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WHAT IS THE IMPACT AND EFFECTIVENESS OF THE HOMEGROWN PLAYER  
RULE IMPLEMENTED BY THE PORTUGUESE FOOTBALL FEDERATION (FPF) IN  
PORTUGUESE MEN'S FUTSAL? – STUDY OF THE IMPACT ON THE LOCAL AND  
REGIONAL IDENTITY

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## **Abstract**

This study aims to assess the effectiveness that the Homegrown Player Rule had on men's Portuguese Futsal, focusing on its impact on local and regional identity. Using a mixed-methods approach, including interviews, secondary data, and surveys, the research explores the rule's influence on Fan/Club Connection, Team Cohesion, Cultural Identity, and Commercial Impact. Results indicate a strengthened local identity and fan engagement but reveal variations by club size and region. The study highlights complexities in balancing cultural identity with competitive success, emphasizing the need for broader research to understand the HGP rule's long-term effects.

## **Keywords**

Homegrown Player Rule; Portuguese Men's Futsal; Local and Regional Identity; Cultural Impact in Sports; Sports Policy Analysis; Portuguese Sports Culture.

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## 1. Introduction

The Portuguese Football Federation (FPF), previously called “União Portuguesa de Futebol”, was founded on the 31st of March in 1914 (Federação Portuguesa de Futebol 2019b). It has the mission to coordinate, boost, develop and organize Football in all dimensions and categories to ensure consistent growth both nationally and internationally (Federação Portuguesa de Futebol n.d.).

Futsal has gained popularity over the last few years, influencing an increase in player participation. However, the sports’ fast development has not kept pace with its research (Méndez-Dominguez, Nakamura, and Travassos 2022). In Portugal, Futsal is considered one of the major sports (Verba 2023) with one of the best national teams worldwide, currently ranked 1<sup>st</sup> in the Union of European Football Associations (UEFA) men's futsal national team coefficients (UEFA 2023). The Portuguese futsal national team has been dominant throughout the last years, winning the last two editions of the European Championship (2018 and 2022) and the last FIFA Futsal World Cup in 2021 (Marques 2022). Ranking 2<sup>nd</sup> in UEFA Association Club Coefficients, the Portuguese Futsal league, “Liga Placard”, is also seen as one of the most prominent leagues worldwide, possessing two of the best clubs in the world at the moment, SL Benfica and Sporting CP (UEFA 2023c). The latter one participated on the last 6 of the 7 UEFA Futsal Champions League finals, winning two of them. The team was considered the club of the decade by UEFA (Federação Portuguesa de Futebol 2023b). The majority of the Portuguese National Team players also play in Liga Placard, explaining excellent performance of both clubs and National team. (Federação Portuguesa de Futebol 2023a). A significant part of those players is considered a homegrown player (HGP), as they did their formative process in Portugal.

The “Homegrown Player” rule in team sports limits the number of non-local players participating in competitions. This rule is meant to protect the local and regional identity,

promote and encourage youth development, optimize competitive balance and strengthen national teams (Dalziel et al. 2013). The FPF implemented the HGP rule to futsal in 2013/14 to ensure these objectives. The restriction has since then gone through some ramifications, mainly on the definition of a HGP, and some additions to match-day regulations. Nowadays, all futsal teams in Liga Placard must have a minimum of 7 homegrown players (Federação Portuguesa de Futebol 2013; 2022). However, this type of rule has been faced with controversies and indirect discrimination claims (Smokvina 2013; Dalziel et al. 2013; Conzelmann 2009).

There is not a lot of research made regarding the effectiveness and impacts of the implementation of a HGP rule. Also, focusing on the existing research, it is mostly based on football, due to the popularity gap. Herewith, there is no official research currently published regarding the impact of HGP restrictions on futsal specifically. Moreover, the currently available published papers on these restrictions are outdated. This suggests that the research conducted at that time may no longer be accurate, given that the implementation of these rules happened less than two decades ago, and the published papers date back to the early 2010s—a relatively brief period to draw any definitive conclusions.

Therefore, the objective of this study is to analyse the impact and effectiveness of the FPF's HGP rule in Portuguese men's futsal. To do so, it was hypothesized that this rule would be associated with four metrics: an increase in local and regional identity, encouragement of local training development and promotion of young players, an enhancement of competitive balance, and the strengthening of the performance of the Portuguese national men's futsal team.

The paper first discusses the existing literature on the HGP rule, in the sports and legal domains. Next, it presents the adopted methodology to address the research question. Finally, the results are presented and discussed for each hypothesis.

## **2. Literature Review**

"Import or buy local?" has become a core question in ascertaining the balance of adhering to homegrown player rules in an era of sports globalization over the last few years (Lee and Kim 2016; Conzelmann 2009). The subject has been of considerable importance, given its implications not only in the realm of sports but also in the political, legal, and economic spheres (Smokvina 2013; Gardiner and Welch 2011a).

Player quotas are not standardized and can differ significantly over time and between sports as well as within various leagues (Gardiner and Welch 2011a; Charyev 2016; Barry, Skinner, and Engelberg 2016; Douvis and Billonis 2005). The HGP rule was introduced by UEFA in 2005 and, therefore, became more prominent in the context of European football (Dalziel et al. 2013). However, its principles have spread to multiple sports, including futsal.

Concretely, the FPF was a pioneer in implementing this measure in the national Futsal Championship, Liga Placard. The rule has been in effect since the 2013/2014 season. Coincidence or not, Portugal has gone on to achieve remarkable international success (Marques 2022). The impacts caused by the adoption of the homegrown player rule *may* have contributed to the excellent performance of the men's futsal national team.

This section will follow a thematic structure, incorporating recurring central themes. Therefore, the exposition of UEFA's HGP rule, delving into its implementation within Liga Placard, will be discussed, followed by an exploration of the youth training development. Subsequently, a benchmarking study follows, along with the presentation of empirical studies conducted so far, culminating in the exposition of controversies and inherent gaps related to this topic.

### **2.1. UEFA's Homegrown Player Rule: from A to Z**

#### **2.1.1. Historical Context: Player Quotas and Bosman Case**

To proceed with the study of UEFA's Homegrown Player Rule, it is necessary to

contextualize its precedents as well as examine why player quotas are back on the agenda. Determining the exact emergence of them proves to be an arduous task, given the scarcity of archival evidence. Across a spectrum of sports, several teams and leagues have introduced player quota rules with distinct objectives and purposes (Gardiner and Welch 2011a).

Within the football domain, for example, many associations have enforced “nationality clauses”, restricting the involvement of foreign players in matches, since the 1960s. These clauses define a player's nationality based on their eligibility for a country's national or representative team (Parrish 2003; Gardiner and Welch 2011a). Special attention should be given to UEFA's implementation of the so-called “3+2 rule” in 1991, which constituted the imposition of a player quota system. Under this regulation, in UEFA competitions, teams could have at most three foreign players and up to two assimilated players, who had been registered with the national association for a minimum of five years (Gardiner and Welch 2011a). This distinction between foreign and non-foreign players had, as side effects, implications in the labor market of professional football players and, consequently, legal ramifications (Smokvina 2013).

In fact, the renowned Bosman Case<sup>1</sup> (1995), which abolished the “3+2 rule”, marked the turning point in European sports law. Concretely, these quotas were seen as nationality discriminatory rules that affected the free movement of sportspeople, violating Article 42 of the Treaty on the Functioning of the European Union (TFEU) (**Appendix A**) (McDermott 2010). On one hand, the Bosman ruling resulted in increased player migration/mobility; diversity within teams and the quota of foreign players in some European football leagues – beyond the consideration of nationality quotas being unlawful constraints on freedom of movement. On the

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<sup>1</sup> Jean-Marc Bosman, a Belgian footballer, challenged EU rules restricting player movement between clubs, in the context of his problematic transfer. Citing a violation of workers' right to free movement within the European Union, the European Court of Justice ruled in Bosman's favour (McDermott 2010).

other hand, the case's aftermath raised various concerns for researchers. The negative implications, which were underestimated by the Court, became evident. The training and development of young players were proven to be a risky investment and a time-consuming cost. Additionally, there was a sharp increase in the migration of foreign players. For instance, there was a staggering 1,800% rise in the number of foreign players in the English Premiership during the four years after the Bosman decision. This resulted in lower visibility and a steady decline in the number of young domestic players in club competitions, as well as a smaller proportion of young players entering and successfully establishing themselves in a foreign European League. Additionally, its influence on the quality of football leagues and salary levels, decline in competitive balance, and impact on national teams have also been the subject of analysis and debate (Conzelmann 2009; Frick 2009; Lembo 2011; Exner 2019; Gardiner and Welch 2011a).

Nonetheless, these measures, perceived as protectionist in nature, promptly reemerged on the agendas of football (and other European team sports) under EU law in the wake of the Bosman ruling. Concretely, the Fédération Internationale de Football Association (FIFA) introduced the "6+5 rule"<sup>2</sup> in 2008, while UEFA enacted the "Homegrown Player" rule in 2005. Gardiner and Welch (2011) listed five reasons for its resurgence, which meet the concerns and negative implications mentioned previously in the post-Bosman period:

1. Concentration of the best talent in a small elite proportion of European clubs, which leads to a decrease in competitive balance and unpredictability.
2. The economically powerful European leagues attract the best football players, reducing the chances of young players from those countries.
3. The influx of foreign players increased to the extent that the opportunities available for domestic players were seriously diminished.

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<sup>2</sup> The 6+5 rule stipulates that each team must field a minimum of 6 players eligible for their national team when a match kicks off. This proposal was agreed at the FIFA Congress in May 2008 (Gardiner and Welch 2011a).

4. Weakening of national teams, due to a smaller pool of eligible talent due to the factors mentioned above.
5. The impoverishment of national leagues beyond Europe and their respective national teams arises from Europe's status as the epicenter for football talent.

### **2.1.2. The Birth of UEFA's Homegrown Player Rule**

On April 21st, 2005, delegates from the 52 member associations gathered for the 29th regular UEFA Congress, held in Tallinn. The HGP rule, which was adopted by the UEFA's Executive Committee on February 2nd, 2005, was approved (Dalziel et al. 2013; UEFA 2014).

Prior to implementing the new rule, UEFA investigated for two years the landscape and negative trends emerging in football through consultations with various stakeholders (fans, national associations, national leagues, clubs, players' unions, and all EU institutions), and by providing research to interested parties of European Commission Directorates-General (Education and Culture, Employment and Social Affairs, Competition, and the Legal Service) (UEFA 2014).

According to Jonathan (2004), the main problems identified were:

1. a lack of incentive in training players;
2. a lack of identity in local/regional teams;
3. "hoarding" of players;
4. related problems for national teams;
5. less competitive balance in UEFA club competitions and domestic leagues;
6. an increased link between money and sporting success, decreasing the openness and fairness of European competitions;
7. fewer opportunities for local-trained players to play.

The main conclusion drawn translated into a reduced willingness of clubs to train and develop young talent, as they would migrate to wealthier clubs without providing a significant

return (Jonathan 2004).

To address the identified problems, the introduction of the HGP rule aimed to promote the participation of a minimum number of locally trained players (regardless of their nationality) in their squads (in UEFA club competitions: European League and Champions League) (Jonathan 2004; Dalziel et al. 2013; UEFA 2014). Locally trained players can be either club-trained or association-trained, as specified in Art. 45 of the Regulations of UEFA Champions/European League (see **Appendix B** for more detailed information) (UEFA 2023e):

1. *Club-trained player*: “a player who, between the ages of 15 and 21, has been registered with a specific club for a continuous or non-continuous period of three full seasons or 36 months” (UEFA 2023e).
2. *Association-trained player*: “a player who, between the ages of 15 and 21, has been registered with a club or other clubs affiliated with the same association as their current club for a continuous or non-continuous period of three full seasons or 36 months” (UEFA 2023e).

The rule’s implementation was intended to be gradual. Therefore, in the 2006/07 season, four locally trained players were required; in the 2007/08 season, six homegrown players were mandated, and finally, from the 2008/09 season onwards, eight locally trained players were necessary in a 25-man squad (Appendix C) (UEFA 2014).

That being said, UEFA’s primary objectives encompassed the encouragement of young talent development and promotion, the increase of competitive balance (to mitigate clubs’ financial dominance and promote openness and fairness in European competitions), the reinforcement of clubs’ local identity, the curbing of the trend of player hoarding, and the strengthening of national teams. Additionally, the football governing body aimed to exert influence at the national level, with the expectation that associations would endorse and put these recommendations into practice (Jonathan 2004; Dalziel et al. 2013; UEFA 2014).

### **2.1.3. The FPF Homegrown Player Rule in Liga Placard**

Taking advantage of the concept created in the realm of football, the Portuguese Football Federation (FPF) decided to implement its version of a HGP rule in the context of futsal. The measure, tailored to the domestic league itself, was implemented in the 2013/14 season and has undergone some modifications since then. These changes focus on the definition of the 'homegrown player rule' and additions to match-day regulations (Federação Portuguesa de Futebol 2013; 2016).

From its first implementation to the 2019/2020 season, a player was considered to be homegrown when he “has been registered with the FPF for at least 3 seasons, between the ages of 15 and 21”, regardless of nationality (Federação Portuguesa de Futebol 2013, p. 33). Moreover, the mandatory minimum number of homegrown players in the matchday sheet was 7 (out of 12) (**Appendix D**) (Federação Portuguesa de Futebol 2013; 2019a; 2021).

In turn, from the 2020/2021 season onwards, the player is homegrown when he, “between the ages of 11, or at the beginning of the season in which they reach this age, and 19, or at the end of the season in which they reach this age, regardless of nationality and age, has been registered with clubs integrated in the FPF, continuously or intermittently, for 3 complete seasons or for 24 months” (Federação Portuguesa de Futebol 2022, p. 44). Additionally, 7 (out of 12) players should be homegrown (**Appendix E**) (Federação Portuguesa de Futebol 2021; 2022).

Special attention should be given to the integration of a new clause in the 2019/20 season, regarding the age of players. This new clause reinforces the incentive to promote youth players. If they are under 20, one or two extra athletes can be added to the match sheet (**Appendix F**). Alongside this, the minimum requirement for homegrown players increases proportionally (that is, to 8 or 9, respectively) (Federação Portuguesa de Futebol 2019a).

## **2.2. Youth Training Development**

The extensive literature review on talent identification and development programs in football stands in contrast to the limited findings within the specific realm of futsal, prompting the necessity for additional studies (Vermeire, Balliauw, and Verlinden 2022).

To ensure the sustainability of European football, the local training of young sports players and providing opportunities to reach the elite level play a key role, according to the ruling bodies (UEFA 2014). Indeed, Bullough and Jordan (2017) refer the most efficient way to achieve expert-level performance is through training under the guidance of a coach. Furthermore, he emphasizes the importance of youth footballers' development as a crucial element of the sport. According to recent studies, initial experience in a domestic first team is vital for the success of young professional football players, as it equips them with the necessary experience and develops and hones their skills and capabilities (Vermeire, Balliauw, and Verlinden 2022). Experts further elucidate that, in the context of successful player development, practical experience at a high level is deemed decisive. This conviction stems from the unanimous agreement among managers and coaches from various sports that factors such as tactical skills, consistency, and mental strength are only acquired through practical experience (Conzelmann 2009). Likewise, Mills et al. (2012) indicate in their study that elite footballers appear to be primarily developed (“built”) rather than inherently gifted. The developmental process is key to cultivating innate talents. On the whole, multiple authors recognize the significance, advantages, and outcomes associated with the investment in player development (Bullough and Jordan 2017).

However, the lack of encouragement from clubs in training players was a negative trend identified by UEFA, as referenced before (Jonathan 2004). Another observable trend translates into the fact that local players have increasingly fewer opportunities to participate and gain experience in current competitions (Conzelmann 2009). Limited playing opportunities in their

home league, paired with the business practices of foreign clubs, contribute to the increasing international mobility of inexperienced young players (Vermeire, Balliauw, and Verlinden 2022). Conzelmann (2009) is categorical in stating the main reasons. The training and development of young players is costly, time-consuming, and proves to be a risky investment, given the lack of guarantee of the players' continued presence in the club. Moreover, assessing a player's cost-effectiveness has become a central focus in the recruitment strategies of numerous clubs in today's landscape. Therefore, buying already trained foreign players has become the preferred option for some clubs (Vermeire, Balliauw, and Verlinden 2022).

In reality, a small number of young players have entered and established themselves successfully in a foreign European League, given the lack of playing experience and training in the development of young players. This results in consequences such as weakened national teams (Conzelmann 2009).

As a solution, the homegrown player rule emerged to intensify the focus on youth development (Bullough and Jordan 2017). By virtue of this extension, the imposed player quota discourages the hiring of (external) young players, while simultaneously promoting retention and first-team playing opportunities for players from their own academy. This necessitates a corresponding investment in their local training and developmental programs. Simultaneously, it will also contribute to the improvement of competitive balance. The reallocation of talent will be done more optimally. Given the limitation of foreign players, larger clubs will only focus on buying the very best performers. Therefore, the demand for equally talented players (but slightly lower in skill) will decrease. Consequently, it is expected that these players will have playing opportunities in smaller-sized teams, improving their quality and balancing the competitions. Lastly, this rule also encourages a more strategic and cautious approach to player acquisitions. Larger teams will be more calculated in signing young athletes, given the limitation. These are more likely to deliver better performances after obtaining ample

experience in the primary squad. In turn, smaller teams may retain talent from their academy for a more extended period. This not only benefits the player development process but is also expected to increase the return on investments in the development of young talents (Downward et al. 2014; Vermeire, Balliauw, and Verlinden 2022; Dietl, Grossmann, and Lang 2011).

In the sphere of futsal, existing studies align with the previously identified opinion in football. Firstly, early player identification is crucial for forming successful elite clubs. Indeed, the sooner the initiation of futsal practice, the higher the level the player achieves. To emphasize this fact, it follows that male futsal athletes reach the peak of their competitive performance at the age of 27. This insight strategically allows for informing the necessary training and development time required for a male futsal athlete to reach their high performance. By extension, clubs should project their local youth training development as a long-term strategy (approximately 20 years). Secondly, tactical skills are also highlighted as a crucial factor for a male futsal player to be successful (Carraco et al. 2020). Similarly, Mendes et al. (2022) reinforces the fact that players with more expertise have a greater ability to perform timely actions and demonstrate enhanced decision-making. There is evidence that the higher the tactical skills, the better the performance in futsal. Alongside that, distinctive factors between higher-level players and lower-level players are mentioned, including technical, anthropometric, physiological, and psychological advantages, depending on earlier dedication to training. Additionally, the environment is an element under study concerning player development. Research reveals a link between characteristics of elite futsal match-play and environmental constraints. Cultural changes, distance from the family support nucleus, and pressure stemming from invested resources enumerate the reasons behind this rationale. These factors are exacerbated when it comes to international transfers, with a higher likelihood of failure when they occur at an earlier age (Mendes et al. 2022). Conclusively, local training proves beneficial for the successful development of young futsal athletes.

Lastly, the imposition of quotas in elite squads could lead to an escalation in the market value of domestically developed players (Bullough and Jordan 2017). A McKinsey study also underscores the importance of developing young players in the context of team value management. Football is likened to a business, wherein the team is its greatest asset. Developing younger players (and integrating them into senior team) is identified as one of the three main sports-related economic levers contributing to sporting and economic success. The study was conducted based on the historical analysis of the 69 most valuable European clubs. It was concluded that managing the players currently on the team is more advantageous and important than investing in new signings. Moreover, this management of the team's value can contribute to the balance of competitive play. To illustrate, teams with more modest annual budgets compared to elite teams in Europe's top five leagues, such as SL Benfica and AFC Ajax, generated over €200 million in value through the incorporation of young players from their own academies into the main team. Therefore, managing the team's market value should be at the core of the clubs' strategy and planning and can be achieved through multiple approaches (Beiderbeck et al. 2020).

## **2.3. Futsal: Context and Comparative Analysis of Men's Futsal Landscapes**

### **2.3.1. Men's Global Futsal Overview**

Futsal gained popularity in Europe in the 1990's, with a substantial increase of the number of teams playing the sport (Brachet 2009). That increased demand led to UEFA holding its first European Futsal tournament in 1996. Following this, in April 1997, the UEFA Executive Committee decided to hold a "full-scale UEFA Futsal Championship" (UEFA 2012).

Since 1996, there have been 12 editions of the tournament, with Spain being crowned European Champions a staggering seven times. Portugal and Italy each won two editions, and Russia won the inaugural "UEFA Futsal European Championship" in 1999. Looking at the Men's Futsal National Team Coefficients, three out of the four winners of the UEFA Futsal

European Championship are still ranked in the Top 3 of this ranking, while Italy is the outlier, currently ranking as the 8<sup>th</sup> best European national team (UEFA 2023b).

Analysing the FIFA Futsal World Cup, since its first edition in 1989, there have been 9 editions of the tournament, with Brazil winning the tournament a record five times, Spain winning twice, and Portugal and Argentina winning once each (FIFA n.d.).

From a club futsal perspective, there is no metric to accurately quantify which are the best leagues in Europe or in the world. Moreover, there is no public country coefficient ranking for futsal, as is the case for football. However, in the 2001/2002 season, UEFA introduced its own club competition, the UEFA Futsal Cup, pitting Europe's best clubs against each other to determine which team would be European Champion. Before the introduction of this competition, there were other unofficial European club competitions, each one of them won by teams from either Spain, Russia or Italy (UEFA 2023d).

Rebranded the UEFA Futsal Champions League in the 2018/2019 season, there have been 22 editions of this competition. In all those editions, there have been 12 different winners from 6 different countries: Spain, Portugal, Russia, Kazakhstan, Italy and Belgium. The Spanish historical supremacy over European futsal is again evident. Spanish teams won 12 editions of the UEFA Futsal Champions League and its predecessor, the UEFA Futsal Cup (UEFA 2023d).

Therefore, despite the recent success of Portuguese futsal on club and on National team level, the Spanish Futsal League is still considered the best league in Europe (Federação Portuguesa de Futebol 2023b) and arguably in the world. This, allied to the fact that the Spanish League does not have any mention to HGP rules in their regulations (RFEF 2023) establishes it as a valuable benchmark for Liga Placard.

Examining the Spanish Futsal League, it is composed by 16 teams, being structured in two phases: the regular season and the play-off season. The normal season includes 30 games where teams compete twice - once at home and once away. After this regular season, the top-

8 finishers are qualified for the Championship Play-off, while the last two finishers are relegated into the 2<sup>nd</sup> tier of Spanish futsal. In the Championship Play-off, there is a split into brackets, forming a knock-out tournament. The quarter-finals, semi-finals and final are played in a best-of-three format, with the winner being crowned Spanish champion (LNFS 2023a).

Historically, after the 1990's, where 8 different teams won the league, there was the emergence of three big players: ElPozo Murcia Costa Cálida, FC Barcelona and Inter FS. The latter is the team with most national titles, winning a total of fourteen, including a run of five in a row between 2013/14 and 2017/18. Currently, FC Barcelona has won the last 3 editions of the competition, even though it did not top the regular season in two of those occasions. The competitiveness of the league can be seen in some results in the latest seasons. For example, in the 2020/21 season, the Top 5 finishers in the regular season finished within 4 points of each other, with the final being played between the 3<sup>rd</sup> place finisher FC Barcelona and the 5<sup>th</sup> place finisher Levante. Furthermore, in the last season, the top 4 finishers were all within a 5-point gap (LNFS 2020; 2022). These indicators suggest that the Spanish league exhibits a more balanced competitive balance than the Portuguese league.

The Spanish League is characterized by having a mix between the best Spanish talents and some of the best players in the world. With an average of 63.35% of Spanish players (LNFS 2023b) the league has historically attracted the cream of the crop. The greatest example of that is the fact that, since 2013, the FutsalPlanet's best player in the world winner has been playing in Spain, with Ricardinho winning it 5 times in a row while playing for Inter FS, while the current holder, Ferrão, currently plays in FC Barcelona (FutsalPlanet n.d.).

However, the presence of top global foreign athletes did not seem to impact the talent pool in the National Team in the short-term. Analysing the last three selected squads for main competitions (EURO 2018, FIFA World Cup 2021, EURO 2022), only 2 players were not playing in Spain, which demonstrates that there are still opportunities for native players to

showcase their talents (FIFA 2021; UEFA 2022a; Zerozero n.d.)

Looking at other European Leagues, the emergence of HGP rules is something to take into consideration. For example, as seen before, Italy was one of the few European nations whose national team and local clubs won European Championships. However, in the most recent years, it has been on a decline motivated by a change of philosophy regarding their national team. After the 2008 FIFA World Cup, where Italy achieved a 3<sup>rd</sup> place finish selecting a squad only composed by Brazilian-born players, the Italian Futsal Federation restricted the number of players born outside the country to be selected to the national team to 50% (Munhos 2016).

After this deliberation, the Italian National Team achieved once again a 3<sup>rd</sup> place finish in the 2012 FIFA World Cup and won the UEFA European Championship in 2014. However, since winning the EURO 2014, the Italian National Team have only once reached the quarterfinals of an UEFA European Championship, in 2016, being knocked-out in the group stage in the last two editions of the tournament. Regarding the FIFA Futsal World Cup, in the 2016 edition, the team was only able to reach the Round of 16. In the last edition, Italy did not qualify for the final stage of the tournament (UEFA n.d.; FIFA n.d.).

The 50% rule is still in place, as evidenced by the squad selection for the UEFA European Championship of 2022, the last international competition. Out of the 18 members called up to the Italian national team, 9 were born in Brazil. The prominence of Brazilian-born players in European futsal teams is not a new phenomenon, as in this same European Championship, Brazil was the most represented country by place of birth (Franco 2022).

In relation to this theme, Tedesco (2014) conducted a series of interviews with Brazilian players who had emigrated, mostly to Italy, as well as with the players' family members, to better understand this migratory flux. The author identified the existence of transnational networks of intermediaries which allowed a large number of Brazilian players to join European

teams. This migration, also common in football, happens due to the prestige of the Brazilian football and futsal (Damo 2005). However, the Italo-Brazilian link stretches since the last century. According to Rial (2008), the first wave happened in the 1930's, where several Brazilian players emigrated to Italy, which was the homeland of many of the players' ancestors. The existence of many Brazilians with Italian ancestry is a key part of the recent migration to Italy, as Tedesco (2014) mentions that most of the migrated players were able to obtain double nationality, due to having an Italian relative, which aided them in obtaining citizenship. However, from the sample interviewed in that specific study, most of them "do not feel Italian", not being perceived as such by the locals.

This migratory dynamic can be connected to some of the problems that Jonathan (2004) identified in football, which could be extended into futsal, such as the lack of incentive in training players, an increased link between money and sporting success and the lack of opportunities for locally trained players.

This influx of young Brazilian-born players was recognized by the Italian futsal governing bodies, as the Italian Futsal Federation introduced a similar approach to the FPF, implementing its own version of a HGP rule in their national league. Clubs are now obliged to use at least eight "trained" players, whose designation is different to the one seen in Liga Placard (**Appendix G**) (FIGC 2023).

Therefore, the emergence of the concept of HGP in the realm of futsal is not Portuguese specific, as the lack of opportunities for young indigenous players is making federations consider the implementation of HGP rules.

### **2.3.2. Men's Futsal Overview in Portugal**

Futsal is considered one of the major sports in Portugal (Verba 2023) with one of the best national Teams worldwide, currently ranking 1st on UEFA's men's futsal national team coefficients (UEFA 2023).

The Portuguese Futsal championship for the 2023/2024 season, known as Liga Placard, has a well-defined organisational structure. Twelve teams take part in the competition, made up of ten teams remaining in the Liga Placard and two promoted from the Second National Futsal Division Championship (Federação Portuguesa de Futebol 2023c).

An analysis of the composition of the squads in the Liga Placard reveals that the average number of players per team is 23. With regard to the distribution of players based on nationality criteria, the fraction corresponding to players of Portuguese nationality amounts to 73,01%. The average age is 26.02 years, reflecting a balance between maturity and vitality in the contingents playing in Portugal's National Futsal Championship (Zerozero n.d.).

Since the 1990-1991 season, the Liga Placard has been dominated mainly by Sporting CP and SL Benfica. Sporting CP have been particularly dominant, winning a total of 18 titles, including an impressive continuous winning streak from 2020/21 to 2022/23. SL Benfica also have a significant presence in the league's history, with 8 titles won, the most recent in the 2018/19 season. Other clubs have also won the title over the years, with Miramar FC emerging victorious in 1996/97 and 1999/00, and Correio da Manhã triumphing in the 1995/96 and 1997/98 seasons. Freixieiro won their only title in 2001/02 and Santos Venda Nova were champions in 1991/92. This table shows not only the dominance of these two powerhouses of Portuguese futsal, but also the occasional interruption of their hegemony by other competitors over the last three decades (Zerozero n.d.).

The trajectory of the Portuguese Futsal team on the international stage is marked by a succession of chronologically significant achievements that reflect its growing prestige in the field of futsal. The national team first demonstrated its competitive ability by winning the Algarve International Futsal Tournament in 2003, a triumph that was repeated in 2006. Between 2006 and 2008, the national team distinguished itself by winning the outdoor Futsal World Cup three times. Continuing their winning momentum, the Lusitanian team emerged as Futsal Euro

champions in 2018, a title they won again in 2022, demonstrating a continuity of excellence and European domination. Interspersed between these two European championships was the coveted FIFA Futsal World Cup in 2021, establishing Portugal as a global player. The most recent addition to its portfolio of successes was the Intercontinental Futsal Final, won in 2022, thus ratifying Portugal's position as an elite entity in the international sport of futsal (Marques 2022).

## **2.4. Theoretical Frameworks and Empirical Studies on Homegrown Player Rule in Sports**

### **2.4.1. Overview**

Since the implementation of the Homegrown Player Rule by UEFA in Football, the number of homegrown players has indeed grown at European clubs, but data assert that the increase has no direct link to the rule. Nevertheless, results also show little improvement regarding competitive balance in European club competitions. Evidence has been proven that during the Champions League group stages, the team's performance declined, especially for clubs with more association-trained players, but after that phase, teams seem to be competitively balanced. The reduction in performance is due to the restriction on signing international players, leading to dependence on local players, potentially less talented. For the Europa League, a pattern has been discovered showing reduced success after the introduction of the rule, but some evidence proposes a beneficial impact to reach the quarter- and semi-finals when the rule is assessed by observing changes across seasons and the number of club-trained players. From another perspective, there have been small enhancements in youth development quality in European football post-rule introduction. For half of the academies studied in research in 2013, their budget of the academies has seen a substantial increase five years after the HPR implementation, but they reported that they do not expect future spending to increase for youth development due to the HGP rule. It was stated that factors like economic changes and domestic

regulations were more influential for the general youth growth than the UEFA rule. Clubs with smaller budgets disclosed that the HGP impacted their recruitment negatively, resulting in young players going to wealthier teams. Furthermore, pre-implementation it was already observed a rise of homegrown players participating in Champions League matches, suggesting that change was already happening without the intervention of UEFA. Nevertheless, in the long term, the study concludes that the data available at that time was insufficient to accurately evaluate both youth development and competitive balance (Dalziel et al. 2013; Downward et al. 2014).

Within individual leagues, a more recent study concluded that possessing more foreign players does not provide a competitive edge. It confirms that foreign players can improve a club's international performance, but due to regulations on foreign players, the advantage vanishes (Royuela and Gásquez 2019). Gardiner and Welch (2011) claim that those rules would be more effective if they focused more on promoting the development of truly local players, rather than only increasing the number of players who have spent a certain number of years at a local academy. They believe that protectionism is used to safeguard the interests of local clubs and players by restricting the migration of foreign talent. Hence, according to UEFA's Zylbersetin, the HGP rule increases chances for club-trained players augmenting the talent base and competition standard in all European countries, maintaining the player pool for national teams and supporting youth training as in Conzelmann's opinion (Smokvina 2013).

Restrictions on migrant players may have a sports economic impact. As Carlos Nolasco writes in his article about player migration in Portuguese football, Portugal's top clubs often sell their best players to bigger leagues due to financial needs which has created a short-sighted strategy where clubs focus on getting players that will have an immediate impact on the pitch rather than developing local players for the long. With this restriction, clubs do not earn as much revenue as they could potentially gain if there was no limit. However, the ability to hand-pick

top foreign talent is determined by financial power (Royuela and Gásquez 2019), meaning leagues with limited financial resources rely more on their youth academies and the richest teams attract the most talented players and try to register them as soon as possible to have them considered as Homegrown. In 2011, an average European club in Croatia, called FC Osijek, had the highest percentage of club-trained players on their main team, with 77.8%, due to financial problems (Smokvina 2013). Technically, the HGP rule can be of substantial importance because it can keep a team from drowning in case of financial problems. If this happens, a team has no choice but to rely on their academy and if they possess a poor youth academy setup, their competitiveness will drop significantly more in comparison if they had a high-quality youth academy. In the current times, FC Osijek, has been ranking in the top 4 of the table in the previous seasons. The question now is, if the team would be in the same position as it is now if it were not for the homegrown players?

Another study that concerns Czech basketball also shows that foreign players are characterized as cheap labour by their economic analysis and the remuneration of Czech professional basketball players is better due to restricted market conditions. Yet, the research suggests that the short-term economic gains from using immigrant athletes would probably not be beneficial for Czech basketball in a long-term growth perspective. In other words, those restrictions could guarantee the permanent interest of local players in a specific sport as they would not be replaced by foreign players (Crossan and Jezdik 2011).

