



**UEFA**

## **Background Guide**

**Agenda 1: Rewriting the Financial Fair Play with an  
Emphasis on the Laws Around Club Sponsorship**

**Agenda 2: Creating a Roadmap to Achieve Gender  
and Racial Quality within the Conference**

**PWWS MUN**

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# Message from the Executive Board

Respected delegates,

I welcome you to the simulation of UEFA at the tenth edition of the PWSMUN. As most of you would know, there are two incredibly pressing agendas that will be discussed in this committee:

- Agenda A: Reviewing the active effectiveness and discussing possible transfer amendments to current FFP and transfer rules.
- Agenda B: Discussing racism, sexism and homophobia in football

The UEFA Financial Fair Play Regulations (FFP) were established in September 2009 and was first implemented in the 2011-12 football season. This however has come under major scrutiny over the years with major clubs around Europe abusing the system. After you understand the essence of the FFP, try and understand the technicalities and laws of football instated by the existing football bodies. The more you research upon the agenda the more you'll get to know about the FFP violations around the world and it'll be easier for you to decide your moderated caucus topics.

Furthermore, UEFA has taken emphatic steps since 2003 to curb issues like racism. Their campaign, 'No to Racism' promotes complete intolerance towards racism. UEFA has through their website stated: The campaign to eliminate racism, discrimination and intolerance from football has become a major priority for UEFA in recent years - and the European body makes full use of its high-profile platforms to send out a key and unequivocal message: No to Racism.

We urge you to find information from sources including official UEFA documents, official documents of various football bodies or other government organizations. Additionally, Reuters will be considered as a credible source. Do research on the topics beyond this guide and prepare yourself to be a true representative of your club.

We look forward to interacting with you soon,

Executive Board,  
Union of European Football Association.

# About UEFA

The Union of European Football Associations is a governing body for football in Europe. It is an umbrella organization that entails 54 national football associations. Its objectives are, among other things, to deal with all questions relating to European football, to promote football, in a spirit of unity, solidarity, peace, gender or any other reason to safeguard the values of European Football, maintain relations with all stakeholders involved in European football, and support and safeguard its member associations for overall well-being of the game in Europe.

There are 11 values that the UEFA embodies:

- Football First
- Pyramid Structure and Subsidiarity
- Unity and Leadership
- Good Governance and Authority
- Grassroots Football and Solidarity
- Youth Projection and Education
- Sporting Integrity and Betting
- Financial Fair Play and Regularity of Competitions
- National Teams and Clubs
- Respect

# **Agenda A: Reviewing the effectiveness and discussing possible amendments to current FFP and transfer rules.**

## **Overview**

The power of money was starting to get more and more prominent in European Football, and to tackle this very issue there was a regulation that was established to protect the long-term survival of the global game this establishment was known as UEFA Financial Fair Play Regulations (FFP). This regulation was initiated by football's governing body in Europe- Union of European Football Associations (UEFA).

Even though the FFP was designed to go against clubs who exceeded spending, the implementation contained flaws which made several clubs abuse the directive. One of the problems that the FFP created was that it continued the divide between the rich and the poor clubs which was supposed to be broken with the implantation of the rule. This has included UEFA's glamour competition being dominated by some of the wealthiest clubs in the world. This has led to the FFP being accused of denying mobility, deterring investment and effectively limiting competition from new entrants and specifically counterbalancing circumstances where new investment could transform otherwise modest football clubs by providing them the resources to challenge the established order. Further accusations include prevention of financially unrestrained clubs from receiving essential capital infusions.

The task that the UEFA committee has in hand is to establish is to find solutions to this already existing problem this will be explored through various crisis simulations.

Reviewing the effectiveness and discussing possible amendments to current FFP and transfer rules.

## **Background**

Faced by serious and worsening financial conditions in European club football, UEFA's Executive Committee unanimously approved a Financial Fair Play concept for the game's well-being in September 2009. The concept, developed and supported by the entire football family, recognises the need for Europe-wide action to restrict some of the worst excesses of the game. The regulations governing financial fair play, first introduced in June 2010, are periodically updated (2012, 2015, 2018) to reflect changes in the environment, although the fundamental principles and objectives remain the same:

- To improve the economic and financial capability of the clubs, increasing their transparency and credibility;
- To place the necessary importance on the protection of creditors and to ensure that clubs settle their liabilities with employees, social/tax authorities and other clubs punctually;
- To introduce more discipline and rationality in club football finances;
- To encourage clubs to operate on the basis of their own revenues;
- To encourage responsible spending for the long-term benefit of football;
- To protect the long-term viability and sustainability of European club football.

