

RESTRICTIONS TO FREEDOM OF MOVEMENT OF FOOTBALL PLAYERS IN 18 COUNTRIES

BELGIUM –DENMARK – ENGLAND - FRANCE- GERMANY- GREECE - IRELAND - ITALY – POLAND- PORTUGAL- ROMANIA- RUSSIA – SLOVENIA- SPAIN- SCOTLAND- SWEDEN - SWITZERLAND - THE NETHERLANDS

Introduction

A French case [**Olympique Lyonnais v Olivier Bernard, Newcastle United FC (Case C-325/08)**] is pending before the European Court of Justice which shall answer to the following two preliminary questions:

1. Does the principle of the freedom of movement for workers laid down in [Article 39 EC] preclude a provision of national law pursuant to which an “espoir” player who at the end of his training period signs a professional player's contract with a club of another Member State of the European Union may be ordered to pay damages?

2. If so, does the need to encourage the recruitment and training of young professional players constitute a legitimate objective or an overriding reason in the general interest capable of justifying such a restriction?

The written procedure has terminated, the oral hearing will take in Luxembourg on **5 of May 2009**. The Court of Justice should give its judgment 9 -12 months after the hearing.

Inevitably the judgment –whatever will be the position of the Court on the issue of compensation at the end of a training period, its legitimacy, and its justification under EC law, is going to have an important effect on the UEFA regulations, on national sports regulations, and, of course, on the freedom of movement of football players.

A questionnaire has been sent out to relevant sports lawyers and sports associations with regard to compensation to be paid by players and/or by their new club to the club which trained them.

Hereafter please find a short feedback from 18 countries (16 EU Member States, Russia and Switzerland) on restrictions or allegedly restrictions still existing on freedom of movement of players.

BELGIUM

1. Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?

Professional contract can be concluded from 16 years on part time basis. The minimum wage is very low to become a Professional.

Then contracts can be concluded for a period of 5 years. In many cases players are put under pressure to prolong their contract on the sanction that they are barred from the first team and play in reserve with less bonuses

FLEMISH COMMUNITY

Amateur players can leave every year with an easy procedure in the month of April. It is forbidden to pay training compensation if an amateur player moves from one club to another even if the player signs a (first) contract in the other club.

FRENCH AND GERMAN COMMUNITY

Training compensation amateur players:

MEN need to pay:

- 77,70 euro per season from U6 till U11;
- 160,50 euro per season from U12 tot U17;
- 315,80 euro per season from U18 tot U21.

Women need to pay:

- 57 euro per season from U6 till U11;
- 124,20 euro per season from U12 till U17;
- 238,10 euro per season from U18 till U20.

2. *If yes, what are these restrictions (could you please mention the relevant legal provisions?) For players under contract the FIFA-rules are applicable in case of an international transfer.*

FRENCH AND GERMAN COMMUNITY

See above under 1.

3. *Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?*

Amateur players are free from year to year without any compensation to be paid. They need to send a recommended letter to their club to leave in April every year.

In practice, foreign clubs come to Belgium and engage youngster. When those clubs think that the players are not worth to be further trained they are dropped but the FIFA rules on compensation for training applies so that they often cannot sign a contract in their own country with these "training compensation" (hidden transfer sums) and can only play as an amateur.

DENMARK

1. *Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?*

No restrictions internally in Denmark. Players from a Danish club contract have only the burdens from the FIFA transfer regulations on a transfer outside Denmark. This has been established in our (the Danish Football Players' Association) collective bargaining agreement with the Danish League Association and accepted by the Danish Football Association. This is specifically stated in both the collective bargaining agreement and in the standard contract.

2. *If yes, what are these restrictions (could you please mention the relevant legal provisions?)*

See above

3. Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?

Amateur players cannot be bound to their club in Denmark. But an amateur player that has played for a club in a half-season cannot play for another club before the next half-season.

ENGLAND

1. Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?

Players in England can sign as a professional contract player from the age of 17.