Furthermore, the American Football League, Major League Soccer (MLS), recently implemented an HGP rule. Homegrown players are seen as a less risky investment than drafted players as the clubs can evaluate players more accurately when trained in their facilities. The rule led to an inclination to homegrown players rather than drafted players although there are more clubs and games in the league (Hellingman, Wang, and Thompson 2023).

Portugal's Men's Futsal reputation as mentioned above had granted the Portugal Futsal

league international coverage between FPF and public-service broadcaster RTP from 2018 to 2020 and as futsal has been growing through the years and Portugal has been performing even better since 2020 there is clear potential that Portugal's Men's Futsal could be broadcasted in an even higher global scale. Previous FPF director Tiago Craveiro claimed that the triumph in EURO 2018 was an impactful step forward for the sport as most of the players came from the main championship and inspired a lot of young people's dreams (McGettigan 2018), which is a challenge to achieve.

#### **2.4.2. Local and Regional Identity**

In the world of Futsal, there has not been any study conducted regarding the impact of the HGP rule on the local and regional identity. Most of the literature regarding local and regional identity available talks in a broader context. Yet, the Amsterdam Declaration in 1997 acknowledged that sports do represent as well as have the power to reinforce national and regional identity by giving people the feeling of belonging to a group. Sport helps to maintain social stability and embodies identity and culture (Gardiner and Welch 2011b). However, statements, in particular by former UEFA CEO Lars-Christer Olsson, claimed the implementation of the HGP rule was necessary due to the Bosman rule, as it looked like an erosion of clubs regional and national identity as well as a deleterious connection between clubs and their communities/fans was perceived (Dalziel et al. 2013).

Nevertheless, a study stated that watching local players playing in the main team is still a significant aspect of the culture, which is a key factor in preserving the chemistry between clubs and communities (Bullough and Jordan 2017). In Spain, proposed by researchers, for numerous clubs HGPs are seen as a driver for their national identity. Taking for example Barcelona, their community identify themselves as Catalans. Their football team currently has 6 HGPs registered in their first team. Likewise, Atletico Bilbao also encourages national and local identity with the development of HGPs so they can reach the first team. The Basque community,

which is in the north of Spain, has a lot of pride in their culture of local identity. The Basque club has a saying “Con cantera y afición, no hace falta importación” which says “With homegrown talent and fans, there is no need for imports” (Littlewood, Mullen, and Richardson 2011).

While football teams can symbolize a local identity, it does not always assure fans will prefer local players. From Europe and America, evidence claims the existence of foreign players in teams can help in luring support from both local immigrant communities and foreign communities (Freeburn 2009). In addition, an empirical study of Schütz from the Cologne University of Sports concluded the nationality of a player was not the key driver of identification for the fans. Instead, the player’s “individual quality” and “personality” as well as the club’s “success” were found to be drivers for positive identification for the fans and not just the player’s nationality (Conzelmann 2009). Furthermore, studies discovered a significant relationship between team cohesion and success in sports (Carron et al. 2002; Carron, Bray, and Eys 2002). This suggests a potential indirect chain reaction impact by the HGPs on the local and regional identity among fans if HGPs provide better team cohesion.

To conclude, every country or region may have their own definition of what local and regional identity represents for them. Countries or regions that have implemented the rule may identify their local and regional identity with HGPs.

### **2.4.3. Local Training and Promotion of Young Players**

In the scope of futsal, there is currently no study measuring the impact that the homegrown player rule has had on the promotion of young players and local development. In turn, some papers examine its effectiveness in these two aspects, in the football context (Smokvina 2013; Bullough et al. 2016; Dalziel et al. 2013; Bullough and Jordan 2017; Bullough and Coleman 2019; Bullough and Mills 2014).

Smokvina (2013) is hesitant about the effectiveness of the HGP rule in encouraging the

recruitment and training of young athletes. To prove his point of view, he used statistical data, encompassing the period from 2009 to 2011, from the English and Italian football championships, as the first one adopted the rule nationally and the second in UEFA competitions. The author points out that, contrary to expectations, the growth of homegrown players (especially club-trained players) in European competitions in 2011 decreased compared to the previous year (**Appendix I**). Specifically, analysing the top 5 European football leagues, only Spain experienced a slight increase, while the others decreased or remained the same (**Appendix I**). Finally, it concludes that the number of homegrown players remains the same or has decreased, with this figure primarily linked to scarce financial resources.

Bullough et al. (2016) also examined the 6 most prominent European leagues, measuring the impact of the rule in terms of minutes played and appearances of homegrown players. It was taken into consideration the period (2001 – 2015). The authors acknowledge that young players are being trained. However, in general, the study concludes that playing opportunities for indigenous players decreased by 4 p.p. between the pre-implementation period of the rule and the post-implementation period. They conclude by arguing that the current structure of the rule is unlikely to impact player development in Europe.

On the other hand, Dalziel et al. (2013) adopted a different methodology. To investigate the effectiveness of the HGP rule, mixed methods were employed. Quantitative data regarding the number of homegrown players and younger players utilized in domestic and European competitions was analysed. Additionally, interviews were conducted with relevant clubs and stakeholders. Even without certainty that the results are exclusively due to the rule, the authors report an increase in the number of locally trained players in EU club teams during the rule's enforcement, as well as an increase in opportunities. Regarding the promotion of young players, there was an increase in the number and quality of young athletes in the period before the introduction of the rule, followed by a decline after its implementation. Lastly, no evidence was

found to support the effectiveness of the rule in terms of an increase in local training and development investment. Refer to **Appendix I** to see some descriptive statistics reinforcing some points highlighted in this study.

The study by Bullough and Mills (2014) focuses on the local development of players, in English football. The study analyses appearance data in contrast to the percentage of squad data. The reported impacts of the HGP rule on promoting local players are negligible. The small increase in the proportion of opportunities given to local players is not statistically significant. Additionally, Bullough and Jordan (2017) complement this described study, refining the significant variables. The paper analyses the ten years following the implementation of the rule (2006 - 2016), quantifying the "production" of local players. The study concludes that only 141 out of 369 players who debuted are developed in the eight "category 1" clubs. Of this number, a significant portion is formed in elite clubs and subsequently transferred to lower-ranked clubs due to a scarcity of playing opportunities. A similar study was conducted in the context of European football, considering the top 6 European leagues, by Bullough and Coleman (2019). Once again, they emphasize the failure of the rule to achieve its goals regarding local player development output.

It is concluded that existing studies unanimously agree that the rule was not effective in promoting young players and local development. However, it is worth noting that few studies have delved into the subject and applied exhaustive methodologies for its analysis.

#### **2.4.4. Competitive Balance**

The study *European Football's Home-Grown Players Rules and Nationality Discrimination Under the European Community Treaty* by Lloyd Freeburn emphasises the strategic importance of integrating local talent into football teams. It argues that such integration not only fosters a stronger bond between the team and its local community, but also ensures the steady development of national talent. This approach is seen as vital to maintaining a

competitive balance in leagues where financial disparities between clubs can be significant. By imposing a certain number of local players, leagues can avoid scenarios in which wealthy teams dominate by buying the best international talent, thus preserving the unpredictability and excitement inherent in competitive sports (Freeburn 2009).

The discussion in “Nationality and Protectionism in Football” revolves around the delicate balance that governing bodies need to maintain between globalization and the preservation of national football identities. The FIFA 6+5 rule and UEFA’s home-grown player rule are central to this debate. These rules are intended to curb the trend of teams relying heavily on foreign players examines the potential impact of these rules on the diversity of playing styles and strategies in international football, considering how they might influence the development of players and the tactical evolution of the game (Gardiner and Welch 2011b).

In the article “Models for the Promotion of Home Grown Players for the Protection of National Representative Teams” provides a detailed analysis of the various models used around the world to promote local players in soccer. It highlights the importance of these models in strengthening the competitive balance by ensuring a steady supply of local talent to national leagues and teams. These models vary from country to country, reflecting unique cultural, economic and sporting contexts. They often include youth academies, coaching training and financial incentives for clubs that succeed in training and fielding local players. The effectiveness of these models is measured not only by the number of players produced, but also by their quality and impact on the national and international scenes (Conzelmann 2009).

The in-depth analysis, provided in the UEFA Home-Grown Player Rule – Does it Fulfil Its Aim?, questions the effectiveness of UEFA's Homegrown Players Rule in promoting competitive balance within European soccer. It examines whether the rule actually achieves the desired results, namely improving the performance of national teams and ensuring a more level playing field between clubs in European competitions. The paper examines various aspects,

including the rule's impact on player transfers, club strategies and the overall quality of play in European leagues. It seeks to determine whether the rule effectively addresses the issue of competitive imbalance, or merely introduces new complexities into the European soccer landscape (Smokvina 2013).

Competitive balance in sport refers to the level of equality and fairness in league competition, ensuring that all teams have a relatively equal chance of success (Alwell 2020).

#### **2.4.5. National Team**

In the realm of Futsal, there is no theoretical framework regarding HGP impact on National Team Performance. However, there have been studies done in Football that delve into this subject in the context of the Bosman ruling. Maguire and Pearton (2000) analysed the impact of player migration processes within European football, while also studying how those migratory processes interfered with indigenous player development, and, consequently, with the success of National Teams. To do so, the authors analysed the migratory patterns of all players present in the 1998 edition of the FIFA World Cup, intertwining that analysis with socioeconomical factors. The study confirmed UEFA as the confederation with the highest concentration of athletes playing within Europe, something that results in a dependence on foreign talent, impacting national team performance. However, this phenomenon could also benefit the national teams of exporting countries, due to exposure to a higher level of competition.

Frick (2009) tackled this subject employing a longitudinal study, assessing the impact of player mobility on the performance of National Teams in international competitions over a 30-year period, between 1976 and 2006. By computing the percentage of National Teams' athletes playing abroad for each tournament, the author then studied whether a higher degree of this metric would translate into better results in the various tournaments. Frick (2009) analysed this relationship with a random effects logistic regression, where the dependent variable, evaluating

competitiveness, was whether a team had reached the semi-finals of the competition or not. The conclusion was that competitiveness is unaffected by the degree of athletes playing abroad in a National Team and that “traditional” football nations from Europe and South America maintained their competitive edge in these tournaments, despite a reduction in playing time for indigenous talent.

Another study conducted by Binder and Findlay (2012) examined the effects of the Bosman ruling in the strength of European National Teams. The study employed each nation's ELO rating as a metric to gauge the strength of national teams and analysed both individual countries and larger clusters, on average. The results revealed that the impact of the Bosman ruling within different national teams was varied, with some seeing an increase in their respective ELO rating and others a decrease. However, it was very reduced in the top European nations, meaning that a larger influx of foreign players did not induce a considerable performance drop in the National Teams.

Therefore, the evidence produced by previous studies, although related to Football, seem to indicate that national teams are not substantially impacted by the existence of a lower degree of national players within their respective domestic leagues. However, previous studies focused essentially on nationality clauses and migratory fluxes. UEFA introduced the HGP Rule as a vehicle to promote young player development and to strengthen national teams by increasing the talent pool available (Jonathan 2004; Dalziel et al. 2013; UEFA 2014), and those factors were not considered in the previous studies.

## **2.5. Challenges, Controversies and Criticisms of the Homegrown Player Rule**

Is the Homegrown Player Rule an efficient restriction? The answer to this question is rather subjective. From a literature perspective, as pointed out before, there have not been big improvements proven.

The European Union implemented the Bosman Rule on December 15, 1995. This led

European players to move freely between countries and clubs, with the quota on the number of foreign players a club could possess removed. At a national team level, the average effect on the top six countries and other countries was minimal. On the other hand, the domestic league's competitive balance had not been affected overall, except in England. Since the Bosman rule the best 6 leagues have been dominating the Champions League throughout the years, increasing the game's popularity, as some teams possess "all-star" squads, transforming domestic leagues into virtual super leagues (Binder and Findlay 2012). Considering that the HGP rule restricts the number of non-local players a team can have, there's potential to contradict the principle of freedom of movement, argued in the Bosman case. Nevertheless, both rules can coexist. Clubs can buy players across EU countries and invest in domestic talent. There is just no assurance that the combination of both rules guarantees a competitive balance and youth development. Gardiner and Welch (2011) argued that it is in fans and footballers' best interests that every player has full international freedom of movement, and that integrating quotas would be an abhorrence to the game.

Generally, clubs with more foreign players rank better globally (Royuela and Gásquez 2019). At the same time, they can improve the performance of domestic players because they can teach and pass knowledge to local players (Özmen 2019). Hence, restricting them could potentially influence the loss of the full potential of domestic players. Conversely, a recent article mentioned there could be other challenges to the rule, such as the complexity of scouting young talent and balancing football training with education. Moreover, it also claimed that it could limit a club's ability to sign the best players worldwide, inflating homegrown player market value, thus leading to overspending (Collins 2023). However, it is stated that having a full foreign squad is also counterproductive to the team's performance (Daphnecavadias 2018).

On the futsal context, regarding national teams, UEFA has recently faced two complaints against Armenia and Georgia. Those countries were found guilty of the irregular use of

naturalized players, which violates Article 38 of the Regulations of the UEFA European Qualifying Competition for the 2024 FIFA Futsal World Cup (see **Appendix H**) (UEFA 2022b). Georgia played with eight Brazilians using Georgian passports and Armenia with seven Brazilians and two Russians. Nevertheless, it is not the first time those types of regulations have been violated or circumvented, recalling the 2004 Italian case, with 12 naturalized players and only two native Italians (Record 2023). These cases are examples that the proponents of the HGP rule use to justify its presence.

Another main criticism of the HGP rule is that it potentially limits the competitiveness and ascension of future talents, by contributing to indirect discrimination. According to the Advocate General of the European Court of Justice, the rule creates indirect discrimination against nationals of other Member States (Court of Justice of the European Union 2023). Thus, rule still has gaps to be filled. However, it does not prohibit players of any nationality from coming to any European country to play the game. Furthermore, there are cases where young players migrate to Europe in time to be considered as a HGP. However, the exploitation of minors should be prevented. In the realm of football, some clubs have already imported young players from Africa to Europe. Clubs took advantage of loopholes in the transfer regulations and circumvented the purpose of the rule (Lembo 2011). Protection is offered by the European Union and the governing sporting bodies, but it's not enough to prevent minors from being exploited (Månsson 2021). To ensure full efficiency without the infraction of any law and unethical actions, respectful execution is required from both the governing body and clubs. This concerns whether it is a domestic regulation or UEFA regulation. This act enables the identification and implementation of necessary changes for improvements.

## **2.6. Uncharted Territory: Research Gaps and the need for Further Exploration**

The FPF HGP rule is still relatively young, making the long-term effects and trends in sports policy yet to be explored. In addition, there has been no academic research made

regarding the impact and effectiveness of the HGP rule in Portugal's Men Futsal. Bearing this in mind, this leads to multiple gaps, such as:

1. **Historical Analysis:** In a historical context or precedent of the HGP rule, the absence of information makes it difficult to understand the impacts on the sport and player development over time both nationally and internationally. This scarcity limits the conduction of comparative analyses, therefore challenging the ability to comprehend the entire spectrum of the rule's ramifications.
2. **Lack of Longitudinal Studies:** As the rule is relatively young, there is a scarcity of long-term studies analysing the rule's long-term effects.
3. **Comparative Data Scarcity:** Portugal is one of the only countries that implemented the HGP rule in Futsal. The only other country in Europe is Italy, but they only integrated it this 2023/24 season, which concludes that their data is still invalid for comparison. This situation leads to a limitation of comprehensive studies to compare the impacts of the rule in different countries. Furthermore, information regarding other national teams and domestic leagues is scarce, hindering the ability to benchmark the Portuguese context against others.
4. **Unintended Consequences:** There may be unintended consequences or side effects of the HGP law in Futsal, for example, an impact on recruitment or the club's financial power. As the rule is still in its early stages, it is still probably challenging to discover those implications.

As a matter of foundation, this study used a lot of research made on other sports, especially football, because it is the sport where most research has been done concerning the HGP rule. However, as mentioned beforehand, even if it is the sport where most academic research has been established, the number of research available on the rule is low and dated. This makes it difficult to come to any final conclusion on the impact and effectiveness of the

HGP rule in global. It could even be possible that the results from then are not correlated anymore with the present situation. Further research was already recommended back then to assess the rule's proportionality by the researchers (Dalziel et al. 2013).

Therefore, this situation makes the conduction of the study regarding the impact of the HGP rule on Local and Regional Identity, Competitive Balance, National Team Performance as well as local training and promotion of young players challenging.

## **2.7. Conclusions**

Futsal has been around for over 90 years and its popularity has been increasing consistently. However, in the eye of the literature review world, the HGP rule is still a relatively young topic and there is still a lot to be explored. Multiple rules have been abolished, been added and faced ramifications (e.g. definition of an HGP). Those acts have influenced over time not only the governance of sports but also politics, legislation and economics.

Nevertheless, the HGP rule was introduced because, in UEFA's opinion, football was facing major problems. Yet, after the rule has been implemented, studies have shown that there have been no significant changes regarding competitive balance and player development. On one side, youth training at an early stage and the opportunity to play with the first team is crucial to be able to reach its peak potential. On the other side, restricting the number of foreign players could also limit the development of a player as a foreign player can teach new knowledge to the player. A balance between these two points must be found, to be able to benefit from both sides. Viewing it from another standpoint, a study has also shown that nationality isn't the key driver for maintaining a strong local and regional identity.

The rule also shares unintended consequences and challenges. The subject of indirect discrimination is still to this point an area that brings discussion. Hence, the future potential exploitation of minors is a problem to be solved with high priority. Teams must ethically and correctly execute the HGP rule, as it enables the data to be reliable for analysis and safeguard

the image and integrity of the sport.

The literature review identified an important research gap with regard to the HGP rule in general, whether it is in Futsal or Football. Football is able to provide a basis, however, the available data from the studies is already dated and risks inaccuracy for the present being. On the other side, futsal has no research available in the context of the HGP rule. Accordingly, football serves as the primary reference for the rule, but this situation highlights a strong need for future robust research on the futsal world. Nonetheless, this situation is understandable as Portugal and Italy are both the only countries that have implemented such a rule in futsal.

Perhaps, as most research available on the HGP rule is focused on football, these results technically concern only football. These findings do not necessarily translate seamlessly to futsal. Therefore, multiple hypotheses will be conducted with multiple different methods, covering various objectives of the HGP rule, through surveys, interviews and data provided from multiple sources, such as FPF, FIGC, zerozero.pt and LNFS.es.

In summary, this situation provides both challenges but also opportunities for this study, as it allows for making fundamental discoveries in sports and setting the foundation for future studies.

### **3. Methodology**

#### **3.1. Methodological Approach**

This study aims to grasp the effectiveness and impact of the HGP restriction imposed by the FPF on men's Portuguese futsal, establishing cause-and-effect relationships. To conduct exploratory research on this matter, five hypotheses were formulated based on the objectives<sup>3</sup> underlying the genesis of the rule, applied to the reality of futsal. That is to say, it was assumed

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<sup>3</sup> Reinforcement of clubs' local identity; encouragement of young talent development and promotion; increase of competitive balance and strengthening of national teams.

that the HGP rule is effective and impactful if it achieves the proposed objectives, thereby mitigating the identified issues (as detailed in section **2.1.2. The Birth of UEFA’s Homegrown Player Rule**). Thus, to address the research question, the analysis was decomposed into 4 sections, comprised of hypotheses related to each theme: local and regional identity (Section I); local development and promotion of young players (Section II); competitive balance (Section III); and performance of the national team (Section IV) (as illustrated in **Table 1**).

Table 1 - Sections of the study.

Section	Null Hypothesis	Objective
Section I	<b>H<sub>0</sub></b> : There is no significant contribution of the HGP rule to strengthening the local and regional identity in Portuguese men’s futsal.	Section I aims to understand whether the HGP rule mitigates the identified problem of the lack of identity in local/regional teams within Portuguese men’s futsal.
Section II	<b>H<sub>0</sub></b> : There is no significant effect of the HGP rule on the local training of players. <b>H<sub>0</sub></b> : There is no significant effect of the HGP rule on the increase of young players’ opportunities.	Section II aims to understand whether the HGP rule encourages the development of young players and provides them with more playing experience in the senior team within Liga Placard.
Section III	<b>H<sub>0</sub></b> : There is no significant effect of the HGP rule on the increase of competitive balance in Liga Placard.	Section III aims to understand whether the HGP rule contributes to a more open, fair, and balanced league.
Section IV	<b>H<sub>0</sub></b> : There is no significant effect of the HGP rule on the performance of the Portuguese national team.	Section IV aims to understand whether the HGP rule has improved the results and achieved by the Portuguese national men's futsal team.

With the purpose of addressing the various nuances of the issue, a mixed methods approach was adopted, leveraging both quantitative and qualitative data (**Table 2**). On the one hand, the first one is essential for conducting a longitudinal study, incorporating statistical analyses. This type of research spans a temporal scope of two decades (2003 – 2023): comprising a decade antecedent to the implementation of the HGP rule within Liga Placard (pre-regulation) and a subsequent decade (post-regulation). On the other hand, qualitative data enables a deeper understanding of the outcomes of non-measurable objectives of the HGP rule, involving multiple stakeholders.

Table 2 - Methodological approach.

Qualitative Approach	Quantitative Approach
<ul style="list-style-type: none"> <li>• Understand subjective experiences, perceived impact, and changes in behaviors of all the stakeholders.</li> <li>• Gain in-depth knowledge of the internal dynamics of futsal based on the imposed restriction.</li> <li>• Explore the under-researched qualitative objectives of the HGP rule and assess their outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>• Measure different types of variables and analyze descriptive statistics over time.</li> <li>• Assess longitudinal effects and examine trends and patterns.</li> <li>• Apply appropriate statistical tests.</li> <li>• Explore correlations between variables.</li> <li>• Quantify the impact of the HGP rule.</li> </ul>

Regarding the methods of collecting data, both primary and secondary data were necessary. Primary data was gathered through a combination of surveys and interviews; while secondary data was obtained directly from the FPF and reliable sports websites. The subsequent section will provide further detailed information about the methods applied and the collected datasets.

### 3.2. Data Collection

Due to the multifaceted nature of the analysis and the limited available information on the subject, it became necessary to consult multiple sources of information. The validity of these sources had to be verified, and potential limitations had to be minimized. As a result, the data collection methods were diversified to include surveys, interviews, and secondary data collection.

#### 3.2.1. Survey

The survey was designed and administered online through the Qualtrics XM platform. It incorporated four different sub-questionnaires based on the respondent's affiliation with futsal: player, coach, official or supporter. Despite the differentiation, all of them included three sections related to diverse topics: (1) personal data, (2) promotion of local youth player development, and (3) local and regional identity. The consistency of each sub-questionnaire is

described in **(Table 3)**.

Table 3 - Survey design.

<b>Player</b>	1 multiple-choice question and 10 questions measured on a 5-point Likert scale (agreement type).
<b>Coach</b>	2 multiple-choice questions; 11 questions measured on a 5-point Likert scale (agreement type) and 1 ranking question.
<b>Director</b>	1 multiple-choice question; 10 questions measured on a 5-point Likert scale (agreement type) and 1 ranking question.
<b>Fan</b>	13 questions measured on a 5-point Likert scale (agreement type) and 1 ranking question.

The FPF internally disseminated the questionnaire to various targeted stakeholders through official channels, employing a simple random sampling method. In addition, all teams, from the first to the third division, were contacted through their communication channels. The objective was to collect survey responses from a total of 100 stakeholders, between 30/11/2023 and 08/12/2023, in order to obtain statistically significant samples. However, in total, 113 stakeholders fully responded (70% players, 4% coaches, 9% executives, 17% supporters). To obtain detailed information about the applied survey, please refer to **Appendix J**, and for the results, **Appendix K**.

### 3.2.2. Interview

As a complement to the survey, semi-structured interviews were conducted with 2 players and 2 coaches to analyze the non-quantifiable impacts of the HGP rule and the internal dynamics of Portuguese futsal before and after its implementation.

Regarding the selection of the participants, it was adopted purposive sampling. The following criteria were applied:

1. Extensive knowledge and experience in the highest level of Futsal, whether it is in Liga Placard or in the National Team.
2. Has been/is playing/coaching during the period preceding the implementation of the HGP rule and during its validity.

Given this, the FPF selected the interviewees described in **(Table 4)**.

Table 4 - Biography of the interviewees.

<b>Pedro Cary</b>	A former futsal professional player and the current under-15 and under-17's National Team coach. Pedro had 159 caps for the Portuguese National Team, achieving a significant milestone by winning the European Championship in 2018 and participating in three FIFA World Cups. At the club level, Pedro boasts over a decade of experience in Liga Placard, clinching victory in this competition six times. Additionally, he has secured a UEFA Futsal Champions League title.
<b>João Matos</b>	The current captain of Sporting CP and the National Team. João has 192 caps for the Portuguese National Team, having won 2 European Championships (2018, 2022) as well as the 2021 FIFA World Cup (in which participated 3x). At the club level, he has been a part of Sporting CP's senior team since the 2005/06 season, clinching 11 league titles and 2 UEFA Futsal Champions Leagues.
<b>Nuno Dias</b>	A former futsal player and current manager of Sporting CP. He began his managerial career in 2006 with Instituto D. João V in Liga Placard. After a year abroad, serving as the assistant manager of CSKA Moskva in Russia, Nuno took on the role of manager at Sporting CP in 2012. Since then, Nuno has clinched 8 Liga Placard titles and secured 2 UEFA Futsal Champions League trophies.
<b>Nuno Silva</b>	The current manager of ADCR Caxinas Poça Barca. He has been at the helm since the 2014/15 season, taking charge when the team was still in the 2nd tier of Portuguese futsal (II Divisão). After a promotion and an immediate relegation, Nuno guided ADCR Caxias to the II Divisão title, earning promotion back to Liga Placard, where the team currently competes.

Interviews were conducted virtually by the research team and lasted approximately 1 hour each. Responses were documented through note-taking, and all interviews were recorded with the participants' consent. Transcripts of the interviews can be found in **Appendices L, M, N** and **O**.

### 3.2.3. Secondary Data Collection

Five datasets were collected: Liga Placard (Portuguese League), Liga Nacional de Fútbol Sala (Spanish League), Portuguese National Team, Portuguese Youth Teams, FIFA Futsal World Cup. Information about the source of the material and original information production is described in Table 5.

Table 5 – Datasets information.

<b>Liga Placard</b>	<p>The dataset used to analyse Liga Placard was provided by the Intelligence Department of the FPF. This dataset included all records of players registered in Liga Placard matches between the 2005/2006 and the 2022/2023 seasons, containing information such as the date of birth, nationality, homegrown status, team and number of games played. After the removal of duplicates, a total of 4893 unique records were registered. Out of those, 91 represented two clubs in the same season. In total, 1893 different players were recorded as being part of a matchday squad in Liga Placard. Age was calculated by subtracting the start date for each season by the date of birth of each player. For the number of games that a player had throughout a season, the assumption adopted was that the number of times that a player was present in a matchday sheet was the number of appearances that player made throughout a season. This could factually be incorrect, due to the possibility of a registered player in the squad not playing, but it provides us with a very close proxy to it, due to futsal's nature of unlimited rolling substitutions, which are aimed at maintaining the intensity of play (Naser et al. 2017). In addition to the database provided by the FPF, information was collected regarding the final standings of the regular seasons of all Liga Placard seasons under analysis in <a href="http://www.zerozero.pt">www.zerozero.pt</a>.</p>
<b>Spanish League</b>	<p>The data was collected through the Spanish League's official website, <a href="http://lnfs.es">lnfs.es</a>. The data was collected between the 2005/06 and 2022/23 seasons. There was a total of 1346 different players, corresponding to 4464 recorded instances. The data points collected for each player consisted of their date of birth, nationality, club and number of matches played in each season. All dual nationality players were considered Spanish. There were gaps on the information available on <a href="http://www.lnfs.es">www.lnfs.es</a>, as in the 2018/2019 season, there was no information available for Naturpellet Segovia and CD Uma Antequera squads. In addition, some players didn't have a date of birth or nationality associated. To account for the gaps in information, the <a href="http://www.zerozero.pt">www.zerozero.pt</a> database was consulted. Out of the 1346 players, we were able to obtain information regarding the date of birth for 1246 of them and the nationality of 1330 players.</p>
<b>Portuguese National Team</b>	<p>The data set used to analyse the squad composition of the Portuguese National Team was constructed with the archival research of publicly available information on the FPF official website. In total, 70 call-ups were integrated into the data set, with a timespan ranging from 20/10/2009 until 05/12/2023. Additionally, the FPF's official website data repository was consulted to obtain the dates of birth for all players. The documents consulted also contained the team a player represented at the time of the call-up, which was another factor registered alongside the profile of each call-up – whether it was related to an official competition or whether it was a friendly.</p>
<b>Portuguese Youth National Teams</b>	<p>The data set used to analyse the Portuguese Youth National Teams was constructed with information provided by the Intelligence Department of the FPF. There was a compilation of 202 youth team players, born between 1991 and 2004, who represented Portugal at youth level from at least once between the 2012/2013 and 2022/2023 seasons. For each player, information regarding which squad it integrated was compiled (U-17's; U-19's; U-21's; Main Squad). Additionally, <a href="http://zerozero.pt">zerozero.pt</a> was consulted to identify the specific U-19's European Championship squads.</p>
<b>FIFA Futsal World Cup</b>	<p>The FIFA Futsal World Cup data collection was made consulting archival research of the official team compositions published by FIFA. The dataset was constructed using information concerning the 2008, 2012, 2016 and 2021 editions. Information of the squads for all the participating national teams, with player names, dates of birth and club were retrieved. In total, 1334 records were registered in our dataset, representing 92 different national teams.</p>

## 4. The study of the impact on local and regional identity

### 4.1. Contextualisation

The underlying objective of this study was to analyse the impact that the HGP rule had on the local and regional identity in Portuguese men's Futsal by analysing four different areas (key themes), such as:

- **Fan/Club Connection and Identification:** This area monitored how the presence of HGP impacted supporters' identification, emotional connection, satisfaction, loyalty and choice of club support.
- **Team Cohesion and Representation:** This part included questions on the player's and coaches' opinions regarding whether having HGP was beneficial to team chemistry, characterises the team's values and brought unity between players and fans.
- **Cultural and Regional Identity:** This involved questions on whether the HGP strengthened the team's local identity and the community connection as well as whether it preserved the regional traditions and playing styles.
- **Commercial and Media Impact:** Questions here covered the point of view from the directors on whether the HGP impacted the public image, commercial appeal, sponsorship and the league's local media attention of the teams.

One of the rule's purposes is to preserve the local and regional identity. Therefore, Liga Placard took the quota of homegrown players as a key driver to maintain its identity. The Liga Placard percentage of Portuguese players in 2005/06 was 87.98%, which had some ups and downs further in time and the year of the HGP rule implementation the percentage stood at 88.45%, which then rose for 2 years and then dropped continuously until now in 2022/23 with a total of 74.26%. See **Appendix P** to see the full evolution. However, keeping in mind not every fan perceives identification with nationality (Conzelmann 2009).

In 2005/6 out of the players playing in the league, 71.71% were homegrown, where 78.41% of

Portuguese players were homegrown and 22.58% of non-Portuguese players were homegrown. In the season where the rule was integrated, 89.24% of players were considered homegrown. 96.85% of the Portuguese players playing were homegrown and 31.03% of the non-portuguese players were homegrown. Nevertheless, in the most recent seasons, those numbers have transformed to 76.84% for the percentage of homegrown players in the total players in Liga Placard. Hence, impressively 99.01% of Portuguese players are homegrown players and 12.86% of foreign players are homegrown. In **Appendix P**, see the whole evolution of the 3 aspects.

In some countries, as in Spain having local players is considered as a symbol of their identity (Littlewood, Mullen, and Richardson 2011). Here, we see that the percentage of Portuguese players decreased from 2005/06 to 2022/23 and the percentage of homegrown decreased since the introduction of the HGP rule, which technically doesn't make sense. Yet almost every Portuguese player now playing is considered homegrown which is a big improvement.

A Theory which could be applied is that before the league had more Portuguese players, but they didn't have such a good global performance. Now they possess fewer but still a lot of homegrown players. As the quality increased in the league, teams were obligated to start buying a few players from outside to keep up with the best of the best. In other words, the teams are obligated to invest in continuous local development, yet they also want to strive for success, so if the teams go buy outside of Portugal, they make precise decisions and try to take the best foreign player.

In the end, seeing this evolution, the important factor is to see if the rule did indeed strengthen or weaken, from the perspective of the Portuguese futsal community, the local and regional identity of the Portuguese Men's Futsal by conducting a survey and interviews.

## 4.2. Methods of Analysis

To measure the impact on local and regional identity, both qualitative and quantitative data were gathered.

For the qualitative data, the interviews were conducted through the service Google Meet. The interviews were first transcribed by the AI software Notta and then double-checked for spelling mistakes by reviewing the transcript provided while playing the audio simultaneously. The transcripts were then translated into English utilizing DeepL. Both the original and translated versions are available in **Appendix Q**. The thematic analysis and narrative analysis were conducted. Data was examined to identify common themes and core narratives. The objective of this method was to gain in-depth insights into personal experiences and perspectives towards the HGP rule.

Regarding the quantitative data, the survey data was extracted and checked for missing data and outliers. Descriptive Statistics was conducted with Excel software (version 16.79.2). This strategy aimed to illustrate the spread and general trends of the responses, while also adding a qualitative aspect with thematic comparison across fans, players, coaches and directors to discover any significant patterns or differences in perceptions for the key themes.

