

The Legal Difficulties Facing the Algerian Professional Football Clubs in Contracting Players	
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المخلص:

لقد تم تحديد إشكالية الموضوع من خلال طرح الإشكال في السؤال الجوهري: ما هي أهم الصعوبات القانونية التي تواجه الأندية الجزائرية المحترفة لكرة القدم في إبرام عقود اللاعبين المحترفين، حيث تكمن أهمية الدراسة في التعرف على الصعوبات القانونية التي تواجه أندية كرة القدم الجزائرية المحترفة في إبرام عقود اللاعبين المحترفين، وقد استندت هذه الدراسة في جانبها النظري على مختلف الدراسات والمفاهيم التي عالجت عقود الاحتراف والاحتراف الرياضي بصفة عامة من خلال عدة جوانب هامة، أما الجانب التطبيقي فخصص لمناقشة وتحليل نتائج الاستبيان

الكلمات المفتاحية: الاحتراف الرياضي، عقد الاحتراف، القوانين، كرة القدم

Abstract

The problematic of this paper has been determined by asking the fundamental question: What are the most important legal difficulties faced by professional football clubs in contracting professional players? The importance of the study lies in identifying the legal difficulties facing professional football clubs in Algeria to contract the professional players. This study is based on theoretical aspects of the various studies and concepts that dealt with professional contracts and sports professionalism in general, through several important aspects. The practical side of the study is devoted to the discussion and analysis of the results of the questionnaire.

Keywords: Sports Professionalism, Professional Contract, Laws, Football

1. Problematic:

In the season 2010-2011, Algerian football witnessed an important event, a transition for high-level clubs from the world of amateurs to the world of professionalism in order to keep pace with the evolution of the world football. The fast shift the Algerian football witnessed included some procedures and changes; the Algerian Football Federation has accelerated the implementation of the FIFA regulations regarding the law of the player and the transfer, taking into

account the Algerian local specificities in response to the regular decrees issued by the Executive Office of FIFA in October 2009, which define the conditions to be provided for the ratification of professional players' contracts. In addition, they define the rights and duties of the players and the clubs, where these conditions constitute an essential reference for the national federation of football to sign its own sports contracts that agree with its internal systems. Therefore, the Algerian federation of Football has adopted a model contract, linking the football player with the contractual club, which includes a set of articles that take into account the laws and regulations of FIFA with regard to the Algerian national systems and laws in the field of football.

However, despite these developments and reforms in football, Algerian clubs face in every season a number of organizational, financial, and structural problems that hinder their ambitions and aspirations. The observer of the national football championship does not hesitate to say that the latter has been affected by the mismanagement, the multiplicity of financial resources, and the absence of strict laws for funds spending, especially the public ones. It is clear that the transfer market status and its resulting problems had a direct impact on football and the national championship together, where players' salaries and commissions in the first professional league have become the prominent issue every season since Algerian football joined the world of professionalism. Besides the financial problems experienced by the clubs, especially since these salaries exceed all expectations, players' transfers in Algeria witness chaos and randomness at work. Many clubs find difficulties at the beginning of each season in contracting, especially the fact that Algeria is entering a new and important stage in its evolutionary path. The nature of the regulation of sports laws and the difficulties of dealing with them lead to several difficulties facing the sports professional to join sports clubs. In the light of the foregoing, the following general question arises: What are the most important legal difficulties facing the Algerian professional football clubs in contracting professional players? This general question is divided into the following partial questions:

- Is the absence of the law that requires clubs to set a financial ceiling for players' salaries among the most important legal difficulties facing the Algerian professional football clubs in signing players' contracts?
- Is the law restricting the activity of foreign players among the most common legal difficulties facing the Algerian professional football clubs in contracting players?
- Is the weakness in the application of the regulations governing the contracts among the legal difficulties facing the Algerian professional football clubs in contracting players?

2. Aims of the study:

The aims of this study are to diagnose and search for the legal difficulties facing the Algerian professional football clubs in contracting professional players.

-Getting to know if the absence of a law requiring professional football clubs to set a financial ceiling for the wages of professional players is considered one of the most serious legal difficulties facing the Algerian professional football clubs in professional football contracts.

-Getting to know if the law restricting the activity of foreign players is considered one of the central legal difficulties facing the Algerian professional football clubs in the contracts of professional players.

