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# Factors that influence athlete transfers on competitive sports: A case study and policy analysis from special region of Yogyakarta

*Czynniki wpływające na transfery sportowców w sporcie zawodowym: Studium przypadku i analiza polityki ze Specjalnego Regionu Yogyakarta*

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## Abstract

**Background.** Today, athletes are viewed not just as competitors but also as professionals, with athletes being the employees and the clubs acting as employers. Athletes aim not only to achieve sporting successes but also to balance their economic, educational, and social aspects.

**Purpose.** This study aims to elucidate the factors influencing athlete transfers from the athletes' perspective.

**Design/methodology/approach.** This research employed a case study design using a qualitative approach through semi-structured interviews. The study utilized purposive sampling to select its participants, involving 109 athletes who had participated in the Regional Sports Week of the Special Region of Yogyakarta (DIY) at least twice.

**Results and Conclusion.** The study identified several factors influencing athlete transfers. These factors fall into three primary categories: internal, external, and other. Athlete transfers should be undertaken for logical reasons and without any undue influence from specific parties, ensuring the process remains flexible. Flexibility, in this context, means the policy should prioritize the welfare and prosperity of the athletes, as well as vertical enhancement of their performance. Horizontally, it should ensure a balanced competition between clubs, upholding the spirit of sportsmanship, while also fostering even fiercer competition.

## Keywords

transfer, policy, athlete, sport, achievement

## Streszczenie

**Wprowadzenie.** Dziś sportowcy są postrzegani nie tylko jako zawodnicy, ale także jako profesjonaliści, gdzie sportowcy są pracownikami, a kluby działają jako pracodawcy. Sportowcy dążą nie tylko do osiągnięcia sukcesów sportowych, ale także do zrównoważenia swoich aspektów ekonomicznych, edukacyjnych i społecznych.

**Cel.** Celem tego badania jest wyjaśnienie czynników wpływających na transfery sportowców z perspektywy sportowców.

**Projekt/metodologia/podejście.** Badanie to opierało się na studium przypadku z wykorzystaniem jakościowego podejścia poprzez półstrukturyzowane wywiady. W badaniu wykorzystano celowy dobór próby, obejmujący 109 sportowców, którzy brali udział w Regionalnym Tygodniu Sportu Specjalnego Regionu Yogyakarta (DIY) przynajmniej dwa razy.

**Wyniki i wnioski.** Badanie zidentyfikowało kilka czynników wpływających na transfery sportowców. Czynniki te dzielą się na trzy główne kategorie: wewnętrzne, zewnętrzne i inne. Transfery sportowców powinny być realizowane z logicznych powodów i bez jakiegokolwiek niedozwolonego wpływu ze strony konkretnych stron, zapewniając elastyczność procesu. Elastyczność, w tym kontekście, oznacza, że polityka powinna priorytetowo traktować dobrobyt i pomyślność sportowców, a także pionowe zwiększenie ich wyników. Horyzontalnie powinna zapewnić zrównoważoną rywalizację między klubami, przestrzegając ducha sportowości, jednocześnie zachęcając do jeszcze ostrzejszej konkurencji.

## Słowa kluczowe

transfer, polityka, sportowiec, sport, osiągnięcie



## Introduction

Competition in sports is a forum that provides opportunities for individuals and sports teams to measure their sporting abilities. In other words, competition serves as a venue to gauge one's talent in relation to others and oneself [1]. Meanwhile, competitive sports can be defined as sports, whether individual or team-based, which necessitate systematic training to compete against others. Generally, competitive sports emphasize athletic ability and achievement [2].

As time progresses, the sports industry's development continues to advance. In the past few decades, sports competitions and mass fitness have been the most significant contributors to the growth of the sports industry [3]. This growth is not surprising, as competitive sports play a crucial role in the economic and social development of athletes. Moreover, the economic progression of athletes and the sport itself can elevate competitive sports to a more distinguished level [4]. In this regard, sports competitions are a pivotal driver in the sports industry's growth. In international-level competitive sports, various large companies collaborate with esteemed teams or tournaments. Sponsors, advertisers, and other sports industry stakeholders generate substantial revenue for event organizers. Conversely, the increasing prize amounts for achievements make competition participation levels rise, intensifying the competition.