Conclusively, the integration of findings was conducted by combining insights from qualitative and quantitative data. This comprehensive method combined the broad patterns discovered from the survey with the nuanced insights found from the interviews. This strategy aimed to gain a holistic understanding of the general impacts of the HGP rule, catching both multifaceted statistical trends and personal experiences as well as viewpoints that form the broader picture.

A balanced and global study is guaranteed with this methodological strategy for the study topic. The impact of the rule on the local and regional identity in Portuguese men's futsal is examined in terms of both breadth and depth (see structured conducted study in **Appendix Q**).

### **4.3. Evaluation and Justification of the Methodological Choices**

This study implemented a mixed-methods approach, merging quantitative data from the survey with qualitative data from the interviews. This approach was chosen to gain an in-depth understanding of the impact of the HGP rule on the local and regional identity of the Portuguese men's Futsal.

#### **Justification of the methodological choices**

##### *1. Descriptive Statistics (Survey Data):*

The survey had four different stakeholders (fans, players, coaches and directors) to gather a broad range of perspectives. Furthermore, since the questions asked in the survey are likert scale questions and ranked questions but hold a qualitative significance, the survey was first analysed with descriptive statistics. This act was important for discovering quantifiable general trends and patterns in the answers, giving an initial overview of the different group's attitudes. This first method provided the base level of analysis, providing a clear overview of the level of agreement or disagreement and preferences among the different stakeholder groups on the different key themes.

##### *2. Thematic Comparative Analysis (Survey Data):*

After the initial quantitative approach, a thematic comparative analysis was conducted. This qualitative method was implemented to comprehend the in-depth meanings of the quantitative survey responses. Its objective was to understand the fundamental reasons and contexts of the quantitative trends observed. By comparing and contrasting the responses within the key themes, the goal of this analysis was to discover rich and detailed insights from the different viewpoints across the various stakeholder groups.

##### *3. Thematic and Narrative Analysis (Interview Data):*

Some aspects cannot be fully interpreted with numbers. Therefore, for the conducted interviews with coaches and players, qualitative methods were used to explore profoundly

personal experiences and perspectives. Thematic and narrative analyses were utilized to interpret the qualitative data, providing insights into the practical and emotional effects of the rule.

#### 4. Integration of Findings:

This mixed-method was crucial to gain a holistic understanding because only quantitative data would lack the human touch and solely qualitative data would probably overlook some broad trends and patterns. Therefore, combining both provided a nuanced understanding of the rule's overall impact and potentially provided improvement solutions.

#### **Limitations and Strengthening of the Methodology**

- The small sample size and different number of responses among different stakeholder groups was acknowledged as a limitation. However, due to the nature of futsal community, this issue was reduced, as there are fewer coaches and directors than players and fans.
- Not ranking in the top 10 (“The Most Popular Sports In the World” 2023), Futsal is less famous globally than other sports, which made it in terms of generalizability a limitation. However, at the same time, it represented a strength because it provided in-dept insights into a unique sport type.
- The methods were strengthened on existing studies in sports and social sciences to guarantee reliability and validity (Weinberg and McDermott 2002; Diehl et al. 2018; Crowther et al. 2017; Smith and Sparkes 2009; Hanton, Fletcher, and Coughlan 2005; Busanich, McGannon, and Schinke 2014).

The results from the specific methods were blended for each theme while maintaining a coherent flow and comprehensive approach all the way from descriptive statistics to integration. Except for the commercial and media impact theme, no thematic or narrative analysis was conducted as there were no questions in the interviews related to that topic.

Selecting a mixed-methods approach was central to answering the study topic effectively.

This strategy offered a balance between quantitative and qualitative insights. Acknowledging its limitations, the chosen method is suitable for exploring the different impacts of the rule, providing significant knowledge to the field.

## **4.4. Results**

### **4.4.1. Fan/Club Connection and Identification**

Futsal is not just about the game itself, but it represents also the deep connection it has between the clubs and their fans. The survey data (see full likert scale results in **Table 6**) discovered that almost half of the fans respondents (47%) feel that the presence of homegrown players in the team influences their identification with clubs. This data suggested that a notable amount of fans value the “local” aspect of their club. However, the story doesn’t end with numbers. The qualitative data collected brought those numbers alive. While not being “local” from the early stages, the successful HGP Pedro Cary quoted: "I feel that playing sport has always given me some notoriety in the town where I lived... But yes, I can probably tell you that it had a very positive impact on the social context in which I lived." This view was also shared by João Matos, who mentioned that HGP often has a greater media impact on the fan’s affection.

The distribution of opinions of the fans on the acknowledgement that regional identity affects their emotional connection as a supporter was many-sided, as 37% agreed and the others equally with 32% neutral or disagreed. It highlighted a difference in fan opinions. This difference was deeply explored from the perspective of Nuno Silva, who values the concept of homegrown talent: "If we have players who come from the youth system, players who are completely integrated into what the club is, obviously that will make their space for intervention with the local community greater." He emphasised the symbiotic relationship between the HGP and the club identity, which also aligned with the director’s perspective on what the rule impacted the most on the club's local and regional identity (**Table 7**), with first “Greater

Community Involvement” and second “Strengthening Team Identity and Cultural Ties”.

Although fans strongly supported opportunities for homegrown talent (85% agreement), the qualitative narratives dug further into the understanding of what giving these opportunities meant to the supporter's experience. João Matos provided insights into the complicated relationship between sporting results, player origins and fan appreciation. He pointed out that while local ties can bring loyalty, sporting success often speaks louder.

Furthermore, the same opinion was noted among players, where the majority 53% agreed that the unity between fans and players is strengthened when the team has a higher number of HGP. While asking the same question to interviewees, they shared significant insights where Pedro Carry mentioned emphasis is generated over the years in the clubs but by winning you emphasise even more. As above, João Matos highlighted the importance of sporting success in fan appreciation. Nuno Silva emphasized youth players's role in reinforcing the fan relationship and club identity. Conversely, Nuno Dias claimed that in a big club, the focus tends to be more on results than homegrown because the club is so widely supported that it doesn't possess technically a regional identity. He quoted: “In our case, as a big club, there is not much relation between being locally trained and the fan relationship because... the importance isn't really given to that, but it is given to results.” However, Nuno acknowledged the importance of academy players but claimed that their origin is not relevant.

Still, the survey also had some disagreement, with 58% of the fans saying that the HGP rule is not a deciding factor in their choice to support their club. Most fans selected their primary factor (**Table 8**) for club support as “Team Success” followed next by “History and Tradition”. Qualitative data explored this aspect further and insights from interviewees suggested that the values, community engagement and structural organization of a club played a central role in strengthening the local and regional identity.

In conclusion, the survey and interviews showed where local identity and integration of

local players are valued, but also showed that the drive for success could overshadow the local roots.

Table 6 – Full likert scale result on Fan/Club Connection and Identification.

	CD	D	NAD	A	CA	T	AV	SD
Fan - The presence of locally-trained players in the team influences my identification with the club.	1	5	4	5	4	19	3,32	1,25
	5%	26%	21%	26%	21%	100%		
Fan - The team's regional identity affects my emotional connection as a supporter.	3	3	6	4	3	19	3,05	1,31
	16%	16%	32%	21%	16%	100%		
Fan - I like that my club gives opportunities to locally-trained players.	0	0	3	10	6	19	4,16	0,69
	0%	0%	16%	53%	32%	100%		
Fan - The significant presence of local players in the team increases my satisfaction as a supporter.	0	4	5	8	2	19	3,42	0,96
	0%	21%	26%	42%	11%	100%		
Fan - The team's regional identity is crucial for my loyalty as a supporter.	2	4	4	6	3	19	3,21	1,27
	11%	21%	21%	32%	16%	100%		
Fan - The rule of locally-trained players is a determining factor in my choice to support this particular club.	5	6	2	5	1	19	2,53	1,31
	26%	32%	11%	26%	5%	100%		
Player - The existence of quotas in squads for locally-trained players takes away opportunities from other players who deserve playing time.	2	36	24	15	2	79	2,73	0,89
	3%	46%	30%	19%	3%	100%		
Player - There is greater unity between fans and players when a squad is composed of a higher number of locally-trained players. (green and yellow)	4	13	20	26	16	79	3,47	1,14
	5%	16%	25%	33%	20%	100%		

Completely disagree = CD; Disagree = D; Neither agree or disagree = NAD; Agree = A; Completely disagree = CD; T = Total; AV = Average; Standard Deviation = SD

Table 7 - Director ranking the impact of the HGP rule on Liga Placard teams.

	Improving public image and reputation	Increased sponsorship and local support	Strengthening team identity and cultural ties	Greater community involvement	Increased local press coverage and interest
<b>Average Score</b>	3	3,8	2,1	1,8	4,3

Table 8 - Fan ranking personal factors for club supporter identification.

	Individual quality of the players	Team success	Regional identity	History and tradition	Participation in prestigious competitions	Players' personalities	Family loyalty
<b>Average Score</b>	4,1	2,8	3,9	3,5	4,1	4,7	4,9

#### 4.4.2. Team Cohesion and Representation

In sports, the meaning of “team” is a mix of various elements and the homegrown player added both interest and complexity to futsal teams. From our quantitative data, 42% of the

players believed that a higher number of HGP translated to better team cohesion, thus almost the same number (39%) remained neutral and a notably small proportion of 19% disagreed.

Nevertheless, this theme is about more than just agreements. Qualitative data enabled to delve deeper and discover various perspectives. Pedro Cary talked about the paradoxical nature of team dynamics, where he mentioned that player relationships and success don't correlate: "I've seen many teams become champions and the players don't get on... they have to respect each other's spaces and the team's objectives." In addition, João Matos discussed that team cohesion comes from strong leadership and shared goals. He pointed out that being an HGP brings a component of cohesion which comes from the formation, but it doesn't promise cohesion.

From a manager's perspective, Nuno Silva viewed that older HGPs could set the tone for the team, due to their common experience and history. Although, Nuno acknowledged that this doesn't guarantee team cohesion. Conversely, from the perspective of a bigger club, Nuno Dias argued that team cohesion relies more on individual characteristics and values, giving the example that there are HGPs who are bad group members. Nuno stated: "Group cohesion depends much more on values and education and training... it has much more to do with that aspect than with being or not being trained locally".

The concept of representation, which was another aspect of this theme, found out 40% of players agreed that a HGP represents the values of a team. Still, a significant 34% remained neutral, and 25% disagreed, discovering diverse perceptions of what the team's spirit represents for different players. Moreover, 53% of the players agreed that the rules regarding homegrown players align with the principles of the club they represent. Thus, 37% neither agreed nor disagreed and 10% dissented. Coaches' respondents both shared an identical proportion of neutrality and agreement regarding noticing an increase in fan support for homegrown players in the Liga Placard since the rule's integration. A greater sense of pride and identity among

local fans was detected by 60% of the coaches due to the presence of HGP in the league. The rest remained undecided.

This mix of quantitative and qualitative data provided a comprehensive understanding that while HGP helped with team cohesion and representation, these are not the only factors. The insights from coaches and players highlighted that HGP could bring a foundation for team spirit, but the primary reasons for team cohesion were shared experiences, respect and shared goals. Full survey results can be seen on (Table 9).

Table 9 - Full results on Team Cohesion and Representation

	CD	D	NAD	A	CA	T	AV	SD
Player - A higher number of locally-trained players in a squad translates into greater team cohesion.	3	12	31	31	2	79	3,22	0,87
	4%	15%	39%	39%	3%	100%		
Player - A locally-trained player better represents the values of a team.	5	15	27	24	8	79	3,19	1,06
	6%	19%	34%	30%	10%	100%		
Player - The rules regarding locally-trained players align with the principles of the club I represent.	3	5	29	37	5	79	3,46	0,86
	4%	6%	37%	47%	6%	100%		
Coach - Since the implementation of the locally-trained player rule, there has been a notable increase in fan support for local players in the Liga Placard.	0	1	2	1	1	5	3,40	1,14
	0%	20%	40%	20%	20%	100%		
Coach - The presence of locally-trained players in the Liga Placard teams has led to a greater sense of pride and identity among local fans.	0	0	2	1	2	5	4,00	1,00
	0%	0%	40%	20%	40%	100%		

Completely disagree = CD; Disagree = D; Neither agree or disagree = NAD; Agree = A; Completely agree = CA; T = Total; AV = Average; Standard Deviation = SD

#### 4.4.3. Cultural and Regional Identity

In Portuguese futsal, the incorporation of HGP can be a strategic move as well as a way to keep traditions. The survey data provided a clear picture of that, 73% of the fans agreed that the rule strengthens the club's regional identity, suggesting a shared sentiment that HGP foster a profound relationship to the club's roots. Additionally, 58% of the fans believed that this rule enhances the sense of belonging, further illustrating the rule's significance on socio-culture.

However, the insights are enriched, when combined with the knowledge and viewpoint of those who are deeply engaged in the sport. Pedro Cary reflected on whether an HGP helps to preserve regional traditions and playing styles taking Ferreira do Zêzere as an example: "Yes,

it helps because of the empathy you have for the context, and the context is the people who are part of the club, the pavilions they attend, and the city. And that's fundamental.” He acknowledged that HGP are easier to nurture and the bond with HGP can grow stronger over time even when not directly locally from Ferreira do Zêzere by nurturing the player piece by piece. On the other side, João Matos emphasised the necessity for strong leadership in nurturing a club's DNA, regardless of the player's origin. He mentioned Ferreira do Zêzere as an example to show how an HGP motivation in a local team can differ by their connection with the club's roots. João quoted: “Ferreira do Zêzere team is a typically regional team, although it has one or two regional players, logically if it had more, and always a very small number, this locally-trained player would have a higher extrinsic motivation.”

Survey data also revealed that 47% of the fans agree that the HGP rule is essential for preserving tradition and history. Nevertheless, a significant minority indicated scepticism, suggesting a different view on the rule's impact on cultural preservation. On the other hand, the directors substantially agreed (80%) that the rule has played a key role in strengthening the team's identity and cultural ties, while coaches 60% saw it as a key factor in the development of local identity for Liga Placard teams. Thus, the coach's opinions on improved community connection and preservation of traditional playing styles were evenly split, suggesting diverse experiences and perspectives within their roles.

The coach Nuno Silva provided a different perspective on the aspect, mentioning that when a club has well-defined values the players are often more substantially influenced by the club's identity than the other way around. "It's much more the club influencing the athlete than perhaps the athlete influencing the club," noted Nuno, indicating a hierarchical influence on the composition of the club's identity. Nuno Dias, representing a larger club, pointed out a different opinion, highlighting the wider dynamics present in clubs like Sporting CP. On a social-cultural level, he believes that the rule impacts more the smaller regional clubs, as the people have a

more intrinsic local engagement.

Regarding the status of the local and regional identity before its implementation, Pedro Cary shared: “I'm not saying that it fell, but it wasn't fuelled... wasn't nurtured.” Similarly, João Matos stated: “No, not before, not now, I don't feel that it had any influence.”, further added his perspective that clubs from smaller regions like Caxinas, Fundão, Ferreira do Zêzere or Electrico are more influenced compared to big clubs due to their strong regional ties. Nuno Silva, the coach from Caxinas, believed that the local identity in the global was in danger before the HGP rules integration, claiming “We ran the risk of deteriorating what was this identity.” By adding that teams were using the “shortest route” with financial methods to strive for success by buying foreign players and setting local talent more aside. From a different point of view, Nuno Dias shared that the impact of the rule differs based on the club: “I think it depends a bit on how each club sees it and manages it”.

The stories and findings illustrated that incorporating HGPs contributes to the strengthening of regional connections and preserving traditions. Still, the level of consideration is not uniform, differing universally among different clubs and individuals. Opinions range from strong agreement on the rule’s positive effects to detailed considerations of how much a club identity is defined by culture and leadership. The different perspectives from both qualitative and quantitative data showed a multifaceted picture of the local and regional identity of the Portuguese men’s futsal. Full survey results can be seen on **(Table 10)**.

Table 10 - Full results on Cultural and Regional Identity.

	CD	D	NAD	A	CA	T	AV	SD
Fan - I believe that the rule of locally-trained players contributes to strengthening the club's regional identity.	0	4	1	9	5	19	3,79	1,08
	0%	21%	5%	47%	26%	100%		
Fan - I believe that the rule of locally-trained players strengthens the sense of belonging to the community.	0	1	7	7	4	19	3,74	0,87
	0%	5%	37%	37%	21%	100%		
Fan - The rule of locally-trained players is essential for preserving the tradition and history of the club in the region.	3	3	4	5	4	19	3,21	1,40
	16%	16%	21%	26%	21%	100%		
	0	0	2	7	1	10	3,90	0,57

Director - The rule played a key role in strengthening the identity of teams and cultural ties within the regions they represent.	0%	0%	20%	70%	10%	100%		
Coach - The locally-trained player rule has significantly contributed to the development of a strong local identity for the Liga Placard teams.	0	0	2	2	1	5	3,80	0,84
	0%	0%	40%	40%	20%	100%		
Coach - The locally-trained player rule has improved the connection between the Liga Placard teams and their regional communities.	0	1	2	2	0	5	3,20	0,84
	0%	20%	40%	40%	0%	100%		
Coach - The locally-trained player rule helped to preserve regional traditions and styles of play within the Liga Placard.	0	2	1	2	0	5	3,00	1,00
	0%	40%	20%	40%	0%	100%		

Completely disagree = CD; Disagree = D; Neither agree or disagree = NAD; Agree = A; Completely disagree = CD; T = Total; AV = Average; Standard Deviation = SD

#### 4.4.4. Commercial and Media Impact

Since the implementation of the HGP rule in Portuguese futsal’s Liga Placard, the rule has made a significant impact on both the commercial aspect and media attention of the teams. The survey data from directors reported that 60% saw a positive influence on the public image and reputation, while 70% confirmed that the rule had increased the commercial and marketing appeal of teams due to a stronger local and regional connection. Moreover, 70% claimed an increase in local sponsorships and community support and 60% agreed that there had been an increase in local media coverage and interest in the Liga Placard teams.

This data revealed that integrated HGP goes beyond the pitch, bringing deeper community relationships and strengthening the social and cultural significance of the teams. The presence of HGPs connects with the community, which influenced a stronger sense of belonging and loyalty, which subsequently contributed to an enhancement of commercial interest and media coverage. Not only did it brought higher fan engagement but also created new marketing opportunities, making Liga Placard more newsworthy and attractive to local media.

The impact of the HGP rule was multifaceted, providing economic benefits while reinforcing the relationship between teams and their regional community. This induction of HGP triggered increased engagement, commercial opportunities, and media exposure,

demonstrating the value of the rule beyond the sporting purpose. Fundamentally, the rule showed how strategic sport management can deliver socio-economic benefits, by reinforcing the league's culture and community connection. Full survey results can be seen on (**Table 12**) in **Appendix R**.

#### **4.5. Discussion**

The research on the impact of the HGP rule in Portuguese men's Futsal discovered a multifaceted landscape. Data suggests that the rule has influenced stronger local and regional identity in Portuguese men's futsal, from strengthening fan engagement and team identity to boosting commercial interests. The results present a tendency towards a positive impact on the public image and reputation of the teams, greater commercial and marketing appeal, greater fan support and media coverage. However, the scale of this impact differs between the different stakeholders.

Although one of the HGP rule's objectives is to reinforce local and regional identity, it displays a complicated relationship between cultural identity and sporting success. While fans enjoy the presence of local players for cultural and emotional reasons, the quantitative and qualitative data reveal that success and player quality often outweigh regional ties. This shows that while the rule does fulfil the objectives of preserving local identity, its effectiveness is significantly influenced by the competitive nature and objectives of the clubs. In addition, responses indicate mixed opinions regarding HGPs reinforcing team cohesion, instead proposing that team dynamics, shared experiences and leadership play a more important role. Not confirming the potential indirect chain reaction impact by the HGPs on the local and regional identity among fans if HGPs provide better team cohesion.

The results of the study resonate with the literature on sport and identity, showing that sport can indeed strengthen regional identity and community bonds. In addition, they also mention the difficulty of combining sporting success with culture. It also suggests that the

HGP's rule effectiveness on strengthening local and regional identity may differ significantly between club sizes and regions, with big clubs like Sporting CP having different dynamics than smaller regional clubs. This brings implications for sports policy, suggesting that the development of homegrown talent should be balanced while keeping competitiveness expectations.

Nevertheless, the results should be carefully interpreted given the limitations of this study and of current research, meaning that long-term effects may yet to be discovered. The main limitations of the study are that it focuses on a specific league and that the HGP rule has been implemented relatively recently. The results, in particular qualitative data, are subject to individual views and experiences, which may not fully represent the broader community's opinions. Furthermore, the specific concept of Portuguese futsal, with its specific cultural and sporting landscape, may limit the generalisability of the findings.

To discover a more in-depth understanding of the rule's impact, further research should be conducted to explore the long-term effects of the HGP rule, compare it with other countries or sports and investigate how combining HGP talent and success can be achieved effectively. Additionally, studies should also examine the difference in the rule's impact on different club sizes and regions to fully understand how local and regional identity is perceived in different environments.

In conclusion, the implementation of the HGP rule in Portuguese men's futsal has impacted multiple aspects of sports, contributing from the strengthening of the local and regional identity to boosting commercial interests. Its effectiveness varies on different club sizes and regions due to different dynamics. Although, the rule has reinforced local ties and community relationships, trying to balance it with sporting success remains a challenge. This study highlights the need for continuous conduction of research to fully understand the long-term impact and implications on sports policy and community engagement.

## 5. Conclusions

This study examines the effectiveness and impact of the homegrown player rule in the Portuguese men's futsal. During the 2013/14 season, the Portuguese Football Federation implemented the UEFA rule within the futsal framework. The Liga Placard teams are currently required to comply with a minimum of 7 homegrown players on their match sheets. Simultaneously, two players can be added to the match sheet if they are under 20 years old. The objectives of these measures are to strengthen the local and regional identity of the teams, promote the development of young players, improve competitive balance, and bolster the Portuguese national team. A priori, it is uncertain whether the impacts of the HGP rule in the Portuguese men's futsal are substantial. Given the recentness of the rule, there are no studies exploring the significance of it in the context of futsal. On the other hand, in the football context, there are limited and inconclusive studies on its impacts, focusing more on competitive balance and promoting the development of young players.

The central questions for this research were as follows:

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Is there a significant contribution of the HGP rule to strengthen the local and regional identity in Portuguese men's Futsal?

Is there a significant effect of the HGP rule on the local training of young players? And on increasing opportunities for young players?

Is there a significant impact of the HGP rule on the competitive balance of Liga Placard?

Is there a significant contribution of the HGP rule to the competitiveness of the Portuguese national team?

To delve into these matters, data from the 2005/06 season to the 2022/23 season, pertaining to Liga Placard, Liga Nacional de Fútbol Sala, UEFA European Under-19 Championship, and FIFA Futsal World Cup, were utilized for the implementation of a longitudinal study. Additionally, interviews with players and coaches, as well as a questionnaire directed at fans, executives, coaches, and players, were conducted.

It was found that the HGP rule yielded diverse results in the pursuit of its objectives. Concerning the regional and local identity, the results suggest that the HGP rule in Portuguese

men's futsal has influenced various aspect of sports, from strengthening local and regional identity to enhancing commercial interests. In turn, regarding the local development and promotion of young players, the rule proved to be effective. However, there are significant deficiencies in the rule that allow for loopholes, preventing it from achieving its full 100% effectiveness. On the other hand, the HGP rule on the competitive balance of the Liga Placard indicates that the rule's impact is not clearly defined. Data analysis suggests variable effects on competitive balance, with no clear long-term trend since the rule's implementation. Moreover, rule had implications for national team competitiveness. Young national team athletes possess more Liga Placard playing time since the inception of the rule, translating into success in the U-19's European Championships. Furthermore, the rule has had a long-term impact of reducing the average squad age of the main national team, while it has remained successful.

This study has multiple limitations. Firstly, the limited availability of data presents a significant obstacle. The study's conclusions should be based solely on the available data, and the absence of comprehensive or meticulous data may affect the extent and thoroughness of the investigation. Another drawback is the study's examination of a relatively brief period after implementation. The short duration of the study may make it difficult to observe and evaluate any long-term effects, trends, or patterns that may emerge over a longer period of time. Additionally, the scarcity of prior research studies on the specific subject matter presents a challenge. This limited existing research may hinder the comprehensive contextualization, comparison, and validation of the current study's findings. Future studies should cover a longer time period and incorporate larger datasets, including financial data and the views of various stakeholders, to deepen understanding of the impact of the HGP rule. In particular, the research contributed to the discourse on sports regulation by shedding empirical light on the effects of the rule within the Liga Placard and opened up avenues for further examination.

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## Appendix

### Appendix A – Article 42: Treaty on the Functioning of the European Union

1. Freedom of movement for workers shall be secured within the Union.
2. Such freedom of movement shall entail the abolition of any discrimination based on nationality between workers of the Member States as regards employment, remuneration and other conditions of work and employment.
3. It shall entail the right, subject to limitations justified on grounds of public policy, public security or public health:
  - a. to accept offers of employment actually made;
  - b. to move freely within the territory of Member States for this purpose;
  - c. to stay in a Member State for the purpose of employment in accordance with the provisions governing the employment of nationals of that State laid down by law, regulation or administrative action;
  - d. to remain in the territory of a Member State after having been employed in that State, subject to conditions which shall be embodied in regulations to be drawn up by the Commission.
4. The provisions of this Article shall not apply to employment in the public service.

(“EUR-Lex - 12008E045 - EN” n.d.)

## **Appendix B – Article 45: Player Lists on the Regulations of the UEFA Leagues**

**45.01.** Each club is responsible for submitting to UEFA an A list of players (List A) and a B list of players (List B), duly signed by the club and verified, validated and additionally signed by its association. These lists must include the surname and first name, date of birth, shirt number and name, nationality and national registration date of all players to be fielded in the UEFA club competition in question, as well as the surname and first name of the head coach and first assistant coach. In addition, the lists must include confirmation by the club's doctor that all players have undergone the requested medical examination; the club's doctor is solely responsible for ensuring that the requested players' medical examination has been duly performed.

**45.02.** No club may have more than 25 players on List A during the season. As a minimum, eight places are reserved exclusively for "locally trained players" and no club may have more than four "association-trained players" listed in these eight places on List A. List A must specify the players who qualify as being "locally trained", as well as whether they are "club-trained" or "association-trained". The possible combinations that enable clubs to comply with the List A requirements are set out in Annex H<sup>4</sup>.

**45.03.** A "locally trained player" is either a "club-trained player" or an "association-trained player".

**45.04.** A "club-trained player" is a player who, between the age of 15 (or the start of the season during which he turns 15) and 21 (or the end of the season during which he turns 21), and

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<sup>4</sup> See appendix C.

irrespective of his nationality and age, has been registered with his current club for a period, continuous or not, of three entire seasons (i.e. a period starting with the first official match of the relevant national championship and ending with the last official match of that relevant national championship) or of 36 months. In the context of this paragraph, the season immediately preceding a player's 15th birthday may be counted if his birthday is after the last match of the relevant national championship but before or on 30 June (winter championships) or 31 December (summer championships), and the season immediately following his 21st birthday may be counted if his birthday is on or after 1 July (winter championships) or 1 January (summer championships) but before the first match of the relevant national championship.

**45.05.** An "association-trained player" is a player who, between the age of 15 (or the start of the season during which the player turns 15) and 21 (or the end of the season during which the player turns 21), and irrespective of his nationality and age, has been registered with a club or with other clubs affiliated to the same association as that of his current club for a period, continuous or not, of three entire seasons (i.e. a period starting with the first official match of the relevant national championship and ending with the last official match of that relevant national championship) or of 36 months. In the context of this paragraph, the season immediately preceding a player's 15th birthday may be counted if his birthday is after the last match of the relevant national championship but before or on 30 June (winter championships) or 31 December (summer championships), and the season immediately following his 21st birthday may be counted if his birthday is on or after 1 July (winter championships) or 1 January (summer championships) but before the first match of the relevant national championship.

**45.06.** If a club has fewer than eight locally trained players in its squad, then the maximum number of players on List A is reduced accordingly.

(...)

**45.10.** Each club is entitled to register an unlimited number of players on List B during the season. The list must be submitted by no later than 24.00CET on the day before the match in question.

**45.11.** A player may be registered on List B if he is born on or after 1 January 2002 and since his 15<sup>th</sup> birthday has been eligible to play for the club concerned for any uninterrupted period of two years, or H.

(UEFA 2023a, 45)

**Appendix C – Annex H: Homegrown Players on the Regulations of the UEFA****Competitions**

	Potential List A	"Free" players	Club- trained	Association- trained	Actual List A
1	25	17	8	0	25
2	25	17	7	1	25
3	25	17	7	0	24
4	25	17	6	2	25
5	25	17	6	1	24
6	25	17	6	0	23
7	25	17	5	3	25
8	25	17	5	2	24
9	25	17	5	1	23
10	25	17	5	0	22
11	25	17	4	4	25
12	25	17	4	3	24
13	25	17	4	2	23
14	25	17	4	1	22
15	25	17	4	0	21
16	25	17	3	4	24
17	25	17	3	3	23
18	25	17	3	2	22
19	25	17	3	1	21
20	25	17	3	0	20
21	25	17	2	4	23
22	25	17	2	3	22
23	25	17	2	2	21
24	25	17	2	1	20
25	25	17	2	0	19
26	25	17	1	4	22
27	25	17	1	3	21
28	25	17	1	2	20
29	25	17	1	1	19
30	25	17	1	0	18
31	25	17	0	4	21
32	25	17	0	3	20
33	25	17	0	2	19
34	25	17	0	1	18
35	25	17	0	0	17

(UEFA 2023a, 45)

**Appendix D – Article 55: FPF’s Homegrown Player Regulations (2013/14)**

1. Notwithstanding the provisions of the preceding article, the clubs participating in this Championship are required to register and include in the technical sheets of the matches at least 7 (seven) homegrown players, regardless of their status.
2. For the purposes of the preceding paragraph, a homegrown player is understood to be one who has been registered with the FPF for at least 3 sports seasons, between the ages of 15 and 21.

(Federação Portuguesa de Futebol 2013)

## **Appendix E – Article 53: FPF’s Homegrown Player Regulations (2022/23)**

1. Without prejudice to the provisions of the preceding article, the clubs participating in this Championship are obligated to register and include in the technical sheets of the matches at least 7 homegrown players in the FPF, regardless of their status.
2. A locally trained player is one who, between the ages of 11, or at the beginning of the sports season in which they reach this age, and 19, or at the end of the sports season in which they reach this age, regardless of nationality and age, has been registered with clubs integrated in the FPF, continuously or intermittently, for 3 complete sports seasons or for 24 months.
3. If the clubs register Sub-20 players on the technical sheet, the requirement established in paragraph 1 corresponds to 8 or 9 players, depending on whether 1 or 2 players are registered.
4. Players who have or acquire, by the end of this season, the status of homegrown player retain that status.
5. Players registered in the sports season 2019/20 acquire the status of locally trained player based on the current rule, meaning a player trained in the FPF is one who, between the ages of 13, or at the beginning of the sports season in which they reach this age, and 21, or at the end of the sports season in which they reach this age, regardless of nationality and age, has been registered with clubs integrated in the FPF, continuously or intermittently, for 3 complete sports seasons or for 24 months.

(Federação Portuguesa de Futebol 2022)

**Appendix F – Article 47: Team Composition and Player Substitution (2019/2020)**

1. Each team has the minimum composition of players as defined by the FPF and in the Laws of the Game.
2. Clubs can designate up to seven substitute players or up to nine if two players listed on the match roster are, obligatorily, under 20 years old.

(...)

(Federação Portuguesa de Futebol 2019a)

## **Appendix G – A/1) Campionato Serie “A”: Limits on Player Participation**

In the matches of Serie "A" Championships, including any playoff and relegation matches, as well as in Coppa Italia matches, except as specified in the Coppa Italia Regulations, all players residing in Italy who are regularly registered for Futsal for the 2023/2024 sports season as of February 2, 2024, and/or with registration for Futsal prior to February 3, 2024, and who have reached the age of 15 according to their birth records, in compliance with the conditions specified in Article 34, paragraph 3, of the N.O.I.F., can participate without any age-related employment restrictions.

It is specified that, exclusively for players coming from foreign federations, whose transfer qualifies them as professionals, the aforementioned deadline of February 2, 2024, refers to the receipt by the FIGC Registration Office of the International Transfer Futsal Certificate, not the actual date of registration, given that, for these players, it is set 30 days after the last professional match played in the foreign federation.

For clubs that field players registered for Futsal after February 2, 2024, and/or with registration for Futsal after February 2, 2024, and/or who are not eligible to participate as specified in the specific Coppa Italia Regulations, in Serie "A" Championship matches, including any playoff and relegation matches, and in Coppa Italia matches, the sporting penalty of losing the match will be applied as per the Sports Justice Code, subject to further sanctions.

In the same matches, clubs are obligated to field at least 8 (eight) trained players. Trained players are those who meet at least one of the following criteria:

- a. Joined FIGC before turning 18, with valid registration not revoked and/or not annulled before June 30, 2017;
- b. Joined FIGC before turning 16, with valid registration not revoked and/or not annulled before June 30, 2018;

- c. Registered with FIGC before turning 14, with valid registration not revoked and/or not annulled;
- d. Resided in Italy before turning 10.

(\* Note: In this last scenario, clubs are reminded that it is their responsibility to request, exclusively through the online platform, the certification of the trained player status following the prescribed procedure. (Attention: it is emphasized that no other forms of delivery or shipment of the request for certification of the trained player status will be accepted).

Considering the playing methods that involve substitution, the use of trained players must comply with the obligation of their presence from the beginning of the match and inclusion in the list submitted to the Referee before the match, regardless of the number of players used.