Up to the age of 24, a club who has made an offer of re-engagement to a contract player at the end of his current contract and the offer contains terms which are no less favourable than the previous contract is entitled to compensation if the player rejects the offer and wishes to sign for another club (Premier League Rules section M 15-18, Football League Regulations 59.3 to 59.15 and FA Rule J).

Players over the age of 24 are free to leave the club at the end of their contract without compensation being paid.

With regard to players registered with clubs between the ages of 9 and 18 as scholars at academies or centres of excellence, these players are able to move at the end of a period of registration which is usually for one-two years. However, players can sign for a four year period from the age of 12 with the agreement of their parents/guardian. If a club has confirmed that they are offering a further period of registration which the player chooses not to accept, the club are entitled to receive compensation for the training and development of the player if he subsequently registers with another club (Premier League Rules section N 60-64 and N 91-93, Football League Rules Relating to Youth Development 65 to 69).

If compensation cannot be agreed between clubs regarding the registration of professionals under the age of 24 and academy/centre of excellence players, then the matter is referred to the Professional Football Compensation Committee which comprises of an independent chairman, usually with a legal background, an appointee of the League from which the clubs are members, an appointee of the Professional Footballers' Association and an appointee of the League Managers' Association (Premier League Rules section N 93, Football League Regulation 64).

2. If yes, what are these restrictions (could you please mention the relevant legal provisions?)
SEE ABOVE

3. Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?

N/A

FRANCE

1. Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?

Pursuant to art. 23 of "Charte du Football Professionnel" which was in force at the time Olympic Lyonnais lodged the complaint with the ECJ, "an *espoir* player who at the end of his training period refuses to sign his first professional player's contract with the same club:

1. cannot play for a period of 3 years for any French club.
2. must pay a compensation to his former club.

Nevertheless on 24 June 2008 (just two weeks before the complaint in the Bertrand case was lodged before the European Court of Justice) the social partners reached an agreement according to which, in the case the player refuses to sign his contract with the club which trained him, the new club shall pay to the former a compensation calculated in the following way:

- a). costs occurred by the club in order to train the player
- b). (increasing) value of the player thanks to the training received as well as participation to national team competitions
- c). compensation in case of renewal of contract by the new club or in case of transfer to a third club.

2. If yes, what are these restrictions (could you please mention the relevant legal provisions?)
See above

3. Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?
See above

GERMANY

1. Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?

There are no such restrictions other than the need for the approval by the player's club to the change of club in connection with the permission to play (Spielerlaubnis) to be granted by the respective competent regional or state federation.

Such approval can be replaced by paying a compensation which is stipulated in the DFB-Spielordnung for Amateur Players as well as Contract Players (Vertragsspieler), in the DFB-Jugendordnung for Junior Players (Juniorenspieler) and in the DFL-Ligastatut for License Players (Lizenzspieler).

N.B. A "**Special Solidarity Fund**" financed by all licensed German clubs has been created two years ago. When a Club (from Bundesliga 1 or Bundesliga 2) offers a contract as a "licensed player" to an amateur or to a "contract" player, the club(s) which trained the player is/are entitled to get 50 000 euros from the Fund if the player plays in Bundesliga 1, 22.500 euros if the player plays in second Bundesliga 2.

The so-called "father club", i.e. the club where the player was trained for 3 years will receive 10 % of the entire amount.

2. If yes, what are these restrictions (could you please mention the relevant legal provisions?)

No, there are no special restrictions in Germany

See above

3. Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?

No, but see above under 1. In particular if the approval is not given by the former Club the player is not entitled to play till the 1 of November of next season. Such approval can be replaced by paying a compensation to the former Club.

GREECE

1. Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?

See below

2. If yes, what are these restrictions (could you please mention the relevant legal provisions?)

See below

3. Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?

We have two sorts of amateurs.

1. The players who belong in an amateur club, playing in an amateur division or local division.

These players regardless of their age are registered at the Football Federation and no contract is signed, they are awarded with bonuses. They are not free to move to any club of their choice, either as professionals or amateurs, if the amateur club which has in their possession their registration cards denies them the transfer.