-Knowing whether the weakness in implementing the regulations governing the contracts is considered one of the most important legal difficulties facing professional Algerian football clubs in contracting professional players.

-Knowing to what extent the Algerian football clubs are able to apply the laws and obligations of professionalism.

-The desire to change mentalities in order to ensure the success of the professionalism project and to make accurate scientific and practical recommendations consistent with the ambitious strategies for sport.

3. The Importance of the Study:

The importance of this study is to highlight the legal difficulties which face the professional football clubs in the process contracting professional players. These clubs face many problems by contracting with the most prominent players in order to win titles and competitions and to satisfy the fans of the club who are always demanding to contract with the most prominent players. The study also shows the importance of this research by trying to enrich the

debate on the sports contract with its private uniqueness, and by forming a ground for a broader discussion of this subject, and thus, to strengthen the legal and scientific balance of our country. Therefore, discussing the legal side is only a start to shed more light on the sports contract, which cannot be fully discussed in all its legal aspects in a single research. As this subject is witnessing the continuous major changes at the global level, this feature is deeply rooted when we consider the scarcity of works and research dealing with this subject. This scarcity is not only because it carries complex legal and judicial problems, but also because the sports contract with the professional football player is still applied recently within the Algerian football scene; it has not been legalized but during the sports season (2011-2010) in synchronization with the entry of the national football to the professional world in the same season.

4. Hypotheses of the Study:

- 4.1 The Main Hypothesis:

The most serious legal difficulties facing professional football clubs in the signing of professional players' contracts are the absence of the law requiring clubs to set a financial ceiling for the wages of players, as well as the existence of a law restricting the activity of foreign players, in addition to the weakness in applying the regulations which govern the contracts.

- 4.2 Partial Hypotheses:

-The absence of a law obliging clubs to set a financial ceiling for players' wages is among the most serious legal difficulties facing Algerian professional football clubs in contracting players.

-The Act, which restrict the activity of foreign players, is among the most serious legal difficulties facing the Algerian professional football clubs in the contracts of players.

-The weak application of regulations governing the contracts is among the legal difficulties facing the professional Algerian football clubs in signing players' contracts.

5. Previous Studies:

-The first study was of Gerald Simon (2003) in his study "Sports Contracts: The Case of Professional Football". The study focused on the emergence of unique contractual links in the work relations which came as an inevitable result of applying the system of professionalism

in the world of sport in general and football in particular. One of these contractual links is the contract of the footballer transfer in which he focused on the disagreement between the contracting practices and the laws governing them. This study is a summary of the recommendations of an international conference organized by Sports Law Laboratory of the University of Bourjon's in November 2002.

-The second study was of Yacoubi Adma under the title "Diagnostic Study of the Status of Professionalism in Algeria: The Case of football in the Institute of Physical Education and Sports in Algeria in (2004-2005)". The researcher was interested in the structural financial conditions and the sports establishment as well as the conditions of the training of the Algerian football clubs in the suppersection. In addition to these elements, she focused on their relation to the policies included in the book of reference related to professionalism and to determine the compatibility of the real conditions experienced by these clubs with the minimum condition listed in the book of reference.

The descriptive approach was used in her study through a questionnaire (question form), which aims to collect real data and information for the manifestations of professionalism, and then comparing the data with the requirements listed in the book of reference. This form was addressed to the presidents of the sixteen (16) special clubs, which play in the national championship of the super section.

The questionnaire contained 31 questions to address several aspects, which represent the variables retained in her study. The main result can be summarized is the following: There is a difference in terms of financing clubs compared to what is mentioned in the book of reference. In addition, Order No. 09/95 of 25 February 1995, and in particular Article 112 indicated that the professional teams could be formed on the basis of various shares provided by natural persons and, above all, by the output of their sports commercial partners, as stated in Article 103-104 of the same Order.

-Third study was of the student Hadjij Mouloud under the title "Obstacles of Professionalism in Algerian Football," a Master thesis published in (2006-2007) by the Institute of Physical Education and Sports in Algeria. This study dealt with the reality of football in Algeria,

on the one hand, and the obstacles and shortcoming to the application of the professional sports law, on the other. The latter affected the sports results at the level of clubs and elites in the recent years. The researcher adopted this study the descriptive method, which aims to collect data and facts using the questionnaire as a tool for conducting a research on a sample of the administrators of the clubs of the first section of football. The results of this study can be summarized as follows:

Neglecting the social aspect of the players and coaches leads to the failure of the professional process, which is reflected on the level of Algerian football and requires focusing on the social aspect by focusing on the requirements needed by the player and the trainer to raise the level of football through the activation of the law of professional sports?