As achievement standards heighten, the phenomenon of athlete transfers to amateur and professional teams becomes prominent. According to several studies, the athlete transfer is a critical phenomenon that warrants attention and in-depth study [5–8]. Athlete transfers are perceived as decisions (or even policies) instrumental in achieving the aspirations of athletes and sports organizations when competing [9]. The primary motivation behind athlete transfers is clubs' demands for high-caliber athletes. Herein, an athlete's quality is pivotal in determining a sports team's success or failure [10]. Such transfers aim to bolster the team's quality, enhancing its odds of victory [6]. In this burgeoning sports industry era, athletes are invaluable assets that teams or organizations can trade. Transfer policies can be beneficial for some but might entail negative repercussions for others, given the heavy reliance on the backing of the organization or individual involved [5].

Athlete transfers aren't a recent issue. The concern isn't just about athletes transferring but why they do so and the legality of these moves considering extant policies. Every athlete has the right to transfer. However, such practices often lead to setbacks for various stakeholders. In Indonesia, athlete transfers ahead of the National Sports Week (Pekan Olahraga Nasional/PON) are an inevitable phenomenon. Notably, transfers are often plagued by controversies stemming from politicized interests, vaguely defined transfer regulations, and rule violations by athletes and organizations.

At the regional level in the Special Region of Yogyakarta (DIY), athlete transfer issues are also evident, especially preceding the Regional Sports Week (PORDA) competition. PORDA DIY is a regional competition to select exceptional DIY athletes for national events or PON. Given the escalating competition at PORDA, clubs or coaches have two primary strategies. They can either groom young talent with long-

term, systematic training and oversight or acquire top athletes from other regions by offering attractive compensations. Regrettably, the latter is the more prevalent approach in DIY because of its practicality. The former necessitates significant investments (like training costs and infrastructure) and comes with the inherent risk of athletes not reaching their potential.

Although regional policies delineate the criteria for athlete participation in PORDA, researchers speculate that there might be exploitable gaps that allow unauthorized athlete transfers. This speculation is fueled by the observation of numerous non-DIY athletes easily participating in PORDA DIY. Considering the evident issues, it's pertinent to assess whether athlete transfers genuinely serve the interests of the athletes, their accomplishments, and their careers, or if they're executed for ulterior motives detrimental to the sportsmanship spirit. What motivates athletes to shift clubs or regions? Are there latent concessions expediting unauthorized athlete transfers? Does the transfer policy lean towards a pay-to-win model for the initiating organization or club?

The myriad challenges emanating from athlete transfers aren't recent, especially in Indonesia. Delving into the reasons athletes transfer, particularly in light of prevailing policies, is paramount. Hence, this study endeavors to elucidate the factors swaying athlete transfers and the underlying policies. Furthermore, it questions the appropriateness of current transfer policies, considering the broader implications for all stakeholders, and explores the optimal policy framework for athlete transfers. It's pivotal to scrutinize athlete transfers from diverse vantage points to ascertain whether they're executed based on logical rationales or are influenced by certain vested interests, thereby undermining competitive sportsmanship.

## Materials and methods

This research employs a case study methodology using a qualitative approach [11], facilitated by semi-structured interviews. The case study approach permits comprehensive, multifaceted examination of intricate subjects in real-world scenarios [12]. While the value of this approach is well-established in fields like business, law, and policy, it's somewhat less recognized in health services research [13]. The subject matter can be either singular or plural, encompassing individuals or groups. It's essential to meticulously analyze the factors tied to the case to ultimately derive an accurate conclusion.

This study adopted a purposive sampling technique, encompassing 109 athletes who have participated in PORDA DIY at least twice.

Prior to commencing the interviews, participants were briefed about the study's objectives and significance. Once they comprehended the study's premise, they were requested to sign an informed consent form, signaling their willingness to participate. Interviews were conducted individually, utilizing a semi-structured interview guide. Conceptually, the guide, echoing the one from references [14–16], encompassed (1) opening questions; (2) introductory questions designed to pique participants' interest and introduce the subject, highlighting its research relevance; (3) central questions focusing on the research objectives, such as inquiries about their views on athlete

transfers, influencing factors, and policies in PORDA DIY; (4) transitional questions comparing transfer policies in Yogyakarta to international standards; and (5) concluding qu-

estions, prompting participants to reflect on the overall discussion and deliberate on the primary themes, thereby encapsulating the interview's essence.

