



TOP FINDINGS

2016 FIFPro
GLOBAL
EMPLOYMENT
REPORT

Working Conditions in
Professional Football

BEYOND THE FLOODLIGHTS

The global football employment market is a tale of three worlds

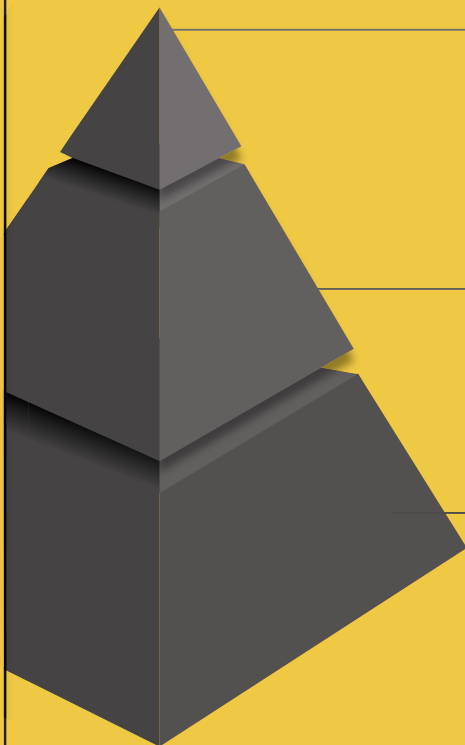
Published for the first time, the 2016 FIFPro Global Employment Report is the most comprehensive and far-reaching survey of its kind, analysing the labour conditions of professional players in the world's most popular team sport.

Football is deeply rooted in our societies and generates passion, commitment and a strong sense of

community. As a consequence, it has developed into a global economy and the employment of professional players is at the heart of the game.

The global employment market for professional footballers is as fragmented as the competitiveness and wealth in football overall. The borders of this segmented world map can neither be grouped by geography nor by league – and striking differences sometimes exist even within a single club.

The global football market is broadly defined in three tiers:



THE TOP TIER is formed by a global elite of players with superior talent and skill. They enjoy very good working conditions at the highest level and a very strong market position. These footballers play predominantly in the Big Five European leagues (Premier League, Bundesliga, La Liga, Serie A, Ligue 1). Other wealthy clubs in growing markets around the world offer selected players comparable conditions.

THE SECOND TIER includes a large number of professional footballers playing for clubs offering more moderate, but decent employment conditions in well-regulated and relatively sustainably financed markets such as Scandinavia, Australia, the United States, and top clubs in South America, as well as in the second divisions and competitions of major football markets.

THE THIRD TIER represents the majority of players, who are under constant pressure to extend their careers in professional football and face precarious employment conditions, including a large degree of personal and contractual abuse. As this report shows, these conditions can be found in large parts of Eastern Europe, Africa and some countries in South and Latin America.

Why this report?

Public perceptions of professional footballers are largely influenced by the image of players in the top leagues. While these players attract the highest exposure, they also represent the smallest segment within professional football. As a consequence, people often assume that the benefits enjoyed by these players are the norm for most footballers. But the vast majority of players are in the second and third tier where employment conditions are very different.

This report aims to provide a balanced and realistic overview of the conditions and experiences of players throughout the industry, where very little research has been undertaken until now. It looks beyond the bright lights of the top tier and reveals the realities of the working conditions experienced by the large majority of players.

The survey is based on anonymous feedback via questionnaires. However, given the sensitivity of some of the questions and the direct effect which open answers might have on the players, we can assume that in some cases the actual figures might even be higher than portrayed.

The top findings tell a compelling story about the realities of the large majority of professional players who are faced with uncertainty, modest pay and a remarkably short career.

For the first time, this report provides a holistic insight into the different worlds of professional football. It is the joint responsibility of player unions, clubs, leagues, federations and public policy makers to ensure, through effective regulation, that more players benefit from decent employment conditions at sustainably run clubs.

It looks beyond the bright lights of the top tier and reveals the realities of the working conditions experienced by the large majority of players.

The report is the largest data collection about working conditions in football ever produced and the first edition of a research series which will be repeated every few years. It provides a comprehensive and holistic understanding of the global football employment market, from the top leagues to the base of the professional pyramid. Its purpose is to create measurable and comparable evidence in order to:

Inform

the industry, public and policy makers with reliable data to better understand the specific nature of a career in professional football via first-hand feedback from the players

Protect

the rights of players as citizens and employees by raising awareness of their experiences

Improve

the labour conditions of professional players worldwide by providing a basis for decision making

Monitor

changes in employment conditions in the global football industry over time

Overview

9 TOP FINDINGS

1 GLOBAL ICONS AND MINIMUM WAGE WORKERS

Less than 2% of players earn more than 720.000 USD a year while over 45% earn less than 1.000 USD a month

2 (DIS)RESPECT OF CONTRACTS

41% of players experience delayed payments

3 A SHORT CAREER AND EVEN SHORTER CONTRACTS

The global average for a player's contract is less than two years

4 CAREER PATH INTERFERENCE

29% of transferred players are moved between clubs against their will

5 UNREGULATED WORKING CONDITIONS

The majority of players face precarious employment

6 ISOLATION FROM THE TEAM

22% of players are aware of forced training alone, used by some clubs to pressure players

7 ABUSE OF PLAYERS

9% players suffer from violence, 8% from discrimination, and 16% harassment

8 YOUNG PLAYERS NEED PROTECTION

Youngsters are the most vulnerable in the football economy

9 INTEGRITY AT RISK

On average, one player per line-up will be approached by match-fixers in his career

1 Top finding GLOBAL ICONS AND MINIMUM WAGE WORKERS

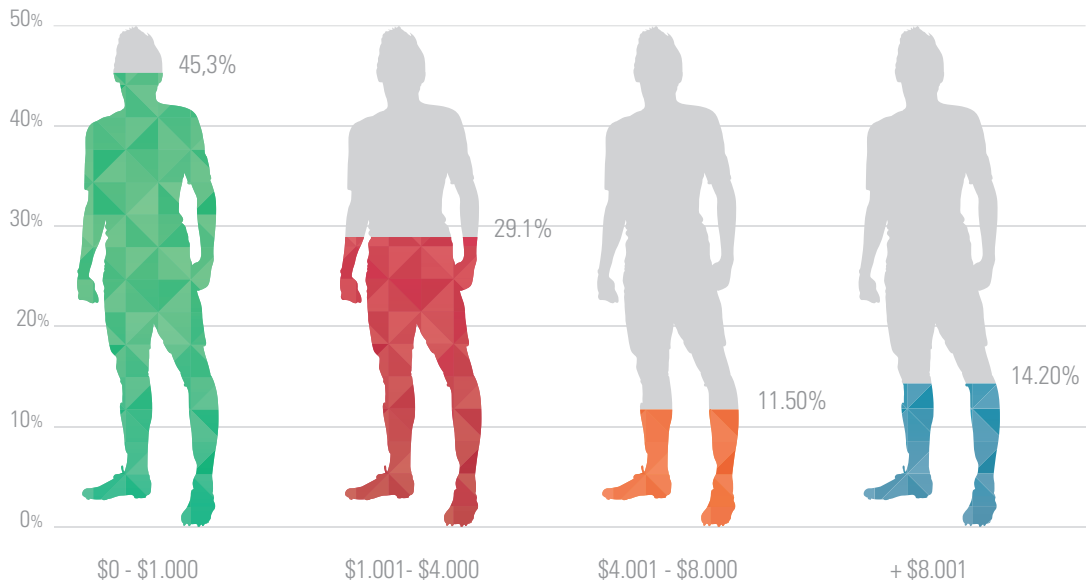
Less than 2% of players earn more than 720.000 USD a year while over 45% earn less than 1.000 USD a month

FOOTBALL IS MORE THAN JUST A SPORT. IT IS ALSO A SPECTACLE THAT ATTRACTS A WORLDWIDE AUDIENCE IN THE MILLIONS. THE FOOTBALL INDUSTRY IS A PEOPLE BUSINESS, DRIVEN BY THE SAME ECONOMIC FACTORS AS THE ENTERTAINMENT SECTOR. SUPPLY AND DEMAND ALLOW THE MOST TALENTED PLAYERS TO MAXIMISE THEIR REWARDS, WHILE THE MAJORITY OF PLAYERS COMPETE FOR A LIMITED NUMBER OF JOBS. THIS MAKES THEIR MARKET POSITION WEAK AND THEIR EMPLOYMENT CONDITIONS OFTEN PRECARIOUS.

In many countries the general economic climate also determines the potential for football's growth and professionalization, as well as the number of decently paying full-time jobs for players. Outside the top markets the financial models for the game are often fragile

and unsustainable. Players are usually the first to see the downside of "jackpot economics" and poor club management. The objective for all stakeholders must be to ensure that as many jobs as possible provide sustainable employment conditions

OUTSIDE THE GLOBAL ELITE, PLAYER SALARIES ARE MUCH LOWER THAN THE PUBLIC IMAGINES



PERCENTAGE OF PLAYERS RECEIVING MONTHLY SALARY

21% | OF PLAYERS EARNED LESS THAN 300USD NET PER MONTH

74% | MADE LESS THAN 4.000 USD NET PER MONTH

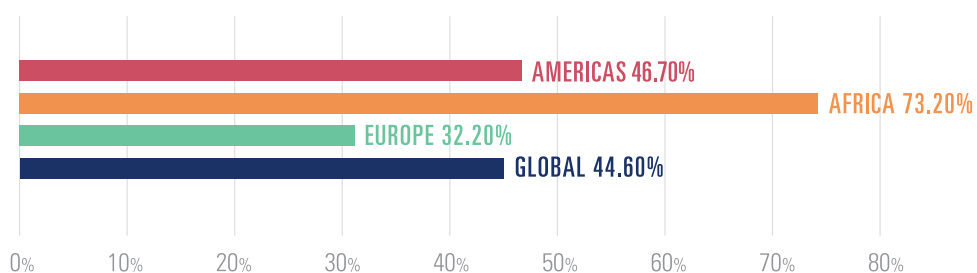
45% | MADE LESS THAN 1.000 USD NET PER MONTH

2% | EARNED ABOVE 720.000 USD NET A YEAR

The analysis of such numbers should obviously be viewed in the context of the general income and economic power of the country that a player plays in – 300 USD in the Congo is worth considerably more than the same amount in the United States. Yet, globally speaking, most players are far removed from an income that provides them with financial security for a lengthy period after professional football – many even struggle to make ends meet during their careers.