Clubs that do not comply with these obligations will be subject to the sporting penalty of losing the match as per the Sports Justice Code, subject to further sanctions.

(FIGC 2023)

## **Appendix H – Article 38: Player eligibility on the Regulations of the UEFA European Qualifying Competition**

**38.01.** Each association must select players for its national representative team who hold the nationality of its country and who comply with the provisions of Articles 5 to 9 of the Regulations Governing the Application of the FIFA Statutes.

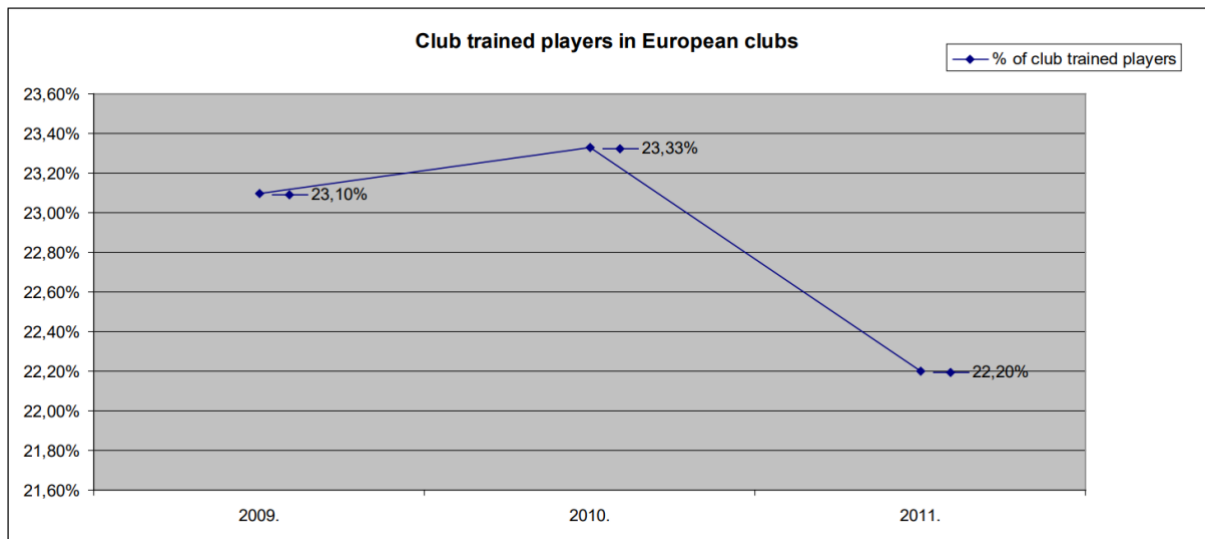
**38.02.** Each player taking part in the competition must be in possession of a valid passport or identity card of the country for which he is playing, containing a photograph and giving full particulars of his date of birth (day, month, year). Otherwise, he will not be allowed to take part in the competition. The referee or the UEFA match delegate may ask to see the passports/identity cards of the players listed on the match sheet.

**38.03.** All players must undergo a medical examination to the extent provided for by the UEFA Medical Regulations.

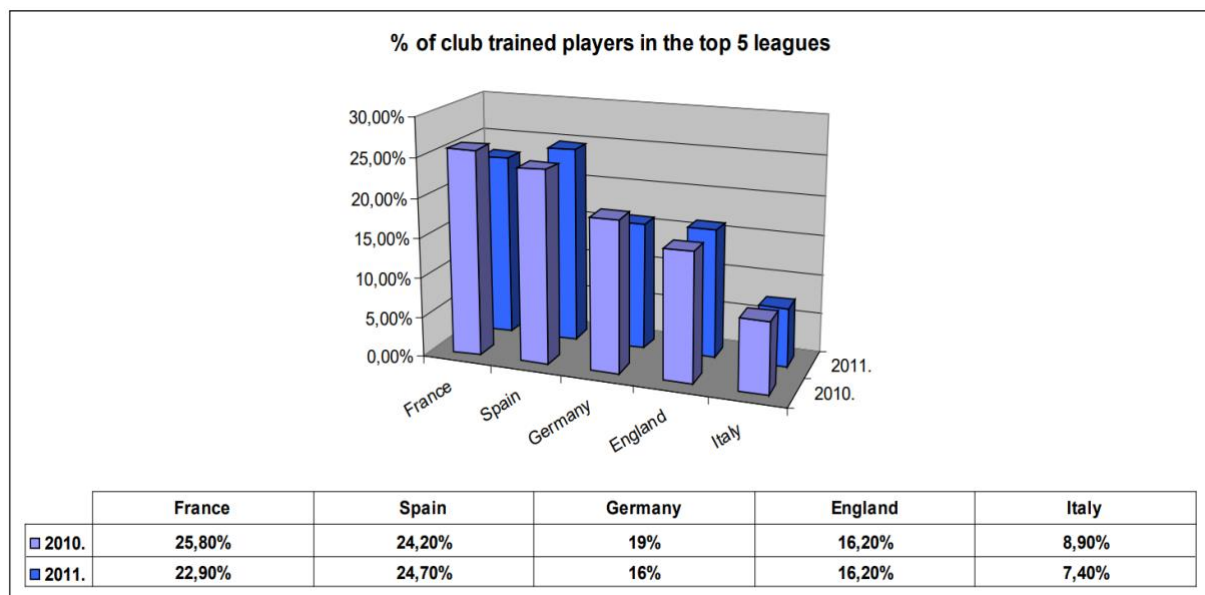
**38.04.** The UEFA administration decides on questions of player eligibility. Challenged decisions are dealt with by the UEFA Control, Ethics and Disciplinary Body.

(UEFA 2022b, 38)

## Appendix I – Studies on local development and promotion of young players

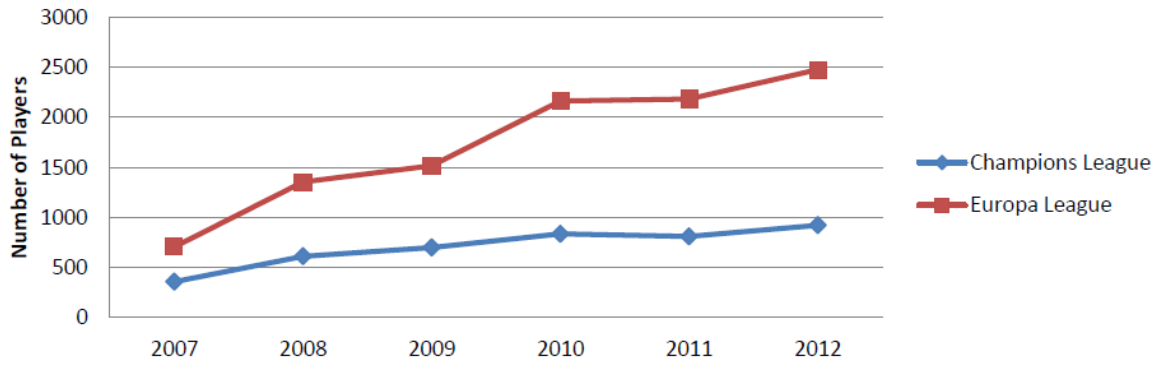


Graph 1 - Percentage of club trained players in European Clubs. Source: (Smokvina 2013).

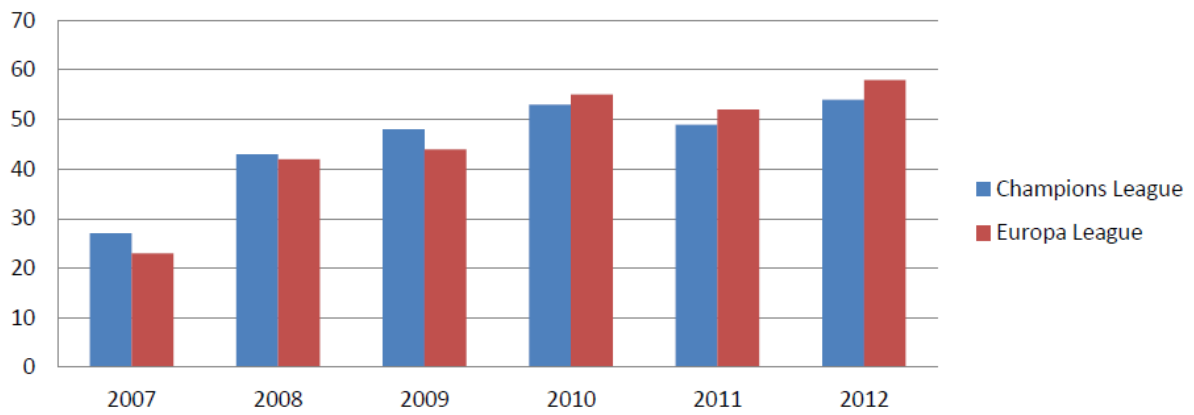


Graph 2 - Percentage of club trained players in top 5 European leagues. Source: (Smokvina 2013).

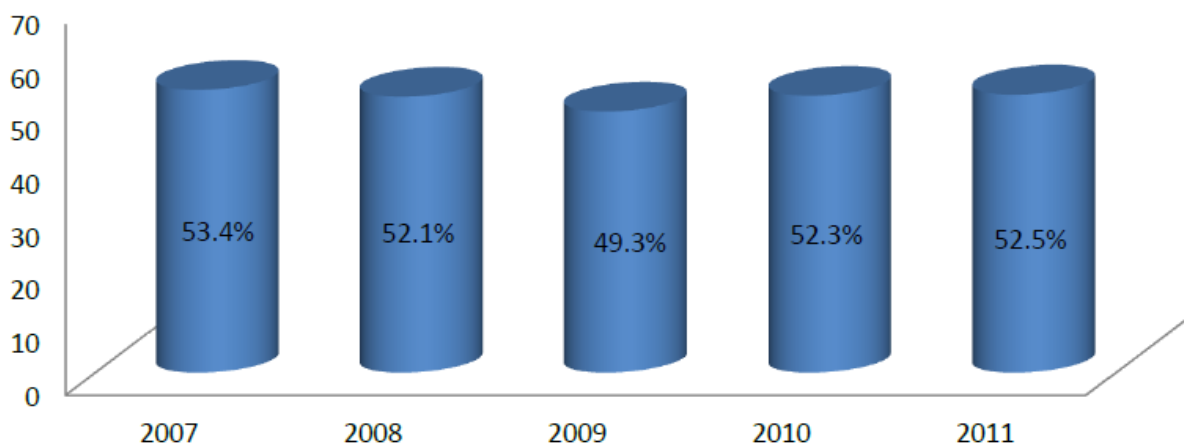
### Group Part



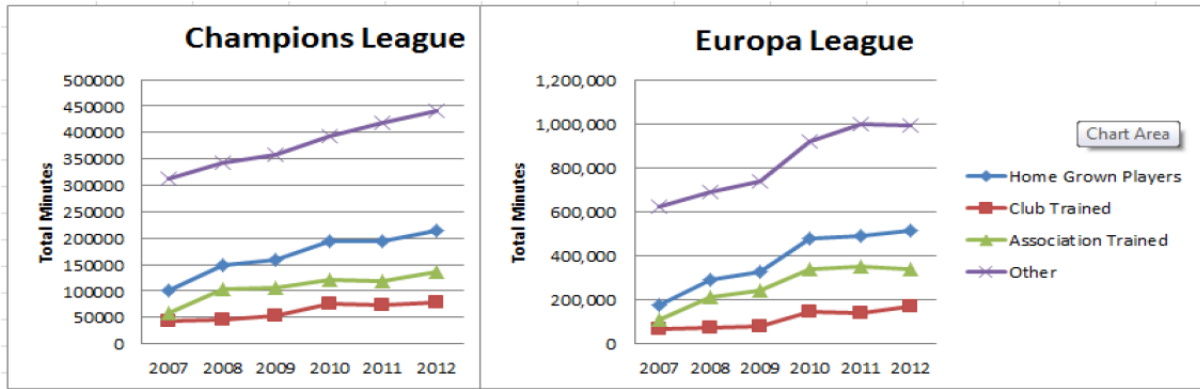
Graph 3 - Number of homegrown players in squad lists. Source: (Dalziel et al. 2013).



Graph 4 - Proportion of homegrown players in squad lists. Source: (Dalziel et al. 2013).



Graph 5 - Proportion of minutes played by HGP in group stages of UEFA competitions. Source: (Dalziel et al. 2013).



Graph 6 - Number of minutes played overall by the different types of players. Source: (Dalziel et al. 2013).

## Appendix J – Survey Questions



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### Default Question Block

#### Introduction

The Portuguese Football Federation (FPF) implemented the Homegrown Player rule in the Placard League for the 2013/14 season.

The main aim of its introduction is to promote the development and valorisation of player training. This survey is part of the study

"What is the impact and effectiveness of the homegrown player rule implemented by the Portuguese Football Federation in

Portuguese men's futsal?", developed by Beatriz Silva, Cláudio Silva, Francisco Ribeiro and Simão Novais, as part of their Master's dissertation in Management at NOVA School of Business and Economics.

The estimated duration is around 3 to 5 minutes. Your answers will remain anonymous and confidential. They will be used for research purposes by the students mentioned and by the supervisor, Prof Pedro Brinca. If you have any questions or comments, please don't hesitate to contact: [56187@novasbe.pt](mailto:56187@novasbe.pt)

The team would like to thank you in advance for your contribution to the study.

### Introductory data

Age

- < 18 years
- 18 - 24 years
- 25 - 30 years
- 31 - 40 years
- 41 - 50 years
- 51 - 60 years
- > 60 years old

## Group Part

Gender

- Female Male
- Other
- 

Country of origin

How many years have you been involved in futsal?

- < 1 year
- 1 - 3 years
- 4 - 7 years
- 8 - 15 years
- 16 - 25 years
- 26 - 30 years
- > 30 years

What is the nature of your attachment to futsal?

*If there is more than one option, select the longest-lasting link.*

- (Former) player
- (Former) coach
- Manager
- Supporter

## Homegrown Player Rule

**Information**

The following questions will mention the concept of a locally-trained player. According to the Portuguese Football Federation, a locally trained player is one who, between the age of 11, or at the start of the sporting season in which he reaches that age, and the age of 19, or at the end of the sporting season in which he reaches that age, regardless of his nationality and age, has been registered by clubs belonging to the FPF, on a continuous or interpolated basis, for 3 complete sporting seasons or for 24 months.

Currently, in the Placard League and the other national futsal divisions under the aegis of the FPF, a team must have a minimum of seven locally-trained players on its t e a m sheet. In addition, each team can enter two extra players on the match sheet if they are both U-20 players and locally trained.

**Supporter**

**Supporter**

**Section I | Promotion and local development of young players**

Indicate your level of agreement with the following statements by selecting the option that best reflects your perspective.

	I disagree totally	Disagree	I don't disagree or I agree	I agree	I totally agree
I'd rather my team gave a young player from the academy a chance than transfer an established player.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Foreign players add quality to my team's squad.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Group Part

	I disagree totally	Disagree	I don't disagree or I agree	I agree	I totally agree
I like my team to bet on young talent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The existence of incentives for clubs to bet on young, locally-trained players translates into an improvement in the quality of the league.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Section II | Local and regional identity

Sort each option to classify, in order of relevance, the factors that make it possible for you to identify yourself as a supporter of the club, with 1 being the most relevant factor and 7 the least relevant. Drag each option to rank the factors.

Individual quality of the players
Team success
Regional identity
History and tradition
Participation in prestigious competitions
Players' personalities
Family loyalty

Indicate your level of agreement with the following statements by selecting the option that best reflects your perspective.

## Group Part

	I disagree totally	Disagree	I don't disagree or I agree	I agree	I totally agree
The presence of locally-trained players in the team influences my identification with the club.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that the rule of locally-trained players helps to strengthen the club's regional identity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The team's regional identity affects my emotional connection as a fan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like the fact that my club gives opportunities to home-grown players.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The significant presence of local players in the team increases my satisfaction as a fan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that the rule of locally-trained players strengthens the sense of belonging to the community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The team's regional identity is crucial to my loyalty as a fan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The rule of locally-trained players is essential to preserve the club's tradition and history in the region.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Group Part

	I disagree totally	Disagree	I don't disagree or I agree	I agree	I totally agree
The rule of locally-trained players is a determining factor in my choice to support this particular club.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### (Former) player

## Player

What division are you currently playing in?

- I Division
- II Division
- III District
- division
- National training levels District training
- levels
- I play professionally abroad I play in
- amateur divisions abroad I'm not active
- 

## Section I | Promotion and local development of young players

Indicate your level of agreement with the following statements by selecting the option that best reflects your perspective.

## Group Part

	I disagree totally	Disagree	I don't disagree or I agree	I agree	I totally agree
Having quotas in the squads for locally-trained players means a better balance between the teams in the league.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nowadays there is a greater commitment to young players than in the past.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quotas for locally-trained players have had a direct impact on the number of local players in the squads.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The existence of incentives for clubs to bet on young, locally-trained players translates into an improvement in the quality of the league.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nowadays, there is a wider range of opportunities for a young Portuguese player to have the chance to shine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Section II | Local and regional identity

Indicate your level of agreement with the following statements by selecting the option that best reflects your perspective.

## Group Part

	I disagree totally	Disagree	I don't disagree or I agree	I agree	I totally agree
Squad quotas for locally-trained players take away opportunities from other players who deserve playing time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A greater number of locally-trained players in a squad translates into greater team cohesion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A locally-trained player better represents a team's values.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is greater unity between fans and players when a squad is made up of a greater number of locally-trained players.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The rules regarding locally-trained players are in line with the principles of the club I represent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Block 5

# Manager

Which division do you currently work in?

- I Division
- II Division
- III District
- division

- National training levels District training
- levels
- I drive professionally abroad I drive in
- amateur divisions abroad I'm not active
- 

## Section I | Promotion and local development of young players

Indicate your level of agreement with the following statements by selecting the option that best reflects your perspective.

	I disagree totally	Disagree	I don't disagree or I agree	I agree	I totally agree
The rule of locally trained players has been a driving force behind increased investment in youth academies and training programmes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This rule has contributed significantly to the long-term sustainability and financial stability of Placard League clubs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There has been a notable increase in the talent pool of local players available for selection since the rule was implemented.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The rule has led to a strategic shift in clubs' focus towards developing local talent rather than acquiring foreign players.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Group Part

	I disagree totally	Disagree	I don't disagree or I agree	I agree	I totally agree
The rule significantly influenced clubs' recruitment strategies, prioritising local talent over international signings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Section II | Local and regional identity

Please rank the following aspects in order of importance to you, with 1 being the most important and 5 the least. The importance should be relative to the impact of the locally-trained player rule on the local and regional identity of Liga Placard teams. Drag each of the options.

Improving public image and reputation
Increased sponsorship and local support
Strengthening team identity and cultural ties
Greater community involvement
Increased local press coverage and interest

Indicate your level of agreement with the following statements by selecting the option that best reflects your perspective.

## Group Part

	I disagree totally	Disagree	I don't disagree or I agree	I agree	I totally agree
The implementation of the locally-trained player rule has positively influenced the public image and reputation of the Liga Placard teams.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The rule of locally trained players has increased the commercial and marketing appeal of the teams due to a stronger local and regional connection.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Since the adoption of the locally trained player rule, there has been an increase in local sponsorship and community support for Placard League teams.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The rule has played a key role in strengthening the identity of the teams and the cultural ties within the regions they represent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Since the implementation of the locally-trained player rule, there has been an increase in local media coverage and interest in Liga Placard teams.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**(Former) coach**

# Coach

What division do you currently train in?

- National coach
- I Division
- II Division
- III Division
- National training levels District training
- levels Technical coordinator
- I train professionally abroad I train in amateur
- divisions abroad I'm not active
- 
- 
- 

What level of coach are you?

- Grade I
- Grade II/UEFA
- B Grade III
- Grade IV

## Section I | Promotion and local development of young players

Indicate your level of agreement with the following statements by selecting the option that best reflects your perspective.

	I disagree totally	Disagree	I don't disagree or I agree	I agree	I totally agree
The rule of locally-trained players has been an important factor in increasing investment in facilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Group Part

	I disagree totally	Disagree	I don't disagree or I agree	I agree	I totally agree
The rule of locally-trained players has been an important factor in encouraging youth training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There has been a considerable increase in talented players available for national teams since the rule was implemented.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The locally trained player rule has opened up more opportunities for young local talent to play in the Placard League.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The rule of locally trained players has led to a greater emphasis on youth development programmes at Liga Placard clubs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The locally trained player rule has led to a more sustainable model for clubs in developing and utilising local players, reducing dependence on foreign talent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Rank, in order of relevance, the factors that make it possible to promote the development of young players, with 1 being the most relevant factor and 4 the least. Drag each option onto the list of factors.

Investment in local facilities and training programmes
Opportunities for young local talent
Emphasis on youth development programmes
Sustainability and reducing dependence on foreign talent

## Section II | Local and regional identity

Indicate your level of agreement with the following statements by selecting the option that best reflects your perspective.

	I disagree totally	Disagree	I don't disagree or I agree	I agree	I totally agree
The rule of locally-trained players has contributed significantly to the development of a strong local identity for the Liga Placard teams.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The rule for locally-trained players has improved the connection between Placard League teams and their regional communities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The rule of locally-trained players has helped preserve regional traditions and playing styles within the Placard League.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Group Part

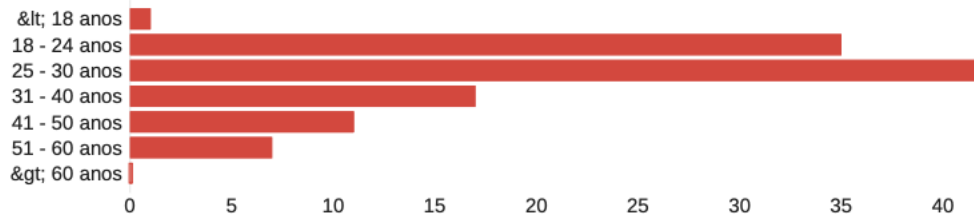
	I disagree totally	Disagree	I don't disagree or I agree	I agree	I totally agree
Since the implementation of the locally trained player rule, there has been a notable increase in fan support for local players in the Placard League.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The presence of locally-trained players in Liga Placard teams has led to a greater sense of pride and identity among local fans.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## Appendix K – Survey Results

1

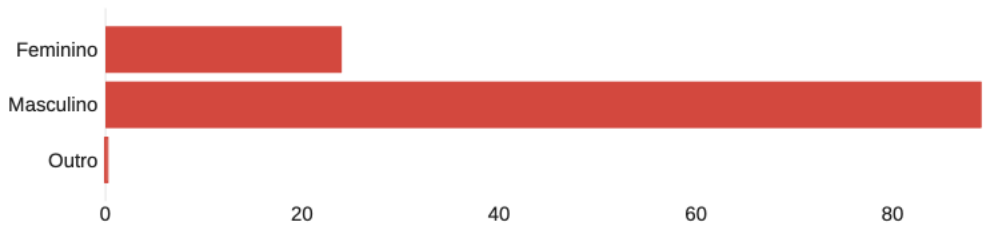
### Q1 - Idade



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Idade	1	6	3	1	1	113

Field	Choice Count
< 18 anos	1
18 - 24 anos	35
25 - 30 anos	42
31 - 40 anos	17
41 - 50 anos	11
51 - 60 anos	7
> 60 anos	0
Total	113

Q2 - Género



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Género	1	2	2	0	0	113

Field	Choice Count
Feminino	24
Masculino	89
Outro	0
Total	113

### Q3 - País de origem

País de origem

Guiné Bissau
Portugal
Portugal
Portugal
Portugal
Portugal
Portugal
Portugal

## Group Part

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

portugal

Portugal

Portugal

PORTUGAL

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

## Group Part

Portugal

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Portugal

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Portugal

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Portugal

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Portugal

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Portugal

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Brasil

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Brasil

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Portugal

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Mocambique

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Portugal

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Portugal

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Portugal

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Portugal

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Portugal

## Group Part

França

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

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Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

Portugal

PORTUGAL

Portugal

Portugal

## Group Part

Portugal

Português

Portugal

Luxemburgo

Portugal

Portugal

Portugal

Portugal

Luxemburgo

Portugal

Portugal

Portugal

Suíça

Portugal

Portugal

Portugal

Luxemburgo

Portugal

Angola

Luxemburgo

Cabo Verde

Luxemburgo

Luxemburgo

Luxemburgo

## Group Part

Luxemburgo

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Portugal

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Luxemburgo

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Luxemburgo

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Portugal / Luxemburgo

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Portugqm

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Portugal

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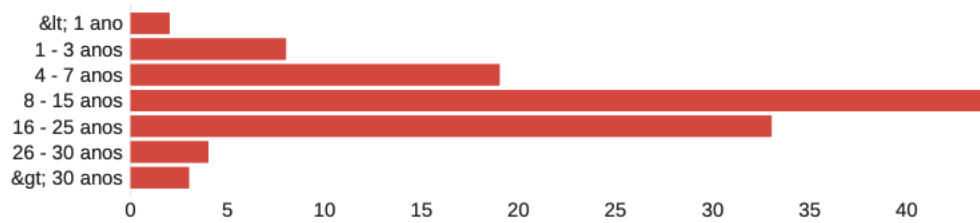
Luxemburgo

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Luxemburg

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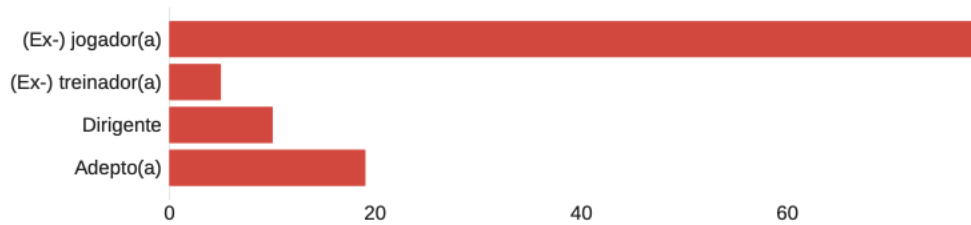
## Q4 - Há quantos anos está envolvido(a) no futsal?



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Há quantos anos está envolvido(a) no futsal?	1	7	4	1	1	113

Field	Choice Count
< 1 ano	2
1 - 3 anos	8
4 - 7 anos	19
8 - 15 anos	44
16 - 25 anos	33
26 - 30 anos	4
> 30 anos	3
Total	113

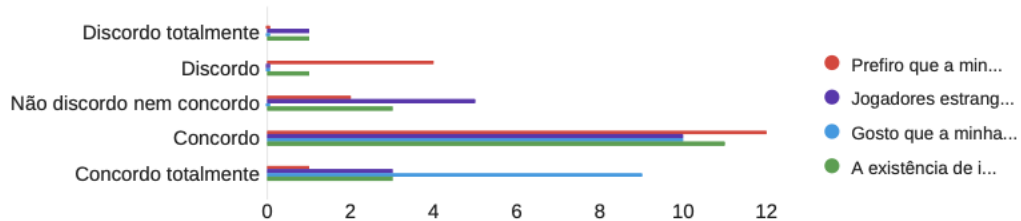
Q5 - Qual é a natureza da sua vinculação ao futsal? Em caso da opção ser mais que uma, selecione o vínculo mais duradouro.



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Qual é a natureza da sua vinculação ao futsal? Em caso da opção ser mais que uma, selecione o vínculo mais duradouro.	1	4	2	1	1	113

Field	Choice Count
(Ex-) jogador(a)	79
(Ex-) treinador(a)	5
Dirigente	10
Adepto(a)	19
Total	113

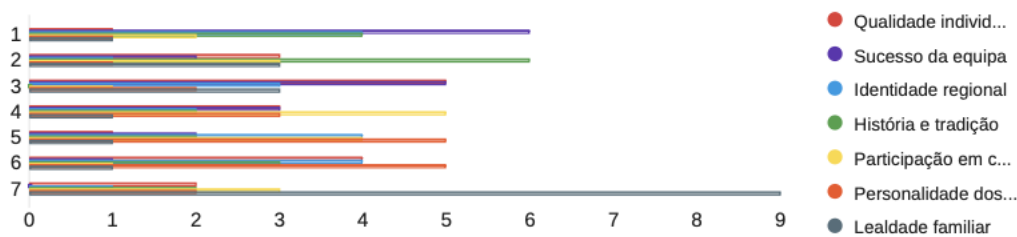
Q7 - Adepto(a) Secção I | Promoção e desenvolvimento local de jogadores jovens Indique o seu nível de concordância com as seguintes afirmações, selecionando a opção que melhor reflete a sua perspetiva.



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Prefiro que a minha equipa dê oportunidade a um jovem da formação em detrimento de uma transferência de um jogador estabelecido.	2	5	4	1	1	19
Jogadores estrangeiros adicionam qualidade ao plantel da minha equipa.	1	5	4	1	1	19
Gosto que a minha equipa aposte em talentos jovens.	4	5	4	0	0	19
A existência de incentivos para os clubes apostarem em jovens jogadores formados localmente traduz-se numa melhoria da qualidade do campeonato.	1	5	4	1	1	19

Field	Discordo totalmente	Discordo	Não discordo nem concordo	Concordo	Concordo totalmente	Total
Prefiro que a minha equipa dê oportunidade a um jovem da formação em detrimento de uma transferência de um jogador estabelecido.	0	4	2	12	1	19
Jogadores estrangeiros adicionam qualidade ao plantel da minha equipa.	1	0	5	10	3	19
Gosto que a minha equipa aposte em talentos jovens.	0	0	0	10	9	19
A existência de incentivos para os clubes apostarem em jovens jogadores formados localmente traduz-se numa melhoria da qualidade do campeonato.	1	1	3	11	3	19

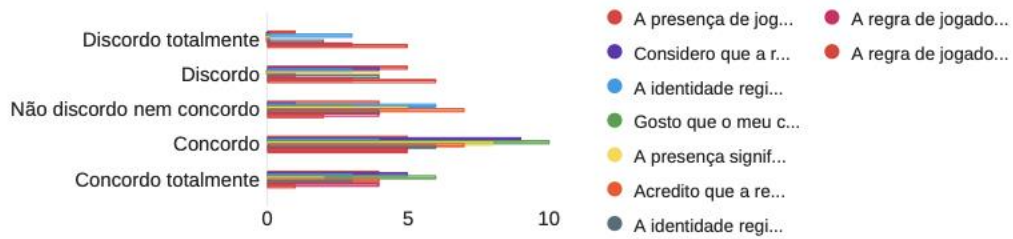
Q11 - Secção II | Identidade local e regional Ordene cada opção para classificar, por ordem de relevância, os fatores que possibilitam a sua identificação como adepto ao clube, sendo 1 o fator mais relevante e 7 o menos relevante. Arraste cada opção para classificação dos fatores.



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Qualidade individual dos jogadores	1.00	7.00	4.05	1.79	3.21	19
Sucesso da equipa	1.00	6.00	2.79	1.54	2.38	19
Identidade regional	1.00	7.00	3.89	1.94	3.78	19
História e tradição	1.00	7.00	3.47	2.14	4.57	19
Participação em competições de prestígio	1.00	7.00	4.11	1.86	3.46	19
Personalidade dos jogadores	1.00	7.00	4.74	1.58	2.51	19
Lealdade familiar	1.00	7.00	4.95	2.21	4.89	19

Field	1	2	3	4	5	6	7	Total
Qualidade individual dos jogadores	1	3	5	3	1	4	2	19
Sucesso da equipa	6	2	5	3	2	1	0	19
Identidade regional	4	1	3	2	4	4	1	19
História e tradição	4	6	0	2	2	3	2	19
Participação em competições de prestígio	2	3	1	5	4	1	3	19
Personalidade dos jogadores	1	1	2	3	5	5	2	19
Lealdade familiar	1	3	3	1	1	1	9	19

Q9 - Indique o seu nível de concordância com as seguintes afirmações, selecionando a opção que melhor reflete a sua perspetiva.



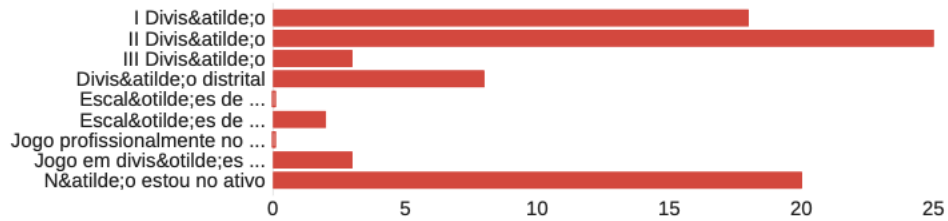
Field	Min	Max	Mean	Standard Deviation	Variance	Responses
A presença de jogadores formados localmente na equipa influencia a minha identificação com o clube.	1	5	3	1	1	19
Considero que a regra de jogadores formados localmente contribui para fortalecer a identidade regional do clube.	2	5	4	1	1	19
A identidade regional da equipa afeta a minha ligação emocional como adepto.	1	5	3	1	2	19
Gosto que o meu clube dê oportunidade a jogadores formados localmente.	3	5	4	1	0	19
A presença significativa de jogadores locais na equipa aumenta a minha satisfação como adepto.	2	5	3	1	1	19
Acredito que a regra de jogadores formados localmente fortalece o sentido de pertença à comunidade.	2	5	4	1	1	19
A identidade regional da equipa é crucial para a minha lealdade como adepto.	1	5	3	1	2	19
A regra de jogadores formados localmente é essencial para preservar a tradição e história do clube na região.	1	5	3	1	2	19

A regra de jogadores formados localmente é um fator determinante na minha escolha de apoiar este clube em particular.

