would attack me.' Nevertheless, Nikezic decided to tell his story to FIFPro, to FIFA and to UEFA, in order to prevent any future abuse of other footballers. 'If I remain silent, this history will repeat itself.'

(Source: <http://www.fifpro.org/playeroftheweek/index/1490>), Tuesday 15 March 2011

FIFPro shocked by criminal behaviour of Russian club

FIFPro is shocked by the stories of Nikola Nikezic and Sreten Sretenovic, two professional footballers who both have a similar and worrying experience while playing at Russian club FC Kuban.

FIFPro was alarmed by the stories of Nikola Nikezic (28) and Sreten Sretenovic (26), who played at FC Kuban during the 2010 season, and helped the club return to the Russian Premier League. They had a contract that ran until 30 November 2011, but FC Kuban did not want to continue the cooperation with these players in the new season. The Russian club asked both players to terminate their contract.

When Nikezic and Sretenovic refused, FC Kuban forced them to sign termination agreements.

Two big men physically abused Nikezic for twenty minutes. Fearing for his life, he signed an agreement terminating his contract 'by mutual agreement'. He will not receive his salary of 230,000 USD. He was threatened to remain silent, otherwise something bad would happen to his family.

Sretenovic decided to sign after strong verbal threats. He signed an agreement, saying he would end his contract by mutual agreement and would not receive the 300,000 euro net he was owed. Instead he had to pay an additional 60,000 euro for his release.

FC Kuban denied all allegations: 'These are lies'.

For FIFPro this kind of behavior by the club is totally unacceptable. These violent incidents have nothing to do with sports. This is pure criminal behavior and needs to be dealt with by the local and national legal authorities. We demand that the Russian authorities take action, in order to guarantee the safety of its inhabitants.

Sretenovic decided to sign after strong verbal threats. He signed an agreement

Footballers have their rights and their contracts must be respected. Contracts can only be terminated by mutual agreement. It is inadmissible and impossible that a club forces a player to terminate or sign a contract or agreement.

'FIFPro takes this matter very seriously', secretary general Theo van Seggelen reacts. 'What has happened is totally reprehensible. This is outrageous. We can talk about having problems with racism and a lack of respect, but what happened at FC Kuban is much worse. These are mafia practices. Things such as these should be banned from modern football. This must never happen again.'

(Source: http://www.fifpro.org/news/news_details/1489), Tuesday 15 March 2011

Greek violence: fans chase footballers off the field

Once again it went wrong in Greece. Football hooligans chased footballers off the pitch during a cup game between PAOK and AEK, Wednesday evening. A flare hit goalkeeper Sebastián Saja.

In Thessaloniki's Toumba Stadium, PAOK and AEK tried to secure a spot in the final of the Greek Cup. The visiting team from Athens won the game (0-1) because of a goal by Trajanos Dellas. But nobody talked about his goal or AEK's win after the match, due to what happened in the second half.

Goalkeeper Saja was hit on his back by a flare thrown by fans. His shirt was clearly scorched

In the 58th minute referee Mantalos had to stop the game for five minutes after AEK's goalkeeper Saja was hit on his back by a flare thrown by fans. His shirt was clearly scorched. After a couple of minutes the Argentine goalkeeper was back on his feet.

In the 89th minute the players of PAOK and AEK, and the referees were chased off the field, as approximately one hundred so called PAOK fans invaded the pitch. After 25 minutes, both teams and the referee returned on the pitch, only to hear the final whistle of the game.

'This is very sad', said Manolo Jiménez, coach of AEK, after the match. 'I am in Greece for 6 months now and I have seen things like this happen before. Today we had to endure it. I don't want to say anything about PAOK and its fans, but its obvious that there are some brainless people out there. I think that the Greek government has to take this matter into its hands.'

PAOK's chairman Theodoris Zagorakis was not amused. The former player of the 2004 European Champions Greece condemned the behavior of the hooligans. 'It is a shame of what happened in Toumba, an action of 20 jerks! These scenes, they are outrageous.'

The behavior of the PAOK fans is the latest in a series of violent incidents that have plagued Greek football this season. Only last week, the professional footballers' association PSAP composed a demand for more protection for the players. FIFPro fully supported the players in Greece and urged the country's football authorities as well as the government to intervene and to secure a safe work environment for the footballers.

(Source: http://www.fifpro.org/news/news_details/1495), Thursday 17 March 2011

Greek union condemns derby crowd violence

The Greek footballers' association (PSAP) condemns all violent behavior displayed by so called supporters after the derby match between Olympiakos Piraeus and Panathinaikos, last Saturday. The PSAP also points a finger to the disrespectful behavior of players themselves on

Numerous home fans invaded the football pitch and harassed players

the pitch.

The Greek rivals Olympiakos and Panathinaikos played each other in Piraeus. The home team narrowly won with 2-1 and improved its lead in the Super League. The game was marred by incidents. Spectators threw flares and fireworks on the pitch, regardless of the footballers playing.

After Olympiakos had snatched a winner in injury time and Vasilis Torosidis was sent off for head-butting Panathinaikos' Leto, some players of both teams pushed and shoved each other. Moments later, numerous home fans invaded the football pitch and harassed players of Panathinaikos. According to the Athens' club fans hit four of its players.