**Table 1. Core Questions**

No	Question
1	What was your experience like during your participation in PORDA DIY regarding the athlete transfer?
2	What factors drive athlete transfer to occur?
3	What are the effects of the athlete transfer that occur?
4	What are the athlete transfer regulations/policies used?
5	What is the meaning of the athlete transfer according to you?

## Results

The results of the athlete interviews were not all displayed. The researcher only shows the policy on athlete transfers at PORDA DIY, which describes this situation. The ages of the athletes in this study were  $22 \pm 7.55$  (mean  $\pm$  SD). The researchers found several interests and reasons for athlete transfers, as well as issues in the athlete transfer policy:

### Experiences regarding athlete transfers

The results of the analysis regarding the transfer experience of athletes are grouped into 2 sub-categories: athletes who have made transfers and athletes who have never made transfers.

#### Athletes who have made transfers

There were cases where participants often changed their domiciles using various justifications.

*"It's too easy to transfer as an athlete. For example, I only submitted my KTP (Identification Card). Suddenly, they issued me a separate family card, not merged with others. Initially, I got my own KTP. I believe there should have been cooperation between KONI and the local government. They have connections. It didn't take long; in my view, this convenience could be a loophole for violating existing regulations at PORDA."*

Some believe that transferring athletes is expensive.

*"I once transferred as an athlete but had to pay substantial compensation in the region I left."*

#### Athletes who have not made transfers

Findings indicated that some athletes never transferred because their loyalty to their original region outweighed other considerations. They shared that they felt comfortable in their region and disagreed with athlete transfers as they believed it harmed the sports development in the area. Here are the interview results:

*"Perhaps because I'm comfortable in my team, I prefer to develop my potential here. Someone with high loyalty will surely be valued more."*

*"I was frustrated when a new athlete, whom I didn't recognize, could join the team, thus displacing seasoned athletes who had undergone rigorous training. In my view, this isn't fair and hampers achievement development in the regions, but what can I do."*

### Factors driving athlete transfers

Several factors emerged from the analysis. Researchers grouped these into two sub-categories: internal factors and external factors.

#### Internal factors

The internal factors arise from within the athletes themselves.

#### Athletes' motives

*"From what I know, most athletes transfer because they see greater opportunities in other areas. Like, the athlete feels they're needed more in other regions than in their place of origin."*

#### Achievements

*"What drives athletes to transfer, in my view, is because the region consistently ranks as the champion, excelling in its sports sector."*

#### Education

*"I once transferred from my hometown to Yogyakarta because I enrolled at one of its universities, and I found I could develop my potential further there."*

*"Many players from outside the region study in DIY, as it's a hub for students. Typically, after graduating, athletes who transfer will go back to represent their original area."*

#### Economic conditions

*"So, athletes aren't cheap. Much is sacrificed, such as time, money, training equipment costs, etc. Let's be realistic. If two teams/countries were interested in my abilities, I'd surely weigh how much I'd earn, and I'd choose the one offering more to support my life and training needs."*

#### Feeling bored

*"I simply grew tired of the same routines. I hope to find a different environment where, perhaps, I can further develop."*

#### Family

*"This happens quite often. Usually, after marriage, some choose to retire or continue their careers in the region where their spouse is based."*



### External factors

The external factors come from outside the athlete and influence their decision to transfer.

### Training facilities

*"The training program in my hometown lacks clarity and purpose. It's not as structured as in other regions I was transferred to. Even though the bonus in my hometown is higher, the superior facilities and better training program in the new area made me decide to transfer."*

### Social environment

*"I feel more valued in my new environment than in the previous one. Although there's competition within the team, I find it fair and consistent with the team and management's needs."*

### Bonuses

*"To be realistic, bonuses weigh heavily in my decision. An athlete agrees to transfer when the athlete and the region interested in them come to a mutually beneficial agreement."*

### Provision of better career guarantees by other regions

*"I was promised employment after joining their team, which influenced my decision to transfer."*

*"Yes, some have been offered money along with job placements or other benefits."*

### Impact of athlete transfer

The impact of athlete transfers is divided into two sub-categories: positive and negative impacts.

### Positive impacts

The positive impacts caused by athlete transfers are: (1) increasing the achievement of athletes/organizations, (2) increasing the motivation of athletes, and (3) increasing the welfare of athletes.