1 5 3 1 2 19

Field	Discordo totalmente	Discordo	Não discordo nem concordo	Concordo	Concordo totalmente	Total
A presença de jogadores formados localmente na equipa influencia a minha identificação com o clube.	1	5	4	5	4	19
Considero que a regra de jogadores formados localmente contribui para fortalecer a identidade regional do clube.	0	4	1	9	5	19
A identidade regional da equipa afeta a minha ligação emocional como adepto.	3	3	6	4	3	19
Gosto que o meu clube dê oportunidade a jogadores formados localmente.	0	0	3	10	6	19
A presença significativa de jogadores locais na equipa aumenta a minha satisfação como adepto.	0	4	5	8	2	19
Acredito que a regra de jogadores formados localmente fortalece o sentido de pertença à comunidade.	0	1	7	7	4	19
A identidade regional da equipa é crucial para a minha lealdade como adepto.	2	4	4	6	3	19
A regra de jogadores formados localmente é essencial para preservar a tradição e história do clube na região.	3	3	4	5	4	19
A regra de jogadores formados localmente é um fator determinante na minha escolha de apoiar este clube em particular.	5	6	2	5	1	19

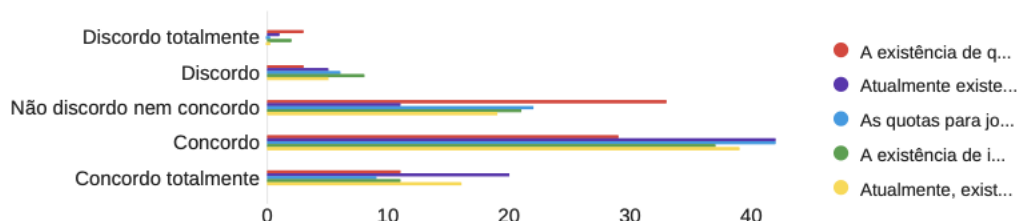
## Q15 - Jogador(a) Atualmente, em que divisão joga?



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Jogador(a) Atualmente, em que divisão joga?	1	9	4	3	10	79

Field	Choice Count
I Divis&atilde;o	18
II Divis&atilde;o	25
III Divis&atilde;o	3
Divis&atilde;o distrital	8
Escal&otilde;es de forma&ccedil;&atilde;o nacionais	0
Escal&otilde;es de forma&ccedil;&atilde;o distritais	2
Jogo profissionalmente no estrangeiro	0
Jogo em divis&otilde;es amadoras no estrangeiro	3
N&atilde;o estou no ativo	20
Total	79

Q1 - Secção I | Promoção e desenvolvimento local de jogadores jovens  
 Indique o seu nível de concordância com as seguintes afirmações,  
 selecionando a opção que melhor reflete a sua perspetiva.

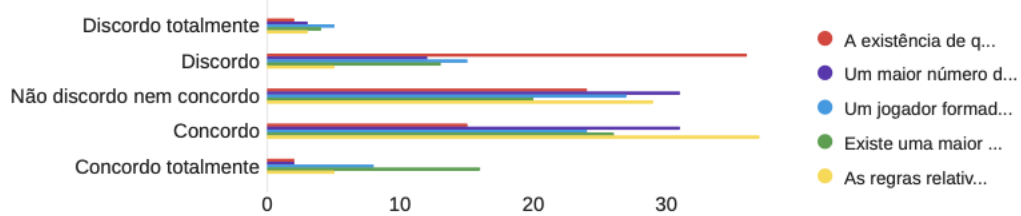


Field	Min	Max	Mean	Standard Deviation	Variance	Responses
A existência de quotas nos plantéis para jogadores formados localmente traduz-se num maior equilíbrio entre as equipas no campeonato.	1	5	4	1	1	79
Atualmente existe uma maior aposta em jogadores jovens face ao que se verificava no passado.	1	5	4	1	1	79
As quotas para jogadores formados localmente impactaram diretamente a quantidade de jogadores locais nos plantéis.	2	5	4	1	1	79
A existência de incentivos para os clubes apostarem em jovens jogadores formados localmente traduz-se numa melhoria da qualidade do campeonato.	1	5	4	1	1	79
Atualmente, existe um leque mais alargado de oportunidades para um jovem jogador português ter a oportunidade de brilhar.	2	5	4	1	1	79

Field	Discordo totalmente	Discordo	Não discordo nem concordo	Concordo	Concordo totalmente	Total

A existência de quotas nos plantéis para jogadores formados localmente traduz-se num maior equilíbrio entre as equipas no campeonato.	3	3	33	29	11	79
Atualmente existe uma maior aposta em jogadores jovens face ao que se verificava no passado.	1	5	11	42	20	79
As quotas para jogadores formados localmente impactaram diretamente a quantidade de jogadores locais nos plantéis.	0	6	22	42	9	79
A existência de incentivos para os clubes apostarem em jovens jogadores formados localmente traduz-se numa melhoria da qualidade do campeonato.	2	8	21	37	11	79
Atualmente, existe um leque mais alargado de oportunidades para um jovem jogador português ter a oportunidade de brilhar.	0	5	19	39	16	79

Q2 - Secção II | Identidade local e regional Indique o seu nível de concordância com as seguintes afirmações, seleccionando a opção que melhor reflete a sua perspetiva.

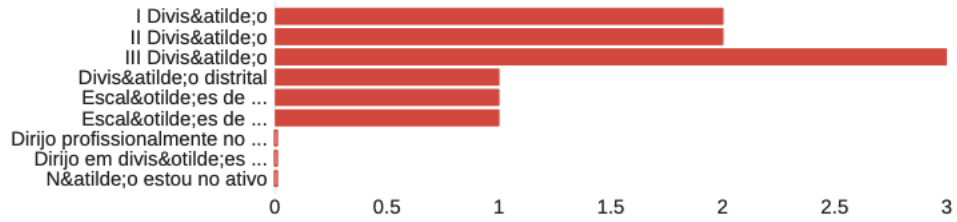


Field	Min	Max	Mean	Standard Deviation	Variance	Responses
A existência de quotas nos plantéis para jogadores formados localmente retira oportunidades a outros jogadores que merecem tempo de jogo.	1	5	3	1	1	79
Um maior número de jogadores formados localmente num plantel traduz-se numa maior coesão da equipa.	1	5	3	1	1	79
Um jogador formado localmente representa melhor os valores de uma equipa.	1	5	3	1	1	79
Existe uma maior união entre adeptos e jogadores quando um plantel é composto por um maior número de jogadores formados localmente.	1	5	3	1	1	79
As regras relativas a jogadores formados localmente alinham-se com os princípios do clube que represento.	1	5	3	1	1	79

Field	Discordo totalmente	Discordo	Não discordo nem concordo	Concordo	Concordo totalmente	Total

A existência de quotas nos plantéis para jogadores formados localmente retira oportunidades a outros jogadores que merecem tempo de jogo.	2	36	24	15	2	79
Um maior número de jogadores formados localmente num plantel traduz-se numa maior coesão da equipa.	3	12	31	31	2	79
Um jogador formado localmente representa melhor os valores de uma equipa.	5	15	27	24	8	79
Existe uma maior união entre adeptos e jogadores quando um plantel é composto por um maior número de jogadores formados localmente.	4	13	20	26	16	79
As regras relativas a jogadores formados localmente alinham-se com os princípios do clube que represento.	3	5	29	37	5	79

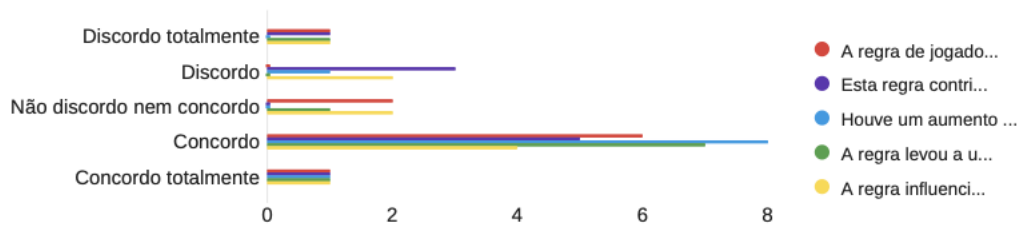
Q15 - Dirigente Atualmente, em que divisão exerce funções?



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Dirigente Atualmente, em que divisão exerce funções?	1	6	3	2	2	10

Field	Choice Count
I Divis&atilde;o	2
II Divis&atilde;o	2
III Divis&atilde;o	3
Divis&atilde;o distrital	1
Escal&otilde;es de forma&ccedil;&atilde;o nacionais	1
Escal&otilde;es de forma&ccedil;&atilde;o distritais	1
Dirijo profissionalmente no estrangeiro	0
Dirijo em divis&otilde;es amadoras no estrangeiro	0
N&atilde;o estou no ativo	0
Total	10

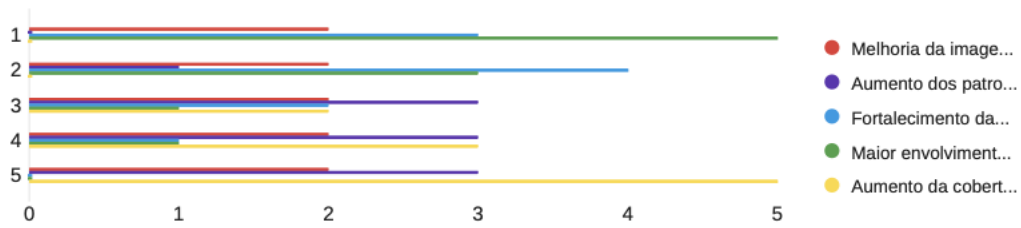
Q1 - Secção I | Promoção e desenvolvimento local de jogadores jovens  
Indique o seu nível de concordância com as seguintes afirmações,  
seleccionando a opção que melhor reflete a sua perspetiva.



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
A regra de jogadores formados localmente tem sido uma força motriz por trás do aumento do investimento em academias de jovens e programas de treino.	1	5	4	1	1	10
Esta regra contribuiu significativamente para a sustentabilidade a longo prazo e estabilidade financeira dos clubes da Liga Placard.	1	5	3	1	2	10
Houve um aumento notável na reserva de talentos de jogadores locais disponíveis para seleção desde a implementação da regra.	2	5	4	1	0	10
A regra levou a uma mudança estratégica no foco dos clubes para o desenvolvimento de talentos locais em detrimento da aquisição de jogadores estrangeiros.	1	5	4	1	1	10
A regra influenciou significativamente as estratégias de recrutamento dos clubes, dando prioridade ao talento local em detrimento de contratações internacionais.	1	5	3	1	1	10

Field	Discordo totalmente	Discordo	Não discordo nem concordo	Concordo	Concordo totalmente	Total
A regra de jogadores formados localmente tem sido uma força motriz por trás do aumento do investimento em academias de jovens e programas de treino.	1	0	2	6	1	10
Esta regra contribuiu significativamente para a sustentabilidade a longo prazo e estabilidade financeira dos clubes da Liga Placard.	1	3	0	5	1	10
Houve um aumento notável na reserva de talentos de jogadores locais disponíveis para seleção desde a implementação da regra.	0	1	0	8	1	10
A regra levou a uma mudança estratégica no foco dos clubes para o desenvolvimento de talentos locais em detrimento da aquisição de jogadores estrangeiros.	1	0	1	7	1	10
A regra influenciou significativamente as estratégias de recrutamento dos clubes, dando prioridade ao talento local em detrimento de contratações internacionais.	1	2	2	4	1	10

Q19 - Secção II | Identidade local e regional Por favor, classifique os seguintes aspectos por ordem de importância para si, sendo 1 o mais importante e 5 o menos. A importância deverá ser relativa ao impacto da regra de jogadores formado localmente na identidade local e regional das equipas da Liga Placard. Arraste cada uma das opções.

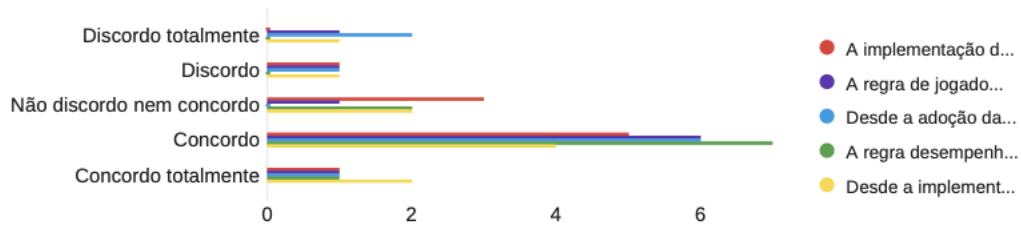


Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Melhoria da imagem pública e da reputação	1	5	3	1	2	10
Aumento dos patrocínios e apoios locais	2	5	4	1	1	10
Fortalecimento da identidade da equipa e dos laços culturais	1	4	2	1	1	10
Maior envolvimento da comunidade	1	4	2	1	1	10
Aumento da cobertura e interesse da imprensa local	3	5	4	1	1	10

Field	1	2	3	4	5	Total
Melhoria da imagem pública e da reputação	2	2	2	2	2	10
Aumento dos patrocínios e apoios locais	0	1	3	3	3	10
Fortalecimento da identidade da equipa e dos laços culturais	3	4	2	1	0	10
Maior envolvimento da comunidade	5	3	1	1	0	10

Aumento da cobertura e interesse da imprensa local	0	0	2	3	5	10
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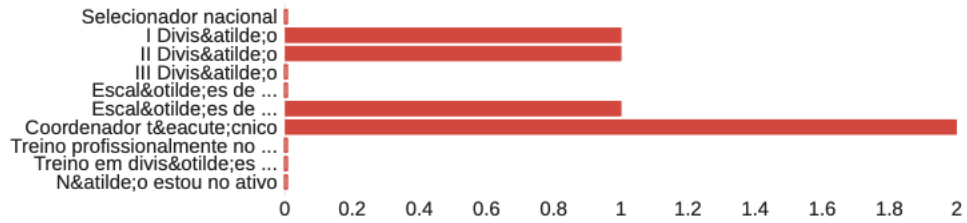
Q2 - Indique o seu nível de concordância com as seguintes afirmações, selecionando a opção que melhor reflete a sua perspetiva.



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
A implementação da regra de jogadores formados localmente influenciou positivamente a imagem pública e a reputação das equipas da Liga Placard.	2	5	4	1	1	10
A regra de jogadores formados localmente aumentou o apelo comercial e de marketing das equipas devido a uma conexão local e regional mais forte.	1	5	4	1	1	10
Desde a adoção da regra de jogadores formados localmente, houve um aumento nos patrocínios locais e no apoio da comunidade às equipas da Liga Placard.	1	5	3	1	2	10
A regra desempenhou um papel chave no fortalecimento da identidade das equipas e dos laços culturais dentro das regiões que representam.	3	5	4	1	0	10
Desde a implementação da regra de jogadores formados localmente, houve um aumento na cobertura mediática local e no interesse pelas equipas da Liga Placard.	1	5	4	1	1	10

Field	Discordo totalmente	Discordo	Não discordo nem concordo	Concordo	Concordo totalmente	Total
A implementação da regra de jogadores formados localmente influenciou positivamente a imagem pública e a reputação das equipas da Liga Placard.	0	1	3	5	1	10
A regra de jogadores formados localmente aumentou o apelo comercial e de marketing das equipas devido a uma conexão local e regional mais forte.	1	1	1	6	1	10
Desde a adoção da regra de jogadores formados localmente, houve um aumento nos patrocínios locais e no apoio da comunidade às equipas da Liga Placard.	2	1	0	6	1	10
A regra desempenhou um papel chave no fortalecimento da identidade das equipas e dos laços culturais dentro das regiões que representam.	0	0	2	7	1	10
Desde a implementação da regra de jogadores formados localmente, houve um aumento na cobertura mediática local e no interesse pelas equipas da Liga Placard.	1	1	2	4	2	10

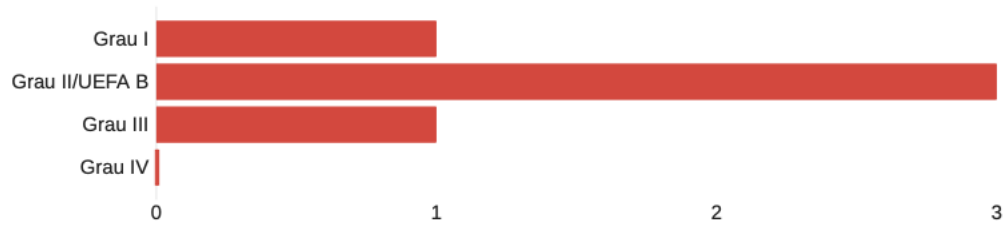
## Q15 - Treinador(a) Atualmente, em que divisão treina?



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Treinador(a) Atualmente, em que divis&otilde;o treina?	2	7	5	2	4	5

Field	Choice Count
Selecionador nacional	0
I Divis&atilde;o	1
II Divis&atilde;o	1
III Divis&atilde;o	0
Escal&otilde;es de forma&ccedil;&atilde;o nacionais	0
Escal&otilde;es de forma&ccedil;&atilde;o distritais	1
Coordenador t&eacute;cnicico	2
Treino profissionalmente no estrangeiro	0
Treino em divis&otilde;es amadoras no estrangeiro	0
N&atilde;o estou no ativo	0
Total	5

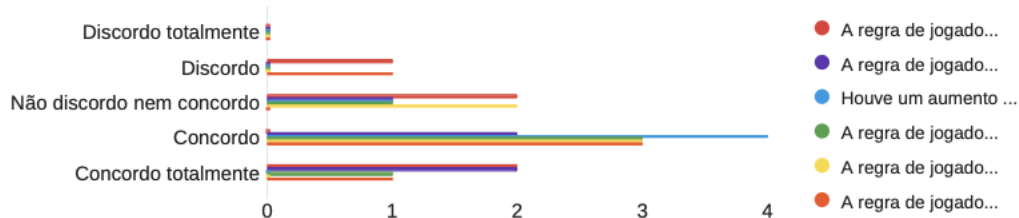
## Q23 - Qual é o seu grau de treinador?



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Qual é o seu grau de treinador?	1	3	2	1	0	5

Field	Choice Count
Grau I	1
Grau II/UEFA B	3
Grau III	1
Grau IV	0
Total	5

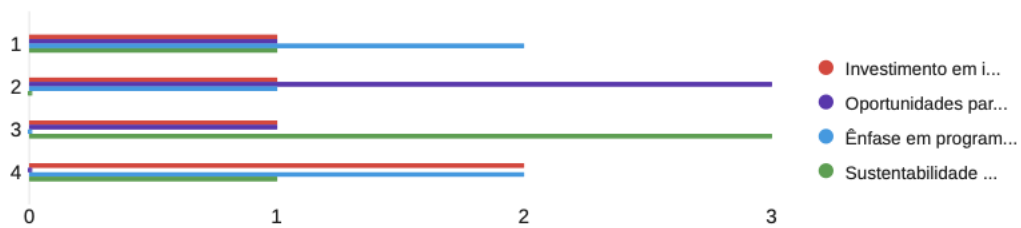
Q1 - Secção I | Promoção e desenvolvimento local de jogadores jovens  
Indique o seu nível de concordância com as seguintes afirmações,  
seleccionando a opção que melhor reflete a sua perspetiva.



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
A regra de jogadores formados localmente tem sido um fator importante no aumento do investimento em instalações.	2	5	4	1	1	5
A regra de jogadores formados localmente tem sido um fator importante no incentivo ao treino de camadas jovens.	3	5	4	1	1	5
Houve um aumento considerável de jogadores talentosos disponíveis para as seleções nacionais desde a implementação da regra.	3	4	4	0	0	5
A regra de jogadores formados localmente abriu mais oportunidades para jovens talentos locais jogarem na Liga Placard.	3	5	4	1	0	5
A regra de jogadores formados localmente levou a uma maior ênfase nos programas de desenvolvimento jovem nos clubes da Liga Placard.	3	4	4	0	0	5
A regra de jogadores formados localmente levou a um modelo mais sustentável para os clubes no desenvolvimento e utilização de jogadores locais, reduzindo a dependência de talentos estrangeiros.	2	5	4	1	1	5

Field	Discordo totalmente	Discordo	Não discordo nem concordo	Concordo	Concordo totalmente	Total
A regra de jogadores formados localmente tem sido um fator importante no aumento do investimento em instalações.	0	1	2	0	2	5
A regra de jogadores formados localmente tem sido um fator importante no incentivo ao treino de camadas jovens.	0	0	1	2	2	5
Houve um aumento considerável de jogadores talentosos disponíveis para as seleções nacionais desde a implementação da regra.	0	0	1	4	0	5
A regra de jogadores formados localmente abriu mais oportunidades para jovens talentos locais jogarem na Liga Placard.	0	0	1	3	1	5
A regra de jogadores formados localmente levou a uma maior ênfase nos programas de desenvolvimento jovem nos clubes da Liga Placard.	0	0	2	3	0	5
A regra de jogadores formados localmente levou a um modelo mais sustentável para os clubes no desenvolvimento e utilização de jogadores locais, reduzindo a dependência de talentos estrangeiros.	0	1	0	3	1	5

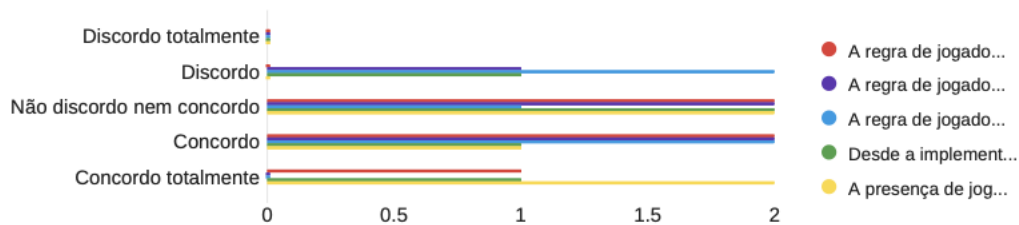
Q24 - Classifique, por ordem de relevância, os fatores que possibilitam a promoção do desenvolvimento de jogadores jovens, sendo 1 o fator mais relevante e 4 o menos. Arraste cada opção para a enumeração dos fatores.



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Investimento em instalações e programas de treino locais	1	4	3	1	1	5
Oportunidades para jovens talentos locais	1	3	2	1	0	5
Ênfase em programas de desenvolvimento juvenil	1	4	2	1	2	5
Sustentabilidade e redução da dependência de talentos estrangeiros	1	4	3	1	1	5

Field	1	2	3	4	Total
Investimento em instalações e programas de treino locais	1	1	1	2	5
Oportunidades para jovens talentos locais	1	3	1	0	5
Ênfase em programas de desenvolvimento juvenil	2	1	0	2	5
Sustentabilidade e redução da dependência de talentos estrangeiros	1	0	3	1	5

Q2 - Secção II | Identidade local e regional Indique o seu nível de concordância com as seguintes afirmações, selecionando a opção que melhor reflete a sua perspetiva.



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
A regra de jogadores formados localmente contribuiu significativamente para o desenvolvimento de uma forte identidade local para as equipas da Liga Placard.	3	5	4	1	1	5
A regra de jogadores formados localmente melhorou a conexão entre as equipas da Liga Placard e as suas comunidades regionais.	2	4	3	1	1	5
A regra de jogadores formados localmente ajudou a preservar tradições regionais e estilos de jogo dentro da Liga Placard.	2	4	3	1	1	5
Desde a implementação da regra de jogadores formados localmente, houve um aumento notável no apoio dos adeptos aos jogadores locais na Liga Placard.	2	5	3	1	1	5
A presença de jogadores formados localmente nas equipas da Liga Placard levou a um maior sentimento de orgulho e identidade entre os adeptos locais.	3	5	4	1	1	5

Field	Discordo totalmente	Discordo	Não discordo nem concordo	Concordo	Concordo totalmente	Total
A regra de jogadores formados localmente contribuiu significativamente para o desenvolvimento de uma forte identidade local para as equipas da Liga Placard.	0	0	2	2	1	5
A regra de jogadores formados localmente melhorou a conexão entre as equipas da Liga Placard e as suas comunidades regionais.	0	1	2	2	0	5
A regra de jogadores formados localmente ajudou a preservar tradições regionais e estilos de jogo dentro da Liga Placard.	0	2	1	2	0	5
Desde a implementação da regra de jogadores formados localmente, houve um aumento notável no apoio dos adeptos aos jogadores locais na Liga Placard.	0	1	2	1	1	5
A presença de jogadores formados localmente nas equipas da Liga Placard levou a um maior sentimento de orgulho e identidade entre os adeptos locais.	0	0	2	1	2	5

## **Appendix L – Interview with Pedro Cary**

*(Portuguese version)*

**Pergunta 1: Como descreveria a sua compreensão da regra do jogador formado localmente implementada pela Federação Portuguesa de Futebol (FPF) no futsal?**

**Resposta:** Ok eu fiz um trajeto... Ou seja, eu estava numa regra e passei para outra, ok? Obviamente, como português, aceitei-a bem. O problema aqui é o contexto onde estás inserido, e na altura estando no Sporting, o contexto Sporting na altura o que eles queriam era ter mais estrangeiros porque na altura havia a possibilidade e claramente que os estrangeiros eram muito melhor que os portugueses. Então, nós crescemos muito com os estrangeiros mas eles estando cá e ocupando o nosso lugar não nos deixariam crescer. Por isso, claramente que sim, que foi uma regra que pessoalmente a mim e para os portugueses fez todo o sentido.

**Pergunta 2: Qual foi a tua reação quando a regra foi inicialmente introduzida? Previu algum desafio ou benefício específico?**

**Resposta:** Benefício sim, até porque do ponto de vista de qualidade trazes melhor estrangeiros. O facto de haver menos estrangeiros faz com que tenhas melhores. Tendo 10, nem todos são bons, mas se tens cinco o teu critério de seleção é mais, é maior ok? E depois do ponto de vista financeiro o jogador português acaba por ser mais valorizado, porque há uma base de recrutamento maior mas há uma qualidade menor, então os melhores clubes portugueses: Benfica, Sporting e agora o Braga têm que ir buscar os melhores portugueses e para ir buscar os melhores portugueses têm de ser melhores pagos por isso. Isso trouxe um benefício muito grande aos atletas portugueses. Por isso, de qualidade sim, porque acabou por vir Jogadores estrangeiros com qualidade se tens cinco neste momento os cinco tem que ser top, e depois faz com que existam mais vagas para os portugueses neste caso são 7 ou 9 se forem 2 sub-20, por isso não só dá oportunidade aos clubes que se preocupem ter os melhores portugueses financeiramente para o jogador os atletas é melhor e para os sub-20 que já podem estar com as plantéis Seniores. Da mesma forma que os estrangeiros nos ajudaram a evoluir, também nós, atletas de topo, quem lá está ainda, consegue ajudar os sub-20 a crescer ainda mais a poder treinar e a jogar com eles.

**Pergunta 3: Acredita na regra e na sua eficácia?**

**Resposta:** Eu acredito na regra e na sua eficácia desde que o contexto onde ela está inserida a compreenda. Por exemplo, os italianos agora alteraram a sua regra e eu acho que há um excesso de italianos, ou seja, eles colocaram um excesso de italianos a jogar obrigatoriamente nos aqui temos 5 estrangeiros eu acho que eles têm não sei se são oito ou nove italianos. Ou seja eles só podem ter três ou quatro estrangeiros, e isso para a qualidade do campeonato italiano é fraca. Então tu tens que dar um boost de estrangeiros para que eles tragam qualidade para que os italianos consigam absorver a sua qualidade e vais reduzindo pouco pouco. Tu não podes é reduzir do nada, porque senão o que vai acontecer é que a formação italiana demora muito a crescer e não dá. Para terem noção, o Merlim e o Cavinato foram campeões europeus em 2014 se não estou em erro e a Itália neste momento muito raramente vai ao mundial ou a um europeu. Por isso, eles quiseram acabar com os naturalizados ou com o excesso de estrangeiros eles antigamente tinham 12, ou seja acabou-se, acabou-se ali a “potência” Itália devido a esta norma que eles colocaram que para eles não foi benéfica, foi exagerada. Agora para subir e eles agora estão a começar a ter melhor formação mas é um projeto que vai demorar 10/15 anos, se for preciso.

**Pergunta 4: O Pedro Cary é um jogador formado localmente. Sente que esse fator contribuiu positivamente ou influenciou a sua relação com os adeptos locais?**

**Resposta:** Olha sim e não, porque primeiro eu comecei a futsal com 15 ou 16 anos. Eu sempre joguei ténis dos 5 aos 15, mais ou menos. Eu jogava ténis e futebol, ou seja, eu ainda sou do insucesso do futebol, ok? Coisa que hoje em dia já não há, o Paçó e o Zicky já começaram a jogar futsal com 6 e 7 anos, eu não sou dessa fase. Mas do ponto de vista do Desporto, sim, ou seja, do ponto de vista desportivo, eu sinto que o facto de praticar desporto sempre me deu alguma notoriedade na cidade onde eu morava. Futsal mesmo não vos consigo dizer, porque eu apenas os joguei três/quatro anos em Loulé e depois vou para Albufeira. Mas sim, se calhar até vos posso dizer que sim, isso tem um impacto super positivo no contexto social onde eu estava inserido. O facto de jogar, as pessoas claramente que viam no Pedro um atleta, essas coisinhas todas que veem todos, não é? Mas depois acabam por ser poucos os que alcançam os patamares mais mais elevados, então posso dizer que sim.

**Pergunta 5: Nota que esse fator contribui para uma ligação mais forte entre adeptos e jogadores quando a sua equipa tem um maior número de jogadores formados localmente?**

**Resposta:** Isso é notório, porque não é fácil de jogadores manterem-se muito tempo no mesmo clube. O João Matos é exceção, é a exceção à regra porque ele já está à 22 anos no Sporting, eu consigo estar 9 muitos jogadores do Sporting tiveram 9 quando digo muitos, digo o Cavinato não cumpriu agora o nono porque saiu, mas o Merlim teve 9, não sei se Caio Japa teve 6 aos 7, ou seja o Sporting sempre teve muitos Atletas com muitos anos de casa, mesmo que sejam atletas vindos de fora. Hoje em dia temos um Paçó que já lá está há muitos anos, um Zicky que já está muitos anos, o Gonçalo Portugal está há muitos anos entre muitos outros. Ou seja, claramente que sim e a empatia vai-se criando. Obviamente quando ganhas a empatia maior. Merlim, Fortino e Cavinato quando chegaram eram desconhecidos mas o factor de começarem a ganhar fez a empatia crescer, mas claramente que sim, que se houver mais jogadores formados localmente e que consigam estar muitos anos nos seus clubes, mas isso é um fator que é raro, mas a manterem-se, sim, claramente há uma empatia maior. Eu hoje quando vejo um jogo do Sporting e com outro clube qualquer e vejo um Zicky ou um Paçó, os dois não é, apesar do Redes jogar menos, claramente que para mim há muito maior empatia com os adeptos do que na minha altura pelo facto de eles estarem lá muitos anos.

**Pergunta 6: Na sua opinião, ter um maior número de jogadores formados localmente numa equipa leva a uma maior coesão de equipa? Porquê?**

**Resposta:** Há um misto. Eu já vi muitas equipas serem Campeãs e os jogadores não se darem, não se cumprimentarem, para vocês terem noção. Inclusive não se respeitarem. É o que eu digo sempre, os jogadores podem não gostar um do outro mas têm que respeitar, os seus espaços e os objetivos coletivos. Também já vi equipas a perder que tinham um grupo estupendo. Há os dois lados e quando chegas ao mundo profissional tu não tens de ser amigo de ninguém, tu tens é que respeitar o teu colega, é o mesmo aqui no vosso grupo. Vocês não tem que gostar uns dos outros, vocês têm acima de tudo de se respeitarem pelo um objetivo comum. Pronto, agora sim, eu acredito que havendo mais jogadores formados localmente, o que não implica que sejam apenas portugueses, porque podem vir pessoas de outras nacionalidades mais cedo e que comecem as suas vidas cá e que aprendam a gostar de Portugal nesse sentido, e isso claro que

cria laços que depois na altura das grandes competições é preciso que se agarrem uns aos outros. No mundo profissional e isso é complexo, ok, porque muitas vezes os egos das equipas, dos jogadores é muito alto mas mas como eu vos disse, acima de tudo há o respeito. Por isso sim, acredito que havendo mais jogadores formados localmente, há uma maior possibilidade de coesão deles serem mais amigos entre aspas, porque não tem de ser amigos já vos disse, e de se respeitarem uns aos outros. Eu não quero dizer aqui que o facto de serem brasileiros, russos espanhóis ou italianos, que não tenham mesmo papel que não aconteça, mas obviamente que se tu passas mais tempo com uma pessoa, tu ganhas mais carinho por essa pessoa, ganhas mais empatia, conheces melhor, lidas melhor, mesmo não sendo uma boa pessoa entre aspas, mas tens a capacidade de lidar melhor e por isso sim, a coesão de grupo arrasta todas estas situações que eu vos disse e leva obviamente a que os resultados possam ser melhores.