(Amateur Transfer Regulations)

The amateur player is free to sign with a professional club of his choice only if the amateur club is reimbursed the following amounts; this amount is paid only once:

To 1st professional division club, 35.000€

To 2nd professional division club, 29.500€

To 3rd professional division club, 24.000€

(Regulations for the status and transfer of the professional players-CBA)

Annex A, Provisions of implementation of the regulations of the professional players- article 10 and 11

2. The players who belong to the amateur division of a professional club competing in the professional divisions.

These players are amateurs, but their age is between 12 and 21, which are considered as football academies.

They are assumed that they finish their training period up to the age of 21, then if the club they concluded their training is not offering them a professional contract then they are free to sign with any club of their choice.

Annex A, Provisions of implementation of the regulations of the professional players -article 1

But if the club wishes to sign a professional contract before the above mentioned age, which is max 3 years for under 18 and max 5 years for over 18, the player has the right to deny but he remains amateur registered in the club until the age of 21.

(Regulations for the status and transfer of the professional players-CBA)

IRELAND

1. Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?

Pursuant to Art. 15 of FAI LEAGUE OF IRELAND PARTICIPATION AGREEMENT 2009 on "retention and Transfer of Players", the following arrangements will apply to all players whose contracts are due to expire and who are under twenty three years of age on the 1st of January of the year of expiry of the contract and who has been in employment with his present Club for at least two full consecutive competitive seasons and also to a player who has been in employment with his present club for one season immediately following his change of status:

(i) If a Participant Club wishes to offer a new contract, notification to this effect must be posted to the player by registered post to his address as stipulated on the registration form at least 60 days before the expiry of his current contract.

A list of names of all players who are offered re-engagement terms under this section must be forwarded to the League Director by the Club concerned by the 30th November.

(ii) If the player accepts the re-engagement offer, he shall notify the Club accordingly on or before the 30th November, and a new contract may be entered into on agreed terms, and registered with the Committee.

(iii) If the offer is rejected by the player the Participant Club must receive notification from the player to that effect by registered post, on or before 30* November.

(iv) If by the 15* December the player has not notified the Participant Club that the offer is rejected, the offer shall automatically lapse and the Club's right to compensation shall not be prejudiced in the event of the player not being signed by the Club.

(v) If the player rejects the offer and/or indicates that he wishes to leave the Participant Club, the freedom of the Club to negotiate a transfer fee for the player shall be accepted up to and including the 15* January. If, within this period, agreement on a transfer fee is reached and the player consents to the transfer, such a transfer will proceed in the normal manner.

(vi) To be eligible for payment of a transfer fee or compensation for a player, a Participant Club's offer of re-engagement to the player must not be less favourable to the player in all respects (other than signing-on fees) than his existing terms.

(vii) In order to retain its rights to compensation for a Part-Time Player after the 15th January (or date of expiry of old contract) the Participant Club is obliged to formally notify the player of the clubs intention to retain the player for the forthcoming season or seasons.

(viii) In order to retain its rights to compensation for a Full-Time Player after the 15th January (or date of expiry of old contract) the Participant Club is obliged to pay the player his basic wages under his old contract or agree a conditional contract which will enable the player to play for the Club again and until such time as a new contract can be agreed by both parties.

(ix) If, by the 15th January the player has not been transferred, then the Club must place a transfer/compensation figure on him within a period of fourteen (14) days. Failure to do so for any valid reason acceptable to the Committee shall not affect the Club's right to compensation but the Committee may impose a fine of up to €1,500 on a Participant Club which, for no acceptable reason, fails to do so. When this point is reached, any party concerned has an immediate right to recourse to a Dispute Resolution Chamber, which shall determine the figure which is final and binding on all parties as provided for under Rule 9 herein.

Fines, suspensions and notices of termination of contract of service must be reported to the League Director and such notification must be accompanied by a copy of the notice served on the player.

2. *If yes, what are these restrictions (could you please mention the relevant legal provisions?)*

See above

3. *Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?*

Pursuant to art. 14 of the FAI LEAGUE OF IRELAND PARTICIPATION AGREEMENT 2009, the registration of an Amateur Player may be terminated, as follows:

(a) By mutual consent of the Participant Club and the player at any time during the season;

(b) By the Committee, if the player has not played in the class of match which his ability warrants or for other reasons satisfactory to the Committee.