Djibril Cissé - recently elected Footballer of the Year together with Torosidis - reacted furiously after the Panathinaikos striker had been attacked. 'These are the last few months you'll see me in Greece', the French striker said. 'Under these kinds of conditions I can't continue to play here.' Brazilian teammate Gilberto Silva added: 'It's a shame, a great shame.'

The Greek footballers' association PSAP released a firm statement, demanding more security for the players on the pitch. 'The players take the field to do their job and to try to do their utmost to match their employer's demands. They are no beasts driven into a Roman arena, they are not scapegoats of passion. It is unacceptable that they are attacked on a field that should be inaccessible for anyone without the right being there.'

'The players must also study their own behavior. They should resist the seduction of being drawn into violent conduct. It is their responsibility to act respectfully. They should shake hands with each other they are colleagues. They must remember that whatever happens, they are professional footballers, regardless of the circumstances.'

(Source: http://www.fifpro.org/news/news_details/1460), Monday 21 February 2011

Vladimir Panjkovic - FC Hajduk, Kula (Serbia)

"I am Vladimir Panjkovic, 24 years old, a professional football player from Serbia. I play football for FC Hajduk from Kula, a Serbian club, a member of the Super League."

'The club left me on the street, I had to pay all the expenses and I went through a difficult period'

"Playing a championship match I sustained a severe shoulder injury. I had my shoulder operated on and, during the recovery period, I was required to play a match which was of great importance to the club. I had to agree to play because, in not doing so, I could face a suspension."

"I was injured again and again and, as a result, I had to have further surgery."

"The club left me on the street, I had to pay all the expenses and I went through a very difficult period."

APPENDIX A: The questionnaire



Questionnaire

FIFPro (World Players' Union) are working with your players' union to try and establish the range and extent of the problems that currently exist in your country. By filling in this questionnaire you will be playing your part in trying to find solutions to these problems. The questionnaire is **anonymous** but we may request an interview if your case is particularly bad.

Salaries and bonuses

1. How do you receive your salary according to your contract?
 - The whole salary is mentioned in the labour contract
 - Part of it is paid by the addendum/annex
 - There is a second contract with a third party (special purpose company- e.g. the money is paid for image rights)
 - There is no labour contract
 - There is a civil contract
 - I am self employed

2. Are bonuses (win/draw/team position etc) indicated in your labour contract or is there a collective team bonus scheme?
 - In the labour contract
 - No bonuses
 - Collective team bonus scheme (do you have a copy of the bonus scheme)
 - Yes
 - No

3. Does your club pay your salary on time?
 - Yes (if yes, go to question 6)
 - No

4. If your salary is delayed, how long has this continued?

- 1 - 3 months
- 3 - 6 months
- 6 months or more
- For the past year

5. Why did the club not pay?

- No money available
- Because the Club wanted me to leave
- Because the Club wanted me to agree to a lower salary

6. Does your club pay your bonuses on time?

- Yes
- No
- Other (_____)

Training

7. Have you ever been forced to train alone?

- Yes
- No (if no, go to question 10)

8. Training alone (separate group)

- Out of the first team
- With supervision
- Without supervision

9. The reason for training alone

- The club wanted to end the contract
- I was not signing a new contract with the club
- Other reason (_____)

10. Have your colleagues been forced to train alone?

Yes (give examples)

.....

No

Violence

11. Have you ever been a victim of a violent act?

Yes

No (if no, go to question 13)

12. If yes

Violence by fans

Violence by club management

Violence by coach

Violence by third parties allegedly acting on behalf of the club

Violence by others

13. Have your colleagues been a victim of a violent act?

Yes (give examples)

.....

No

Bullying and Harassment

14. Have you ever been bullied or harassed?

Yes

No (if no, go to question 16)

15. If yes

- By club management
- By coach
- In which way

.....

16. Have your colleagues been bullied or harassed?

- Yes (give examples

.....

- No

Match Fixing

17. Have you ever been approached to consider fixing the result of a match?

- Yes
- No

18. Are you aware of any match fixing that took place in your league?

- Yes
- No
- Can you give examples

.....

Racism and Discrimination

19. Have you ever been a victim of racism or any other form of discrimination?

- Yes
- No (if no go to question 21)

20. If yes

- By supporters
- By fellow players
- By opposition players
- By club management
- By coaches

21. Are you prepared to be interviewed by your union on any problems you have identified? If so, could you please list below the telephone number or mail contact details.

Thank you for your time and cooperation!

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“ For six months I had not been paid. It forced me to ask for termination of the contract through the national football federation. When I applied, the financier of the club called me. He told me, that I would be killed if I did not withdraw my complaint. I felt really bad because in my country that guy is known as a man who is ready to do anything... ”

FIFPro has become aware in the last couple of years that there are many players throughout the world who suffer extreme hardship and financial ruin because of the treatment they receive from their clubs particularly in relation to non-payment of salaries and respect of contracts.

This hardship has resulted in the creation and development of player unions throughout the world, particularly in Eastern Europe, where there has been a dramatic increase in the number of unions created.

In response to the number of problems emanating from Eastern Europe, FIFPro decided to create a Task Force to investigate the working conditions of professional footballers in Eastern Europe.

Even the most battle hardened members of FIFPro's Task Force who have worked in player unions for many years, were astonished at the scale of the problems the players faced...



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