GLOBALLY, 45% OF PLAYERS EARN LESS THAN 1.000 USD A MONTH

This applies to 73% of players in Africa, 47% in South America and 32% in Europe



PERCENTAGE OF RESPONDENTS EARNING UNDER 1.000 USD A MONTH BY REGION

2 Top finding (DIS)RESPECT OF CONTRACTS

**41% of players experience
delayed payments**

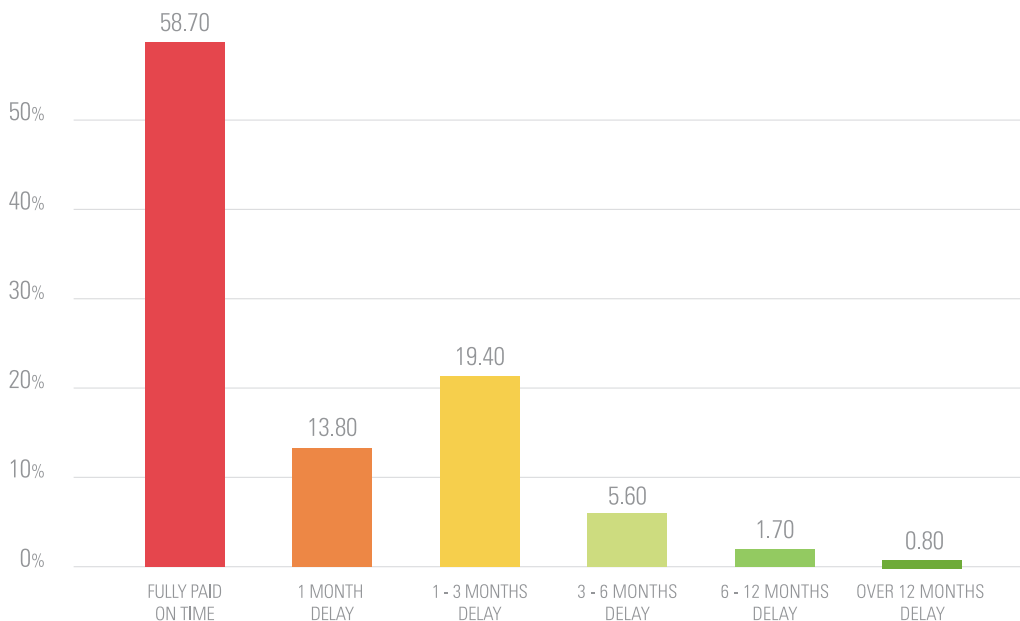
IN ADDITION TO LARGE INCOME DIFFERENCES, MANY PLAYERS ARE EXPOSED TO SIGNIFICANT, DELIBERATE AND ABUSE OF THEIR EMPLOYMENT RIGHTS AND CONTRACT BREACHES.

Football is facing a global epidemic of delayed payments of salaries and other remuneration. This is a global problem, which cannot be left unaddressed in any continent or region. Countries with less developed labour market standards – in football or overall – are more prone to non-payment.

This situation is compounded by weak regulatory standards within the industry, a lack of labour market oversight at national level, as well as the economic unsustainability of many clubs and leagues.

41% OF ALL PLAYERS REPORTED EXPERIENCING DELAYED SALARY PAYMENTS OVER THE PAST TWO SEASONS

Some of these delays last for very long periods of more than 3, 6 or even up to 12 months or longer.



PUNCTUALITY OF PAYMENT OVER THE LAST TWO SEASONS

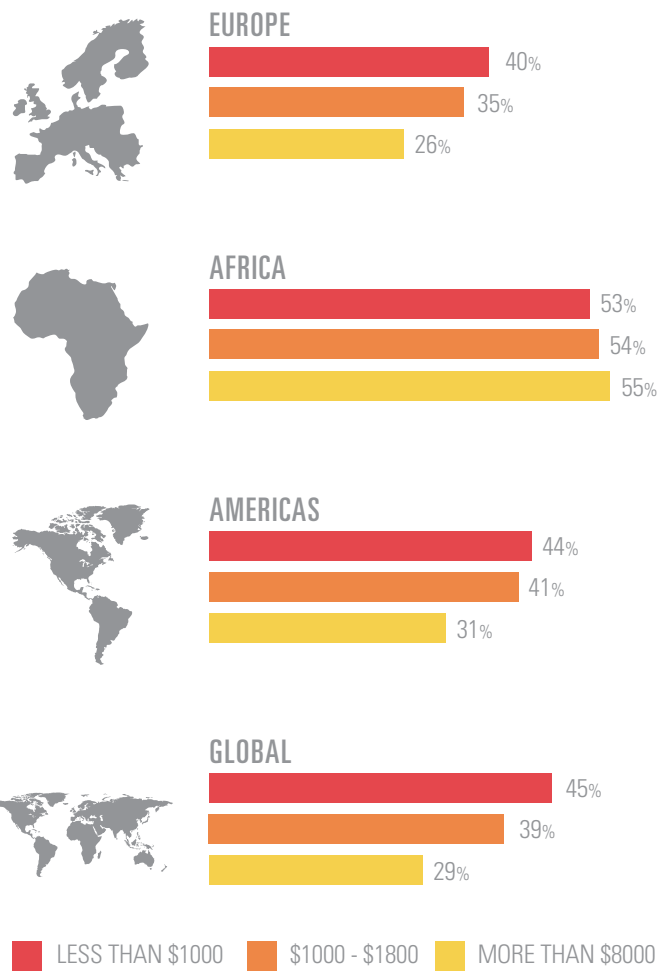
The likelihood of delayed salary payments varies significantly between regions:



TWO FACTORS THAT INCREASE THE RISK OF DELAYED PAYMENTS ARE LOW INCOME AND POOR CONTRACTUAL STANDARDS

Low income and delayed payments

In Europe and the Americas in particular, players in lower salary brackets were significantly more likely to experience payment delays, putting them at extra risk of financial hardship.

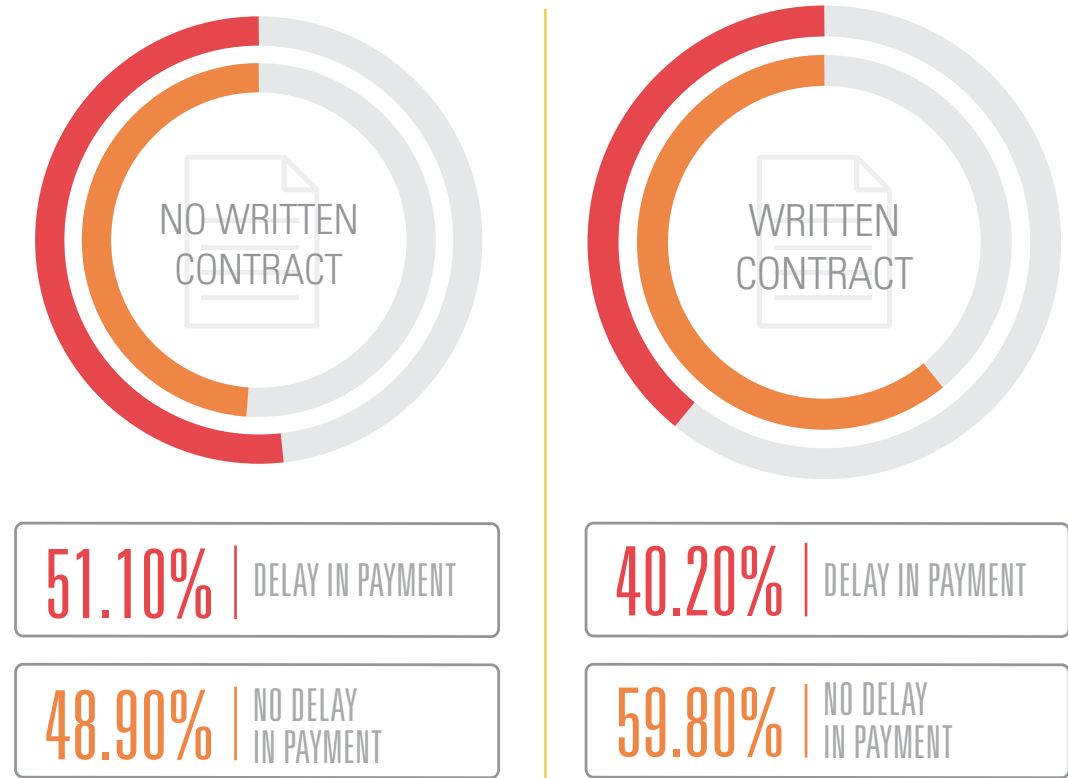


PAYMENT DELAYS AND WAGE LEVELS PER REGION

10 TOP FINDINGS

PLAYERS WITH A COPY OF THEIR CONTRACT HAD A 15% BETTER CHANCE OF BEING PAID ON TIME

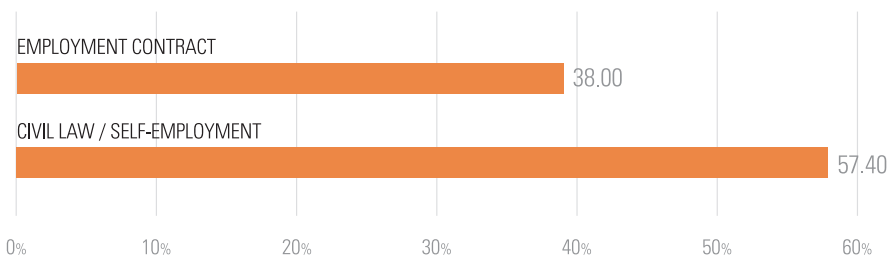
Having a written contract (as opposed to only a verbal agreement) improved the chances of timely payment.