14.2 An Amateur Player may not be placed on the "Open to Transfer" list, and no sum shall be paid or received by a Participant Club or any Club for the transfer of the registration of any such player unless he is changing his status.

14.3 If an Amateur Player desires to become a Professional Player, the rules relating to the registration of professionals shall apply.

14.4 No Participant Club shall be at liberty to approach or sign an Amateur Player, registered with the FAI National League, during the playing season without the permission of the Participant Club for which he is registered. An Amateur Player playing for a Participant Club and wishing to become a Professional Player must give the Participant Club for which he is playing first claim on his services until the end of the current playing season.

ITALY

- 1. Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?**

YES, see below

- 1. If yes, what are these restrictions (could you please mention the relevant legal provisions?)**

Pursuant to NOIF (Internal Rules of the Italian Football Federations), "Giovani di serie" (players aged between 16 and 19) are bound to sign their first professional contract with the club which trained them. (N.B. no compensation for damages can be asked but players are subject to disciplinary sanctions (Suspension) and eventually a Club may ask for compensation)

- 2. Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?**

Amateur Players are registered with their clubs till they are 25!

POLAND

- 1. Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?**

NO

- 2. If yes, what are these restrictions (could you please mention the relevant legal provisions?)**

- 3. Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?**

Amateur players can leave their clubs after each season without the obligation to pay any damages. The only fee to which the club is entitled is training compensation (if a player is under 23), that is sometimes high enough or a not very high fee established in advance by relevant football authorities (if they are over 23).

PORTUGAL

- 1. Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?**

No.

Article 18 of the Collective Labour Agreement between the Portuguese Football League and the Portuguese Professional Footballer's Association describes as null and void any clauses on individual labour contracts which prejudice in whichever form, the right of a player to work after the termination of his contract.

Similarly, Article 18.1 of law No 26/98 of 12 June of labour contracts in sports describes as null and void any clause which limits or prohibits the freedom of movement of players or their practice of Sports after the termination of their contracts.

2. If yes, what are these restrictions (could you please mention the relevant legal provisions.

Refer to 1 above.

3. Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?

No. Please note however that:

Under article 31.1 (b) of law No 26/98 of 12 June of labour contracts in sports, players can only enter into amateur contracts between their 14th and 18th birthdays.

Under Article 33.1 of law No 26/98 of 12 June; the training contracts for such amateurs have been limited to a minimum period of one sporting Season, with the maximum being four seasons.

Technically, this means that an amateur can be contractually tied to his club up to his 22nd birthday, assuming that he signed a 4 year training contract at the age of 18. After this period the said amateur shall be free to leave the club in accordance with the provisions of Article 18.1 of law No 26/98 of 12 June, although Portugal has never experienced serious cases in relation to the release of amateurs upon the termination of their training period.

Translations:

Art 33.1 of law No 26/98 of 12 June of labour contracts in Sports - "a training contract shall be limited to a minimum period of one sporting Season and a maximum duration of four sporting seasons"

Art 33.1 (b) of law No 26/98 of 12 June of labour contracts in Sports "there can be training contract for amateurs, who cumulatively, should be aged between 14 and 18 years"

ROMANIA

1. Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?

Professional players at the end of their contract are free to move. (Art.9 RSTJF).

Junior player are obliged to sign their first professional contract with the actual club 6 months before the end of their training period, with a minimum contract duration of 3 years, only in case of the condition that the club offered the player the contract with a guarantee of an average salary to be paid to the player on a monthly basis. Clubs can exercise this right only between the 1st of January and the 30th of June of the season in which the player turns 19. In case the player refuses to sign the contract with the club, which has offered the player all the aforementioned conditions, the player will be sanctioned according to the relevant regulation. (Art. 14 point 2 /3).

3. If yes, what are these restrictions (could you please mention the relevant legal provisions)

Art. 9 RSTJE (Reglamentul Privind Statutul Si Transferul Jucatorilor De Fotbal – Regulations on the Status and Transfer of Football Players)

Art.14 RSTJE (Reglamentul Privind Statutul Si Transferul Jucatorilor De Fotbal – Regulations on the Status and Transfer of Football Players)

4. Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?

