

# CHALLENGES AND SOLUTIONS

We unpack some of the challenges African migrant athletes face coming to Europe and the different solutions we can put in place at different stages of their journey to better include them in their new host country and sport industry.

CHALLENGES	SOLUTIONS	PRE-MIGRATION	MIGRATION	POST-MIGRATION
<b>LEGAL AND ADMINISTRATIVE ISSUES</b> 		Access to information		Football associations and clubs should be able to assist refugees and asylum seekers with no travel documents
		Streamline visa process	Streamline visa process and residency	
		Affordable access to legal services (for identity/travel documentation)		
		Contractual: letter of invitation in best interests of the player (by Clubs)		
		Better understanding of player and labor rights/laws	Better understanding of player and labour rights/laws	Better understanding of player and labor rights/laws
		Training courses (such as SiNAFE)		Training courses and club assistance (including SiNAFE)
<b>LANGUAGE, COMMUNICATION AND EDUCATION</b> 		Access to quality education		Access to education and training programs – including for a life post-football (skills development)
		Practical, online and short language courses		Practical, online and short language courses
<b>AGENTS AND CLUBS</b> 		Vetting of agents and the provision of lists of accredited agents to players		
			Duty of care that aspirant players make it safely and legally to destination and/or trials	
		Negotiate the terms of contract		Oversight and monitoring of agents and clubs
				Renegotiate the terms of contract – working in the best interest of players
<b>SOCIAL EXCLUSION</b> 				Facilitate access to free or affordable (country-dependent) healthcare and psycho-social services; Clubs to be contractually obligated as part of their duty of care
				Budget for mental health support (including addressing culture shock and trauma)
				Equitable salaries – especially for female players
				Facilitating access to accommodation
		Address gender biases and inequality in country of origin		Support services from NGOs and diaspora networks (particularly where there is a lack of familial support)
		Access to quality basic education		Equal opportunities
Affordable access to legal documentation (such as birth certificates, identity documents and passports)		Access to education and practical, online and short language courses		
Access to information and education concerning football/athletic careers abroad (including migration); access to online workshops and courses (such as SiNAFE)		Emergency financial support available in the case of abandoned players by clubs/NGOs/Host countries		
		Free online short courses and workshops geared specifically to migrant athletes (such as SiNAFE)		
		Address xenophobia and racial discrimination through various events and platforms at clubs/local community/NGO/media/host country level		
		Educate migrants about host country's culture and way of life (social norms and behaviour) through integration programmes		
<b>TRAFFICKING &amp; EXPLOITATION</b> 		Reduce vulnerability through empowerment, service delivery/poverty alleviation, equal opportunities and education of risks at club, federation, country, agent and media levels	Access to information concerning red flags and access to support services (including safe reporting and assistance – non-criminalisation)	Access to information and education around the risk of re-trafficking
				Reduce vulnerability through vetting; migration services; access to support; non-criminalisation; access to the above categories, etc.