*"Personally, I think it's legal because if the competition gets tougher, it's possible to increase the willingness to improve skills even higher."*

### Negative impacts

Based on the results of this study, the negative impacts caused by athlete transfers are being outcasted by the region of origin and the gap between athletes and the development of achievements that have been formulated are disrupted.

*"Confused looking for PON athletes if the PORDA champion turns out to be defending his original contingent, so there is no regeneration and emergence of new athletes."*

*"The impact is that regional athletes themselves have difficulty competing, and it will be challenging to contest, which results in athlete regeneration also being difficult because they always use transferred athletes."*

*"The impact is that there is usually a gap in the team because transferred athletes are usually given more attention."*

### Policies/rules on athlete transfer

Results found that athletes did not know the basis of the athlete transfer policy at PORDA DIY and in Indonesia.

*"I don't really know yet. As far as I know, as long as the rules and administration are correct, it will be easy to transfer athletes. If you can organize socialization for athletes regarding policies related to us athletes."*

The results of the analysis conducted by the researchers also found that the athlete transfer policies at PORDA DIY were as follows:

*"I think it is still weak because there are still many errors during data verification."*

*"When you become a host, many advantages can be obtained. We'd better tighten and emphasize so that it can't be taken advantage of."*

*"The regulations are already strong, but what often happens is that interests are lost. Actually, the rules for moving players don't matter as long as they go through the appropriate procedures."*

Another response said:

*"The policies/regulations regarding the transfer of athletes at PORDA DIY are excellent, as evidenced by the existence of KONI DIY regulations and the Technical Handbook. However, what is unfortunate is that its implementation in the field is still widely abused by unscrupulous persons."*

### The meaning of athlete transfer

The meaning of athlete transfer according to the athlete's point of view has been summarized as follows:

*"I do not agree. For the regional level, there is no need to transfer athletes."*

*"Agree to the athlete transfers as long as the procedures and conditions are correct. Athlete transfer will help athletes to have a more helpful experience to be able to quickly adapt to new things, improve their abilities, and get out of their comfort zone."*

### Discussion

For the policy evaluation regarding athlete transfers to work, it is necessary first to identify the interests or reasons why athletes transfer (background). In this study, the researchers succeeded in identifying several factors, which were divided into several major parts called internal factors. Meanwhile, the researchers consider that these factors are the main factors that arise from within the athlete to encourage athletes to transfer. Some of the internal factors can be mentioned, namely 1) athletes' motives, 2) increased achievement, 3) education, 4) economic conditions, 5) boredom, and 6) family.

Meanwhile, there are other factors outside of the internal factors called external factors. This factor arises from outside the athlete. External factors have a slight possibility to encourage athletes to transfer, but the presence of external factors together with internal factors can lead to a higher probability of transferring athletes. External factors are 1) training facilities, 2) social environment, 3) salary or bonuses, and 4) better career guarantees. Furthermore, these factors are also influenced by the clubs one wants to join and generally offer potential athletes for transfer into them.

Apart from internal and external factors, there are 'other' factors. However, these other factors were not mentioned directly by athletes who had transferred athletes in this study. This fac-

tor is related to the interests of coaches, sports organizations, or certain regions. If this is not monitored correctly, it will lead to a trend toward illegal athlete transfers. Other factors can provide opportunities for the success of athletes in transfers. In this case, it is generally also related to lax regional policies, competition, etc. Although other factors are not a motivating factor, these factors are more appropriately referred to as door factors or athlete transfer windows.

According to some existing literature, clubs have at least three rational reasons for transferring athletes. First, the club invests in a training program for young players transferred to the relevant club. The hope is that these young athletes develop according to their potential and benefit the club. Second, the costs incurred when the club transfers can help financial circulation in matches. In other words, it can promote balance in competition. Clubs that need talent due to high competition will take high-achieving talents from other smaller clubs without compensating the club from which the athletes come. Third, athletes are not interpreted as individuals but as part of a collective system programmed by the club for a long time. Losing one player in a team can result in losing the competition. In fact, replacing one player does not necessarily replace the old player's position because this is considered irreplaceable. Nonetheless, player transfers are considered an effort to protect the club from damage to the collective system that has been programmed in the long term.