The rules are detailed in full in the UEFA Club Licensing and Financial Fair Play Regulations, but are built around two main areas: an obligation for clubs, over a period of time, to balance their books (first assessed in the 2013/14 season) and an obligation for clubs to meet all their transfer and employee payment commitments at all times (first assessed in the summer of 2011)

### **Role of Club Licensing**

The successful implementation of the Financial Fair Play rules would not have been possible without the years of experience gained by UEFA, national associations and clubs in applying and meeting the financial part of UEFA club licensing. However, three main distinctions should be drawn between club licensing and Financial Fair Play.

While UEFA club licensing system criteria are designed to enable an assessment of an individual club's financial sustainability in the short term, Financial Fair Play considers the wider systemic effect of a club's financial actions in the longer term.

While club licensing is primarily administered by the governing bodies in each UEFA national association, Financial Fair Play is monitored by an external body - the two-chamber CFCB.

While a club license decision is binary, a licence is either granted or not, and the CFCB has a range of disciplinary measures that it can apply in the case of non-fulfilment of the requirements. These are documented in full in the rules of the CFCB.

### **Impact**

The financial results of European clubs have improved in each and every one of the five years since the introduction of Financial Fair Play, with club balance sheets strengthening significantly (net equity doubling), and net debt to revenue plunging from 65% to 35%. The facts speak for themselves and answer many of the critics who considered the project too ambitious and challenging to implement. The results also explain why the project continues to receive almost universal support among football stakeholders.

Financial Fair Play is considered to have specifically contributed to the turnaround in club football finances by:

- Directly restricting some of the most excessive loss-making clubs, by concluding 28 settlement agreements designed to bring these clubs back to operating at break-even, in many cases featuring specific transfer and wage restrictions;
- Preventing the build-up of debt by requiring the owners or shareholders of more than 50 clubs with smaller losses to raise or inject new capital to cover these losses;
- Disincentivizing clubs from delaying payments by applying tough sanctions, including the exclusion from UEFA club competitions;
- Creating an environment that encourages new and continued owner investment, attracted by a properly regulated market;
- Inspiring the introduction of parallel domestic rules, based on the principles of Financial Fair Play and tailored to the specific environment;
- Increasing the public and media attention given to club finances, thereby increasing the accountability of club directors and owners to running clubs in a sustainable way.

Despite the significant improvement in the underlying health of European club finances since the introduction of Financial Fair Play, it is important that UEFA and the clubs avoid complacency. It is also important to recognise Financial Fair Play for what it is and is not, a financial control system designed to reduce the worst excesses, rather than an attempt to make clubs more equal or address other challenges faced by club football.

### **Summary of Financial Fair Play**

The UEFA Financial Fair Play Regulations (FFP) was introduced to the football world to lessen the gap between the rich and the poor clubs in Europe. Former president of the UEFA- Micheal Platini had expressed his concerns with the European football community as he called the acts of the wealthy European clubs as “financial doping” he proposed to stamp out these means and working towards a more sustainable method.

According to FFP, Clubs can spend up to 5m euros (£3.9m) more than they earn per assessment period, although, under this monitoring period, total losses of 45m euros (£35m) were permitted as long as clubs had owners who could cover such amounts. The assessments are to be made over a rolling three-year period: The limits are:

- €45m for assessment periods 2013/14 and 2014/15
- €30m for assessment periods 2015/16, 2016/17 and 2017/18

It is speculated that in the following years, the limit will be lower, with the exact amount still to be decided.

Moreover, Financial Fair Play aimed at improving the financial health of clubs operating within Europe in a manner which would create transparency and credibility.

To be exact, clubs can spend up to €5million more than they earn per assessment period (three years). However, it can exceed this level to a certain limit if it is entirely covered by a direct payment from the club owner(s) or a related party. This prevents the build-up of unsustainable debt. Therefore, clubs wishing to participate in UEFA competitions are required to demonstrate that they are not carrying overdue football creditor debts or any other tax liabilities.

Notable objectives hoped to achieve through the medium of Financial Fair Play-

- Discipline and Rationality in the club's finances;
- Less pressure on salaries and transfer fees to reduce the inflation; 3. Encouraged clubs to work with the realms of their club budget;
- To invest in the youth and infrastructure sector;
- Protect the long-term practicality of European football;
- Ensure that the club can work towards their liabilities from time to time;

Generally, how a football transfer plans out is that a player starts off at a club which is at a very minor level. That player then gets opportunities at the first team level for his particular club, this increases his transfer value and if the player is good enough he gets transferred to a team in a league which may be wealthier financially.