The absence of an economic vision for football and the absence of funding mechanisms for clubs prevent the establishment of the law of professionalism. Because of the importance of the economic aspect of sport in general and football in particular, it is difficult for clubs to achieve their goals and maintain their balance in the absence of financial resources and sports facilities that help develop the sport.

The weakness of the Algerian laws and regulations concerning sports professionalism does not help in the professionalization of Algerian football. Algerian sports laws and regulations do not comply with the requirements of the law of sports professionalism.

6. The Practical Side:

6.1 The Exploratory Study:

The aim of the exploratory study is to make sure the suitability of study for research and the validity of the tool used to collect information about the subject of the research. It allowed us to identify the professional sports clubs by knowing their financial and administrative conditions and the various difficulties they face in contracting football players. In order to obtain this information, we have seen the official websites of these clubs, and have got faxes, emails and phone numbers of the clubs' administration to contact them. In addition, we have travelled across the country within our ability to learn more about professional sports clubs. As for the

subject of our study, we selected four clubs active in the first professional league:

ESS of Setif, **MCEE** of El Ulma, **CABBA** of Bourdj Bouariridj, and **JSMB** of Bidjaia

The study was conducted between September 02, 2012 and September 23, 2012.

6.2 Results of the Survey:

After collecting the forms, we were able to learn more about the professional sports clubs and approach the presidents of these clubs, and we took an idea of the most important points we relied upon in making the questionnaire for the subject of research. We have accessed information and data that are concerned with the legal difficulties facing the Algerian professional clubs in contracting professional players, and we have taken an idea of the most common difficulties facing professional clubs in contracting with professional players.

6.3 Methodology:

The approach used in research, whatever its kind or purpose, is the cornerstone of research. It is useful in bringing the researcher scientific and objective nature, and adherence to the limits of research. There are several types of methods depending on the nature of the subject and its specificities, and based on the nature of the subject addressed in our research, in which we describe the phenomena that generally focus on the legal difficulties facing professional sports clubs in contracting football players, we have relied on descriptive approach as the most appropriate approach for the nature of the subject. The descriptive approach can be defined as "the approach that is concerned with describing and interpreting what is being and is concerned with identifying the conditions and relationships that exist between the facts and also identifying common or prevailing practices and identifying the beliefs and attitudes in individuals and groups." This approach reflects the phenomenon under study quantitatively and qualitatively; it describes the different aspects of the phenomenon by providing necessary and accurate information to understand it.

- **6.4 Community and Sample of the Study:**

- **6.4.1 Community of the Study:**

Within the subject matter, our research community is embodied in the presidents of professional football clubs who are active in the first professional league.

6.4.2 The Sample of the Study and Selection:

Due to the limited size of the community of the study, the researcher limited all the elements that have can be applied to each president of the professional sports clubs who are active in the first professional league, considering that the presidents of the sports clubs are responsible for professional players' contracts, where a comprehensive survey sample was selected.

The questionnaire was distributed to all the clubs of the first professional football league (12 clubs, excluding the clubs studied in the survey). The questionnaire was submitted and 12 forms were returned.

6.5 Data Collection Tools:

The researcher used the questionnaire tool, which includes a form addressed to the presidents of the professional sports clubs of football active in the first professional league.

Axes of the Study Tool: The study dealt with three main axes:

A - The First Axis: is entitled "The absence of a ceiling law for the wages of professional players is one of the legal difficulties facing the Algerian professional football clubs in contracting professional players", and it contains eight phrases.

B - The Second Axis: is entitled "An act of restricting the activity of foreign players is among the legal difficulties facing Algerian professional football clubs in contracting professional players", and it contains six phrases.

C - The Third Axis: is entitled "The weakness in the application of the regulations governing the contracts is among the legal difficulties facing the Algerian professional football clubs in contracting professional players", and it contains seven phrases.

6.6 Field Application Procedures for the Tool:

6.6.1 The Domains of the Study: The study areas were as follows:

A – Space domain: The study was conducted on the professional sports clubs of football active in the first professional league.