PAYMENT DELAYS AND AVAILABILITY OF A WRITTEN CONTRACT

EMPLOYMENT CONTRACTS WERE 20% MORE LIKELY TO BE HONoured THAN CIVIL- OR SELF-EMPLOYMENT CONTRACTS

Civil law or self-employment contracts are largely an Eastern European phenomenon, a region with generally high rates of non-payment.



5 OF RESPONDENTS WHO EXPERIENCED A DELAY

PAYMENT DELAYS AND TYPE OF CLUB CONTRACT

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It's one of the best jobs in the world, but people should also know that it's difficult to reach a high level and only very few make it to the top.

Defender, Italy



3 Top finding A SHORT CAREER AND EVEN SHORTER CONTRACTS

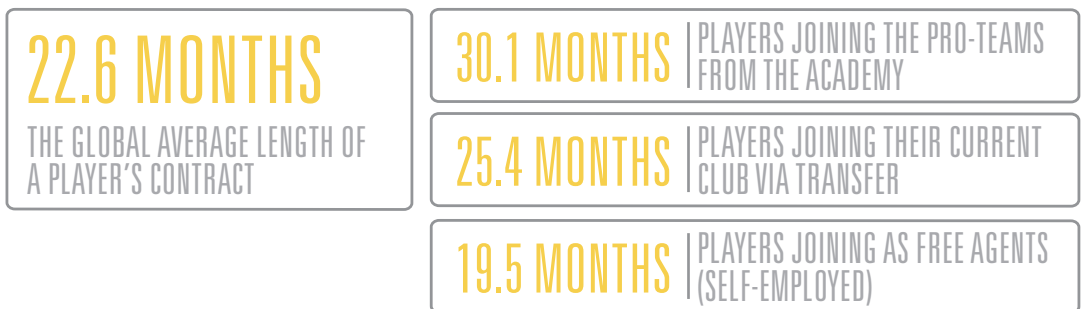
**Labour conditions at risk
under market pressure**

THE SIGNIFICANT DIFFICULTIES THAT PLAYERS FACE IN ENSURING THEIR EMPLOYMENT RIGHTS ARE RESPECTED ARE COMPOUNDED BY THE FACT THAT A PLAYER'S CAREER IS SHORT AND HIS CONTRACT IS SHORTER STILL. THE HIGH PRESSURE ON PLAYERS TO MAXIMIZE THEIR SHORT CAREER FORCES THEM TO ACCEPT NEW CONTRACTS AT THE EXPENSE OF POOR LABOUR CONDITIONS.

Unlike any other industry, the transfer system incentivizes clubs to consider players as both employees and assets. Clubs often seek to earn income by selling their assets before the expiry of the contract to gather a fee. The impact of this market structure strongly affects both the players who are subject to transfers and those who are not.

The majority of players face constant pressure to extend and maximize their careers, which demands a lot of sacrifices – education, personal abuse, delayed payments, etc. At the same time, this majority finds itself in a market position where many have to endure such experiences as alternative employment opportunities are rare and often give little hope for improved conditions.

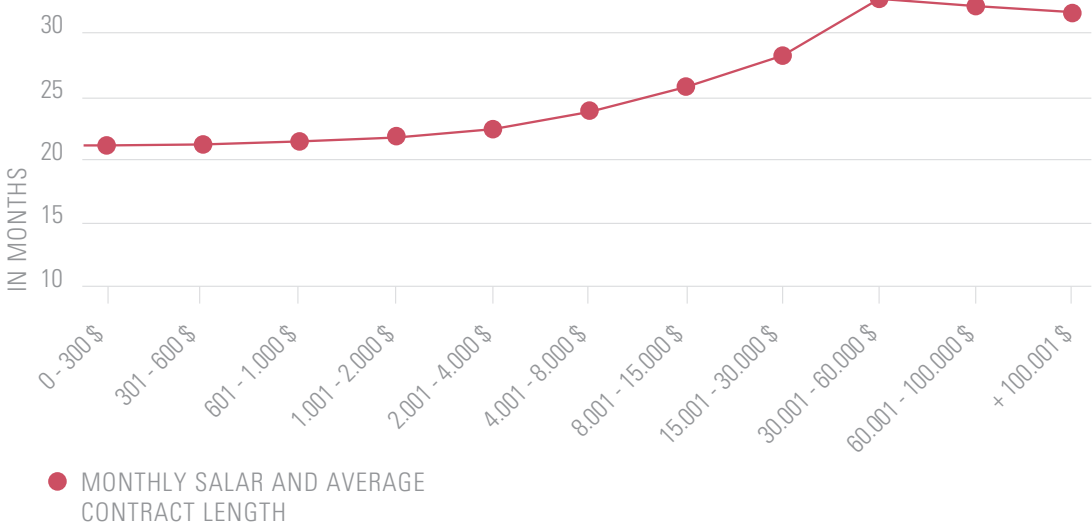
THE GLOBAL AVERAGE LENGTH OF A PLAYER'S CONTRACT IS 22.6 MONTHS



THE LOWER THE SALARY, THE SHORTER THE CONTRACT

The large majority of players at the low end of the income pyramid are under constant pressure to secure future employment. At the other end of the scale, the most

talented players are bound by longer contracts, limiting their opportunities to offer their services to other clubs

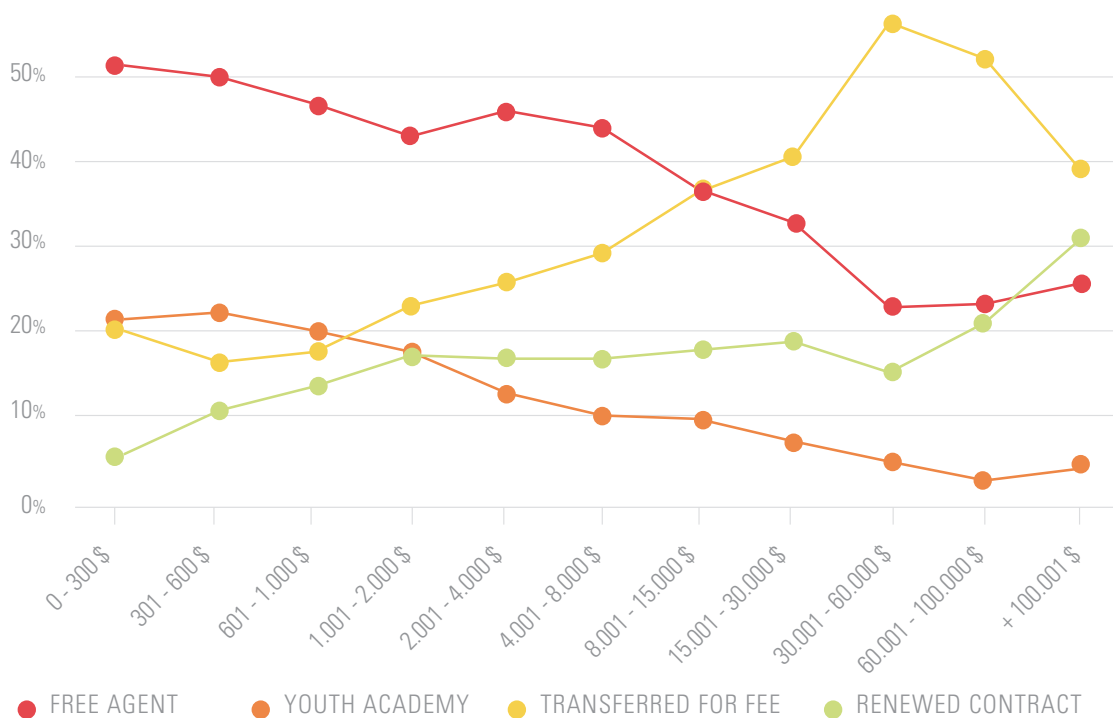


THERE IS A POSITIVE CORRELATION BETWEEN BEING TRANSFERRED FOR A FEE AND RECEIVING A HIGHER WAGE

Players commanding a transfer fee tend to be the most talented – talent for which clubs must pay by offering competitive wages and, at the same time, talent that is protected through longer contracts by current clubs as they seek to maximise their return on investment in a future transfer. However, most economic analysis argues that the current transfer system reduces wages

overall, suggesting that the limited number of potential employers puts negative pressure on salaries.

This finding also shows that the transfer market – with the limited redistributive benefits it provides – excludes those clubs offering lower wages

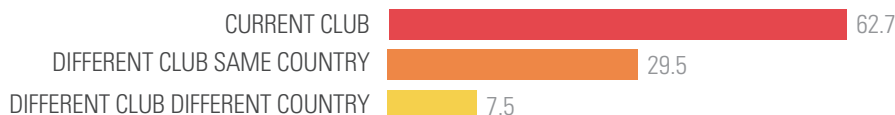


PERCENTAGE OF PLAYERS RECEIVING MONTHLY WAGE AND HOW THEY ENTERED INTO THEIR CONTRACT

63% OF PLAYERS EXPERIENCED A DELAY OF PAYMENT AT THEIR CURRENT CLUB – A SIGNAL OF THEIR WEAK MARKET POSITION

The vast majority of players endure non-payment for long periods and yet stay at the club – even when having a just cause to terminate their contracts. Reasons for this can vary: the weak market position of

the player, which provides him with no other options for employment, and a lack of trust in the judicial process for retrieving his owed remuneration, are only two common factors.



PLACE OF PAYMENT DELAYS

4

Top finding

CAREER PATH INTERFERENCE

29% of players are forced to change their clubs against their will

THE GENERALLY WEAK MARKET POSITION OF THE MAJORITY OF PLAYERS IS ALSO EXEMPLIFIED BY THE FACT THAT 29% OF PLAYERS ARE FORCED TO CHANGE THEIR CLUB AGAINST THEIR WILL, DESPITE HAVING AN ONGOING CONTRACT.