**Pergunta 7 : Considera que jogar como jogador formado localmente ajuda a preservar as tradições regionais e os estilos de jogo na Liga Placard?**

**Resposta:** Sim, ajuda. Ajuda pela empatia pela empatia que tens ao contexto, e o contexto são as pessoas que estão inseridas quer no clube quer nos pavilhões que assistem quer na cidade. E isso é fundamental que exista. Temos um Ferreira do Zêzere, por exemplo, que agora está sempre cheio Pavilhão. São muitos atletas que se calhar alguns, a maioria são formados localmente porque eles têm que ter, mas a maioria não são de Ferreira do Zêzere e eles têm que pouco a pouco ir alimentando as pessoas ali. Não as conhecem, mas eu acredito que daqui a 2, 3 anos seja uma equipa mais forte porque se vão criando laços à medida que vão se mantendo na liga Placard e isso para eles vai ser vai ser algo que neste momento já é algo positivo, mas eu acredito que num futuro próximo possa ainda ser mais, esta simbiose dos atletas para com os adeptos essencialmente para que com a cidade seja melhor.

**Pergunta 8: Sente que antes da introdução da regra, a identidade local e regional estava a deteriorar-se?**

**Resposta:** Eu não digo a cair, mas ela não era alimentada, não é? O facto de ver haver mais estrangeiros, e eu até felizmente vivi num Sporting, queteve por exemplo o Déu, estive no Sporting durante muitos anos veio para cá muito cedo e depois teve outros, teve o Evandro, não quer dizer que ela caia, porque eu acho que ela não cai, mas ela não é alimentada. Uma coisa é

ela cair e outra coisa é ela evoluir e ser alimentada e sim, eu parece-me que ela não era alimentada. Ela mantinham-se ali numa bitola dita normal... a expressão é não sai da cerpa torta, não lhe saía, pronto, aquilo nós vivíamos naquele ambiente tranquilo, mas nós não alimentava-mos aquilo e havia esforço todas as partes. Para vos dar um exemplo, eu disse-vos que é bom ter um brasileiro é bom ter dois. Três ou quatro, é uma escola de samba é o exemplo, que é o melhor exemplo que eu vos posso dar. Não é que não seja bonito haver uma escola de samba, mas os valores, os princípios vão-se perdendo. Oscila e quanto oscilas, oh meus amigos, pois vais estar ali num limbo de perder ou ganhar e tu queres que a tua percentagem para ganhar seja maior do que para perder, não é. E depois leva-nos a comportamentos desviantes, se eu quero ser atleta eu não posso estar ao pé de um amigo que saia todas as noites, não é. Então que tipo de caminho é que eu quero ter e para onde é que eu quero seguir e companhia é que eu tenho de ter. Lá é igual, se eu tiver muitos jogadores que não são formados localmente, ou seja, que têm princípios e valores diferentes dos meus, das duas uma, quando eles chegam à minha equipa eles percebem o contexto onde estão e é assim que eles tem de se comportar e ficamos num nível médio, porque eles não conhecem a cidade, não conhecem os adeptos, etc, ou então se são formados localmente é mais fácil de alimentarmos, é uma coisa que acaba por ser natural e há muitos onde esse processo demora um ano demora 2, se vocês seguiram futebol há grandes jogadores que passam por Portugal e que chegam cá e jogam muito nos outros clubes da Europa e quando chegam a Portugal não jogam nada. O ambiente, o contexto onde são inseridos é complicadíssimo então demora até eles engrenarem. E aqui é igual, tendo mais jogadores formados localmente é mais fácil alimentar essa relação digamos assim.

**Pergunta 9: Quais são os principais fatores para manter uma forte identidade local e regional na sua opinião?**

**Resposta:** Primeiro, falando do individual, porque eu não posso saber estar em coletivo se não sei estar em individual. A personalidade de cada um tem que ser respeitada e dentro do desporto há muitas personalidades, umas mais vincadas que outras, mas acima de tudo é que ninguém, que nenhum nenhum atleta perca a sua maneira de ser, a sua maneira de estar. Isto vai ao encontro do que eu vos disse inicialmente, é saber ser e saber estar. Essa é a primeira. Depois, o respeito pelos valores do clube. Como vocês sabem cada jogador tem o seu clube, independentemente do clube onde joga no entanto também há valores tem que ser preservados. Eu não entendo a raça, porque a raça raça depois podes fugir bocadinho (...) eu posso ser um

jogador de raça mas ela pode não ser ser visível, eu posso fazer um corte posso marcar um golo e posso não ser entusiasta. Temos casos em que o entusiasmo era feito propositadamente para encantar os adeptos. O Dieguinho dizia sempre, ele tinha uma expressão que era "o meu sangue é verde" ou uma coisa assim, e os adeptos gostavam disso. Mas porquê, por trás do sangue verde há o ordenado. Então ele dizia isso porque o sangue verde é dele porque quem lhe paga o bom ordenado era o Sporting. Por isso, eu pessoalmente não vou por aí, ou seja, eu vou mais pela isso, isso não quer dizer que não fosse a maneira de ser e de estar dele, mas não acho que isso seja preponderante porque na altura o fator... Eu iria mais pelos valores, pelo respeito.

**Pergunta 10: Colocando em retrospectiva aquela que foi a sua experiência e realidade durante muitos anos, ao comparar o período pré- e pós-implementação, considera que um jovem jogador tem, neste momento, maior visibilidade e mais oportunidades para integrar a equipa sénior e ter experiência de jogo ao alto nível?**

**Resposta:** Sim há claramente mais oportunidades hoje. É o mesmo quando muitas vezes ouvimos falar que os clubes estão tão mal financeiramente então, ok, vamos apostar na formação. Quando já há dinheiro já vamos a Liga dos Campeões, já ganhamos algum dinheiro, ok então a formação já não presta vamos buscar fora. Isso é uma identidade não é, o Sporting/Benfica, que já têm boas academias nomeadamente no futebol, isso devia ser algo predominante, eles iram buscar atletas a sua formação e não ter necessidade de ir buscar Independentemente de financeiramente estarem mais estáveis ou menos estáveis. E sim, claramente eles hoje têm mais espaço para poderem se mostrar, e isso é bom e é mau. É bom porque há mais espaço, não é, mas o facto de haver mais espaço não quer dizer que haja mais qualidade e muitos clubes tem, há algo que não sei se vocês sabem, que a federação dá um x a cada clube que tem os dois formados os dois sub-20 formados localmente no banco, em vez de serem 12, serem 14. E há muito clubes que colocam esses 2 com 15 e 16 anos. Eles vão jogar? Não vão jogar. No final da época eles vão ser ressarcidos com esse dinheiro, por isso é que eu digo é muito bom porque hoje em dia há atletas que tem as suas oportunidades e isso é a parte mais valiosa, ponto. Isso é o que eu quero fique bem explicito, que sim, é uma mais-valia. Hoje temos mais jogadores de mais tenra idade a jogar na Liga Placard. Isso é um fator muito positivo. Já não há aquela discrepância de só haver jogadores de 27,28,29, não, temos jogadores com 19,20,21 e que já jogam nas suas equipas e muito bem. Por outro lado havendo essa obrigatoriedade faz com que muitos que não tenham qualidade que tenham sua oportunidade mas também acredito que quem não tenha qualidade mas que tenha oportunidades, talvez algum

desses se vá diferenciar e vá evoluindo. Por isso, claramente que sim, parece-me que é uma mais-valia.

**Pergunta 11: Desde a entrada em vigor da regra, tem assistido a mudanças nos clubes que visam a promoção do desenvolvimento local, tais como melhorias nas instalações e nos programas de formação locais; maior investimento aplicado à formação; maior suporte aos jovens jogadores?**

**Resposta:** Maior suporte aos jovens jogadores não, até porque não há essa não essa capacidade e mentalidade dos clubes, dos diretores e de quem está à frente dos clubes. Ainda falta essa capacidade de quem está à frente perceber que, antes do atleta, está uma pessoa, é um jovem que tem que estudar, que têm as suas particularidades e têm que ser apoiados em todo o seu trajeto de formação. Infraestruturas também não, mas também acho que não é fácil, estamos a falar em infraestruturas digamos físicas, de pavilhões, não é fácil andamos a construir só porque agora temos muitos atletas. Para vocês terem noção, os sub-19 do Sporting treinam às 10:30 da noite, 11 da noite e há malta que treina até há meia-noite e meia e chega a casa à uma e meia da manhã e às 8:00 já estão a ir para a escola. E estamos a falar dos jogadores que atualmente estão na Seleção Nacional e que daqui a 1 ano ou 2 já vão estar no Europeu de sub-19 ou de sub-21. Isto parece-me inadmissível mas é o que temos, não é, porque são muitas equipas para as infraestruturas que temos. Agora, também acho que há cada vez mais uma preocupação maior em dar mais qualidade de treino aos jogadores, acho que acima de tudo isso, a forma como se treina hoje é muito diferente daquela que se treinava há 10 15 anos atrás. As preocupações também fundamentalmente físicas da qualidade dos jogadores hoje são maiores do que há 10 anos atrás e essa parte sim, parece-me que há uma maior preocupação ponto de vista de físico com o jogador.

**Follow-up: E relativamente aos programas de formação locais?**

**Resposta:** Sinceramente não me parece que tenha havido... Se me disserem da Federação Portuguesa de Futebol, nomeadamente da parte do futsal, sim claramente que houve. Da parte dos clubes, sinceramente, aqueles que eu acompanho : Benfica, Sporting e Leões de Porto Salvo, eu sinceramente não vejo diferença nesse aspeto. A única diferença é que eu vejo é eles terem a capacidade de agregar mais jogadores, mais atletas. Ou seja, antigamente havia

uma equipa de júniores, uma de juvenis e uma de iniciados. Agora todas as equipas tem duas de iniciados, duas de juvenis, duas de júniores ou seja, andam a roubar jogadores uns aos outros. Porquê ? Porque acham que tendo mais jogadores vão descobrir o próximo Ricardinho é isso é uma das situações que eu digo que não é benéfico, porque é impossível ter duas equipas e todos jogarem. Se com 12 é complicado, imaginem com 24, por isso estamos a falar de equipas de 30 jogadores, não é bom para ninguém. Por isso sim, eles têm essa capacidade, ou seja, uma melhoria nesse sentido mas eu acho que há uma melhoria pelo lado errado, no tentar agregar mais jogadores ou mais atletas nas suas equipas. Isso não é benéfico para o desenvolvimento dos jogadores.

**Pergunta 12: Considera que a exposição de jovens jogares ao alto nível, dando-lhes oportunidade de integrar a equipa sénior cada vez mais cedo, é fundamental para o desenvolvimento do talento dos mesmos?**

**Resposta:** Sabem que eu não acredito muito no talento, eu acredito no trabalho. Só para vos dar 1 exemplo que é, e eu fui eu fui entre aspas tramado pelas minhas palavras. Eu sempre disse ao Jorge Braz que em todas as competições internacionais ele tinha que levar um novo jogador, porque os atletas não podem ir com 25 e 26 anos ao primeiro europeu, porque o primeiro europeu por norma é aquele europeu que te passa ao lado, jogas pouco tempo, é tudo novo. Então, aquilo parece que passa e vocês nem dão conta daquilo que experiência que eu tirei daqui. E então eu sempre disse isso e pronto no último mundial, o Braz ligou-me e disse-me isso : Pedro eu vou levar mais jovens, obviamente que comi as palavras que disse, não é, porque eu gostava de ter ido. Mas foi o Afonso, que acabou por se portar muito bem por isso, claro que sim, quanto mais cedo eles conseguirem viver essas experiências, melhor. Isto independentemente se depois jogaram mais ou menos tempo, o que é certo é que na segunda competição que forem, eles vão estar muito melhor preparados para para jogar e para desfrutar e hoje isso já acontece. Estamos a falar de Zicky Té, Afonso, o Paçó fixo, acredito que o Paçó guarda-redes mais europeu mais mundial irá lá estar. E por isso sim, quanto mais cedo eles experienciarem isso, melhor, porque depois vais lhes dar a oportunidade de, no pico da sua forma, dos 25 até aos 30 e poucos, eles poderem disputar os mundiais e os europeus de uma melhor forma do que se calhar o fariam caso fosse a primeira vez.

**Pergunta 14: Que competências é que um jogador jovem que integra um plantel sénior é mais provável de desenvolver em comparação a um jovem que não o integre ? Os benefícios serão mais notórios na competência técnica ou na força mental ?**

**Resposta:** Ok, eu acho que hoje em dia os miúdos não tem nada disso, e independentemente, seja um que integra as equipas de Top ou que não íntegra. Hoje em dia a educação está muito virada para a desresponsabilização, a culpa é sempre dos outros. Então isso é uma competência que claramente que nós temos que trabalhar, nós individualmente e depois quem está ao nosso lado, que nós somos responsáveis pelo nossos resultados e hoje em dia infelizmente o que nós vemos, e lá está os treinadores são um bocadinho culpados entre aspas ou responsáveis por isso, porque quando os treinadores vão às Flash Interviews eles dizem sempre quando perdem que a culpa é do árbitro, etc. Não dizem, ah, foi o Pedro que não correu ao segundo poste ou foi o João Matos que falhou o passe, não, eles nunca dizem isso, eles dizem sempre que a culpa é do árbitro. A outra equipa está lá com os mesmos objetivos que nós e é importante que os jogadores saibam, neste caso os jovens atletas, e isso vai demorar. Só para vos dar um exemplo, eu agora acompanho os sub-17 e os sub-19 portugueses, e eles agora estão a levar por tabela pelo facto da Seleção Portuguesa de ter sido Campeã Europeia e Mundial ,porquê ? Porque são os melhores, e como são os melhores eles são vistos como os melhores. Mas eles não são, por exemplo, a seleção francesa, houve dois jogos que derrotou a seleção portuguesa. No final fez festa e houve um jogador que se sentiu picado, o guarda-redes, e foi para cima de um jogador fazer um espalhafato todo e ele virou-se contra ele e eu fui lá e disse-lhe : Se queres ser atleta, não tens tempo para lamentações. Se queres ser atleta não tens tempo para responder aos teus adversários Lá está, a tal força mental. Mas eles não têm essa capacidade, porque são miúdos e porque no campeonato deles ganham sempre. Então como eles não estão habituados a perder, porque é isso mesmo, eles não estão habituados a perder logo não sabem estar na derrota. Eles tem de perceber que quando és atleta, estás ali é para competir, tu não estás ali nem para ganhar nem para perder, estás para competir. Se competes bem estás mais perto de ganhar, mas no final sabes sempre que vais perder ou vais ganhar. Aqui a ideia é perceber se um atleta que está numa equipa principal, que competências é que eles vão adquirir mais facilmente se estiverem perto deles. Um atleta do Sporting ou do Benfica vai ganhar muitas vezes, por isso, eu acredito que um atleta que não esteja numa equipa top vai ter a força mental muito maior do que o atleta que não esteja num Benfica/Sporting, porque ele vai perder mais vezes então vai ter que adquirir mais resiliência, mais capacidade de perceber : Ok, eu estou a perder eu tenho que me levantar

para ir ao encontro da vitória enquanto os jogadores do Sporting e o Benfica vão estar a ganhar muitas vezes e não vão ter essa experiência.

**Follow-up: Mas esquecendo esse exemplo de um jogador do Benfica e Sporting, um jogador que não integra a equipa sénior, se calhar não desenvolverá, por exemplo, tempo de reação a jogar, é também nesse sentido a pergunta.**

**Resposta:** Sim, quem está nesse tipo de contexto tem uma acelerómetro, as diferenças são maiores e são mais rápidas mesmo que ele absorva tanto... A ver se me explico: um jogador que esteja no Sporting perde poucas vezes, mas as vezes que perde vai aprender mais rápido do que aquele que não tiver numa equipa de top e perder 15 ou 20 vezes por ano. Ele vai aprender, vai demorar mais tempo porque no clube onde está vai ter esse tipo de pessoas ao lado dele que lhe vão ensinar a lidar com essa frustração da derrota, essa capacidade de resiliência, e responder mais rapidamente a um insucesso. Por isso, quem está numa equipa Top, sim desenvolve mais rápido a disciplina, porque tu tens que ser disciplinado, e quem alcança esse tipo de contexto Sporting/Benfica/Braga são os jogadores que estiveram dispostos a fazer o que outros não quiseram fazer. Por isso, diria que a resiliência, diria que a disciplina é que é capacidade de fazer aquilo tem que ser feito e aquilo e não aquilo que queremos, comunicação, nós atletas comunicamos de uma forma muito clara e muito eficaz, comunicamos pouco mas ela tem que ser clara e eficaz. Porque o jogo é tão rápido que se tivermos, por exemplo, eu quero dizer ao João Matos para fechar a ala direita não vou dizer: “João Matos fecha a ala direita”, eu digo “Direita” e o Matos tem que saber que é para ele. Nós temos que ter essa capacidade de comunicação. Para além disso, depois é tal responsabilização. Eu acho que é uma competência que nós que nós temos que ter, mas acho que acho que a maioria dos atletas não tem e claramente acho que os jovens atletas que têm a oportunidade de trabalhar com os mais velhos neste tipo de equipas vão perceber que a responsabilidade é deles, independentemente do resultado, e não dos outros.

**Pergunta 16: Que vantagens há em formar localmente comparativamente a contratar novos jogadores?**

**Resposta:** Contratar jogadores é uma caixinha de surpresas. Quem os contrata, por norma, e isto é algo que é de conhecimento próprio, ou seja, eu passei por isso vendo e observando, que é quem contrata preocupa-se única e exclusivamente pelas questões técnicas e táticas dentro do jogo. Não se preocupa com o extra campo, e muito do sucesso que os atletas tem dentro de

campo acontece porque ele se comporta bem, é mais fácil assim fora de campo. Por isso, o facto de teres mais jogadores formados localmente leva-te a conhecer melhor, de uma forma genuína o atleta. Perceber que em que contexto é que ele evoluiu, em que ele cresceu, porque depois altera-se. Vocês de certeza conhecem o Fernando Cardinal e ele vem de um crescimento a nível de juventude muito complexo. Então as pessoas que trabalhavam com ele tinham que conhecer isso, porque o bairro entre aspas nunca saiu do sangue do Cardinal, e é importante que as pessoas que conviviam com ele percebessem isso, porque por muito que nós quiséssemos que ele se comportasse de forma diferente, ele nunca se ia comportar de uma forma diferente porque ele já tinha isso no sangue. Havia formas de amenizar toda aquela revolta digamos assim, por isso claramente que sim, o facto teres jogadores formados localmente dá para conhecer os atletas de uma melhor forma e de saber ajudá-los também de uma melhor forma. Como vos disse, ir buscar um jogador estrangeiro, é uma caixa de surpresas, porque não sabes de que família é que vem, não sabes que que mulher é que ele tem, nunca se esqueçam que o melhor investimento nós fazemos na nossa vida são os nossos pares, seja homem seja mulher. Relativamente à fase de adaptação, há sempre situações, imagina temos, imagina neste caso no masculino, mulheres que não entendiam porque é que os seus maridos não jogavam. Depois chegam a casa e é um é um fator desestabilizador não é, mulheres que na bancada viravam-se para o treinador ou diziam qualquer coisa. Isso tu não conheces, então tu quando vais buscar um jogador tens que de conhecer isso, porque tu não queres não queres comprar vícios. Queres comprar um jogador saudável, que ele seja moldável não é. Um jogador pode ter vícios, não só ele próprio, mas a própria família também vem com vícios. Então ao formares localmente, controlas melhor a situação e podes ajudar de uma melhor forma que se fosses buscar fora. Tu vais buscar a qualidade dentro de campo mas depois não sabes o que é que acontece fora de campo e não se esqueçam que o treino são duas horas por dia. Mais importante do atleta é o que ele faz fora de campo, não é o que ele faz dentro de campo porque se ele tiver das outras 22 horas fora de campo de uma forma correta, aquelas duas horas que vai estar em campo ou no ginásio vão ser muito melhor aplicadas. Agora a importância é maior, para além da qualidade do atleta, é o que é que faz fora de campo.

**Pergunta 17: Qual é a importância do desenvolvimento local de talento para a sustentabilidade do futsal?**

**Resposta:** Vou vos dar um exemplo que é: A equipa técnica sempre que anuncia convocatória dos sub-13 e dos sub-15, há o inter-associações, onde vão equipas do Algarve, Alentejo de todo

Portugal, todos os distritos e concentra-se num sítio. Então o selecionador vai fazer a sua primeira seleção com base naqueles que os selecionadores locais convocaram e os selecionadores locais convocaram os melhores atletas? Não sabemos. Por isso eles são a primeira parte, eu não vos digo a parte mais importante mas eu acredito que seja uma parte, quer se dizer, até posso dizer que eles são a parte mais importante na primeira abordagem, no primeiro conhecimento do que se passa num ponto de vista local. Porque eles é que conhecem o contexto, eles é que conhecem quem é que pratica mais, quem é que pratica menos eles conhecem os treinadores, as dinâmicas que existem em cada localidade por isso eles são sem dúvida um elo importante para que os atletas cheguem ao radar das seleções nacionais. E eles para chegarem ao radar das seleções nacionais tem que haver uma boa base de recrutamento destes ditos treinadores locais para que haja essa preocupação, não só no desenvolvimento do atleta em cima mas também do aumento do jovem praticante que é essencial.

**Pergunta 18: As equipas serem cada vez mais jovens é uma vantagem ou uma desvantagem ?**

**Resposta:** Vantagem. Porquê? Primeiro porque já vem com experiência. Eu digo isto porque que eu comecei a jogar futsal já com 15 ou 16 anos e eu tenho tantos anos de futsal como o Paçó e acabei a carreira com 39 anos. O Paçó com mais um ano tem os mesmos 16 anos de futsal que eu. Ok, com menos jogos importantes, sim, mas ele vai chegar aos mesmos jogo importantes muito mais cedo do que eu. Por isso equipas mais jovens sim, porque eles hoje em dia já crescem em contextos onde só jogaram futsal, ou seja estão melhor preparados para os desafios existentes. Acarreta algo que é não terem tanta experiência,mas essa experiência eles vão tê-la quanto mais jogos jogarem, por isso sim, equipas mais jovens porque eu acho que hoje em dia os mais jovens tem mais capacidade e qualidade para fazer face aos desafios que tem em frente.

**Pergunta 19: Sentiu que a seleção saiu reforçada com a implementação da regra graças a ter um número maior de jogadores seleccionáveis?**

**Resposta:** Sim, saiu reforçada.

**Pergunta 20: Que fatores positivos ou negativos podem ter afetado a aposta em jogadores jovens em Portugal?**

**Resposta:** Aqui a questão é que os treinadores e dirigentes dos clubes querem ganhar e entendem que pelo facto de serem jovens, que não têm a capacidade para chegar aos objetivos que eles pretendem para os seus clubes. Essa é a primeira, é o desconhecimento da parte dos diretores mas eu acho que é um desconhecimento que eles que eles sabem, que eles querem ter. Depois quando se justifica que há desconhecimento dessas regras, dessas normas é porque eles também não se preocupam em saber, isto é, claramente hoje há um contacto muito próximo da Federação com todos os clubes e só não tem este conhecimento quem não quer. Só não tens conhecimento se entenderes que estes jovens não fazem parte da evolução para o clube e muitas das vezes é quando eles olham para o lado e que vêm um jogador a sair deste clube para Benfica e Sporting é que eles pensam se calhar nós não estamos a fazer as coisas corretamente. E então vamos lá fazer o mesmo. Ou também só desconhecem e depois só conhecem a norma ou as regras quando o final da época olham para os subsídios que a Federação Portuguesa de Futebol dá a esses clubes. E eles não entendem o porquê ou seja, eles não querem perceber as normas e as regras pelos bons motivos, eles só querem entender as regras quando parece que alguém lhes passou a perna, então eles querem saber o que é que se passou. Muitas é o fator financeiro, e obviamente que os atletas mais jovens acabam por levar por tabela, acabam por ter pouco espaço fruto da incompetência dos diretores e especialmente dos diretores, nem são dos treinadores porque isso nem é uma competência dos treinadores, são mais dos diretores e dos presidentes dos clubes.

**Pergunta 21: E em Espanha, consegue dar outra opinião, outros fatores que em Portugal se calhar não são iguais ou até são iguais que em Portugal?**

**Resposta:** Eu sinceramente Espanha eu não conheço. Mas olhando para os plantéis em Espanha, eu acho que não há uma restrição, se houver, ela é muito ela não é tão rígida como em Portugal. O fator financeiro é sempre o mais fácil de observar. Aqui a questão é que antigamente, o campeonato Campeonato Espanhol tinha muitos brasileiros de topo mundial em muitas equipas, o que é certo é que o nível em Espanha agora desceu, já não tem tantos jogadores de qualidade, ou seja, um jogador de top da Seleção Brasileira ou mesmo espanhola já pensa em vir para Portugal para o Benfica ou Sporting, e isso antigamente era impensável. Nós vamos buscar ao Brasil jogadores que eram melhores da região, de São Paulo, Rio de

Janeiro, por aí. Nós agora vamos buscar o melhor ou os melhores, ou seja a base de recrutamento em Portugal aumentou muito de qualidade. Em Espanha não aumentou, porque Espanha teve à muitos anos um investimento brutal no desporto. Se vocês forem ver, Espanha foi campeã do mundo e da Europa em muitas modalidades, mesmo individuais. Mas o que é certo é que parece que eles, pelo menos ao nível do futsal, não conseguiram dar essa continuidade.

**Pergunta 22: Sentiu que se registraram diferenças relativamente à competitividade da Liga após e depois da introdução da regra? E achas que a competição ficou menos desequilibrada?**

**Resposta:** É uma resposta complexa até porque a ver se eu me consigo fazer entender. Por um lado sim, porque acabaram por vir jogadores que, era utopia um Rubinho jogar em Portugal, era utopia um Dieguinho jogar em Portugal, era utopia o melhor guarda-redes do mundo, o Guitta vir para Portugal, o Merlim não achei tão utópico vir, mas pronto ,o próprio Juanjo, o guarda-redes do Benfica, veio não sei se foi 2013. Acho que sim, foi nessa altura que vieram melhores jogadores e melhores jogadores que fizeram com que nós portugueses evoluímos a uma velocidade muito maior do que os jogadores que estiveram cá anteriormente, não retirando mérito a Davi do Sporting, Déo, entre outros, mas esses jogadores eram os melhores das suas regiões e no fundo também de Portugal, mas o Brasil é imenso. Por isso sim, temos claramente um campeonato nessa altura mais competitivo em que vieram melhores estrangeiros e o jogador português tornou-se melhor, mas o que é certo é que eu olho hoje para o panorama do campeonato português e ele a nível de qualidade também não está assim tão alto como esses anos fizeram parecer que seria melhor. O que é certo é que o jogador português também está muito melhor, agora há uma base de recrutamento a nível de Seleção Nacional para seleção A que é maior do que alguns anos, há alguns anos um ou outro jogador se se lesionava era uma complicação para perceber quem é que ia ou que jogador é que se poderia encaixar. Hoje em dia não, a base da seleção nacional é muito maior e isso é reflexo da qualidade que há nos jogadores. Agora, sinceramente, não parece que que essa qualidade dos jogadores seja muito visível ao nível do campeonato, ou seja, eu acho que a seleção nacional está muito melhor tem uma base muito maior e muito melhor de jogadores de qualidade. No entanto, não acho que as equipas estejam melhor a nível de qualidade do jogo. Isto pode ser um bocado complexo e difícil de explicar, mas o que é certo é esses jogadores depois quando vão para os seus clubes acabam por ter vícios e comportamentos que não fazem a Liga crescer, que não fazem as suas

equipas crescer antes pelo contrario, e isso vê-se a nível de classificação, ou seja tem o Benfica e Sporting que tem o dobro dos pontos do quarto classificado, isso é sinal de alguma coisa. A discrepância é muito alta dos primeiros três para os outros, há um desequilíbrio. Por isso por um lado, lá está, acho que há melhores jogadores em maior numero, por outro lado não acho que esse maior número de jogadores de qualidade de formados localmente tenha trazido assim tão espetacularidade a nossa Liga como devia estar neste momento.

**Pergunta 23: Passamos agora à parte da performance da seleção nacional. Desde o período de introdução da regra em 2013/2014, sentiste que alguma mudança a longo prazo no perfil dos jogadores convocados para a seleção?**

**Resposta:** O jogador português antigamente era um jogador com maus vícios, ou seja, o jogador da seleção não era atleta, era um jogador que passava que encostava, que marcava uns golos, não tinha a noção do que é ser atleta. Não tinham comportamentos à atleta e claramente que houve uma evolução. E não teve só a ver com a regra dos jogadores formados localmente, obviamente que o jogador formado localmente ajudou. Porquê? Vamos ao início, vieram os jogadores melhores com melhores hábitos, com melhores formas de estar no desporto, e isso passou para os jogadores portugueses. Os portugueses adotaram esse estilo de vida, estilo de vida de ser atleta e isso passou também a quem começou a ir para a seleção. Obviamente comportamentos desviantes vão sempre existir, não é. O atleta não é não é um anjo, digamos assim. Mas obviamente para ter performances equilibradas, ou seja para estar sempre numa meia final, numa final, e não digo ganhar, eu digo para estar nas decisões, ele tem que ter bons comportamentos, ele tem que saber cuidar de si mesmomo algo que antigamente o jogador português não sabia cuidar nem queria saber disso. Essa exigência alterou-se fruto também, eu quero acreditar que sim, dos estrangeiros que vieram e pelo trabalho que é pela forma está da seleção portuguesa de futsal, nomeadamente do futsal e do Jorge Braz. Não é que tenha acabado com esses comportamentos desviantes, mas é perceber que esses comportamentos não são admissíveis e lá está o exemplo. Tu estando na seleção se tens um comportamento desviante, depois, na convocatória a seguir, esse jogador já não vai, já vem outro, por isso hoje em dia, desde 2015/2016, o ano em que fomos à meia-final do Mundial, quem começou ir a seleção começou a perceber o contexto onde estava e que não havia espaço para comportamento desviante. Pela forma de estar que não fosse bem de encontro ao que o contexto exigia Quando assim é, quando chegas a um sítio e sabes como é que tens de comportar é mais fácil para depois conquistares.

**Pergunta 24: Que fatores considera os mais relevantes para o sucesso de uma seleção nacional?**

**Resposta:** Liderança, ela tem que estar bem vincada do ponto de vista do seu líder, neste caso o treinador. Regras bem definidas, é importante que todos saibam as regras claras e diretas. Responsabilização, é importante que os atletas e não só, para vocês terem noção, normalmente são 14 atletas que fazem parte de uma convocatória e são mais 14 pessoas que estão em volta dos atletas desde fisioterapeutas a médicos, diretores, cozinheiro, team manager, etc Então a responsabilização não só de ponto de vista do atleta mas também a responsabilização de todos os que fazem parte desta comitiva. É importante que tenha essa noção de responsabilidade. Depois, eu não sei bem o nome para isso mas aconteceu muito, mas acho que é daí que me parece que vem a tal coesão do grupo, que é cada um perceber o seu papel dentro da equipa. É tão ou mais importante aquele que joga 30 minutos como aquele que joga 5. Aquele que joga 5 tem um papel importante, ou não tem noção do papel que tem na equipa. Os seus 5 minutos que joga ou os 5 minutos que apoia, bate palmas ou que está a dar as águas. Isso parece-me que foi o principal fator, agora olhando para trás. Todos perceberam o seu papel dentro da equipa isso não é fácil de conseguir, e dentro das empresas acredito não seja fácil mas é algo que se foi construindo e acho que isso foi fundamental para que fosse mais fácil, mesmo em situações adversas dentro do campo e fora dele também, porque para que todos percebam o seu contexto dentro da seleção e dentro do jogo também. Muitos atletas dizem assim : Eu nunca tenho oportunidades, mas há o timing para a oportunidade, e eles é que muitas vezes não estão preparados para ver a oportunidade a aparecer à frente deles. E a oportunidade muitas vezes não é a lesão do outro, a oportunidade não tem de surgir com a lesão do outro, a oportunidade tem de surgir, oh pá e ela muitas vezes acontece sem estarmos à espera, é um click e aquilo puff, a oportunidade está aqui e tu não fizeste nada, mas ela está a passar a tua frente e, oh pá, eu estou a ver aqui uma oportunidade. E ela pode ser, por exemplo, marcaram um golo ou sofremos, isto é uma oportunidade de, se a minha equipa sofrer um golo, eu tenho a oportunidade de manifestar meu apoio para a minha equipa e isso é uma oportunidade. O treinador vê e depois na altura de olhar para trás, é o que eu digo sempre à malta : Vocês tem de dar ao treinador a possibilidade de olhar para trás e vocês serem aquele gajo que vai entrar agora. Se vocês estão quietinhos no vosso lugar sem fazer um a ponta de um chavelho, ele vai olhar para vocês e dizer este gajo vai entrar agora vai me tramar isto.

*(English version)*

**Question 1: How would you describe your understanding of the locally trained player rule implemented by the Portuguese Football Federation (FPF) in futsal?**

**Answer:** Ok I made a path... In other words, I was in one rule and I moved on to another, ok? Obviously, as a Portuguese, I accepted it well. The problem here is the context you're in, and at the time I was at Sporting, the Sporting context at the time, what they wanted was to have more foreigners because at the time there was the possibility and clearly the foreigners were much better than the Portuguese. So we grew a lot with the foreigners, but if they were here and took our place, they wouldn't let us grow. So clearly, yes, it was a rule that made perfect sense to me personally and to the Portuguese.

**Question 2: What was your reaction when the rule was first introduced? Did you foresee any specific challenges or benefits?**

**Answer:** Yes, it's beneficial, not least because from a quality point of view you bring in better foreigners. The fact that there are fewer foreigners means you get better ones. If you have 10, not all of them are good, but if you have five, your selection criteria is higher, okay? And then from a financial point of view the Portuguese player ends up being more valued, because there's a bigger recruitment base but there's less quality, so the best Portuguese clubs: Benfica, Sporting and now Braga have to go and get the best Portuguese players and in order to get the best Portuguese players they have to be paid better for it. This has greatly benefited Portuguese athletes. So, yes, in terms of quality, because foreign players with quality ended up coming if you have five at the moment the five have to be top, and then there are more places for the Portuguese in this case there are 7 or 9 if there are 2 under-20s, so not only does it give the clubs that care about having the best Portuguese a chance, financially it's better for the player and for the under-20s who can already be with the senior squads. In the same way that foreigners have helped us to develop, we top players, those who are still there, can help the under-20s to grow even more by being able to train and play with them.