Through this research, the researchers have identified several factors that might influence the transfer of athletes seen from the athlete's perspective, namely internal, external, and other factors. Athlete transfers are allowed to be carried out for coaching, while restrictions or rules related to athlete transfers are needed to maintain the balance of competition. Thus, a policy is needed to ensure the prosperity of athletes vertically (increasing achievement, career, and prioritizing the prosperity of athletes). On the other hand, it can ensure a balance of competition horizontally between the participating clubs, including maintaining healthy competition. Suppose a rule regarding this limitation does not exist; in that case, integrity in sports competitions can be disrupted because clubs or regions tend to recruit potential athletes from other regions to win competitions, or in other words, to be superior to their competitors.

Considering the short- and long-term effects of athlete transfers, regulating athlete transfer policies is necessary. Meanwhile, laws have been drawn to encourage fair sportsmanship that regulates and limits athlete transfers. In Indonesia, the regulations regarding the transfer of athletes are regulated in the regulations of each region or Regional Regulations, which are subordinate to Government Regulations, namely the Law of the Republic of Indonesia Number 11 of 2022 Concerning Sports (UU No. 11 of 2022).

Athlete transfer is a human right of every athlete. This has been shown by Government Regulation (PP) No. 16 of 2007 concerning Organizing Sports which explains as follows.

"Arrangements for the status and movement transfers of sports actors are focused on 3 approaches, namely 1) rights and requirements considering that this process is related to

human rights, safety, welfare, and the future of sports actors; 2) the framework for carrying out the task of sports which states that sports actors have rights and obligations according to their duties and responsibilities; and 3) the fair play and sportsmanship spirit to create an orderly and healthy sports climate."

According to some experts, in principle, the procedure for athlete transfers is allowed as long as it complies with the rules in force. Even though there is no rule that forbids transfers, they have to go through the relevant procedures. Transfers in athletes are the same as transfers in employees or other professions. The move was made with the primary aim of seeking a better career. In this case, athlete transfers can be seen as a form of career development for athletes. In the hope that by moving to another club, athletes can improve their skills and achievements.

Some athletes can compete until the age of 50 or even more, but this is not the majority of athletes. Most athletes end their career in their 20s or 30s. Athlete transfers, when seen from the perspective of economic considerations, can be seen as an investment. The club transfers a player in hopes of getting a return from the athlete's achievement in competitions. The economic side of athlete transfers becomes essential for the survival of the club and athletes.

The regulations and rules regarding athlete transfers that are currently in force have not run optimally. This is evident from the irregularities in the transfer of athletes that occur today. There is a gap between the rules and their implementation in the field. This gap can be caused by several things, including the absence of an audit body that oversees the athlete transfer process. Therefore, it is necessary to establish an independent audit body for the transfer of athletes to ensure the welfare of athletes and clubs.

In the context of coaching and talent development in Indonesia, athlete transfers can be an alternative for athletes to improve their achievements. By transferring athletes, athletes can get the best training facilities and opportunities to compete in a more competitive environment. However, for the club or region where the athlete came from, athlete transfers can be detrimental because they lose quality athletes who can contribute to the achievement of the club or region. On the other hand, athlete transfers can also help increase the achievement of clubs or regions that have limited human resources. Thus, athlete transfers can be both beneficial and detrimental depending on the perspective and interests of the parties involved.

Furthermore, the data shows that there is still much that needs to be done to improve the management of athlete transfers. Many athletes are still unaware of the procedures and regulations related to athlete transfers. Moreover, there are still many irregularities in the athlete transfer process that need to be addressed immediately. The government and sports organizations need to work together to ensure that athlete transfers are carried out fairly and transparently, and the welfare of athletes is prioritized.

In conclusion, athlete transfers can be beneficial for athletes in terms of improving their skills and achievements. However, there are still many challenges that need to be addressed



to ensure the welfare of athletes and the integrity of sports competitions. The government and sports organizations need to work together to ensure that athlete transfers are carried out fairly and transparently, and the welfare of athletes is prioritized.

Under Article 63 of Organizing Sports: The transfer of athletes, as referred to in Article 58 paragraph (1), mandates that the associations/clubs of the athlete's destination provide compensation to the association/club from which the athlete originates, in accordance with the provisions of the primary sports branch organization.

Moreover, the procedure for transferring athletes is unclear. The researchers found that the athletes involved in this study, both those who had and those who had never transferred, stated that they did not know the correct procedure for athlete transfers. Therefore, even though it has been stipulated in the law, assistance for athlete transfers should be obtained by prospective athletes who wish to transfer, along with transparency in athlete transfers.