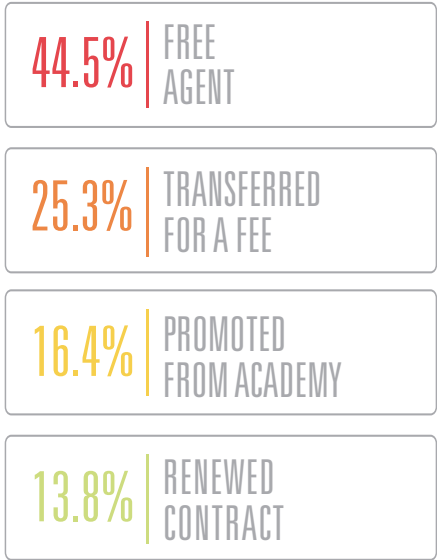
Freedom of movement is important for footballers and clubs alike. A short career, possibly ending tomorrow with the next injury, means that any player must seek to exploit his talents and physical skills as quickly as possible. At the same time, looking for short-term success, clubs are always out to strengthen their squad and access the talent pool.

While overall there is a lot of mobility, there is strong evidence that such movement is often not free. For many players the market powers are stacked against them – low pay, short career, short contracts, and a high probability of facing abuse and disrespect of contracts.

ROUGHLY 25% OF PLAYERS MOVE AFTER THE PAYMENT OF A TRANSFER FEE

This confirms other studies' findings that a sizable minority of players are subject to such payments. While a big share of low-income players is moving frequently as free agents, for others – especially young players –

different forms of compensation are usually payable. This includes FIFA's and domestic training compensation systems, as well as fees for agents or third party owners.



HOW DID YOU ENTER INTO YOUR CURRENT CONTRACT?

29% | PLAYERS TRANSFERRED FOR A FEE WHO WERE PRESSURED TO JOIN A CLUB AGAINST THEIR WISHES OR NOT OF THEIR CHOICE

This shows that the transfer system not only continues to limit employment opportunities for many players, but that a significant number are being sold to clubs they had no intention to play for.

Some countries findings were particularly striking:

- 82% of players in Serbia state that they were pressured into the transfer by agents or other third parties.
- In Kazakhstan, Switzerland, Denmark, Malta and Ecuador, more than 40% of players reported having been transferred against their interest.

70.8% | REQUESTED TO JOIN CURRENT CLUB

19.0% | REQUESTED TO JOIN DIFFERENT CLUB

6.6% | PREVIOUS CLUB PRESSURISED ME TO TRANSFER

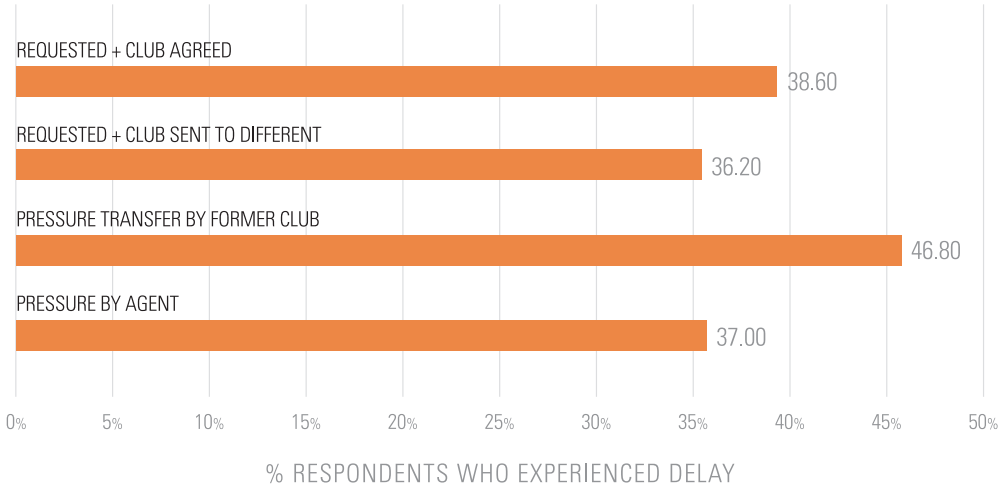
3.6% | AGENT/3RD PARTY PRESSURISED ME TO TRANSFER



REASONS FOR CLUB TRANSFER

47% OF PLAYERS WHO WERE PRESSURED INTO A TRANSFER BY THEIR FORMER CLUB ALSO REPORTED EXPERIENCES OF DELAYED PAYMENT

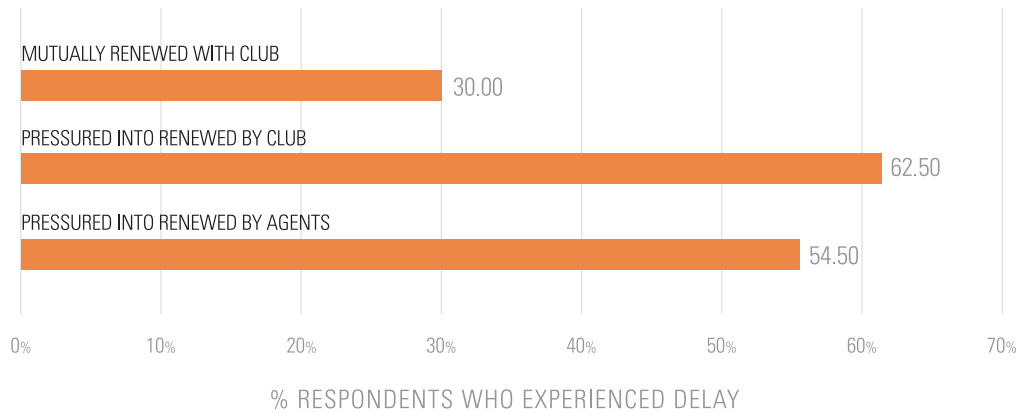
Not only are players made to move against their will, but many end up with clubs that do not respect their contractual obligations.



PAYMENT DELAYS AND CONTRACTING VIA TRANSFER

62.5% OF PLAYERS WHO WERE FORCED INTO RENEWING THE CONTRACT WITH THEIR CLUB EXPERIENCED DELAYED PAYMENT

Those who mutually agreed a renewed contract had a lower risk of not receiving due payments (30%).



PAYMENT DELAYS AND CONTRACT RENEWAL

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**There are a lot of
lies in football.
A lot of promises
about contracts
and salaries don't
come true.**

Defender, Ireland



5

Top finding

UNREGULATED WORKING CONDITIONS

Many players face precarious and unregulated employment

THE WORK OF PLAYER UNIONS AND OVERALL PROFESSIONALIZATION OF THE GAME HAVE LED TO SIGNIFICANT IMPROVEMENTS IN CONTRACTUAL STANDARDS IN MANY COUNTRIES. HOWEVER, MANY POOR QUALITY CONTRACTS ARE STILL BEING USED IN LARGE PARTS OF THE INDUSTRY AND FOR MANY PLAYERS THE MOST BASIC CONDITIONS OF EMPLOYMENT ARE NOT FULFILLED. IN PARTICULAR, DEVELOPING FOOTBALLING COUNTRIES IN AFRICA, THE AMERICAS AND EASTERN EUROPE REQUIRE AN URGENT IMPROVEMENT IN BASIC EMPLOYMENT STANDARDS.

In some countries, secondary contracts which usually cover remuneration for the use of image rights are frequently used by clubs and players. Given the market value of domestic competitions and the marketing potential of players, many of these contracts appear to

be misused, for example as a means to decrease social security or tax payments. Such contracts are also significantly harder for a player to enforce in a court in case of a dispute with their club.

ON AVERAGE, 8% OF PLAYERS DO NOT HAVE A WRITTEN CONTRACT WITH THEIR CLUB

The data highlights significant regional differences:



Having a written contract and being able to personally access it are the most basic requirements for any employee. Players without such a protection are easily

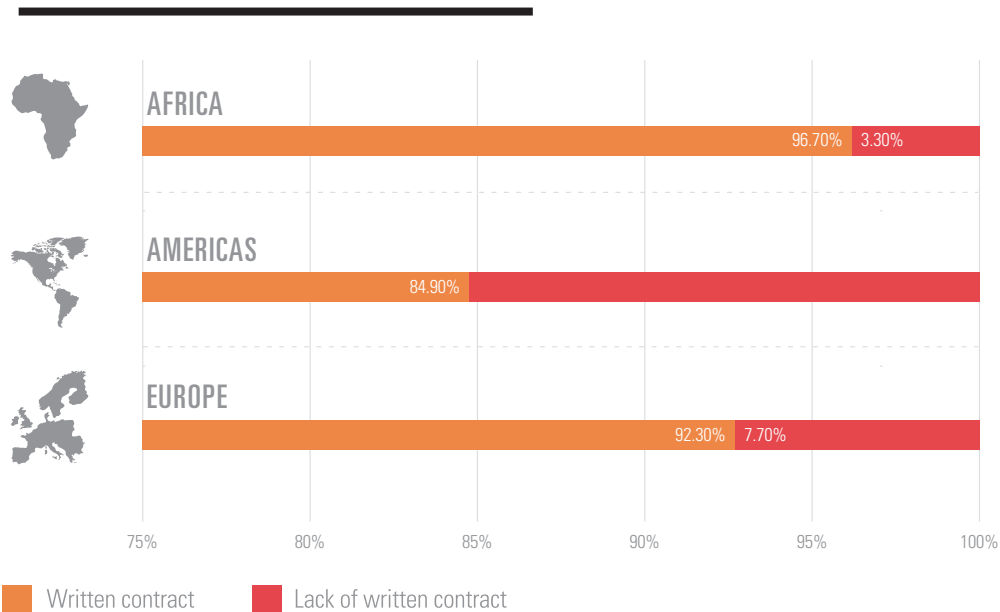
taken advantage of and will have no chance of enforcing their rights in a dispute.

92% | DO HAVE A WRITTEN CONTRACT

8% | DID NOT HAVE A WRITTEN CONTRACT



AVAILABILITY OF A WRITTEN CONTRACT



AVAILABILITY OF A WRITTEN CONTRACT PER REGION

CIVIL LAW CONTRACTS WERE PROVEN BY THIS STUDY TO BE PRIMARILY AN EASTERN EUROPEAN PHENOMENON WITH THE GLOBAL AVERAGE OF SUCH CONTRACTS STANDING AT 9%

Of the 10 countries around the world with significant shares of civil contracts, seven are in Eastern Europe. Players in these countries are not only deprived of workers’ protections under labour laws but also

significantly more likely to face other forms of problems such as breaches of contracts through e.g. delayed payments.