### **Authorities alleged to be/confirmed to be abusing FFP:**

#### **Manchester City:**

According to reports, Manchester City are making millions of pounds from image rights deals, three years after saying they were forfeiting that income to secure a lump sum to help comply with UEFA's Financial Fair Play rules. The club sold its players' image rights to a third party for £24.5m lump sum, which on paper helped it record 2012/13 financial results that fell within the limit of acceptable losses under FFP rules.

UEFA took a dim view of the way City claimed the £24.5m as income and claimed another £22m by selling their branding, football and other expertise to their own women's and New York City FC teams. The £46.5m the club earned from the two arrangements allowed them to produce financial results which they thought would see them comply with FFP.

But UEFA effectively accused City of artificially inflating their own income, insisted that they could not only record the sale of image rights once, and found them in breach of FFP. After agreeing to a wage freeze and a £49m transfer market cap sanction imposed for the FFP breach in 2014, City have subsequently eased into profit, boosted by growing commercial and TV revenues.

### **Paris Saint-Germain:**

Since the Qatari owners have taken over Paris Saint-Germain have been accused several times of their wrong doings in the transfer market as they have often failed to meet the requirements of the FFP. This wrong doing in the transfer market has cost them to play with reduced squads in the UEFA Champions League as terms of penalty however there has been outrage from several clubs who have said that that is too light a penalty for conning a system like the FFP.

This intensified last summer when they bought Brazilian superstar Neymar for a world-record £198million from Barcelona and then secured France international teenager Kylian Mbappe from Monaco. The Mbappe deal was described as a season-long loan followed by £166million payment - a ruse many critics saw as a means to circumvent FFP spending limits - while the Neymar swoop provoked fury in Spain, with La Liga president Javier Tebas suggesting PSG were "urinating in the swimming pool". Those two transfers, however, are not actually part of the closed UEFA investigation, as they will not show up in PSG's accounts until this year, and it has been estimated that they will need to bring in at least £50million in player sales, as well as reducing the wage bill, to meet their next FFP limit.

### **Premier League:**

Not only is it Manchester City who are abusing the FFP but it is actually the whole Premier League that is doing so this is down to several reasons, in England, the looming shadow of an £8billion television deal has already shrunk FFP into relative insignificance. All 20 Premier League clubs have mutated into billionaire businesses overnight and as they tower above world football, those petty regulations have been duly drop-kicked back into mainland Europe, where those excluded from the party are destined to feed from our off-cuts for the next decade or more. Clearly the Premier League will now survive - easily - within its own means, but the combination of these two factors - new-found wealth and the undermining of FFP's regulatory power.

In 2013 Leicester City had made a loss of 21 million however for this particular overspending that they did the UEFA only fined them 3.1 million which is nothing for a club playing in the Premier League as aforementioned because of the great revenue streams that are available for them.

Another such fine was initiated towards Bournemouth who were fined a modest 7.6 million this was because they had a wage bill of 38.4 million whereas in reality it was only 30.4 million this again seems like quite a heavy fee however for a club who has just been promoted into the Premier League it wasn't a lot.

## **Transfer Case Study:**

### **Nabi Keita:**

Naby Keita is a prime example of a football transfer and what we call the powers of the football pyramid. Keita was playing for a team in his home country Guinea when he got scouted and moved to FC Istres in France soon he started impressing as he secured a move to Red Bull Salzburg from there Red Bull Leipzig came calling and after finishing in a Champions League position with the German club he secured a move to one of the biggest clubs in the world- Liverpool F.C.

However, the concept of third parties is different and is something that must be seen in detail. A player when signs a professional contract with a club becomes an asset of that club. The recent trend has however complicated the issue with the introduction of third parties these third parties include- agents, investors, investment funds these parties buy a certain stake in the player which will come into effect in the future in the transfer market. Third Party Ownership (TPO) is a mechanism which helps clubs acquire future promising players. This has its positives and its downfalls; it helps in the reduction in transfer fees payed by clubs to secure the services of a player however as the third parties also earn a major stake in the player they can result in affecting the performance and behaviour of the player. This concept can also be questioned ethically as the player is basically treated as an asset controlled by a third party. Some clubs like FC Porto in Portugal traces player's recent sporting success to the implementation of TPO to attract good players in the club. The practice is now widespread in Europe and, therefore the issue of regulating this practice has arisen. Major leagues around the world have banned the practice of TPO, with Article 63 of the TFEU states, "All restrictions on the movement of capital between Member States and between Member States and third countries shall be prohibited". This may suggest that this would limit the establishment of an internal market for investors in football, may tend to affect the ability of players to move from one club to another, thus infringing free movement rules. Others argue that rules restricting or preventing TPO may be justified by sport specificities notably to ensure integrity of sport competition.