If the transfer of athletes is carried out under existing government and regional regulations, the transfer process can be more stringent but must follow the rules. However, many conveniences are provided to athletes when transferring, including without providing compensation to the originating club. This can cause regional achievement to lag and indicates political interest in athlete transfers because several procedures for transferring athletes have been skipped. Furthermore, this study found that some athletes held dual roles, such as working for one club while simultaneously representing another team. The researchers identified practices that could harm sportsmanship and the balance of competition, leading to unfair competition. Therefore, it is essential for sports organizations at the regional level and local governments to jointly oversee and facilitate the athlete transfer process to achieve a transparent and fair athlete transfer process. More than that, these findings also provide a strong basis that other factors (besides internal and external factors) accompany the transfer of athletes. Even though sanctions for athletes have been regulated, there need to be regulations that strictly govern individuals who support the practice of illegal athlete transfers (Regional KONI, Regional Government, other sports organizations, and all parties outside the sports organization).

A joint consensus has approved athlete transfers, and it is even permitted according to Indonesian laws and regulations to improve competition balance. In this context, the athlete transfer system must receive attention in comparison to various other systems. The transfer of athletes can be done for the sake of competition balance while maintaining sportsmanship. Additionally, there are no regulations regarding the limit on the number of times a region or club can transfer athletes. In this context, limiting the number of athletes serves as a preventive measure against inequality and competitive imbalances in competition. Athletes are given the freedom to transfer to the club or region they desire, but based on regulations that ensure fairness and balance of competition [17].

Given the discrepancies in athlete transfers to existing proce-

dures and various concealed processes, the researchers suggest a one registration system. Through this, the athletes' track record of participation in competitions, along with their citizenship status or represented region, can be visible to competition organizers and all competition participants (coaches, athletes, and all members). Through this system, all parties can transparently monitor the athlete transfer process. Thus, if there are future complaints, all parties can raise objections and report according to existing procedures. This system is implemented as a preventive measure so that athletes do not frequently move from one club to another in quick succession.

If adding oversight and assistance during the athlete transfer process does not resolve arising issues due to athlete transfers, an in-depth evaluation is urgently needed. Athlete transfers have been conducted for decades and have even become a culture ahead of PON [7]. While current legislation adequately addresses athlete transfers, we suggest a foundational evaluation, and if possible, incorporation of regulations through cross-country transfer policies. Policy transfer is a time-consuming method because it considers the policies of both parties: the origin and the recipient. The aim is for the recipient country to learn from the policy origin country's mistakes while addressing current challenges [20]. Nonetheless, policy transfer is not simple because this decision cannot be made unilaterally [5].

Without intending to offend or undermine various parties, this study aimed to explain the prevalent phenomenon of athlete transfers in Indonesia, including in the Special Region of Yogyakarta. The researchers recognize that this preliminary descriptive research seeks to explain the current situation and has its limitations. The study aimed to clarify the factors influencing athlete transfers from their viewpoints and undertook policy analysis related to athlete transfers. However, the study could not determine what factors influenced the regions or organizations participating in athlete transfers. Comprehensive understanding of athlete transfers is needed from various perspectives. The limited number of research samples might lead to bias, and the interview results may not precisely represent the athlete transfer phenomenon across all Indonesian regions. There is a need for extensive research at all competition levels and in all DIY regions. Despite this, the research can serve as a foundation for more detailed and systematic studies. All the advice offered aims to create a better coaching system, including an effective athlete transfer policy.

## Conclusion

Athlete transfer is a human right for all athletes. A joint consensus has approved the transfer of athletes, and it is even permitted according to Indonesian laws and regulations to enhance competition balance. This study identified several factors, divided into three major groups, influencing athlete transfers: internal, external, and other factors. Of all these factors, internal ones most influenced athlete transfers and align best with the coaching system in Indonesia. Given the opportunities for various parties to exploit athlete transfers, the researchers have several policy suggestions.

Introduce comprehensive supervision and guidance for athlete transfers.  
Limit athlete transfer opportunities for athletes and sports and regional organizations.  
Implement severe sanctions for individuals supporting fraudulent requirements and illegal athlete transfers.  
Athlete transfers should be done rationally without the influence of specific interests. They should be flexible, considering athlete welfare, prosperity, and performance improvement. Si-

multaneously, competition balance between clubs should be maintained, promoting better competition.

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