1	CROATIA	94.00%	6	TUNISIA	55.60%
2	CZECH REPUBLIC	93.50%	7	ICELAND	40.20%
3	TURKEY	78.00%	8	POLAND	37.60%
4	SLOVENIA	72.50%	9	UKRAINE	35.10%
5	ROMANIA	59.90%	10	CONGO	18.20%

PREVALENCE OF CIVIL LAW OR SELF-EMPLOYMENT CONTRACTS BY COUNTRY

CLUBS OFTEN USE SECONDARY OR IMAGE RIGHTS' CONTRACTS TO SAVE ON INCOME TAX, NATIONAL INSURANCE AND CIRCUMVENT LABOUR STANDARDS OR MINIMUM REQUIREMENTS WITHIN THE FOOTBALL INDUSTRY

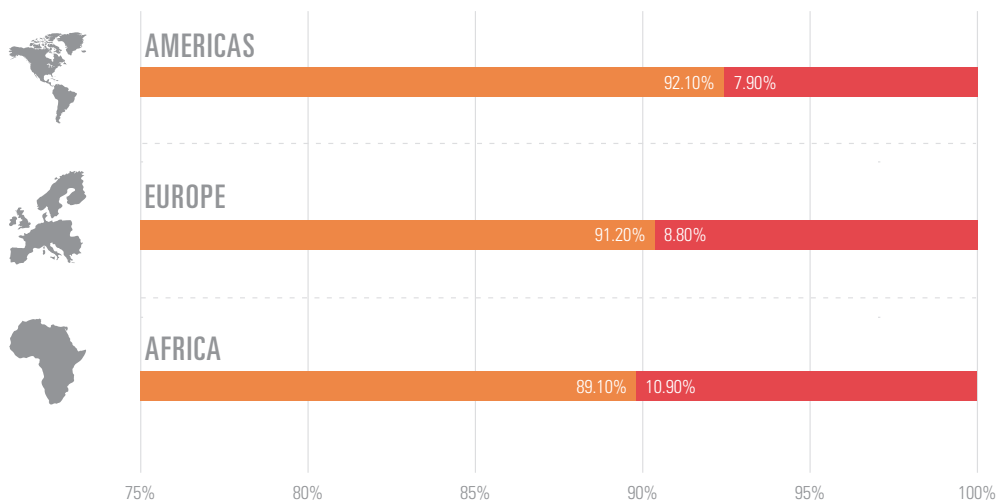
Few players possess an intellectual property value justifying a separate contract for its use by the club. For most players, the use of image rights' payments is a means for clubs to circumvent legal protections and reduce employment costs.

Secondary contracts allow clubs to separate payments to players for playing football under their employment contracts, from payments to a secondary company for the use of the player's image rights. The image rights' payments are not treated as salary, therefore subject to lower tax and exempt the club and player from social security contributions. At the same time such payments

are much more difficult for a player to enforce in an employment dispute or in case of insolvency.

The proportion of players receiving remuneration via secondary payments is as follows:

- Africa: nearly 11%,
- Europe: almost 9%
- Americas: 8%.
- Some of the highest shares nationally were in Cyprus (50.5%), Poland (34%), FYROM (26%) and Zimbabwe (30%).



■ REMUNERATION FROM SECOND CONTRACT
 ■ NO REMUNERATION FOR SECOND CONTRACT

REMUNERATION FROM SECOND CONTRACT PER REGION

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There is no stability. You have one, two, three-year contracts your whole career so you're always looking over your shoulder thinking, where am I going next?

Defender, New Zealand

6

Top finding

ISOLATION FROM THE TEAM

22% of players are aware of forced training alone, used by some clubs to pressure players

ABUSIVE PRACTICES TO PRESSURE PLAYERS TO ACT IN THE INTEREST OF THE CLUB AND AGAINST THEIR OWN WILL ARE RELATIVELY COMMON. FORCED AND PUNITIVE TRAINING IN ISOLATION IS A TACTIC EMPLOYED IN PARTS OF THE FOOTBALL WORLD TO FORCE A PLAYER INTO EITHER ENDING, SIGNING OR CHANGING A CONTRACT OR AGREEING TO A TRANSFER. FORCED TRAINING ALONE IS OF COURSE DIFFERENT TO INDIVIDUAL TRAINING FOR LEGITIMATE MEDICAL OR REHABILITATION REASONS.

One of the main reasons why clubs resort to such tactics is down to the phenomenon of “jackpot economics”, whereby clubs commit to contracts and speculate on future revenue (e.g. through qualification to international competitions); if the income fails to

materialize, they pressure players to try to decrease their expenditure. This explains why, up to a certain extent, that the higher a player’s salary, the more likely he is to find himself training alone if things go wrong for the club.

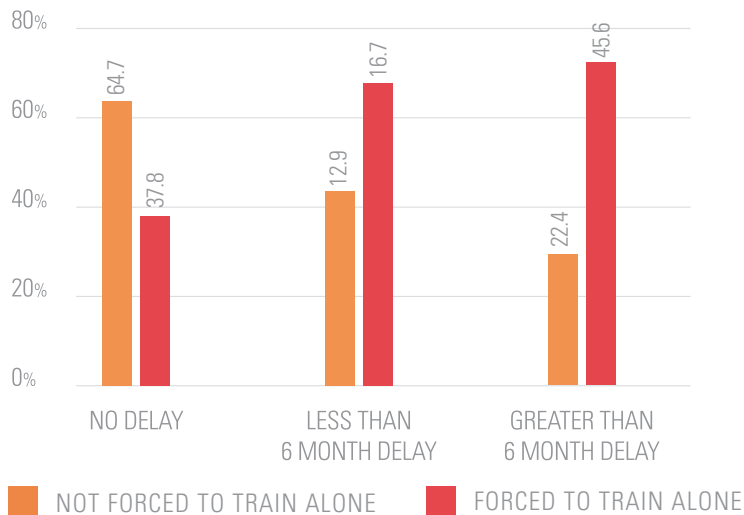
OVERALL 22% OF PLAYERS ARE AWARE OF THE PRACTICE OF ISOLATED TRAINING

- 6.2% have personally been a victim of isolated training, with foreign players twice as likely to be victimised compared with the global average
- 63% of those forced to train alone reported that the club wanted them to end their contract
- 22% were pressured to sign a new contract
- The rest reported pressure to agree to a transfer.



HAVE YOU OR YOUR TEAMMATES BEEN FORCED TO TRAIN ALONE FOR REASONS OTHER THAN INJURY?

69% OF PLAYERS FORCED TO TRAIN ALONE ALSO REPORTED HAVING EXPERIENCED DELAYS OF PAYMENT

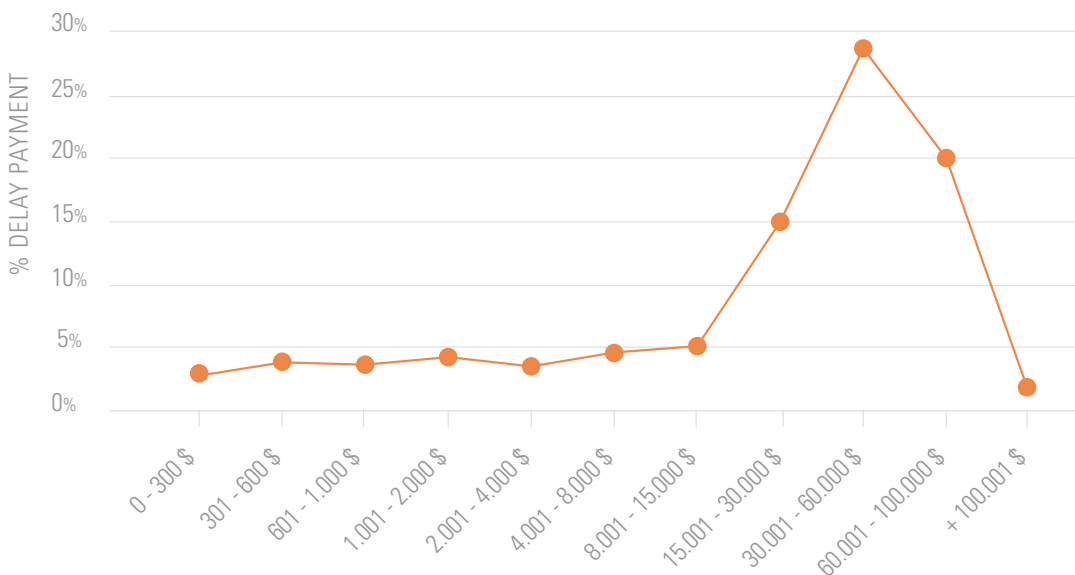


PAYMENT DELAYS AND TRAINING ALONE

THE LIKELIHOOD OF BEING FORCED TO TRAIN ALONE INCREASES DRASTICALLY WITH HIGHER SALARIES

Interestingly, players in the higher – but not the highest – wage brackets were significantly more likely to experience being forced to train alone, adding weight

to the anecdotal evidence that clubs employ this tactic to cut contracts and wage costs for economic reasons.