### **Negative criticism of FFP:**

Between 2007 and 2009, club revenue grew nearly 20%, at a time when the growth rate in the same European economies as a whole was around 0.5%. This was right before start of the FFP and due to this the FFP as a whole hasn't been able to survive or better said run in a professional way.

The criticism that the FFP has been receiving is majorly from the so called „smaller clubs“ which have accused the regulation of creating a much bigger divide between the rich and poor than what it was before.

In this context, it can be seen that the outcomes of most leagues in Europe including UEFA's Champions League are predetermined and are usually dominated by the same rich clubs almost every season.

Not only has there been a greater divide between the clubs playing in the respective divisions, Juventus are dominant in Italy as they have won 7 league titles in a row; BATE have won 12 consecutive league titles and the list goes on and on. This is clear to see how much there is a money divide and how it's affecting the state of the domestic leagues as well as the premier competition that is the UEFA Champions League.

Thus, European football operates on a pyramid class system. As a result, FFP is justifiably criticised for denying mobility, deterring investment and effectively limiting competition from new entrants and specifically neutralising circumstances where new investment could transform otherwise modest football clubs by providing them the resources to challenge the established order. Therefore, it is not surprising that FFP has been beset by legal challenges.

Some of the other prominent censures that FFP have faced include-

- Prevention of financially tumultuous clubs from receiving necessary capital infusions,
- Prevention of competition in the player market and serves as an American-style salary cap without improving competitive balance,
- Cementing the existing elite status quo and prevention of new clubs from breaking into the top strata of European super clubs, thus reducing competition.

### **Loopholes**

There are several flaws to the existing model of the FFP. One of which includes that clubs are allowed to exceed a bracket of £5 million in three years. Additionally the same rule allows club owners to extend this sum to £45 million in losses if the club's shareholders can pay it off as equity.

So, a rule designed to make football a fairer playing field where finances are concerned, still allows those rich enough to go £40 million over. Rather than doing the set objective, it just gives football clubs even more reason to seek rich private investors in order to break into Europe's elite.

Another loophole that this method involves is that clubs who weren't involved in the UEFA Champions League did not have to submit accounts to UEFA.

### **Questions a Resolution Must Answer**

- How effective are the current FFP rules?
- How to avoid breaches and loopholes?
- What is the scale on which clubs should be punished?
- What changes need to be brought in to ensure "fair play"?

### **Conclusion:**

Football today has been taken over by money. This is not just the case in Europe, but also in countries like China and the USA. We as a committee must take a step back and review our decisions and incidents that have taken place in recent history, primarily those regarding the FFP rules and their numerous violations. We must take a look at the 11 values that bind us together and converse to quell this concern that may soon take over the game we love. We must reconsider what defines us: football or money?

# **Agenda B: Discussing racism, sexism and homophobia in football**

## **What is racism, sexism and homophobia?**

### **Racism**

According to the International Convention on Elimination of all forms of Racial Discrimination and International Law, the term 'racial discrimination' shall mean any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life. In football, this primarily happens on the pitch itself where many foreign players or players of colour are often victims to racist chants or slogans by opposing fans.

UEFA in 2006 released a guide for clubs titled 'Tackling racism in club football'. UEFA termed racism to be belief in the superiority of a race, religion or ethnic group. It is most commonly expressed through less favourable treatment, insulting words or practices which cause disadvantage. It can occur intentionally, or through a lack of understanding and ignorance. It may manifest itself openly or covertly. It occurs at all levels of an industry or organisation - within football it may range from fans hurling racial abuse to exclusionary practices by governing bodies of all levels, clubs or other partners of the game.

Racism is a problem across Europe with ethnic minorities and immigrants usually the focus of abuse, harassment and discrimination. In many parts of Europe, minorities subjected to racism will be those from neighbouring countries or regions.

In West European nations, victims are often citizens of former colonies, originating from Africa, the Caribbean or Asia, or have a background as migrant workers.

There also remain forms of racism that are centuries old. These include racism towards Jews (anti-Semitism), Roma communities and national minorities. In recent years there has been a growth in Islamophobia, resulting in attacks and discrimination against Muslims.

### **Sexism**

As per a UNICEF document published in 2014, sexism is prejudice or discrimination based on one's gender. Sexist attitudes stem from stereotypes of gender roles. In football, this is becoming increasingly prevalent by the day, as an increasing number of women are joining the sport in various capacities. There is an existing wage gap across the continent, a common disapproval of female players, a ban of female supporters in some stadiums and a general perspective of men's football carrying a lot more eminence in comparison to women's football.

## **Homophobia**

As defined by Lesbian, Gay, Transgender and Bisexual Resource Centre of the University of California in San Francisco, homophobia is the irrational and fear of the LGBTQIA+ community. Homophobia includes but is not limited to prejudice, discrimination, harassment and acts of violence instigated by fear or/and hatred. It occurs on personal, institutional and societal level. It largely refers to discrimination in any capacity against the LGBTQIA+ community.