**Question 3: Do you believe in the rule and its effectiveness?**

**Answer:** I believe in the rule and its effectiveness as long as the context in which it is inserted understands it. For example, the Italians have now changed their rule and I think there's an

excess of Italians, that is, they've put an excess of Italians to play obligatorily, while here we have five foreigners, I think they have I don't know if it's eight or nine Italians. In other words, they can only have three or four foreigners, and the quality of the Italian league is poor. So you have to give them a boost of foreigners so that they bring quality and the Italians can absorb their quality, and you have to cut back a little. You can't just reduce it out of the blue, otherwise what will happen is that Italian football will take a long time to grow and it won't work. To give you an idea, Merlim and Cavinato were European champions in 2014 if I'm not mistaken, and Italy very rarely goes to the World Cup or a European Championship at the moment. That's why they wanted to do away with naturalised players or with the excess of foreigners - they used to have 12, in other words, Italy's "power" is over, because of this rule they've put in place that hasn't been beneficial to them, it's been exaggerated. Now they're starting to get better training, but it's a project that will take 10/15 years, if necessary.

**Question 4:** Pedro Cary is a homegrown player. Do you feel that this factor has contributed positively or influenced your relationship with the local fans?

**Answer:** Look yes and no, because first I started futsal when I was 15 or 16. I always played tennis from 5 to 15, more or less. I played tennis and football, so I'm still a football underachiever, OK? Paçó and Zicky started playing futsal at the age of 6 and 7, I'm not from that phase. But from a sporting point of view, yes, that is, from a sporting point of view, I feel that playing sport has always given me some notoriety in the town where I lived. I can't really tell you about futsal, because I only played it for three or four years in Loulé and then I went to Albufeira. But yes, I can probably tell you that it had a very positive impact on the social context in which I lived. The fact that he played, people clearly saw Pedro as an athlete, all those little things that everyone sees, right? But then very few people reach the highest levels, so I can say yes.

**Question 5:** Do you feel that this factor contributes to a stronger bond between fans and players when your team has a higher number of homegrown players?

**Answer:** That's notorious, because it's not easy for players to stay at the same club for a long time. João Matos is an exception, he's the exception to the rule because he's been at Sporting for 22 years, I've managed to stay 9 many Sporting players have had 9 when I say many, I mean Cavinato hasn't done his ninth now because he left, but Merlim has had 9, I don't know if Caio

Japa has had 6 or 7, in other words Sporting has always had many players with many years at home, even if they come from outside. Nowadays we have a Paçó who has been there for many years, a Zicky who has been there for many years, Gonçalo Portugal has been there for many years, among many others. In other words, clearly yes, and empathy is created. Obviously, when you win, you empathise more. Merlim, Fortino and Cavinato were unknown when they arrived, but the fact that they started winning made the empathy grow, but clearly yes, if there are more homegrown players who manage to stay with their clubs for many years, but that's a rare factor, but if they stay, yes, there's clearly more empathy. Today, when I watch a Sporting game or any other club and I see a Zicky or a Paçó, even though Redes plays less, I clearly empathise much more with the fans than I did back then because they've been there for so many years.

**Question 6:** In your opinion, does having a greater number of homegrown players in a team lead to greater team cohesion? Why?

**Answer:** There's a mix. I've seen many teams become champions and the players don't get on, don't greet each other, just so you realise. They even don't respect each other. That's what I always say: the players may not like each other, but they have to respect each other's spaces and the team's objectives. I've also seen teams lose that had a great squad. There are two sides and when you come into the professional world you don't have to be friends with anyone, you just have to respect your team-mate, it's the same here in your group. You don't have to like each other, above all you have to respect each other for a common goal. Now, yes, I believe that if there are more homegrown players, which doesn't mean that they're only Portuguese, because people of other nationalities can come earlier and start their lives here and learn to like Portugal in that sense, and that of course creates bonds that then, when it comes to the big competitions, you have to hold on to each other. In the professional world, and this is complex, ok, because often the egos of the teams and the players are very high, but as I said, above all there is respect. So yes, I do believe that if there are more homegrown players, there's a greater chance that they'll be more cohesive, that they'll be friends in quotes, because they don't have to be friends, as I said, and that they'll respect each other. I'm not saying here that the fact that they're Brazilian, Russian, Spanish or Italian doesn't play a role, but obviously if you spend more time with someone, you gain more affection for that person, you gain more empathy, you get to know them better, you deal with them better, even if you're not a good person, but you

have the ability to deal with them better and so yes, group cohesion drags along all these situations I've told you about and obviously leads to better results.

**Question 7:** Do you think that playing as a homegrown player helps to preserve regional traditions and playing styles in the Placard League?

**Answer:** Yes, it helps. It helps because of the empathy you have with the context, and the context is the people who are part of the club, the pavilions they attend and the city. And that's fundamental. We have a Ferreira do Zêzere, for example, which is now always full. There are a lot of athletes, maybe some, most of whom are trained locally because they have to be, but most of them aren't from Ferreira do Zêzere and they have to nurture the people there little by little. They don't know them, but I believe that in two or three years' time they'll be a stronger team because they'll create bonds as they stay in the Placard league and that will be something that's already positive for them at the moment, but I believe that in the near future it could be even more so, this symbiosis between the players and the fans, essentially for the city to be better.

**Question 8:** Do you feel that before the introduction of the rule, local and regional identity was deteriorating?

**Answer:** I'm not saying it was falling, but it wasn't fuelled, was it? The fact that there are more foreigners, and fortunately I've lived in a Sporting club, which had Déu, for example, who was at Sporting for many years, came here very early and then had others, Evandro, doesn't mean that she fell, because I don't think she fell, but she wasn't fed. It's one thing for her to fall and another thing for her to evolve and be nurtured, and yes, it seems to me that she wasn't nurtured. She was kept there on a so-called normal gauge... the expression is it doesn't come out of the woodwork, it didn't come out of her, that's it, we lived in that peaceful environment, but we didn't feed it and there was effort on all sides. To give you an example, I told you that it's good to have one Brazilian, it's good to have two. Three or four, a samba school is the example, which is the best example I can give you. It's not that it's not nice to have a samba school, but values and principles are being lost. It fluctuates and how much you fluctuate, oh my friends, because you're going to be in the limbo of losing or winning and you want your percentage of winning to be higher than losing, don't you? And then it leads to deviant behaviour, if I want to be an athlete I can't be around a friend who goes out every night, can I? So what kind of path do I

want to take and where do I want to go and what company do I need? It's the same there, if I have a lot of players who aren't locally trained, in other words, who have different principles and values to me, then either when they come to my team they realise the context they're in and that's how they have to behave and we're at an average level, because they don't know the city, they don't know the fans, If you've followed football, there are great players who come through Portugal and arrive here and play a lot in other clubs in Europe and when they arrive in Portugal they don't play at all. The environment, the context in which they are placed is very complicated, so it takes time for them to get into their stride. And it's the same here, with more homegrown players it's easier to nurture that relationship, so to speak.

**Question 9:** What do you think are the main factors in maintaining a strong local and regional identity?

**Answer:** Firstly, talking about the individual, because I can't know how to be a team player if I don't know how to be an individual. Everyone's personality has to be respected and within sport there are many personalities, some more pronounced than others, but above all it's important that no one, no athlete loses their way of being, their way of being. This goes hand in hand with what I said at the beginning: knowing how to be and knowing how to be. That's the first. Then there's respect for the club's values. As you know, every player has his own club, regardless of which club he plays for, but there are also values that have to be preserved. I don't understand race, because you can get away from race a bit (...) I can be a player with race but it may not be visible, I can make a cut, I can score a goal and I may not be enthusiastic. We have cases where the enthusiasm was done on purpose to charm the fans. Dieguinho always said, he had an expression that was "my blood is green" or something like that, and the fans liked that. But why, behind the green blood there's the salary. So he'd say that because it was his green blood because Sporting paid him a good salary. So I personally don't go for that, I go more for that, that doesn't mean that it wasn't his way of being and being, but I don't think that's preponderant because at the time the factor... I'd go more for values, for respect.

**Question 10:** Looking back on your experience and reality over many years, when comparing the pre- and post-implementation period, do you think that a young player now has greater

visibility and more opportunities to integrate the senior team and have playing experience at a high level?

**Answer:** Yes, there are clearly more opportunities today. It's the same as when we often hear that clubs are doing so badly financially so, ok, let's invest in training. When there's money, we've already been to the Champions League, we've already made some money, ok then the training is no good, let's go abroad. That's an identity, isn't it, Sporting/Benfica, who already have good academies, particularly in football, that should be the predominant thing, they're going to get players from their training and not have to go out and get them, regardless of whether they're more financially stable or less financially stable. And yes, clearly today they have more space to show themselves, and that's good and bad. It's good because there's more space, isn't it, but the fact that there's more space doesn't mean that there's more quality and many clubs have, there's something that I don't know if you're aware of, that the federation gives an x to each club that has the two locally trained under-20s on the bench, instead of being 12, they're 14. And there are a lot of clubs that put those two at 15 and 16. Are they going to play? They won't. At the end of the season they'll be reimbursed with that money, which is why I say it's very good because nowadays there are players who have their opportunities and that's the most valuable part, full stop. That's what I want to make clear, that yes, it's an asset. Today we have more players of a younger age playing in the Liga Placard. That's a very positive factor. There's no longer that discrepancy of only having players aged 27, 28, 29, no, we have players aged 19, 20, 21 who are already playing for their teams and doing very well. On the other hand, having this obligation means that many who aren't good enough will get their chance, but I also believe that those who aren't good enough will get their chance, and maybe some of them will differentiate themselves and develop. So clearly, yes, I think it's an asset.

**Question 11:** Since the rule came into force, have you seen changes in clubs aimed at promoting local development, such as improvements to local facilities and training programmes; greater investment in training; greater support for young players?

**Answer:** Not more support for young players, not least because there isn't that capacity and mentality in the clubs, the directors and those in charge of the clubs. There's still a lack of ability on the part of those in charge to realise that, before an athlete, there's a person, a young person who has to study, who has their own particularities and has to be supported throughout their training. Neither do infrastructures, but I don't think it's easy either, we're talking about physical

infrastructures, pavilions, it's not easy to build them just because we now have a lot of athletes. To give you an idea, Sporting's under-19s train at 10.30 in the evening, 11 at night, and there are guys who train until half past midnight and get home at 1.30 in the morning and by 8am they're off to school. And we're talking about players who are currently in the national team and who in a year or two will be in the European Under-19 or Under-21 teams. This seems unacceptable to me, but it's what we have, isn't it, because there are too many teams for the infrastructure we have. Now, I also think that there is an increasing concern to give players a better quality of training, I think that above all, the way we train today is very different to the way we trained 10-15 years ago. The fundamental physical concerns about the quality of the players today are greater than they were 10 years ago, and it seems to me that there is a greater physical concern for the player.

**Follow-up:** What about local training programmes?

**Answer:** Honestly, I don't think there has been... If you tell me about the Portuguese Football Federation, particularly in futsal, yes, there clearly has been. On the part of the clubs, honestly, the ones I follow: Benfica, Sporting and Leões de Porto Salvo, I honestly don't see any difference in that respect. The only difference I see is that they have the ability to add more players, more athletes. In other words, in the past there was a junior team, a youth team and a youth team. Now every team has two youth teams, two junior teams and two youth teams, in other words, they're stealing players from each other. Why is that? Because they think that by having more players they'll discover the next Ricardinho and that's one of the situations I say isn't beneficial, because it's impossible to have two teams and have everyone play. If it's difficult with 12, imagine with 24, so we're talking about teams of 30 players, it's not good for anyone. So yes, they have that capacity, that is, an improvement in that sense, but I think there's an improvement on the wrong side, in trying to add more players or more athletes to their teams. That's not good for player development.

**Question 12:** Do you think that exposing young players to the top level, giving them the opportunity to join the senior team at an earlier age, is fundamental to developing their talent?

**Answer:** You know I don't believe in talent, I believe in work. Just to give you 1 example, and I've been, in inverted commas, framed for my words. I always told Jorge Braz that in every

international competition he had to take a new player, because players can't go to their first European Championship at the age of 25 or 26, because the first European Championship is usually the one that passes you by, you don't play for long, it's all new. So it seems to pass you by and you don't even realise what experience I've had here. So I've always said that and at the last World Cup, Braz rang me and said: Pedro, I'm going to take more youngsters, obviously I ate my words, didn't I, because I would have liked to have gone. But it was Afonso, who ended up doing very well, so of course, the sooner they can have these experiences, the better. Regardless of whether they've played for longer or shorter, what's certain is that the second time they go, they'll be much better prepared to play and enjoy it, and that's already happening today. We're talking about Zicky Té, Afonso, the fixed Paçó, I believe that the most European goalkeeper in the world will be there. And so yes, the sooner they experience it, the better, because then you'll give them the opportunity, at the peak of their form, from 25 to 30-something, to be able to play in the World Cups and the Europeans in a better way than they probably would if it was their first time.

**Question 14:** What skills is a young player who is part of a senior squad more likely to develop compared to a young player who is not? Will the benefits be more noticeable in technical ability or mental strength?

**Answer :** :

Okay, I don't think kids have any of that nowadays, regardless of whether they make the top teams or not. Education nowadays is very much geared towards lack of responsibility, it's always the other person's fault. So that's a skill that we clearly have to work on, us individually and then those next to us, that we are responsible for our results and nowadays unfortunately what we see, and there you go, the coaches are a little guilty in quotes or responsible for it, because when the coaches go on Flash Interviews they always say when they lose that it's the referee's fault, etc. They don't say, oh, it was Pedro who didn't run to the second post or João Matos who missed the pass, no, they never say that, they always say it's the referee's fault. The other team is there with the same goals as us and it's important that the players know that, in this case the young players, and that's going to take time. Just to give you an example, I now follow the Portuguese under-17s and under-19s, and they're now getting the better of the Portuguese national team for being European and World Champions, why? Because they're the

best, and because they're the best they're seen as the best. But they're not. For example, the French team beat the Portuguese team in two matches. At the end they celebrated and there was a player who felt aggrieved, the goalkeeper, and he went up to a player and made a fuss and he turned on him and I went up to him and said: If you want to be an athlete, you don't have time for regrets. If you want to be an athlete, you don't have time to respond to your opponents. There you go, that mental strength. But they don't have that capacity, because they're kids and because in their league they always win. So they're not used to losing, because that's what it is, they're not used to losing, so they don't know how to deal with defeat. They have to realise that when you're an athlete, you're there to compete, you're not there to win or lose, you're there to compete. If you compete well you're closer to winning, but in the end you always know that you're going to lose or you're going to win. The idea here is to understand if an athlete is in a first team, what skills they'll acquire more easily if they're around them. An athlete from Sporting or Benfica is going to win a lot of times, so I believe that an athlete who isn't in a top team is going to have much greater mental strength than an athlete who isn't in Benfica/Sporting, because they're going to lose more often so they're going to have to acquire more resilience, more ability to realise : Okay, I'm losing, I have to get up and go for the win, whereas the Sporting and Benfica players will be winning a lot and won't have that experience.

**Follow-up:** But forgetting that example of a Benfica or Sporting player, a player who isn't part of the senior team probably won't develop, for example, reaction time when playing, and that's also the point of the question.

**Answer:**

Yes, those who are in that kind of context have an accelerometer, the differences are greater and they're quicker even if they absorb so much... Let me explain: a player who is at Sporting loses very few times, but the times he loses he's going to learn quicker than someone who isn't in a top team and loses 15 or 20 times a year. He's going to learn, it's just going to take him longer because at the club he's at he's going to have those kinds of people by his side who are going to teach him how to deal with the frustration of defeat, that capacity for resilience, and how to respond more quickly to failure. So if you're in a top team, yes, you develop discipline more quickly, because you have to be disciplined, and the players who achieve that kind of Sporting/Benfica/Braga context are the ones who were willing to do what others didn't want to

do. So I'd say resilience, I'd say discipline, the ability to do what has to be done and not what we want, communication, we athletes communicate very clearly and very effectively, we communicate little but it has to be clear and effective. Because the game is so fast that if, for example, I want to tell João Matos to close down the right wing, I don't say: "João Matos close down the right wing", I say "Right" and Matos has to know that it's for him. We have to have this ability to communicate. And then there's accountability. I think it's a skill that we have to have, but I think that most athletes don't have it and I clearly think that young athletes who have the opportunity to work with their elders in this type of team will realise that it's their responsibility, regardless of the result, and not the others'.

**Question 16 :** What are the advantages of training locally compared to signing new players?

**Answer :** :

Hiring players is a box of surprises. As a rule, those who sign them - and this is something I know for a fact, I've been there and seen it - are concerned only and exclusively with technical and tactical issues within the game. They don't worry about the off-field, and a lot of the success that players have on the pitch is because they behave well, it's easier that way off the pitch. So the fact that you have more homegrown players means you get to know the player better, in a genuine way. You realise in what context he has evolved, in which he has grown, because then it changes. I'm sure you know Fernando Cardinal and he comes from a very complex youth development. So the people who worked with him had to be aware of this, because the neighbourhood, in quotes, never left Cardinal's blood, and it's important that the people who lived with him understood this, because no matter how much we wanted him to behave differently, he was never going to behave differently because he already had it in his blood. There were ways to soften all that anger, so to speak, so clearly yes, having homegrown players allows you to get to know the players better and to know how to help them better. As I said, picking up a foreign player is a box of surprises, because you don't know what family he comes from, you don't know what woman he has, never forget that the best investment we make in our lives is our peers, be they men or women. With regard to the adaptation phase, there are always situations, imagine, in this case for men, women who didn't understand why their husbands didn't play. Then they get home and it's a destabilising factor, isn't it, women in the stands turning to the coach or saying something. You don't know that, so when you go to get a player you have to know that, because you don't want to buy vices. You want to buy a healthy player who is mouldable, right? A player can have vices, not just himself, but his family also comes

with vices. So by training locally, you control the situation better and can help in a better way than if you went abroad. You get quality on the pitch but then you don't know what happens off the pitch and don't forget that training is two hours a day. What's most important for an athlete is what they do off the pitch, not what they do on it, because if they spend the other 22 hours off the pitch in the right way, those two hours on the pitch or in the gym will be much better spent. Now the most important thing, apart from the quality of the player, is what he does off the pitch.

**Question 17:** How important is local talent development for the sustainability of futsal?

**Answer:**

I'll give you an example, which is that whenever the technical team announces a squad for the under-13s and under-15s, there's an inter-association competition, where teams from the Algarve, the Alentejo, from all over Portugal, all the districts, go and concentrate in one place. So the coach will make his first selection on the basis of those that the local selectors have called up and the local selectors have called up the best players? We don't know. So they're the first part, I won't tell you the most important part, but I believe they're a part, I mean, I could even say they're the most important part in the first approach, in the first knowledge of what's going on from a local point of view. Because they're the ones who know the context, they're the ones who know who's practising more, who's practising less, they know the coaches, the dynamics that exist in each locality, so they're undoubtedly an important link for the athletes to reach the radar of the national teams. And in order for them to reach the radar of the national teams, there has to be a good basis for recruiting these so-called local coaches so that there is this concern, not only for the development of the athlete at the top, but also for the increase in young practitioners, which is essential.

**Question 18 :** Are younger and younger teams an advantage or a disadvantage?

**Answer :** :

Advantage. Why? Firstly because he's already experienced. I say that because I started playing futsal when I was 15 or 16 and I've had as many years of futsal as Paçó and I finished my career aged 39. Paçó, with one more year, has the same 16 years of futsal as me. OK, with fewer important games, yes, but he'll get to the same important games much earlier than me. So yes, younger teams, because nowadays they've grown up in contexts where they've only played futsal, which means they're better prepared for the existing challenges. There is something that comes with it, which is that they don't have as much experience, but they'll get that experience the more games they play, so yes, younger teams because I think that nowadays the younger players have more ability and quality to face the challenges that lie ahead.

**Question 19 : Did you** feel that the national team was strengthened by the implementation of the rule thanks to having a greater number of selectable players?

**Answer:** Yes, it's been reinforced.

**Question 20:** What positive or negative factors may have affected the commitment to young players in Portugal?

**Answer:** The issue here is that the coaches and managers of the clubs want to win and realise that because they are young, they don't have the ability to achieve the goals they want for their clubs. That's the first, it's ignorance on the part of the directors, but I think it's an ignorance that they know, that they want to have. Then, when it's justified that there's a lack of knowledge of these rules and regulations, it's because they don't bother to find out either, in other words, clearly today there's very close contact between the Federation and all the clubs and only those who don't want to have this knowledge don't have it. You're only unaware if you think that these youngsters aren't part of the club's development, and it's often when they look around and see a player leaving this club for Benfica or Sporting that they think maybe we're not doing things properly. So let's do the same. Or they just don't know and then they only know the norm or the rules when at the end of the season they look at the subsidies that the Portuguese Football Federation gives to these clubs. And they don't understand why, in other words, they don't want to understand the rules and regulations for the right reasons, they only want to understand the rules when it seems that someone has got the better of them, so they want to know what happened. A lot of it is the financial factor, and obviously the younger players end up getting

the brunt of it, they end up having little space as a result of the incompetence of the directors and especially the directors, not even the coaches because that's not even the coaches' competence, it's more the directors and the club presidents.

**Question 21:** And in Spain, can you give another opinion, other factors that in Portugal are perhaps not the same or are even the same as in Portugal?

**Answer:** I don't really know Spain. But looking at the squads in Spain, I don't think there's a restriction, if there is, it's not as strict as in Portugal. The financial factor is always the easiest to observe. The point here is that in the old days, the Spanish league had a lot of world-class Brazilians in a lot of teams. What's certain is that the level in Spain has now dropped, there aren't as many quality players, which means that a top player from the Brazilian or even Spanish national team is already thinking about coming to Portugal to play for Benfica or Sporting, and that used to be unthinkable. We used to go to Brazil to get players who were the best in the region, in São Paulo, Rio de Janeiro and so on. Now we go and get the best or the very best, which means that the recruitment base in Portugal has increased a lot in quality. In Spain it hasn't, because Spain has had a brutal investment in sport for many years. If you look, Spain has been world and European champion in many sports, even individual sports. But what is certain is that it seems that they, at least in futsal, haven't managed to provide that continuity.

**Question 22:** Did you feel that there were differences in the competitiveness of the league after the rule was introduced? And do you think the competition has become less unbalanced?

**Answer :** :  
It's a complex answer, because let's see if I can make myself understood. On the one hand, yes, because players ended up coming who, it was utopian for Rubinho to play in Portugal, it was utopian for Dieguinho to play in Portugal, it was utopian for the best goalkeeper in the world, Guitta, to come to Portugal, Merlim I didn't think it was so utopian to come, but okay, Juanjo himself, Benfica's goalkeeper, came, I don't know if it was 2013. I think so, it was at that time that better players and better players came through who made us Portuguese evolve at a much faster rate than the players who were here before, not taking away any merit from Davi from Sporting, Déo, among others, but those players were the best in their regions and ultimately also in Portugal, but Brazil is huge. So yes, we clearly had a more competitive league at the

time, with better foreigners coming through and the Portuguese player becoming better, but what is certain is that I look at the panorama of the Portuguese league today and it's not as high in quality as those years made it seem. What is certain is that the Portuguese player is also much better, now there is a recruitment base at National Team level for the A team that is bigger than a few years ago, a few years ago if one or another player got injured it was a complication to realise who was going to go or which player could fit in. Not nowadays, the national team's base is much bigger and that reflects the quality of the players. Now, in all honesty, it doesn't seem that the quality of the players is very visible at league level, in other words, I think the national team is much better, it has a much bigger and better base of quality players. However, I don't think the teams are any better in terms of quality of play. This can be a bit complex and difficult to explain, but what is certain is that these players, when they go to their clubs, end up having vices and behaviours that don't make the league grow, that don't make their teams grow, quite the opposite, and this can be seen in the standings, i.e. Benfica and Sporting have twice as many points as the fourth-placed team, and that's a sign of something. The discrepancy is very high between the first three and the others, there's an imbalance. So, on the one hand, I think there are better players in greater numbers, on the other hand I don't think that this greater number of quality, homegrown players has made our league as spectacular as it should be at the moment.

**Question 23 :** We now move on to the performance of the national team. Since the rule was introduced in 2013/2014, have you noticed any long-term changes in the profile of the players called up to the national team?

**Answer :** :

The Portuguese player in the past was a player with bad vices, in other words, the national team player wasn't an athlete, he was a player who passed, who got in front, who scored a few goals, he had no idea what it was like to be an athlete. They didn't behave like athletes and clearly there has been an evolution. And it didn't just have to do with the rule of locally trained players, obviously the locally trained player helped. Why was that? Let's go back to the beginning, better players came along with better habits, better ways of being in sport, and that passed on to the Portuguese players. The Portuguese adopted this lifestyle, the lifestyle of being an athlete, and this was also passed on to those who started playing for the national team. Obviously deviant behaviour will always exist, right? The athlete is not an angel, so to speak. But obviously in

order to have balanced performances, in other words to always be in a semi-final, a final, and I don't mean winning, I mean to be in the deciding matches, he has to have good behaviour, he has to know how to take care of himself, something that in the past Portuguese players didn't know how to take care of and didn't want to. These demands have changed as a result, I'd like to believe, of the foreigners who have come and the work done by the Portuguese futsal team, particularly the futsal team and Jorge Braz. It's not that it's put an end to these deviant behaviours, but it's realising that these behaviours aren't admissible and there's the example. If you're in the national team and you behave in a deviant way, then the next time you're called up, that player won't be there, someone else will be, so nowadays, since 2015/2016, the year we went to the semi-final of the World Cup, those who started going to the national team began to understand the context they were in and that there was no room for deviant behaviour. When that's the case, when you get somewhere and you know how you have to behave, it's easier to conquer.

**Question 24:** What factors do you consider to be the most important for the success of a national team?

**Answer :** :

Leadership, it has to be well-defined from the point of view of your leader, in this case the coach. Well-defined rules, it's important that everyone knows the rules clearly and directly. Accountability, it's important that the athletes and beyond, just so you're aware, there are usually 14 athletes who are part of a squad and there are another 14 people who are around the athletes, from physiotherapists to doctors, directors, cooks, team managers, etc. So accountability not only from the athlete's point of view, but also the accountability of everyone who is part of this entourage. It's important to have this notion of responsibility. Then, I'm not sure what it's called, but it's happened a lot, but I think that's where the cohesion of the group comes from, which is everyone realising their role within the team. Those who play 30 minutes are just as important as those who play 5. Those who play 5 have an important role, or they don't realise their role in the team. His 5 minutes playing or his 5 minutes supporting, clapping or giving the water. That seems to me to have been the main factor, now looking back. Everyone realised their role within the team, and I don't think that's easy to achieve within companies, but it's something that's been built up and I think that's been fundamental in making it easier, even in adverse situations on the pitch and off it too, because for everyone to understand their context within the team and

within the game too. A lot of players say: "I never get opportunities, but there's the timing of the opportunity, and it's often they who aren't ready for the opportunity to appear in front of them. And the opportunity often isn't the other person's injury, the opportunity doesn't have to come with the other person's injury, the opportunity has to come, oh boy, and it often happens without us expecting it, it's a click and that puff, the opportunity is here and you haven't done anything, but it's passing in front of you and, oh boy, I see an opportunity here. And it could be, for example, they've scored a goal or we've conceded, that's an opportunity, if my team concedes a goal, I have the chance to show my support for my team and that's an opportunity. The coach sees it and then when it's time to look back, that's what I always say to the guys: You have to give the coach the chance to look back and be that guy who's coming in now. If you're sitting quietly in your seat not making a sound, he's going to look at you and say this guy is coming in now and he's going to set me up.

## **Appendix M – Interview with João Matos**

*(Portuguese version)*

**Pergunta 1:** Qual foi a sua reação inicial quando a regra foi introduzida?

**Resposta:** No início ficamos um pouco reticentes, eu digo isto porque eu sempre lhei com um plantel com 5, 6, 7 jogadores não formados localmente, mais até. Ou seja, quando essa regra é implementada, o primeiro pensamento é que vamos ficar enfraquecidos. Esse foi o primeiro pensamento. Logicamente equipas que não usufruíam do poder financeiro e das condições que o Sporting tinha para ter vários jogadores brasileiros, neste caso eram brasileiros, se calhar aceitaram de uma forma mais tranquila porque iriam ver a curto prazo, uma, não digo igualdade, mas um equilíbrio entre as equipas. E nós, pronto, ficámos, não digo assustados, mas com alguma preocupação se é assim que se possa dizer em relação ao que poderia vir a acontecer, visto que estávamos mais que habituados a ter um excesso dos jogadores que não formados localmente.

**Pergunta 2:** Que benefícios e desafios anteviu da implementação da regra?

**Resposta:** Benefícios, certamente que vai ser resposta a alguma pergunta mais tarde provavelmente, benefícios foram aumentar ou melhorar a capacidade e as qualidades do atleta português. O outro benefício seria, que não acabou por acontecer a longo prazo, a médio-longo prazo, a valorização do atleta português. Isto em termos financeiros, porque os clubes obrigatoriamente iriam ter que depender de atletas formados em Portugal. Desafios passaram por uma aposta forte na formação, que vai ser resposta provavelmente a uma pergunta à frente, que hoje em dia os resultados são óbvios, essa aposta na formação, seja de clubes, seja de federação, isso acaba por ser um desafio, porque tínhamos que obrigatoriamente formar bons jogadores para não depender sempre de contratação dos jogadores formados localmente que estejam espalhados pelo país ou pelo mundo.

**Pergunta 3:** Quais foram as principais diferenças que notou entre o período pré- e posterior à implementação da regra?

**Resposta:**

Sinceramente, não houve grandes diferenças em estar de tal se falo de uma forma generalista.

A grande diferença, teve logo a ver com o número de jogadores não formados localmente, obviamente, em todos os clubes. Eu lembro muito dos meus primeiros anos de sénior, havia muitas equipas com muitos jogadores estrangeiros, muitas equipas mesmo. Se existiam ou não, sinceramente, também não me lembro. O que é certo é que depois houve uma obrigação de ter muitos jogadores formados em Portugal e houve ali uma lei transitória de idades. Se não estou em erro começou com 23, depois passou para os 21 e agora passou para 19. Houve casos excepcionais, como o caso do Déo, como o caso do Ivaney, provavelmente, do Bruno Cintra, que está agora no Benfica. Ou seja, teve que haver uma aposta rápida em jogadores formados em Portugal e isso veio rapidamente equilibrar minimamente o que era a Liga Placard, porque não se podia..., tinha que se dar o tiro certo na opção de jogadores não formados localmente, e isso veio rapidamente evoluir a qualidade do jogador português e essa qualidade de jogador português é evoluída com o facto de só haver cinco jogadores formados não localmente, eles têm que ser jogadores com muita qualidade para poder equilibrar a equipa, para poder dar rendimento e resultados. Por isso, tendo essa maior qualidade dos jogadores não formados localmente, isso vai obrigatoriamente fazer com que o jogador formado localmente treine com jogadores muito bons. Vai fazer com que os jogadores jovens mais cedo que comecem a treinar com equipas seniores, vai aumentar a sua qualidade, vai potenciar o rendimento desses jovens e isso vai trazer a várias equipas portuguesas jovens com qualidade, mais competitivos, porque treinam com jogadores muito bons, que são os não formados localmente e alguns formados localmente que se mantiveram e porque desde muito cedo começaram já a treinar com a equipa sénior para rapidamente fazerem parte de um lote dos jogadores formados localmente para serem inscritos na Liga Placard.

**Pergunta 4:** Sentiu que o facto de ser um jogador formado localmente contribuiu positivamente ou influenciou a tua relação com os adeptos locais?

**Resposta:**

Sim. Eu creio que isso é comum em todas as equipas. Um jogador que é formado localmente e que vive até na zona residencial do seu clube tem sempre um impacto mais mediático naquilo que é o carinho do adepto. Contudo, se não haver rendimento desportivo, isso de pouco vale, há casos específicos disso. Temos jogadores que passaram pelo suporte em formados localmente que não tiveram um grande rendimento. E não eram tão acarinhados como eu sou, como são os Paços, o Zicky, como foi o Erick. Temos o caso do Gonçalo Portugal, que passou uma vida inteira no Sporting, é sportinguista. A família é sportinguista, é acarinhado sim. No entanto, não teve o rendimento que teve um Guitta, logo não teve o mesmo carinho. O carinho

até pode ter o mesmo, acaba é por ser mais expressivo, depois para quem obtém um resultado desportivo mais elevado. E foi o caso do Guitta e do Gonçalo por exemplo.

**Pergunta 5:** Sente que existe uma ligação mais forte entre adeptos e jogadores quando uma equipa tem um maior número de jogadores formados localmente?