% OF PLAYERS FORCED TO TRAIN ALONE TO REQUEST TRANSFER/END CONTRACT

7

Top finding

ABUSE OF PLAYERS

Large numbers of players suffer from discrimination, violence and harassment

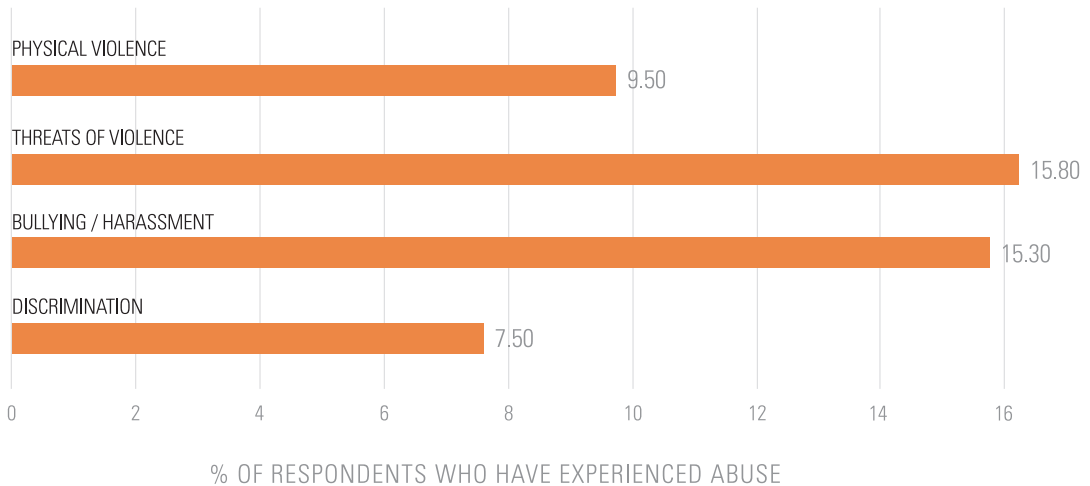
THE STADIUM ATMOSPHERE, PUBLIC ATTENTION AND CULTURAL IMPORTANCE OF FOOTBALL ARE AMONG THE FACTORS WHICH MAKE PLAYING PROFESSIONAL FOOTBALL A VERY SPECIAL JOB. BUT THE POSITIVE SIDES OF THE GAME ALSO COME AT A PRICE - THE PRESSURE OF PERFORMING YOUR WORK EVERY WEEK IN A VERY STRESSFUL, OFTEN HOSTILE AND SOMETIMES VIOLENT ENVIRONMENT IS OFTEN OVERLOOKED. THIS STUDY SURVEYED DIFFERENT FORMS OF ABUSE AND THEIR PERPETRATORS, SUGGESTING WIDE-SPREAD PROBLEMS AMONG PLAYERS THEMSELVES, BETWEEN FANS AND PLAYERS, AS WELL AS ABUSE FROM MANAGEMENT TOWARDS PLAYERS.

Stories of physical and psychological abuse of players are commonplace, yet this survey has for the first time gathered global data on the extent to which this takes

place. Comparison to similar surveys in other industries shows that footballers are five times more likely to experience violence at work.

ALMOST ONE IN TEN PLAYERS REPORTED PERSONALLY HAVING BEEN A VICTIM OF VIOLENCE

- Almost 10% of players experienced physical violence
- Almost 16% have received threats of violence
- 15% were victims of bullying or harassment
- 7.5% faced discrimination based on ethnicity, sexuality or religious beliefs.

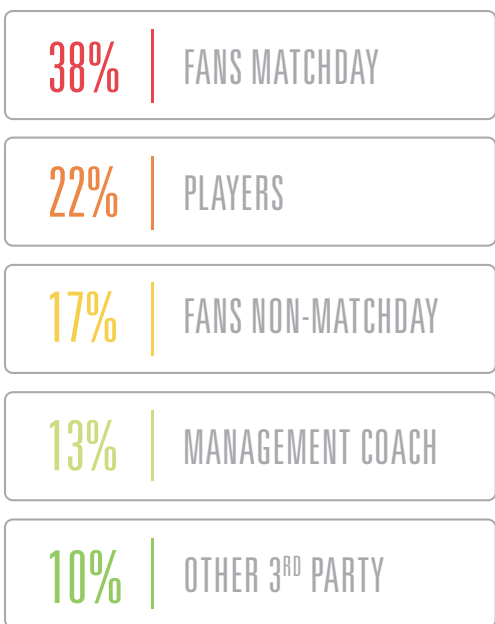


EXPERIENCES OF VIOLENCE, HARASSMENT AND DISCRIMINATION

FANS ARE THE MAIN PERPETRATORS OF VIOLENCE

Fans were responsible for 55% of violent acts against players. In 22% of cases, other players are the perpetrators (normal physical contact during a game was explicitly excluded) and in 23% of cases the club

management, coaching staff or third parties acting allegedly on behalf of the club were responsible for violent acts against the players.

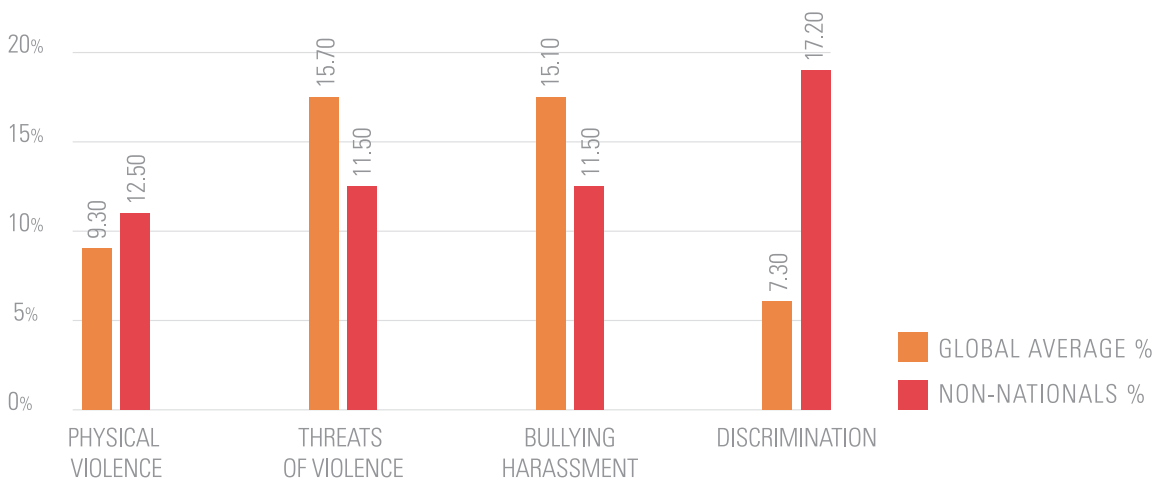


THE PERPETRATORS OF PHYSICAL VIOLENCE

RACISM, XENOPHOBIA AND OTHER FORMS OF DISCRIMINATION CONTINUE TO BE OF SIGNIFICANT CONCERN

Foreigners were more than twice as likely to experience discrimination (17%) than domestic players and were

also more likely to be victims of physical violence, suggesting continued high levels of racism in the game.



NATIONALS AND NON-NATIONALS: EXPERIENCES OF ABUSE

8

Top finding

YOUNG PLAYERS NEED PROTECTION

Youngsters are the most vulnerable in the football economy

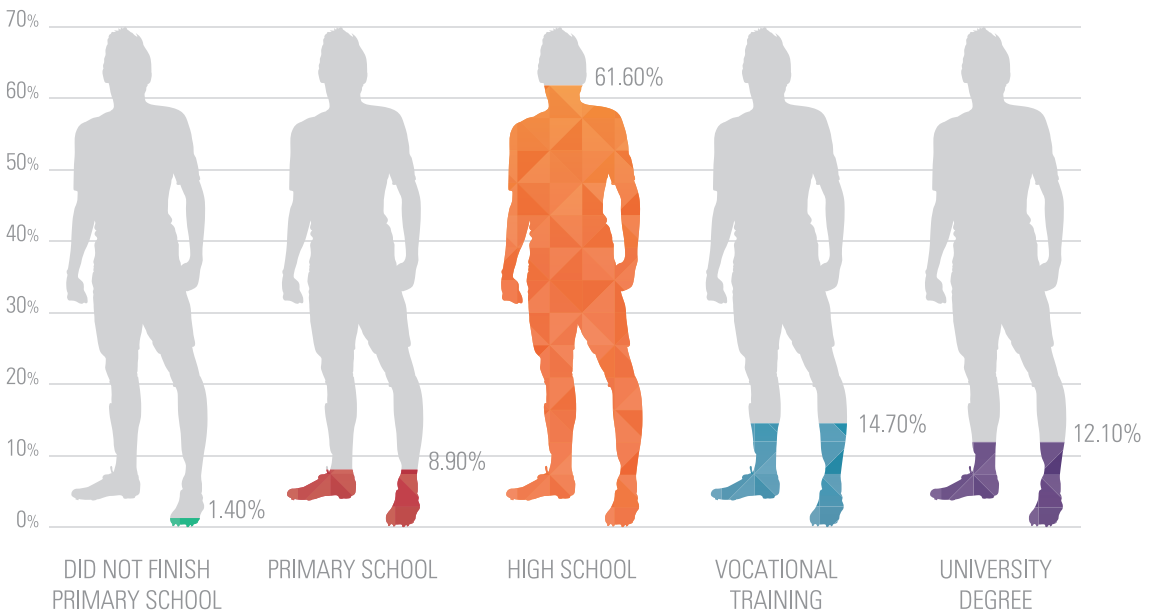
THE FINDINGS OF THIS REPORT SUGGEST THAT IN A VARIETY OF WAYS THE YOUNGEST PLAYERS (IDENTIFIED IN THE TWO LOWEST AGE GROUPS MEASURED, UNDER-18 AND 18-23) FACE THE SAME AND, IN SOME AREAS, EVEN WORSE ADVERSE EFFECTS THAN OLDER PLAYERS. AT THE SAME TIME, THE VAST MAJORITY OF YOUNG AND MINOR PLAYERS SACRIFICE THEIR TERTIARY OR EVEN THEIR SECONDARY EDUCATION TO PURSUE THEIR DREAM OF BECOMING A FOOTBALLER.

THE MATCH AND COMPETITION CALENDAR ALSO POSE SIGNIFICANT CHALLENGES FOR YOUNG TALENTS. HOWEVER, ONLY A SMALL MINORITY SUCCEED IN THEIR AMBITIONS AND ARE OFTEN ILL-EQUIPPED FOR A CAREER OUTSIDE OF FOOTBALL.

ALMOST 72% OF THOSE QUESTIONED HAD NOT COMPLETED EDUCATION BEYOND HIGH-SCHOOL, WITH 10% NOT EVEN STAYING IN EDUCATION BEYOND PRIMARY SCHOOL

Given the severe employment risks described in this report, missing out on their education is an enormous risk for the long-term professional development of players. For many this decision never pays off.

That those surveyed had at least made it into the professional game must also be taken into account; a huge number of aspiring players making similar sacrifices never make the grade in professional football.