The UEFA guide for clubs which was mentioned above stated that homophobia in football is carried by invisibility and silence. The FARE network has been working with the European There is not a single player in the European professional leagues who is openly gay. There are homophobic and anti-homosexual slogans and chants in most stadiums across Europe. Homosexuality continues to be regarded as a taboo and a provocation.

The reason players have not come out is because the structures of the game of football are not seen as tolerant enough for a player to risk coming out. In order to reach that point, football will need to recognise that lesbian and gay players exist and are a welcome part of our sport.

## **Legal Obligations of UEFA**

The legal obligations of UEFA are applicable to all professional and competitive matches between clubs and countries. The UEFA Disciplinary Regulations of 2019 comprehensively describe the rules and regulations applicable to racism, sexism and homophobia. The following articles from the regulation are relevant to the same.

- **Article 3**

The following are subject to these regulations:

1. All member associations and their officials (i.e. all persons assigned by a member association to exercise a function);
2. All clubs and their officials (i.e. all persons assigned by a club to exercise a function);
3. All match officials;
4. All players;
5. All persons elected, ratified or assigned by UEFA to exercise a function. The above-mentioned entities and persons are subject to UEFA's disciplinary powers. They are bound by and recognise UEFA's Statutes, regulations, directives and decisions, as well as the Laws of the Game as issued by the International Football Association Board (IFAB).

- **Article 14**

Any person under the scope of Article 3 who insults the human dignity of a person or group of persons on whatever grounds, including skin colour, race, religion, ethnic origin, gender or sexual orientation, incurs a suspension lasting at least ten matches or a specified period of time, or any other appropriate sanction.

If one or more of a member association or club's supporters engage in the behaviour described in paragraph 1, the member association or club responsible is punished with a minimum of a partial stadium closure.

The following disciplinary measures apply in the event of recidivism:

1. A second offence is punished with one match played behind closed doors and a fine of € 50,000;
2. Any subsequent offence is punished with more than one match behind closed doors, a stadium closure, the forfeiting of a match, the deduction of points and/or disqualification from the competition.

If the circumstances of the case require it, the competent disciplinary body may impose additional disciplinary measures on the member association or club responsible, such as the playing of one or more matches behind closed doors, a stadium closure, the forfeiting of a match, the deduction of points and/or disqualification from the competition. If the match is suspended by the referee because of racist and/or discriminatory conduct, the match may be declared forfeit.

### **Tackling racism in club football: A guide for clubs**

In 2006, UEFA collaborated with FARE Network and released a guide for clubs which mentioned various measures to deal with sexism, racism and homophobia amongst other things. While this guide contains various thorough measures, it was created in 2006 when a lot of the stature of these incidents were much different. Developing upon these measures will be key to creating a resolution.