Regarding the provisions for amateur players, the regulations on Status and Transfer of Football Players foresee that a transfer of an amateur player shall have the same provisions like those of professional players. (Art. 20.1 RSTJE)

Players until the age of 16 can only be transferred with the agreement of one of the parents.

Generally amateur players can be transferred and registered only during the established transfer periods and with the approval of the competent commission under the following circumstances (Art. 20.4 ff RSTJE):

If a player participated in less than 25% of the official matches of the club he is licensed for.

Players until the age of 11 who have been registered for a club for a minimum of one year, can ask to be transferred to another club during the first transfer period.

Players until the age of 15 who have been registered with a club which obtain any financial contribution, such as tax benefits, for the players formation can ask for the cancellation of their license in the current club and for the registration with other clubs.

RUSSIA

1. Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?

In Russia the players are free to sign a contract with any Club after they leave the football school, but the compensational payments to the school has to be made:

- a) if the player signs a contract with the Club of the 2nd league – 100.000 rub (approx. equal 2 300 Euro)
- b) if the player signs a contract with the Club of the 1st league – 200.000 rub (approx. equal 4 600 Euro)
- c) if the player signs a contract with the Club of the Premier league – 300.000 rub (approx. equal 6 700 Euro)

As well at the end of the contract the players are not free to move to any Club, if the player is under 23. He has to pay the entire wage that was received during the contract (all the payments made by the Club) multiplied on the rising rate (see the examples):

- a) if the player of the 1st, 2nd or Premier league moves to the Club of the same league the rising rate is 1
- b) if the player of the 2nd league moves to the Club of the 1st league the rising rate is 2
- c) if the player of the 2nd league moves to the Club of the Premier League the rising rate is 3
- d) if the player of the 1st or the Premier league moves to the Club of the 2nd league the rising rate is 1

2. If yes, what are these restrictions (could you please mention the relevant legal provisions?)

See above

3. Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?

Compensation must be made to the school when they sign the first professional contract. If the player moves from one amateur Club to another no compensational payments to the Club they move from have to be made.

SCOTLAND

1. Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?

Players can move at the end of their training period with the only restrictions being the FIFA rules on compensation for cross border moves, with internal ones in Scotland being largely the same.

5. If yes, what are these restrictions (could you please mention the relevant legal provisions?)

The only restriction is the level of compensation that may be imposed at a local level. This has never been challenged legally in Scotland.

6. Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?

No

SLOVENIA

1. Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?

Professional players have no restrictions on the freedom of movement at the end of their contract. If they are younger than 23 training compensation must be paid in accordance with the FIFA model.

There are also restrictions for amateur players younger than 23 years. For national transfers (they can move transfer free internationally) certain amount of compensation is payable upon every transfer dependent upon the league level and if the player is a national team member. This amount is then deducted from the training compensation when a professional contract is signed.

Professional contracts can be signed from the age of 15.

2. If yes, what are these restrictions (could you please mention the relevant legal provisions?)

Training compensation is calculated and paid from the age of 12 to 21. No training compensation is due when a player is older than 23 years.

The highest amount per year of compensation for a player, which concludes a professional contract, is 2800 EUR (if he played in first league /1400 EUR for the second league and so on) and has to be multiplied by factor of:

- 5 if the player is a national team member of A, B or U21;
- 4 if the player is a national team member of U-20, U-19 or U18;

- 3 if the player is a national team member of U17, U16 or U15;
- 2 for all women national team members;

This subject is dealt with within the provisions of the Regulation of NZS for registration and status of players - PRSI (articles 46. to 60.).

3. Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?

Amateur player can transfer to another club with the permission of the old club during the summer or winter transfer period. Transfer without permission to another club is only possible during the period from 1. to 15. July each year.

If amateur transfers to another Slovenian club, the old club has the right to compensation. The old and the new club can agree on the amount of the compensation. If there is no agreement, the old club has the right to compensation in accordance with the 52. Article of the PRSI.