B) Time domain: The study was conducted during the period from the beginning of September 2012 until the end of May 2013.

6.7 The Scientific Conditions of the Tool:

There are standard conditions which must be observed during the completion of the tests according to the correct scientific foundations, namely:

Honesty factor: Tyler points out that honesty is the most important criterion to be tested.

The researcher saw that the apparent honesty is the best way to extract the degree of truth of the scale, where this kind of honesty is based on the observation of measurement and its contents. Using the method of surveying the opinion of the arbitrators, we prepared the questionnaire form with the hypotheses and the problem by presenting it to experienced professors in the field of scientific research to inquire about the contents of the questionnaire in terms of the clarity of the paragraphs and suitability for each axis.

-Are there any paragraphs that need to be reformulated?

-Are there paragraphs under a particular axis can be placed to another axis?

Stability Coefficient: Stability is of great importance in the process of building and standardizing tests, which means that the test should be highly accurate and proficient of what it was put for to measure; and the degree of stability is considered as high if the correct value is close to one (1).

According to the requirements of the study, "Alpha Cronbach" method was used to confirm the stability. The following table shows the degree of stability of the study instrument.

Table 1: Showing Coefficient of Stability and Number of Phrases

Number of Phrases	Coefficient of Stability
21	0.66

From the table, we find that the degree of stability is high and is higher than (0.05), which is the minimum acceptable value and is close to the value of one (1). This value indicates the validity of the study tool to apply for the purpose of achieving its objectives by answering their questions, confirming the stability of the results that can be obtained when applied.

6.8 Statistical Methods: Statistical data were processed using the Statistical Packages for Social Sciences (SPSS). The treatment included the following statistical methods:

1 - Frequency and percentages to describe the characteristics of the study community and to determine the response to the axes and dimensions of the study included in the tool.

- 2 Stability coefficient (Alpha Cronbach) to determine the stability of the tool.

3 - "Ka²" test for the conformity between independent and dependent variables.

$$(Ka)^2 = \frac{(\text{Observed values} - \text{theoretical values})^2}{\text{Theoretical values}}$$

7. Discussion of the Obtained Results:

Through the field study and after analyzing the results we reached the following:

7.1 The Results of the First Hypothesis:

It was clear from the study that the absence of a law obliging clubs to set a financial ceiling for the wages of players is one of the most serious legal difficulties facing Algerian professional clubs in contracting football players. In recent years, deals of some local players have reached to national records; one of the presidents claimed that "The wages of the players have increased by a very large percentage and have become comparable to or higher than that of second-class French players." The presidents of the sports clubs agreed that the wages of the players were not proportionate with the overall level of

the national championship, and this was what even the Minister of Youth and Sports had gone to. "How can the club offer fictional wages to players who do not make efforts that meet the aspirations of the public?" They also agreed that there is no shared pay network among the clubs, which led to widening the differences between players' salaries. Algerian sports legislation does not provide a base salary for the player, unlike the rules in France or Saudi Arabia, for example, This is consistent with the mastery of the study (Tommy Sonia Mbarka, professional football contract) "The basic salary is often calculated on the basis of the indicative number of each job position or for each job as classified or ranked within the ladder in the classification of jobs, or on the basis of Agreement between the parties to the contract of work in a specific or in a manner as a professional contract for a football player, due to the lack of a collective agreement and specific organization of sports. (Tommy Sonia Mbarka, Professional Footballer Contract, 2007, pp. 108-109)

Club presidents think that there are many reasons leading to the increase of the players' salaries, like the speculation of presidents and the excessive financial demands of the players led to this increase. They also believe that the reduction in the number of foreign players has contributed to the rising wages of local players, pressure of the public, and the players' fame as well as sports media among other factors that contributed to the rise in salaries of players according to the presidents of sports clubs, In the view of the heads of professional sports clubs that the salaries of players and their increasing height, they have difficulty in concluding the contracts of professional players, and this was followed by a study (Adel Zaki Mahmoud, the role of penalty clause in the avoidance of disputes arising from the contract professional sports). "This deprives many clubs The club has a number of commitments, including the obligation to pay wages, which is the main obligation of the club. (Adel Zaki Mahmoud, the role of penalty clause in the avoidance of disputes arising from the contract professional sports, without the year of publication.) "

Table (02): The results of the third question: In your opinion, is the current level of the national championship requires all this huge money?