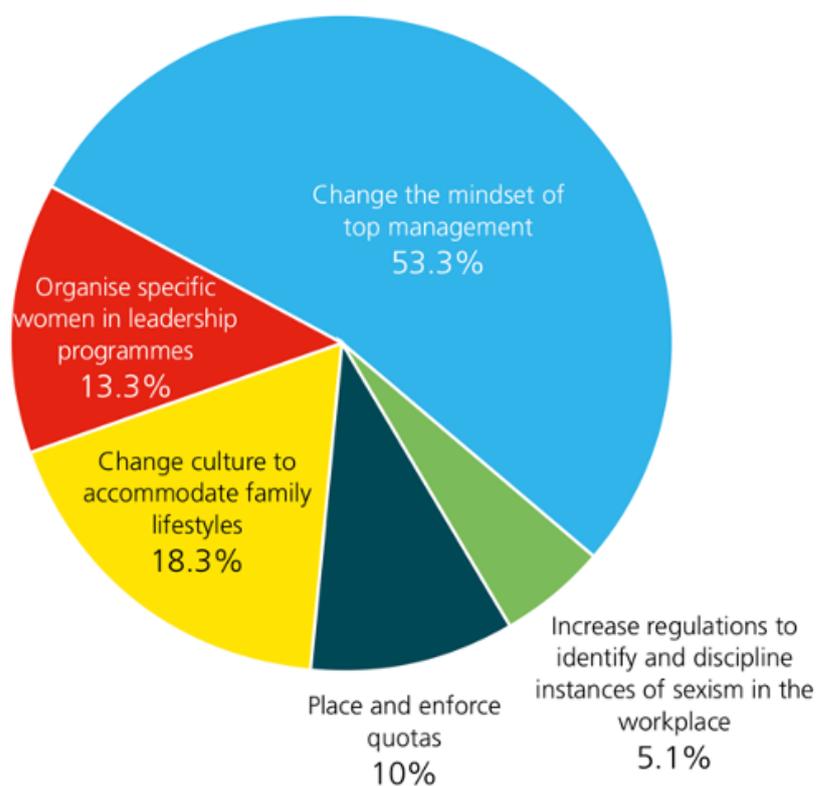
### **#EqualGame Conference**

The #EqualGame conference was the 5th conference in the Respect series and took place in April 2019. Organized by the English FA, UEFA and FARE, the conference looked at the subject of diversity in football and drew attention to key issues. The conference was attended by 260 representatives of UEFA member associations, clubs, political bodies, non-governmental organisations (NGOs), academic institutions and other entities, who observed and participated in a series of panel discussions, a piece of theatre, short talks and a number of round-table discussions.

The report on the conference discusses in depth all of the following:

1. Diversity and Inclusion
2. Gender Equality
3. Accessibility
4. LGBT+
5. Human Rights
6. Refugees
7. Sanctioning Discrimination
8. Youth

The Diversity and Inclusion section discusses the notion that football’s organisational culture has led to a lack of diversity in the areas of gender, disability, ethnicity and sexual orientation, particularly within the hierarchy of national and international football organisations.



60 of the 231 participants on Attendify responded to this poll.

The Gender Equality section of the report talks about the various concerns with the subject in football. This includes the wage gap and a women’s fundamental right to enter a stadium amongst other concerns. It also recognized the lack of female leadership and suggested methods to reduce the same.

A summary of a poll taken in order to generate solutions is given. The LGBT+ segment discussed issues like the pressure on male LGBT+ footballers, the fear of coming out and the misuse of LGBT+ stereotypes in football chants.

Current situations in different countries and actions by various bodies: UEFA, England, Spain, Italy, France.

The organizations, countries and leagues mentioned below are some of the most prominent in Football. However, there are more countries which face racism, sexism and homophobia in football extensively. A country which has seen a significant number of instances is Russia. Some other countries are Turkey, Bulgaria, Germany, Serbia, Poland, Netherlands and Belgium to name a few.

## **UEFA**

UEFA has taken emphatic steps since 2003 to curb issues like racism. Their campaign, 'No to Racism' promotes complete intolerance towards racism. UEFA has through their website stated: The campaign to eliminate racism, discrimination and intolerance from football has become a major priority for UEFA in recent years – and the European body makes full use of its high-profile platforms to send out a key and unequivocal message: No to Racism. Each year, matchday 3 of the group stages of both the UEFA Champions League and the UEFA Europa League highlights the fight against all forms of discrimination. In addition to this, UEFA holds regular conferences under the 'Respect' movement, it has often held matches against closed doors and fined clubs for various misdemeanours relating to the agenda.

## **The Premier League/FA**

The Premier League has in recent years developed into one of the biggest competitive sporting leagues and is already the biggest association football league. A social growth which has come alongside that holistic growth is of broad inclusivity. Racism and sexism in the Premier League is the lowest across all top 5 leagues in Europe. Nevertheless, The FA and the Premier League remain to be one of the major opposers of discrimination.

The premier league has launched a campaign against racism titled 'No room for Racism'. The league is working with all clubs, fans, the FA, EFL, PFA, Kick It Out and the police to tackle discrimination across all areas of football. The Premier League website states, 'The League's No Room for Racism campaign demonstrates its continued commitment to equality and diversity, using the power and popularity of the League to oppose racism in football. Racism is not acceptable in our competition or the wider sport.'

Ongoing work by them includes reviewing how offenders are identified, investigated and sanctioned. Education also takes place through rehabilitation programmes. Senior stewards have been trained in evidence-gathering at matches through the use of technology, such as increased CCTV coverage at grounds and bodycams, to inhibit

offending behaviour and aid the identification of offenders. The Premier League is also developing additional training for stewards to ensure they are empowered and equipped to deal with discrimination at matches.

## **Spain**

Spain is the home of two of the biggest clubs in the world while also holding the most Champions League trophies as a country. However, the footballing community there is tarnished by the existence of a large number of discriminating fans. The Royal Spanish Football Federation has unfortunately not taken any major steps to tackle this issue.

In 2014, one of footballs most decorated individuals, Dani Alves was a victim of a racist incident. A Villarreal supporter threw a banana at him implying that he was a monkey. Not getting affected, Alves picked it up and took a bite from it. The very next week, a then Levante footballer Papakouli Diop was subject to racist monkey chants by Atletico Madrid supporters. Instead of condemning the actions of their supporters, Atletico denied to comment on them.