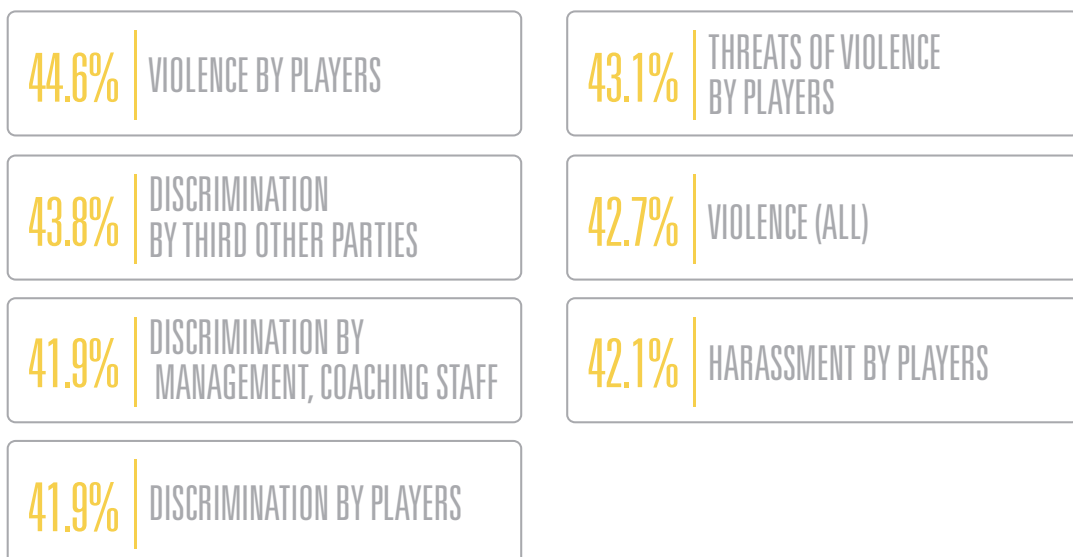
EDUCATION DEMOGRAPHICS

PLAYERS UNDER 24 WERE AT PARTICULAR RISK OF PERSONAL ABUSE SUCH AS VIOLENCE AND DISCRIMINATION

In the first few years of their professional career, young players had already been exposed to the same frequency of such misconduct as other players in the survey. This suggests that young players are either a particular target or that the overall rate of such behaviour has increased in recent years – both being an equal concern.

The survey questioned players about their experiences throughout their career. If a player's risk of being

the victim of violence is constant, then the longer a player's career, the greater the likelihood of them being a victim. If the risk was constant then we would expect younger players to report fewer incidents of violence than players at the end of their career. We consider it probable, therefore, that younger players are significantly more at risk than older players when it comes to violence



INCREASED RISKS FOR YOUNGER PLAYERS

In addition, the report confirms the anecdotal evidence that young players often 'run' harder than older players. Players promoted from youth academies lacked access

to higher levels of paid annual leave, compared to players who joined their club via a transfer or had their contracts renewed.

Top finding

9 INTEGRITY AT RISK

On average one player per line-up will be approached by match-fixers in his career

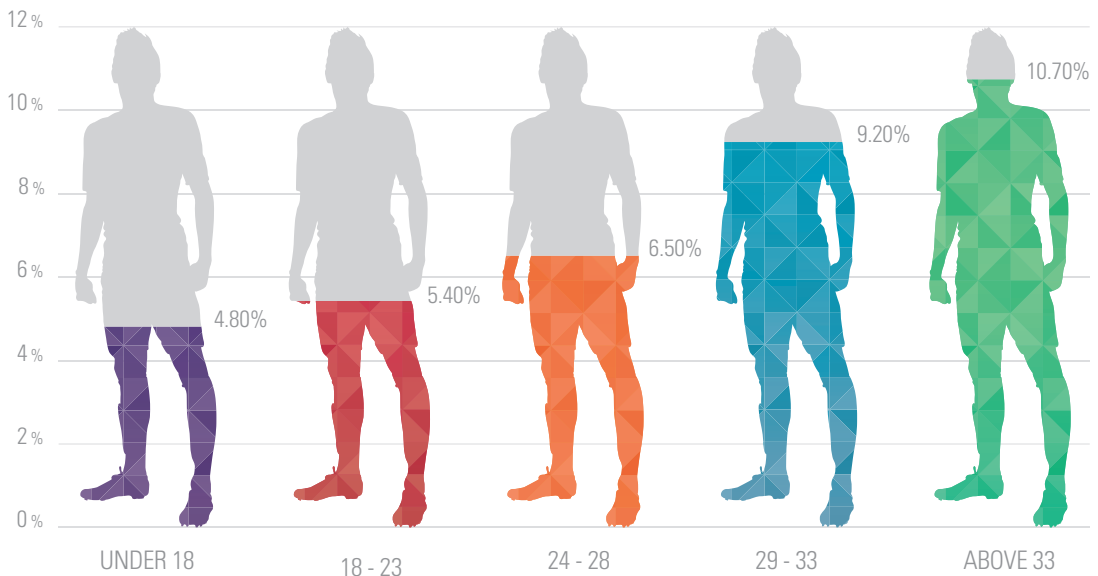
INTEGRITY REMAINS A KEY ISSUE IN PROFESSIONAL FOOTBALL. DESPITE ATTRACTING LESS PUBLIC ATTENTION IN RECENT YEARS COMPARED WITH OTHER FORMS OF FOOTBALL CORRUPTION, MATCH-FIXING CONTINUES TO BE AN IMMINENT THREAT TO THE GAME AND TO PLAYERS. THE STUDY PRESENTS A FIRST GLOBAL STUDY INTO THE EXTENT TO WHICH PLAYERS ARE BEING APPROACHED BY MATCH-FIXERS AND IS BACKED UP BY PREVIOUS FINDINGS IN FIFPRO'S 2012 BLACK BOOK EASTERN EUROPE.

For years, expert opinions and whistle-blowers have shown how criminal match-fixers strategically target players, referees and other officials who are more easily corrupted for personal reasons. The

key incentive is financial desperation. This report confirms that match-fixing is still happening and that to prevent it, football must do more to protect the key protagonists in the game.

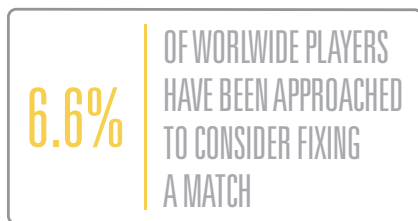
BY THE END OF HIS PLAYING CAREER, A FOOTBALLER ABOVE THE AGE OF 33 HAS AN ALMOST 11% CHANCE OF HAVING BEEN APPROACHED AT LEAST ONCE BY MATCH-FIXERS

11% | THE LIKELIHOOD OF BEING APPROACHED AT LEAST ONCE DURING THE COURSE OF YOUR CAREER TO FIX A MATCH



PERCENTAGE OF MATCH FIXING APPROACHES BY AGE OF RESPONDENT

HAVE YOU EVER BEEN APPROACHED TO CONSIDER FIXING A MATCH?

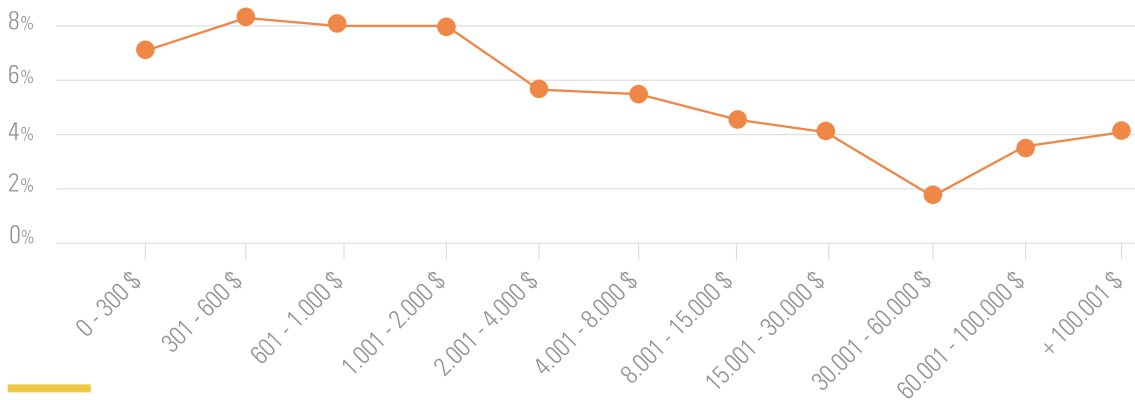


ARE YOU AWARE OF ANY MATCH FIXING THAT TOOK PLACE IN THEIR LEAGUE?



MATCH-FIXING APPROACHES AND AWARENESS: OVERALL AND BY REGION

PLAYERS IN LOWER INCOME BRACKETS WERE TWICE OR THREE TIMES MORE LIKELY TO BE APPROACHED BY MATCH FIXERS.

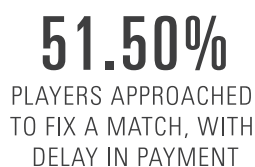
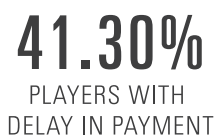


PERCENTAGE OF PLAYERS REPORTING MATCH FIXING APPROACH BY SALARY

PLAYERS WHO HAD BEEN SUFFERING FROM DELAYED SALARY PAYMENTS WERE SIGNIFICANTLY MORE LIKELY TO BE TARGETED AS WELL

This correlation grew even further the longer the delay in payment endured.

DELAYED PAYMENTS AND PLAYERS APPROACHED TO FIX A MATCH



MATCH-FIXING APPROACHES AND DELAY IN SALARY PAYMENT

Top findings

CONCLUSIONS/ RECOMMENDATIONS

Decent employment conditions for players fuel the overall positive development of both club and national team football. It must be a core objective of the industry to improve the working conditions of the large majority of footballers. It must also be a core objective to create as many quality jobs as possible for players and move them from the third into the second tier.

Factors to improve employment conditions in football include:

- Stronger minimum employment and arbitration standards
- Better and greatly reformed international regulation of transfer and transfer-related activities
- Strengthening of collective bargaining as a core component of football governance
- Increased economic sustainability, innovation and better management standards
- Tackling the social and criminal risks faced by football and its players.