Answers	Frequencies		%	Ka ² (Square Ka)		Level of indication	Freedom Degree	Statistical Conclusion
	Expected	Obtained		Calculated	Scheduled			
Yes	6	1	8.3	8.33	3.84	0.05	1	Indicant
No	6	11	91.7					
Total	12	12	100					

The results of the survey showed that the responses of the sample individuals were distributed according to the following percentages: the answer rate of “yes” was (8.3%) and the answer rate of “no” was (91.7%). The statistical test at the indication level 0.05 was indicant, which means that the differences of indication was in favor of the most frequent value “no”. Therefore, clubs presidents think that the current level of the national championship does not require all this huge money; the wages of the players do not match the current level of the national championship. The Algerian clubs have been absent from the continental and international competitions for many years, and salaries of players must fit with the economic and social situation of Algeria.

7.2 The Results of the Second Hypothesis:

Through the study, it is clear that the decision to restrict the activity of foreign players is among the legal difficulties facing Algerian professional clubs in contracting them, where many presidents of sports clubs think that the number of foreign players allowed is insufficient to develop and improve the overall level of the national championship, especially if their contracts are based on clear technical bases and according to the needs of the club. According to the presidents of clubs, the national championship is considered the least involving foreign players in the world, while the world championships are full of professional players and most of the presidents of sports clubs do not support the decision to reduce the number of foreign players, and think it is better to allow the recruitment of foreign players as it allows Algerian players to professionalism abroad. They

also suggest to give them right to bring the number of players they want, especially if the recruitment is in accordance with the conditions determined by the National Football Federation, "The national football championship is the least involving foreign players in the world and the biggest world championships are full of professional players." The average English players in the English Premier League are only 32 per cent, with 68 per cent foreigners. On the other hand, German players in German Bundesliga 50% and 60% for French and Spanish players in Liga 1 and Liga respectively "(Al-Hadaf, daily newspaper, 2014)

The presidents of the sports clubs do not consider the decline of the Algerian clubs for winning titles and continental and international championships in the number of foreign players in the national. Rather, most clubs that won continental and international titles are full of foreign players and contribute significantly to their victories; most club presidents have called for raising the number of foreign players to at least three and allow them participate in the matches. They, also, acknowledged that the decision to reduce the number of foreign players to only two has given the opportunity for the local player to dictate his conditions to the president of the club, especially on the financial aspect, which contributed, according to the presidents to raising the wages and salaries of players.

Table 03: presents the results of the tenth question: Are the number of foreign professional players permitted in the national championship sufficient?

Answers	Frequencies		%	Ka ² (Square Ka)		Level of indication	Freedom Degree	Statistical Conclusion
	Expected	Obtained		Calculated	Scheduled			
Yes	4	2	16.7	6.000	5.99	0.05	1	indicant
No	4	8	66.7					
Some what	4	2	16.7					
Total	12	12	100					

From the results of the table, we find the responses of the sample were divided according to the following percentages: the answer rate of 'yes' is 16.7%, and the response rate of 'no' is 66.7%, and the answer rate of 'somewhat' was 16.7%. The statistical test at the indication level 0.05 was indicant, which means that the differences of indication was in favor of the most frequent value "no". We conclude that the presidents of professional sports clubs believe that the number of foreign players allowed in the Algerian championship is insufficient. According to the presidents of clubs, the national championship is considered the least involving foreign players in the world, while the world championships are full of professional players, which is the feature of the European countries.

7.3 Results of the Third Hypothesis:

It was found through the study that the weakness in application of the regulations governing the contracts is among the legal difficulties facing Algerian professional clubs in contracting players. From the study, it is clear, according to the presidents of sports clubs, that the majority of the clubs apply the provisions specified by the National Federation in recruiting players. However, they had different opinions about the application of the rules and the laws on players' transfer. Many of the presidents of clubs believe that the transfer of players does not meet the conditions and laws for the transfer of player from one club to another, as the player became a commodity for sale Which is widely used in the sports circles as the sale and purchase of players. This is the conclusion of the study by Tommy Sonia Mbarka, Professional Footballer Contract, 2007. "Although this concept is legally incomprehensible, it expresses what is common in sports and reality These players live in these circles, as the player becomes sold and bought according to the criteria adopted by most sports federations. "(Tommy Sonia Mbarka, Professional Footballer Contract, 2007, p. 190)" Their opinions differed about the application of the laws governing the transfer of players, Al-Ahmad (2001), The Legal Status of Contracts for the Transfer of Light Among the professionals) described the move as a "legal process that moves three people bound by the rules by which the player moves from his original club to play for another club and under his supervision and control, a certain amount paid by the new club to the original club." (Dr.