Less than a year back, in January, ex-Levante midfielder Jefferson Lerma accused Celta Vigo's Iago Aspas of calling him a 'black shit'. The referee refused to take action on the pitch stating that he was tired of taking complaints. No further investigation was conducted.

Evidently by the occurrence of these incidents and many more, Spain has a substantive amount of racism in football. There continues to be no real action by La Liga or the Royal Spanish Football Federation.

## **Italy**

Racism in Italian football is by far the worst in the top 5 leagues and without doubt one of the worst in the footballing world at large. There are incidents of racism week in and week out. In 2019 alone, there have been incidents involving Moise Kean from one the league's biggest team Juventus, a household name in football, Mario Balotelli and Belgian star Romelu Lukaku. These are just the tip of the iceberg. The situation in Italy is utterly appalling when it comes to racism.

While most instances of racism in Italian football are against players of colour, last year there was an incident of anti-Semitic stickers being spread in a stadium. Lazio fans spread stickers of Anne Frank wearing the jersey of their bitter rivals, Roma. This was met with a fine against Lazio who on that match-day, happened to have a section of their stadium shut due to racist chants by their fans previously during that month.

Until September, there were hardly any actions taken by Federcalcio, the Italian Football Federation. However, after extensive scrutiny, the Federation made a call. Since banning fans, suspending matches, playing behind closed doors and fining clubs hadn't affected the situation one bit, the Football Federation decided that it was a clubs responsibility to hand over identities of offending fans to avoid punishment. Action will be taken directly against the fans now.

Despite this, incidents continue to occur and there seems to be no end to it. The measures taken are simply not changing the situation. As a sign of solidarity to a team mate who was racially abused, Italian youth team Aurora Desio Calcio has decided to wear blackface for a game. The decision has even supported by the Vice-President of the Italian Football Federation. Maurizio Sarri, the manager of Juventus said in an interview in November, 'It is inadmissible to speak of races'. It is clear that while managers and players understand the gravity of the situation, a lot of fans fail to. It is upon governing bodies of football to deal with situations like this on a priority basis and take measures which are as extensive as required to make sure that these offences are put an end to.

## **France**

France too has a high amount of racism on the pitch. Earlier this year, a match between Dijon FCO and Amiens SC was stopped at the 78th minute after Amiens captain Prince-Desir Gouano faced racist monkey chants. Eventually, the game resumed after an announcement was made asking the fans to stop. The frustration however took a toll on Gouano as he was sent off during stoppage time.

In a controversial decision, French Football Federation president Noel Le Graet stated that matches will be stopped immediately if there are racist chants, however, the same will not happen for homophobic chants. While they would make sure that there won't be any homophobic chants or banners, they wouldn't stop the game for it. He stated, "We will make sure there are no more (homophobic banners and chants). But stopping a game?"

While incidents in France are rare in comparison to Spain or Italy, they do at times take place. Considering the fact that racism has reduced, footballing bodies must work towards abolishment of homophobia in France as the next step of advancement.

## **Case Studies**

### **Moise Kean and Blaise Matuidi Case**

On 2nd April 2019, Moise Kean and Blaise Matuidi of Juventus were both victims of continuous racist chants for the best part of the first 85 minutes of their game against Cagliari. This didn't stop despite the Cagliari captain requesting the fans to stop. On the 85th minute, Kean scored and celebrated in front of the fans who were abusing him which were followed by an increased number of racist chants. Cagliari didn't face any consequences however the events sparked a lot of conversation. This happened especially because of Juventus vice-captain Leonardo Bonucci's comments as he said that the blame was 50-50 since Kean instigated the fans by celebrating in front of them. These words were condemned by many, including Raheem Sterling of Manchester City and Bonucci's fellow Italian teammate Mario Balotelli. Kean went on to speak against racism and left for Everton at the end of the season.

### **Sergio Aguero accused of Sexism on 17th October 2020**

Aguero was accused of sexism by placing his hands on a female in a patronising manner with plenty of commenters suggesting he wouldn't have done likewise to a male referee or assistant. Sergio Aguero has been heavily criticised for touching assistant referee Sian Massey-Ellis on the shoulder during Manchester City's 1-0 victory over Arsenal. The incident occurred in the 42nd minute at the Etihad when Massey-Ellis awarded Arsenal a throw in deep inside their own half, much to Aguero's annoyance. After remonstrating with the official over her decision, Aguero then grabbed Massey-Ellis around the neck to which she responded by brushing him away. Although referee Chris Kavanagh took no action against the Argentine at the time, a clip of it was widely circulated on social media with plenty of people condemning Aguero for his actions.