The highest amount, that has to be paid for an amateur player, is currently 2400 EUR. This compensation must be multiplied with the appropriate factor, which depends on the player age and status in the national team (see above).

SPAIN

1. Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?

In principle there are no restrictions. Players who obtain the player license A (aficionado) at the end of their training period (from the age of 19 years upwards) are obliged to stay with their current club for the next 2 seasons, unless both parties agree to a length of minimum 1 year or maximum 3 years.

After such period the club should ask for the professional license. If it does not, the player is free to choose between a new subscription with an "A" license for the same club or for another one.

Nevertheless there is an "indirect restriction" according to the collective bargaining agreement signed between the Spanish League (LFP) and the Association of Football Players (AFE) in force from the 1st of July 2008 and with a term until the 31st of May 2011.

Art. 18 of the agreement states that at the end of a contract only for a player under 24 years at the end of the season (his 24th birthday should then be after the 30th of June), the said player could be put on a list by his club (this is not mandatory for the club) on or before the 30th of June of the season in order to:

a.- Receive a "compensation for training" whose amount is decided by the former club and any new club has to pay such compensation in order to sign the player. In this case, the player shall receive a 15% of the amount of compensation.

b.- In case that no club wants the player and then pay the compensation, the former club is obliged to sign a new contract of one year with the player, with an increase in his wage calculated on the 7% of the sum of compensation decided by the club; i.e. if the club puts 3 millions euro, he should increase the wage in 210.000 euro. So the club has to be careful in calculating the amount.

The club cannot list the player if he owes him money (salaries, premiums, etc...). Of course, this is only valid within Spain and does not apply to the player who wants to move to a foreign club (EU or not).

7. If yes, what are these restrictions (could you please mention the relevant legal provisions?)

Art.156 of the Regulation of the Real Spanish Football Federation.

8. Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?

Amateur players are bound to their clubs only until they get a license as "professionals" and therefore they sign a professional contract.

The club has the chance to maintain the amateur player with an "A" license from the season of 19th Birthday on for a period of 2 seasons. Both parties can also agree to a period of one year or three years. However the player are obliged to respect this commitment and cannot move to another club as an "A" licensed player. After such period the club has to choose, with the acceptance of the player, between a professional license or maintain the "A" license. The Player is free to choose between the registration in the same club or in another one. However in past cases of claims against such prolongation after the age 19 years with an amateur license, players always reached to move legally without any restrictions.

SWEDEN

1. Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?

No, there are not, although the new club must pay a training compensation to the former club even when the former club doesn't offer the player a new contract.

2. If yes, what are these restrictions (could you please mention the relevant legal provisions?)
See above

3. Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?

No, they are not. Amateur players are always free (without any payment from the new club to the former club) to transfer to a new club as amateur player during one month of the year 15 november - 15 december every Year. During the rest of the Year a player can transfer to a new club (without any transfer fee) as an amateur, if the club accepts this.

SWITZERLAND

1. Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?

No, there are no such restrictions. However, the payment of compensations between the clubs is not excluded but this does not hinder the movement of the player as such.

2. If yes, what are these restrictions (could you please mention the relevant legal provisions?)

3. Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?

If a player changes from a club of the amateur-league to a club of the professional league, the club of the professional league has to pay a compensation to the club of the amateur-league. But, players are free to move to another club.

THE NETHERLANDS

1. *Are still restrictions in your country with regard to the freedom of movement of players at the end of their contract or at the end of their training period?*

There is some kind of "pool" for professional clubs. On national level clubs have to pay for the education of young players they obtain from other clubs. More or less it is comparable with the FIFA system for international transfers only the amounts are a lot lower. In practice this is not felt as a restriction of movement. There are no legal provisions limiting the freedom of movement.

2. *If yes, what are these restrictions (could you please mention the relevant legal provisions*

No, there are no legal provisions limiting the freedom of movement

3. *Are also "amateur players" bound to their clubs in any way after their training period and/or at the end of their contract?*

Amateur players are not bound to their clubs. At all times an amateur player can sign a professional contract without being restrained by his club.