All professional football stakeholders, FIFA under its new leadership, the confederations, FAs as well as public policy makers and legislators must act together and with decisiveness in the interest of the world's game and its players.

1 | STRONGER MINIMUM EMPLOYMENT AND LEGAL STANDARDS

This study leaves no doubts about the need for stronger and more ambitious regulatory frameworks for better employment conditions and stronger protection for players (and clubs).

While new approaches responding to industry developments are required, some mechanisms are already in place and simply require more vigorous efforts to implement and enforce them.

These include:

- Global implementation of minimum requirements for standard player contracts as agreed by European social partners, UEFA and FIFA
- Improved arbitration at national (NDRCs) and international level, which ensures swift recourse to justice
- Club licensing systems, which must properly address employment standards on many levels
- Labour laws at national and supranational level, which must be more consistently applied to professional football

2 | BETTER INTERNATIONAL REGULATIONS

The regulations and operation of the transfer system and related activities such as agents must also be thoroughly reviewed and fundamentally reformed.

This survey confirms the failure of market regulations in football to achieve their core stated objectives of ensuring respect of contracts and fairly balancing the interests of clubs and players.

A reform of the regulations on transfers of players must, at the very least, provide stronger protections of players against material breaches of contracts by clubs such as: shorter and proportionate periods of overdue payment justifying a termination, prohibitions of abusive practices such as forced training alone and stronger deterrents for actions in bad faith. The overall impact of transfers on the employment market and interference with the career path of a player must be addressed.

Via a new industry agreement, the global reach and enforceability of such regulations must be put to better use to ensure that players are paid and employment conditions performed with mutual respect.

LLIS AN A GAME GRESSIVE REFORMS



3 | DEMOCRATIC INDUSTRY GOVERNANCE

There is no denying that football today is an industry. The challenge of adapting all levels of governance at club, league, FA and overall industry levels, while protecting and strengthening the essence of the game, is football's supreme challenge.

Collective bargaining between employers and players as a requirement of decent governance must be universally accepted and integrated into all relevant decision making structures. Shared responsibility and the democratic checks and balances of institutionalised collective bargaining helps redefine the governance of football. In many cases it has served as vehicle for stability, growth and innovation.

4 | SOLUTIONS FOR IMPROVED ECONOMIC CONDITIONS

Football has enjoyed continuous economic growth, even throughout the financial crisis and still provides the biggest employer in sport. Yet, the financial growth is clustered around a select few markets and clubs. Therefore, employment conditions have substantially improved only for few players – mostly at the top of the game.

At the same time football is continuously driven by "jackpot economics" as the incentives for growth are speculative and therefore management and investment not sustainable.

- Professional football needs to address its financial redistribution structures to ensure a greater share of countries, clubs and players benefit from its growth
- In parallel, more responsibility needs to be established in club management, more decency ensured in ownership and less speculative investment incentivised
- The perceived financial dependency on the volatile transfer market, as a source of revenue for clubs, has to be addressed as it is harmful to employment and unsustainable

- New opportunities of growth for different countries and conditions need to be explored to allow a broader growth and more even pyramid of professional football.

5 | TACKLING CRIMINAL AND SOCIAL RISKS

This report also uncovered and reconfirmed various prevailing social and criminal risks effecting football – match-fixing, violence, discrimination, protection of minors and career support for players transitioning in and out of the game.

All parties need to embark on new efforts to tackle these issues in cooperation with governments and civil society.

A football club and stadium remain the work place of players and their safety in this environment must be guaranteed.

- The threat of match-fixing is current and continuous efforts are needed to combat it. Preventing match-fixing starts with players enjoying decent employment conditions
- More advanced international and national standards for protection of the personal, educational and professional development of minors and young players, which complement current existing regulations, must be established
- The findings on violence, discrimination and harassment are severe and show that an urgent response is required from club managements, fans and players.

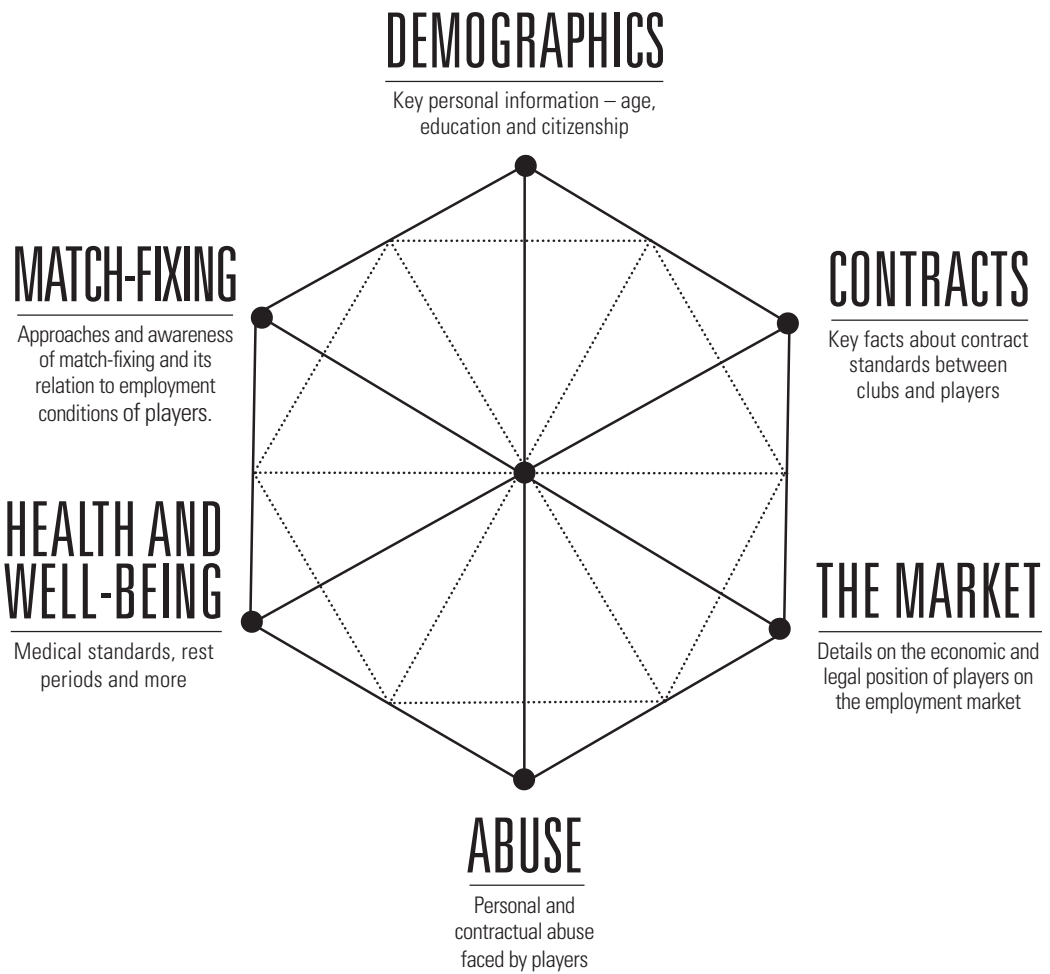
Based on these findings FIFPro will approach and work with all relevant institutions and stakeholders in and around football to find solutions to all the problems unearthed by this study. We will continue to bring evidence to the forefront of decision making to ensure that step by step, more and more footballers can enjoy decent, just and fair conditions of work when pursuing their profession and bringing life to the beautiful game.

Top findings

ABOUT THE SURVEY

The 2016 FIFPro Football Employment Report is the world’s most comprehensive survey of its kind. It builds on the success of the FIFPro Black Book Eastern Europe and a similar survey conducted by FIFPro Division Asia in 2015. The 2016 FIFPro Football Employment Report is based on a 23-question survey jointly developed by FIFPro and the University of Manchester. The survey was conducted during the first half of 2016 by the FIFPro unions with their member players around the world. The responses were analysed by the University of Manchester.

THE SURVEY COVERS SIX KEY AREAS:



54 | PARTICIPATED UNIONS

87 | LEAGUES

13.876 | QUESTIONNAIRES

UNIVERSITY OF MANCHESTER

The analysis of the responses by the University of Manchester sought to identify global trends, regional and national phenomena, as well as particularities in the employment market for professional footballers, vis-à-vis workers in other sectors.

Cross tabulations, comparing results of two or more questions, can lead to a deeper understanding of the prevalence of certain phenomena as regards, for example, certain age groups, national or international players, or, more broadly, how results relate to each other. As this survey is intended to be the first of a series, its findings will provide a baseline for future comparison and measurement of specific areas.



The University of Manchester

MARKETS COVERED BY THE REPORT

The report covers the member markets of player unions in Africa, the Americas and Europe: Austria, Bolivia, Botswana, Brazil, Bulgaria, Cameroon, Congo, Costa Rica, Croatia, Cyprus, Czech Republic, Denmark, Ecuador, Egypt, Finland, France, FYROM (Macedonia), Gabon, Georgia, Ghana, Greece, Guatemala, Hungary, Iceland, Ireland, Israel, Italy, Ivory Coast, Kazakhstan, Kenya, Malta, Montenegro, Morocco, Namibia, Norway, Paraguay, Peru, Poland, Romania, Russia, Scotland, Serbia, Slovenia, South Africa, Sweden, Switzerland, Tunisia, Turkey, Ukraine, Uruguay, USA, Venezuela, Zimbabwe.

As FIFPro Asia conducted a similar regional report in 2015, the results were used for global comparisons in some areas of this report but are not integrated in their entirety due to methodological differences. The full data is available in a separate section of the report.

The report does not cover England, Spain and Germany. While data from these markets would have certainly been interesting, it would have had only a minimum impact on the report's focus, in revealing the working conditions of the large majority of professional players represented by the second and third tier of the global employment market.

The women's game continues to make great strides in terms of participation, attracting crowds and revenues in some countries. Yet the economic and development gap between male and female football is still a reality of today's game, which makes it difficult to compare these two markets. FIFPro will be conducting a separate survey on professional women's football.







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