### **Mario Balotelli Case**

On 3rd November 2019, Mario Balotelli of Brescia Calcio was subject to racist monkey chants from Verona fans. Balotelli picked up the ball and kicked it into the stands where the abuse sprung from. He then threatened to leave the pitch before being consoled and calmed down by both the teams. He also went on to score a goal a few minutes later. As a result of the chants, Verona will play their next home fixture with one stand closed. Verona also banned the head of the Verona ultras until 2030.

The shocking part of this incident however is what the statement released by the Brescia ultras. The statement said, "If Balotelli was not ready psychologically to face the Verona fanbase and, above all, such a delicate match in which our city and our coach - among the most beloved figures - was taking his final chance at saving his job, then he should've said so and left his place to someone less... irritable than him. None of us would've been upset if he had, quite the contrary...". This statement says it all about the gravity of racism in Italy and all footballing bodies must work towards curbing the situation.

### **Ada Hegerberg**

Ada Hegerberg is a highly decorated Norwegian footballer. At the tender age of 24, she has already won a Balon d'Or, a UEFA Best Women's Player and she has also been nominated twice for the Best FIFA Women's Player, finishing 3rd in 2018. She has also won the Women's Champions League 4 times in a row. Despite her undeniable talent, she quit representing Norway in 2017. She quit citing her reason to be her dissatisfaction with the way women's football was treated in her country. Her decision led to an agreement for equal pay of men and women. However, she still refused to join back stating that the difference in the way men and women were treated in terms of football wasn't just about money. She hasn't represented Norway since.

## **Justin Fashanu**

Justin Fashanu was a highly appreciated English footballer in the 1970s and 1980s. He was in fact the first black player to be signed for more than 1 million pounds. He had a younger brother who was a professional footballer as well, named John Fashanu. In 1990, after great speculation about his sexual orientation, Justin Fashanu revealed his orientation to be homosexual in a news article. The next few years went circling the drain for him. He didn't get any real professional contracts and ended up joining a team in Canada. Over there, when a 17-year-old accused him with serious allegations, he flew back to U.K. He had no opportunities or contracts as everyone including his brother distanced themselves from him. On 3rd May 1998, he committed suicide in a garage. Even today, footballers find it extremely difficult to be able to come out publicly. There are no openly LGBTQIA+ footballers in the top 5 leagues of English football. There continues to be a fear which is added to by various derogatory homophobic chants across Europe, most of which aren't even addressed. The most famous footballers who have played the game while being openly gay are Robbie Rogers, Anthon Hysén and Thomas Hitzsperger. None of them have played in Europe while their sexuality was public. Contrarily, there are many female footballers who are openly a part of the LGBTQIA+ community, the most famous one being FIFA Best Women's Player 2019 winner, Megan Rapinoe. Conclusively, all footballing bodies must work towards making the game more inclusive and less homophobic.

Agenda Analysis

## **Kick It Out**

Kick It Out began as a campaign titled 'Kick Racism Out of Football' in 1993. It developed into an organization in the next few years and today, it stands as one of the largest organisations working towards the elimination of racism in football. It is largely funded by the Players Football Association (PFA), the Football Association (FA) and the Premier League. In 2019, Raheem Sterling collaborated with the organization to call for a fundamental change in how footballers tackle racism. It has been recognized by various political organizations and it continues to grow, and gain support every day.

## **Wage gap between men and women**

Similar to most professions in the world, there is a huge wage gap between men and women in footballer. In recent years, many countries have started to address it. The Norwegian National Football Team closed this gap in 2017 after Ada Hegerberg quit the national team due to the way women in football were treated in Norway. Earlier in November 2019, Australia too did the same. While it is predicted that countries across the globe are hopeful to do the same, the gap will remain in club football. The highest paid female footballer in club football is Ada Hegerberg (£343,000 in 2019). In contrast, Lionel Messi, the highest paid male football player is reported to be earning over (£1,000,000). While measures to influence clubs to deal with this gap are likely to not have a major effect, it is every football body's prerogative to try to narrow the wage gap by introducing policies and suggesting measures.

## **Conclusion**

All in all, both the agendas at hand touch upon aspects of football which are very important for the spirit of the game to stay. The whole world looks down upon these aspects to enjoy each and every aspect of the game. Also, please note when the second agenda would be discussed, the reforms being suggested in the committee would be live, and there would be a live transfer window to give you updates. So ensure that when you discuss the agenda, you think about the future of football and your club both.

## **Questions a Resolution Must Answer**

How prevalent are these forms of discrimination in the sport?

Do they arise at an institutional level as well?

How can institutionalised discrimination be curbed?

Should there be an equal pay rule for players of the same club of different genders? How would this be accommodated given different revenues?

How can discrimination by fans be stopped?