Mohammed Salman Al-Ahmad: 2001, p. 56). Moreover, the commitment of the players remains limited and does not reflect the world football mechanism, especially in terms of obligations that concern the administrative and organizational aspects and the behavior of the player in the sports field and outside Article 5 (5) of the book of burdens to be issued by companies and professional sports clubs stipulates that professional players must be recruited in accordance with the provisions specified by the national sports federation concerned. .

Besides, the Algerian player has a limited culture and does not fully understand the laws of contracting and professionalism. According to the presidents of the clubs, many players do not only look at the financial value of the contract but do not see it before signing it. This limited culture, according to the presidents of the clubs, is due to several factors, for example, the limited educational level. The presidents of the clubs, also, think that many clubs do not have legal specialists who supervise and regulate the contracts of local and foreign players. This is because of their lack of qualified tires and specialists in sports law. According to the club presidents, the current laws are inadequate and are not strict to limit the manipulation of contracts. The commitment to the contracts concluded varies between clubs, which explains why the contracts are not fully committed by the players, and this is what the study of Abdel Hamid Osman El-Hefny, the professional contract of football player (2007) said, "Contracts are not strictly adhered to by The player's party imposes a number of obligations on the player that exceed the obligations of other workers. These obligations are not only mathematical, but also administrative and other obligations related to behavior and morals (Dr. Abdelhamid Othman Al-Hefni, Professional Footballer Contract, 2007, p. 89).

Table 04: Results of Question 20: Does the club have specialists who organize and monitor the contracts of local and foreign professional players?

Answers	Frequencies		%	Ka ² (Square Ka)		Level of indication	Freedom Degree	Statistical Conclusion
	Expected	Obtained		Calculated	Scheduled			
Yes	6	4	36.4	0.818	3.84	0.05	1	Not indicant at 0.05
No	6	8	63.6					
Total	12	12	100					

The results of the survey showed that the responses of individuals of the sample were divided according to the following percentages: 36.4% said "yes" and 36.6% said "no". The statistical test at the significance level 0.05 was not indicant, which means that there are no differences of statistical significance at the level of indication 0.05. Hence we conclude that the answers of the presidents of clubs differed on whether or not they have specialists who monitor the implementation of laws relating to the contracts of local and foreign players, and this is in order to push sports clubs to apply the actual and comprehensive laws and regulations that ensure the best professionalism.

Conclusions:

Through the field of study that we conducted, and after analyzing the results reached in the light of the hypotheses presented, and based on the study, a set of conclusions are shown in the following:

- Modernity of the trend towards professionalism in the football practice in our country.
- The sports contract of the professional football player enabled him to contribute to the promotion of the professional football in the championship for Algeria.
- Enrichment of the transfer market between the Algerian clubs of the First Professional League.
- Some local players' deals reached national record numbers.
- Contracting with some expatriate players and convincing them to play in the national championship because of the guarantees that have

become provided by the sports contract on the one hand and raising the prices of players nationally on the other.

-Lack of adequate knowledge of the legal texts governing the organization of the sports contract, whether for players or presidents.

-The analysis shows fragility of some national clubs that could not meet their contractual commitments with the players because of their lack of steady income.

-widening the distance and the differences between the Algerian clubs because the stronger clubs provide better services and coaches. Therefore, they monopolize the sports scene and get the most funding from the investors and the financiers.

-The absence of a law requiring clubs to set a financial ceiling for players' wages.

Suggestions and Recommendations:

The increasing interest in sport has become a problem and issues of a social and economic nature, and becomes one of the most important modern phenomena in the field of sports and sports professionalism, which came as a product of global changes, especially football in Algeria as the most popular sport in addition to its the crises and problems.

After presenting the conclusions and verifying the hypotheses, we decided to take some recommendations that would help us understand the requirements of professionalism, especially in terms of contracting with professional players, and to approach the reality of Algerian football:

-Preparing the society in general and the sports community in particular to accept sports professionalism.

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