**Resposta:**

Eu compreendo essa questão, mas eu acho que é muito comum no desporto, infelizmente, que és acarinhado se tiveres resultados, ponto. E se tiveres uma equipa recheada dos jogadores de formação mas não ganhares nada, ou acaba cedo o teu ciclo rapidamente e vão entrar outros jogadores, ou então há uma contestação e não tens resultados e a coisa não corre assim tão bem. Claro que há sempre exceções à regra, vamos olhar o caso do Benfica, o Benfica comparativamente ao Sporting poucos títulos ganha, no entanto, e havendo mesmo essa contestação, tem sempre os jogadores que são formados localmente e que são publicamente expressivos pelo Benfica, que acabam por ser sempre acarinhados e que recebem menos contestação por isso, ou seja, o fator formado localmente vai pesar no carinho do adepto. No entanto, se não tiveres resultado, acaba-se, o desporto gere-se muito pelo resultado e se não tiveres resultados esse carinho rapidamente se torna em contestação, essa contestação torna-se um ciclo negativo, numa nuvem negativa no atleta, baixa a confiança, perde rendimento e é capaz, muito provavelmente, de até ser sair do clube.

**Pergunta 6:** Na Sua opinião, ter um maior número dos jogadores formados localmente numa equipa leva a uma maior coesão da equipa?

**Resposta:**

Não necessariamente, eu acho que a coesão da equipa parte de uma forte liderança, parte de metas ou objetivos comuns muito bem traçados em que todos têm noção desses mesmos objetivos e estão dispostos em prol de uma equipa a atingir esses objetivos. Ser formado localmente, traz uma componente de coesão que já vem da formação, mas isso não se traduz automaticamente numa boa coesão. E depois lá está, e depois falamos aqui, eu não quero falar em profissional ou amador, porque na Liga Placard eu considero que todos são profissionais, independentemente do valor de vencimento, acho que é pouco ou nenhum jogador que não vive só do rendimento do futsal, e por isso, independentemente do número de treinos, têm que ser

considerados profissionais porque vivem desse próprio rendimento. E lá está, se tiver uma equipa com uma base muito, muito alargada de jogadores de formação, e lá está, não obtiverem resultados e ser num âmbito de grandeza de Sporting, essa coesão acaba por ser enfraquecida. E digo isto porque tenho aqui dois termos comparativos. Tive um plantel que foi campeão da Liga de Campeões em que tínhamos 8 jogadores não formados localmente, que é um leque muito grande para a lei em vigor, e, no entanto, teve uma coesão muito forte. Por outro lado, tive uma Liga de Campeões ganha em Zadar com muitos jogadores formados localmente, em que a coesão também foi muito grande. Ou seja, acho que a coesão é criada, é semeada, é plantada, e se for bem direcionada, seja com os jogadores formados localmente, ou não, é possível tê-la. Por exemplo, no caso do futebol, em que tens um leque gigantesco de jogadores que não são portugueses, que não são formados localmente, e existe uma forte coesão, porque essa coesão dá para criá-la, dá para plantá-la, dá para estimá-la, tem tudo a ver com traços de personalidade, tem tudo a ver com egos, tem tudo a ver com objetivos comuns, e com, por isso é que lá está, acho que não há uma influência direta. Ajuda, porque os muitos jogam juntos na formação, porque construir uma carreira nos séniores, mas não é sinal que isso vá trazer uma forte coesão em momento de pressão, em momento de adversidade, em momento de derrota significativa, de derrota pesada.

**Pergunta 7:** Considera que jogar como jogador formado localmente ajuda a preservar tradições regionais e estilos do jogo na Liga Placard?

**Resposta:**

É um bocadinho vaga essa questão, digo isto porque para ser cultivado essa ADN de Clube, essa ADN regional tem que haver uma liderança e uma forte liderança em que implemente o que é o ADN de Clube, o que é a ADN da Região, que é o tema que estás aqui a perguntar. Lá está, eu vou aqui dar um exemplo, por exemplo, a equipa do Ferreira do Zêzere, é uma equipa tipicamente regional, apesar de ter um ou dois jogadores regionais, logicamente que se tivesse mais, esse jogador formado localmente iria ter uma motivação extrínseca superior. Agora se falarmos na área metropolitana de Lisboa, onde existem n clubes, em que um jogador pode jogar em vários clubes da Liga Placard, né, para nascer em Lisboa jogar depois pelo Sporting, vai ter uma coisa regional, vai ter esse forte apoio regional, não acho que não é por aí. Por isso acho que é importante haver membros de estrutura técnica e plantel que passem os princípios, que passem o ADN, que passem a imagem do que é ser desse clube, ser dessa região, cultivando

isso aí em um lado motivação extrínseca que pode ser favorecido no desporto.

**Pergunta 8:** Sentiu que contribuiu para a identidade local da tua equipa?

**Resposta:**

Sim, sim, lá está. Eu tive excelentes exemplos quando era mais novo. Tive dois capitães, fui capitaneado por dois homens que viviam muito o que é ser Sporting, o clube identificava-os como os jogadores a Sporting, assim dizendo. E eu, desde muito cedo, que fui caracterizado muito pela minha forma emocional ligada ao clube, pela minha forma emocional dentro do campo, e isso influenciou aquilo que eu, aquilo que o adepto sente por mim. Logicamente, os resultados ajudaram muito, mas tive épocas em que o Sporting ganhava pouco. Mas, no entanto, o adepto exige sempre a vontade, a garra, a dedicação e isso, felizmente, nunca me faltou. E por isso, o adepto regional, neste caso, falando de um Sporting é um bocadinho redutor falar no regional. Eu acabei por cair em graça, do adepto pelo lema do Sporting, que é o esforço, dedicação, devoção e glória. E eu incorporei muito bem isso nos meus primeiros anos de clube, e é um bocadinho isso que depois tem que ser implementado nos jovens que hoje em dia aparecem, com uma mentalidade totalmente diferente do que aquela que eu, quando eu apareci da minha geração.

**Pergunta 9:** Sentia que, antes da introdução da regra, a identidade local regional estava a deteriorar-se?

**Resposta:**

Não, nem antes, nem agora, não sinto que isso tivesse influência. Essa identidade regional, eu tenho que olhar a clubes, não Sporting não Benfica, não Quinta dos Lombos, porque vive muito do que é o âmbito regional, vive muito do que é a formação, dos pais, dos seus formação, Porto Salvo... Eu olho mais Elétrico, olho mais a Fundão, olho mais a Ferreira do Zêzere, olho mais a Caxinas, e não é por terem mais ou menos jogadores de formação, formados localmente, que houve maior ou menor adesão ao pavilhão. Eu ia jogar, quando a lei ainda não estava em vigor, à Alpendorada, ao Instituto D. João V, à Fundação Jorge Antunes, e eram sempre pavilhões de equipas, como tu estás a falar em, no âmbito mais regional, que eram fervorosos, Freixieiro,

por exemplo. Hoje em dia a regra está implementada, o Fundão continua a ter uma massa associativa muito fervorosa e que vai, vai encher muitos pavilhões, e sempre que o Sporting vai lá jogar, também porque o Sporting leva muitos adeptos, mas há sempre um grande ambiente. Ferreira do Zêzere é mais recente, já com esta regra, mas também está lá, o Elétrico também apareceu agora. Mas sendo um clube regional de uma pequena ou média localidade, acaba sempre por terem um mediatismo ou o acompanhamento do povo, com ou sem regra dos formatos localmente, eu acho que isso iria acontecer sempre, porque as pessoas querem o resultado da equipa da terra e se só tiver um, ou tiverem três, ou tiverem cinco jogadores de formatos localmente, elas vão querer é puxar para o seu clube.

**Pergunta 10:** Quais considera os principais fatores para manter uma forte identidade local e regional entre clube e adeptos?

**Resposta:**

Eu acho que tem que haver sempre uma proximidade entre o clube e a região, dinâmicas do Clube dentro da região, interação do plantel com as pessoas da região, com as pessoas locais, vai trazer proximidade, vai trazer carinho, vai criar ligações interpessoais entre jogadores e residentes. Eu acho que isso é um fator que ajuda muito a aproximação. Ter muitos escalões de camadas jovens, eu acho que é outro fator, porque estes clubes regionais tendo muitos escalões de formação, as crianças acabam por ser o clube onde querem jogar, porque é a maior potência da região, é mais facilitador para os pais porque é mais perto, vai criar ligação dos pais com o clube e depois vai os irmãos, depois vai a tia ver os miúdos. Isto acaba por ser uma bola de neve. Agora eu acho que para nós, atletas, muitas vezes é chato porque temos a nossa vida pessoal, de fazer este tipo de trabalhos, assim dizendo, de ligação ou adepto, ligação àqueles que são da terra. Muitas vezes para nós é chato, não temos vontade, da mesma forma para vocês às vezes não têm vontade de fazer determinado trabalho ou determinado seja o que for. Mas acho que é importante. Acho que é importante. E no final do jogo também nunca faltar ao respeito àqueles que nos vão ver, independentemente do resultado. Ou seja, lá está é criar ligação. É dar... Eu agora estudo muitas dessas coisas de partes mentais e influência e ligação às pessoas. As pessoas que nos vão ver também querem amor, não vão só passar amor. E se o amor que a gente passa aos adeptos não é a vitória, então que seja o cumprimento, que seja o agradecimento, que seja a gratidão por estar lá constantemente. E eu acho que é um bocadinho

por aí. Esta ligação entre equipa e residentes, ligação clube, residentes, ligação equipa, plantel, residentes. Eu acho também importante.

**Pergunta 11:** Mencionou anteriormente que a regra beneficiou a formação dos jogadores nos clubes. Como?

**Resposta:**

Então, um clube obrigado a ter jogadores formados localmente vai ter que fazer duas apostas. A primeira, e temos que constituir aqui uma base solida de uma pirâmide, a primeira tem a ver com condições. Se não dermos condições de trabalho, não vamos conseguir promover e potenciar rendimento e qualidade. Depois, os formadores têm que ser qualificados e têm que ter condições. Condições, quando digo condições, é na base da qualificação. Ou seja, primeiro temos que ter condições para trabalhar, depois temos que ter pessoas qualificadas, bem formadas, para formar pessoas e atletas. E, por sua vez, o atleta em si, tendo condições e tendo bons professores, que se assim queiram chamar, bons treinadores, vão ter um melhor desenvolvimento. E isso vem muito beneficiar o jovem português, o jovem atleta. Obrigando, obrigados a ter determinado número de jogadores formados localmente, tem que se olhar para a formação como um sustento a médio-longo prazo. E quem não pensar assim está errado e este pensamento é um ciclo vicioso para promovermos e potencializarmos cada vez melhor os miúdos.

**Pergunta 12:** Mas por exemplo, em termos práticos, sentiu que os clubes, ou pelo menos o Sporting, apostavam mais financeiramente nas academias, ou que criou programas de formação mais desenvolvidos?

**Resposta:**

Hoje o Sporting paga muito melhor financeiramente o que é o Treinador de Formação. Tem um Coordenador de Formação muito mais presente. Nós em termos de equipa sénior somos padrinhos, todos nós somos padrinhos de um escalão de formação. Ou seja, acompanhamos treinos, vamos a jogos, eu na minha parte, eu faço questão que assim seja, eu sou palestrante para os miúdos, não só pela minha carreira, mas por aquilo que eu acredito que seja o caminho, no caminho e na formação. E por isso eu acho que sim, acho que houve melhorias visíveis. Eu não sei se vocês vão falar nisso, mas acho que é um bocadinho obvio. Este resultado dos sub-19 que obtiveram agora, é muito resultado daquilo que é uma aposta na formação. E depois

temos outra coisa que são as certificações das entidades formadoras, onde a Federação... Ou seja, a Federação obrigando a ter determinados parâmetros, isto também vai fazer com que o clube, para ter determinados escalões os tenha que cumprir e cumprindo também esses parâmetros, que passaram a ser obrigatórios, e infelizmente há muitos clubes que só o fazem porque é obrigatório. Isto também vai trazer melhorias a longo prazo no que é a qualidade dos jovens. E depois, os resultados, obviamente, da Seleção senior, veio trazer e está provado, estatisticamente, um aumento do número de praticantes. E quando o número de praticantes aumenta, porque há mais mediatismo da modalidade. E depois, porque há mais condições, há mais pessoas formadas para formar jovens atletas, há melhores condições, porque têm que ter fisioterapeutas em todos os escalões, porque se não, não têm esse certificado da Federação. Ou seja, acaba por ser uma bola de neve, e aí dou muito mérito àquilo que é a estrutura e a direção que a Federação tomou neste sentido de promover os escalões de formação, com até com mais seleções, com os inter-associações todos e depois os clubes. Uns viram que era o caminho à aposta na formação, outros tiveram que se adaptar quase por obrigação a aquilo que são as exigências do Futsal em Portugal.

**Pergunta 13:** Quais as vantagens de ter equipas cada vez mais jovens e apostar cada vez mais cedo na formação desses mesmos jogadores?

**Resposta:**

Isto é um bocadinho difícil, porque essas vantagens na minha ótica só aparecem pelo trabalho desenvolvido atrás. Ou seja, porque é que um Zicky, um Paçó, ou um Erick foram uma vantagem para nós? Porque trouxeram uma mentalidade que não existia, trouxeram uma mentalidade de querer ganhar, de competir no treino. Eu quero competir no treino, mas eu sei muito bem gerir o meu esforço. Eu sei quando é aquele treino da manhã, estou mais calmo. À sexta-feira, o treino antes do jogo, eu não meto o pé porque posso me posso aleijar ou posso aleijar o próximo. E eles vieram com uma mentalidade totalmente diferente. É para ganhar cada exercício, é para ganhar todos os treinos. Isso, isso, inevitavelmente, vai trazer uma competitividade interna maior que depois se reflete no fim de semana. E não quer dizer que seja melhor ou pior do que o passado. É diferente e trouxe outros tipos de resultados e foi benéfico. Tens um plantel jovem, acabas por ter um plantel com fome de títulos, com fome de vitórias, com fome de se mostrar e se for um plantel jovem que não o Sporting, que não Benfica e agora vamos aqui incluir o Braga. Esse jovem, o que quer é mostrar-se para chegar ao topo, ainda para mais quando praticamente todos os jogos são televisionados hoje em dia. Ou seja, a montra

é muito maior. Ter uma equipa recheada de planteis jovens vai trazer esta sede, vai trazer esta vontade, vai trazer alguma irreverência. No entanto, se o que está por trás da formação não for trabalhado nesse sentido, no sentido de desenvolvimento, de vontade ou de querer e de ambição, se for só um trabalho de quase benefício do próprio treinador em ter o resultado, é o que acontece em N equipas de formação onde que o treinador está lá para ter resultados, que é um erro que eu não entendo nem sequer tenho palavras para isso, quando se tem um treinador na formação que olha os resultados da sua equipa em vez de olhar a evolução e a promoção de uma pessoa. Eu não tenho palavras quando isso acontece, fico devastado e quando isso acontece no Sporting então eu fico louco. Agora, tens algumas vantagens, tens esta irreverência, tens esta sede de títulos, tens esta sede de se mostrar para vingar no outro clube de maior dimensão mas lá está sem haver um equilíbrio de juventude, experiência, irreverência com equilíbrio, a equipa também não vai funcionar.

**Pergunta 14:** Sentiu que existiram diferenças relativamente à competitividade da liga antes e após a implementação da regra, isto é, a competição ficou menos desequilibrada?

**Resposta:**

Olha, essa é uma pergunta que tem rasteira. Eu diria que fazia todo o sentido a liga ser mais equilibrada hoje com esta regra. Contudo, não o é. Eu quando subi a sénior, eu lembro-me de na fase regular ficar em sétimo, pelo Sporting. E hoje em dia, se eu ficasse em sétimo, muito provavelmente na próxima época não estava lá nenhum dos jogadores. Ou seja, não aconteceu. Ponto. Eu gostava que se tivesse acontecido, não aconteceu. Mas há várias variantes aqui. Não é só olhar a lei dos formados localmente. Tem muito a ver com o investimento, ponto. Infelizmente, essa é a verdade. Porque há poucas equipas, ou não conheço se calhar nenhuma, nem no futebol, que têm muito dinheiro e o que fazem é apostar na formação e pronto. E não recheiam o seu plantel com qualidade vinda de fora. Antigamente, havia N equipas com muitos jogadores que não eram formados localmente, quando a regra não existia. E havia 4 ou 5 equipas que lutavam pelo segundo e terceiro lugar do campeonato. E se vocês acompanham, em realidade, a Liga Placard, temos Sporting e Benfica em 12 anos nas finais. Ou, em 12 anos, o Sporting e Benfica só não disputaram duas finais. Uma foi o Fundão e outra foi o Braga. Mas o Sporting disputou todas. Ou seja, eu acho que houve uma maior competitividade, no que diz respeito do quarto, ou num lugar, porque existe sempre um outsider. Às vezes existem dois outsiders diretos. Depois há ali uma grande luta pelo play-off. Há uma luta diferente ali entre o quinto e o terceiro. E depois, se calhar se fomos a ver, em termos de orçamentos, é exatamente

assim. Têm os dois, três primeiros, que têm um orçamento muito superior aos outros. Depois, tens do terceiro lugar, ao quinto e sexto, de um orçamento idêntico. E, assim sucessivamente, por isso não. Não aumentou a competitividade quando a regra foi formada.

**Pergunta 15:** Na sua experiência, que impacto é que a regra teve nas várias seleções nacionais de Portugal, desde as mais jovens até a principal?

**Resposta:**

Eu, sinceramente, não acompanho as mais jovens. Vou dizer muito sincero. Nem sei até que escalão é que começa a seleção nacional. No entanto, acho que é óbvio. E, como sei, no início também falei um bocadinho disto. Obrigatoriamente, existem jogadores portugueses a jogar nas equipas e na liga, tendo um número limitado dos jogadores não formados localmente, é mais fácil dizer estrangeiros mas vocês não devem poder escrever isso. Esses jogadores têm que ser muito bons. Era impensável há 15 anos atrás termos jogadores como o Merlim, o Dieguinho, o Fortino, o Rubinho, o Diego Nunes, o Rocha. Estes jogadores estão a passar em Portugal nos últimos 7 ou 8 anos. E isso antigamente era impensável. Hoje em dia temos a sorte de ter esses jogadores de top mundial no futsal português. E o jogador ao trabalhar diariamente com eles, vai evoluir muito mais. O jogador que vai jogar contra ele obrigatoriamente vai ter que ter um melhor empenho para poder travar. Isto vai aumentar o rendimento do jogador formado localmente. E isso veio-se a refletir na seleção. Como é que eu poderia ter um bom rendimento na seleção se eu só jogava 5 minutos no meu clube? A partir do momento em que a lei dos jogadores localmente entra, o jogador português passa a jogar muito mais tempo, passa a competir mais. E o maior exemplo que nós podemos ter do benefício desta lei no futsal nacional é o caso de Espanha. Espanha é o maior exemplo. A Espanha não tendo isto, os jogadores jovens espanhóis, quando sobem ao plantel sénior, não têm margem para ficar nos plantéis da primeira liga. Jogam na segunda liga, onde perdem competitividade. Não vão jogar contra o Ferrão, não vão jogar contra o Pico, não vão jogar contra estes e aqueles. Nem vão treinar sequer com eles. Depois, equipas como o Palma, Campeão Europeu têm 2 espanhóis no plantel. Como é que a seleção espanhola vai sobreviver se não há jogadores na liga principal? Espanhóis? Há muito poucos. Porque, quando eu digo há muito poucos, há muitos, não é? Mas se aqueles que trabalham melhor, se aqueles que trabalham mais vezes com maior qualidade, os jogadores a não estar nessas equipas, a seleção vai ter consequências. E é uma questão de tempo até Espanha adotar a mesma lei. Isto é o lado negativo. O lado positivo é o lado português. Porque o jogador português joga mais vezes, compete diariamente, lida constantemente com pressão, com

adversidade, com sucesso... E isso vai se refletir desde... na minha ótica desde 2016 na seleção. Não foi o expoente máximo 2016, foi 2018, como vocês devem saber, mas 2016 foram os primeiros sinais. A seleção de sub-19 vive muito disto. Já falei há um bocadinho, que é que teve que haver uma aposta na formação, teve que haver melhores condições, melhores treinadores, olharam para a formação, os clubes olharam para a formação com outros olhos, tiveram de ficar mais tempo, mais unidades de treino, mais ginásio, que se calhar não havia antigamente. E o resultado é que os sub-19 foram campeões de Europa.

**Pergunta 16:** Desde o período de implementação da regra, na época 2013/2014, sentiu alguma mudança a longo prazo no perfil dos jogadores convocados para a seleção? Sentiu que houve uma maior aposta em jogadores mais jovens?

**Resposta:**

Essa pergunta, leva-me uma resposta que eu não identifico como óbvia. Porquê? Quais são as variantes que eu vou analisar aqui? Eu acompanho a seleção, apanhei essa transição. Primeiro, havia um ciclo de jogadores de 2010, 2012, que já tinha uma idade pesada. Gonçalo Alves, Pedro Costa, o próprio Arnaldo, que acabou por sair ainda um pouco mais tarde, Joel Queiroz, um leque deles. E essa geração, já tendo uma idade avançada e estando a aparecer uma geração nova com qualidade, era inevitável que houvesse essa transição. Depois eu olho o que são os princípios e a identidade do Braz. E eu não sei que conversas existiam com a federação, mas era um bocadinho estranho. O Braz passar, 10 anos à frente de uma seleção, sem ganhar nada, e nem estar perto e manter -se lá. Ou seja, foi dado um projeto ao Braz, ou o Braz apresentou um projeto, foi dado tempo e paciência para desenvolver um projeto. E isto é pela ótica de um trabalho muito bem elaborado, da construção de uma casa pela raiz, pelas fundações, pelos pilares e pelo tijolo, passou para o telhado, que foi agora, que são os dias de hoje. Ou seja, eu não quero associar as coisas assim. Associo a um ciclo a terminar de determinados jogadores. Vejo um projeto derivar também à qualidade dos jogadores que estavam por aí a vir. O Braz depois já ligou com o André Coelho na seleção, nas seleções jovens, com o Fábio Cecílio, com o Tiago Brito, com essa geração, o Afonso, que apareceu agora mais recentemente, ou seja, tem a ver com a identidade do treinador, tem a ver com a visão da federação, aliado a tempo e paciência e um projeto que foi implementado, aliado depois ao ciclo de uns jogadores mais velhos que estavam a terminar e depois muitas as convicções também que era do treinador, porque eu estando dentro, eu sei perfeitamente o que é que se vivia no seio da seleção e não era saudável de todo, de todo. Hoje em dia nós rezamos, uma expressão, rezamos para ir à seleção porque é um ambiente super saudável, antigamente não, antigamente ir à seleção era um

sacrifício pelo ambiente vivido e se calhar o Braz, olhando e conhecendo muito bem as pessoas que lá andavam, olhando para esse paradigma, pensou “isto tem de mudar”, e se eu não ganho com esta velha guarda ou com este jogador já nos 32, vamos adotar um processo novo. Por isso a resposta direta não acho que seja um impacto imediato nas escolhas da seleção, acho que é uma junção de determinados fatores, de visões, de conceitos, de princípios, acho que é por aí.

**Pergunta 17:** Sente que a existência de vários jogadores da mesma equipa na seleção, neste caso do Sporting, foi um fator diferenciador no recente sucesso da seleção?

**Resposta:**

Sim. É uma questão óbvia, são vencedores no clube, transportaram esse sentimento e essa visão para a seleção. Porque se tivéssemos sete jogadores de outra equipa qualquer que não ganhou o que o que o Sporting ganhou nos últimos anos, muito provavelmente a seleção não ia ter esse rendimento. Agora, tendo um leque muito grande de jogadores do mesmo clube e estamos a falar aqui de se calhar aqui em 14 jogadores de seleção, 9 são de dois clubes. Ou seja, dois clubes que trabalham bem, que têm grandes condições, que lutam sempre por títulos, que são competitivos e isso ajuda muito. E isso foi sem dúvida um fator que levou a seleção a ter mais sucesso. Não tenho menor dúvida se bem que o grande sucesso aconteceu em 2018, que não era assim. O Sporting não tinha sido campeão europeu, haviam vários jogadores de muitos clubes de diferentes, tínhamos o Márcio, o Tunha, tínhamos do Braga, do Sporting, do Benfica, e por aí adiante. Mas eu creio que o recente sucesso da seleção, que depois do mundial, principalmente o último europeu e a finalíssima, muito se devem ter muitos jogadores do mesmo clube.

**Pergunta 18:** Acredita que a regra é eficaz nos seus objetivos? Que medidas alternativas sugeriria para atingir os mesmos objetivos?

**Resposta:**

Uma medida alternativa, e eu acho que isso seria que seja revisto, é o facto de um jogador ser português não ser considerado formado localmente. Isso para mim é gritante. Não sei, não sei quem faz as regras, não sei quem estipula isso, mas para mim o Edu, se jogar em Portugal, é considerado um jogador não formado localmente. Não existe, é descabido. É descabido. Eu entendo que tens que fazer uma formação em Portugal, mas tu és português. Também entendo que não se pode falar em nacionalidades, porque FIFA ou UEFA atribui o racismo e essas

coisas, mas bolas. Estamos a falar de uma pessoa que nasceu no próprio país, não se trata de ser estrangeiro ou ser português. Ela nasceu aqui, não faz nenhum sentido ele não ser considerado um jogador formado em Portugal. Isso era uma coisa que eu revia já e o caso do Edu não é o caso de um Caio Japa que tinha passaporte português, isso não. Vamos falar em casos de pessoas portuguesas. Se o meu filho jogar na liga do Inatel, até aos 18 anos, futebol, e depois for jogar futsal é um jogador não formado localmente. Não faz sentido algum. Isso era uma coisa que eu revia logo. Agora, se ainda podemos reduzir isto para... De reduzir, não. Vocês não podem falar nisso. Ou seja, aumentar, ainda este 7, na ficha de jogo para 9, inicialmente eu pensava que iria poder ser benéfico para Portugal e para o jogador português, porque íamos ter mais jogadores portugueses na ficha de jogo, era obrigatório, reduzimos aqui o número dos jogadores não formados localmente, mas dando uma resposta ponderada não faria melhor para Portugal, não faria melhor para a liga. Por isso eu manterei sempre estes 7 jogadores formados localmente como uma obrigação até isto dar maus resultados. 10 anos depois, as equipas portuguesas estão no top de Europa, o Sporting, Benfica estão constantemente a lutar para a Liga dos Campeões. Portugal ganhou nos últimos 7 anos, não perde um jogo oficial, por isso vamos achar o... Não se mexe naquilo que está bom, acho que é melhor assim. Mas eu revia claramente a regra do jogador, ou da pessoa que nasceu em Portugal. Relativamente à eficácia, eu creio que o objetivo era este. Se o objetivo não for este, então está errado. Eu não tenho que saber do objetivo, não posso afirmar-se se foi eficaz ou não foi eficaz. Agora, eu olho ao que o Futsal português alcançou nos últimos 10 anos. Duas ligas de campeões para uma equipa portuguesa, um, dois, três, quatro títulos pela Seleção Nacional. E um quarto lugar em 2016. Acho que foi extremamente eficaz. Depois, a isto junta-se, lá está outras coisas muito vagas, mentalidades. Eu acho que, para todos nós, se semearmos um bocadinho uma cultura desportiva portuguesa na base da lealdade, na base do respeito, muito provavelmente Portugal vai ter próximas gerações também com sucesso. Antigamente, eu digo isto porque, porque sei porque vivi, não havia uma cultura leal entre os próprios atletas. Ou seja, não havia comunhão, não havia empatia, não havia compaixão, não havia nada entre nós. Por isso que eu vos disse que ir à Seleção, antigamente era um aí meu Deus. Hoje em dia as coisas mudaram. Eu sou o amigo de André Sousa, eu dou-me com o Afonso, eu vou buscar o Bruno Coelho a casa. Se um maluco do Sporting, ouve-me a dizer que eu vou buscar o que eu vou buscar o capitão do Benfica a casa, isto cai o Carmo e a Trindade. No entanto, eu tenho muito poucas dúvidas que isto ganha campeonatos, isto ganha títulos. Eu falo com o Tiago Brito, eu combino coisas com o Tiago Brito, quando o Tiago Brito vem mais cedo para estágio, olha, vamos jogar um pádel, vamos almoçar fora. Isto em antigamente, via-se um gajo de outra equipa qualquer, para Lisboa, mais

cedo para o estágio. Eu nem falava com ele, nem falava na Seleção, quanto mais falar fora. Ou seja, esta lei dos formados localmente, veio promover isto. Eu acho que indiretamente ajudou. Indiretamente. Agora, se que todos cultivarmos um bocadinho aqui uma cultura desportiva diferente, todos temos a ganhar.

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*(English version)*

**Question 1: What was your initial reaction when the rule was introduced?**

**Answer:** At first we were a little reticent, I say that because I've always dealt with a squad with 5, 6, 7 non-locally trained players, even more. In other words, when this rule is implemented, the first thought is that we're going to be weakened. That was the first thought. Logically, teams that didn't have the financial power and conditions that Sporting had to have several Brazilian players, in this case they were Brazilians, probably accepted it more calmly because they would see, in the short term, not equality, but a balance between the teams. And we were, well, not scared, but a little worried, if that's how you can put it, about what might happen, given that we were more than used to having an excess of players who weren't locally trained.

**Question 2: What benefits and challenges do you foresee from implementing the rule?**

**Answer:**

Benefits, certainly that's going to be the answer to some question later probably, benefits were to increase or improve the capacity and qualities of the Portuguese athlete. The other benefit would be, which didn't end up happening in the long term, in the medium-long term, the valorisation of the Portuguese athlete. This would be in financial terms, because clubs would necessarily have to rely on players trained in Portugal. Challenges included a strong commitment to training, which will probably be the answer to a question later on, but nowadays the results are obvious, this commitment to training, whether by clubs or federations, ends up being a challenge, because we would have to train good players in order not to always depend on hiring homegrown players who are scattered around the country or the world.

**Question 3: What were the main differences you noticed between the period before and after the implementation of the rule?**

**Answer:** Honestly, if I'm talking in general terms, there weren't any major differences. The big difference was the number of non-locally trained players, obviously in all the clubs. I remember my first few years as a senior player, there were lots of teams with lots of foreign players, lots of teams in fact. Whether they existed or not, I honestly don't remember either. What is certain is that later there was an obligation to have many players trained in Portugal and there was a transitional age law. If I'm not mistaken, it started at 23, then went up to 21 and has now gone down to 19. There were exceptional cases, like Déo, Ivaney and probably Bruno Cintra, who is now at Benfica. In other words, there had to be a quick bet on players trained in Portugal and this quickly came to minimally balance what was the Placard League, because you couldn't..., you had to take the right shot in opting for non-locally trained players, and this quickly evolved the quality of the Portuguese player and this quality of the Portuguese player is evolved by the fact that there are only five non-locally trained players, they have to be players with a lot of quality to be able to balance the team, to be able to give performance and results. Therefore, with the higher quality of the non-locally trained players, this will necessarily mean that the locally trained player will train with very good players. It's going to make young players start training with senior teams sooner, it's going to increase their quality, it's going to boost the performance of these youngsters and it's going to bring quality, more competitive youngsters to various Portuguese teams, because they train with very good players, which are the non-locally trained players and some locally trained players who have stayed and because they've started training with the senior team from a very early age so that they can quickly become part of a group of locally trained players to be registered in the Liga Placard.

**Question 4: Did you** feel that being a homegrown player contributed positively or influenced your relationship with the local fans?

**Answer:**

Yes, I think that's common in all teams. A player who is trained locally and even lives in his club's neighbourhood always has a greater media impact on the fans' affection. However, if there's no sporting return, this is of little use, and there are specific cases of this. We have players who have come through the ranks as local graduates who didn't perform very well. And they weren't cherished as much as I am, like Paçós, Zicky and Erick. We have the case of Gonçalo Portugal, who has spent his whole life at Sporting, he's a Sporting fan. His family are Sporting fans, he is cherished, yes. However, he hasn't had the performance of a Guitta, so he hasn't had the same affection. The affection may even be the same, it just ends up being more

expressive for those who achieve higher sporting results. This was the case with Guitta and Gonçalo, for example.

**Question 5:** Do you feel that there is a stronger connection between fans and players when a team has a greater number of homegrown players?

**Answer:**

I understand that, but I think it's very common in sport, unfortunately, that you're cherished if you get results, full stop. And if you have a team full of youth players but you don't win anything, either your cycle ends soon and other players come in, or there's a dispute and you don't get results and things don't go so well. Of course, there are always exceptions to the rule, let's look at the case of Benfica, Benfica has won very few titles compared to Sporting, however, and even if there is this dispute, there are always the players who are locally trained and who are publicly recognised by Benfica, who end up being cherished and who receive less dispute because of this, in other words, the locally trained factor will weigh on the fans' affection. However, if you don't get results, that's it, sport is very much about results and if you don't get results, that affection quickly turns into opposition, that opposition becomes a negative cycle, a negative cloud over the athlete, they lose confidence, they lose performance and they may even leave the club.

**Question 6:** In your opinion, does having a greater number of homegrown players in a team lead to greater team cohesion?

**Answer:**

Not necessarily, I think that team cohesion comes from strong leadership, from very well-defined common goals or objectives in which everyone is aware of these objectives and is willing as a team to achieve them. Being trained locally brings a component of cohesion that already comes from training, but that doesn't automatically translate into good cohesion. And then there is, and then we talk here, I don't want to talk about professional or amateur, because in the Placard League I consider everyone to be a professional, regardless of their salary, I think there are few or no players who don't live solely off their futsal income, and therefore, regardless of the number of training sessions, they have to be considered professionals because they live off that income. And there you have it, if you have a team with a very, very broad base of youth

players, and they don't get results and it's within the scope of Sporting, that cohesion ends up being weakened. And I say this because I have two comparative terms here. I had a squad that won the Champions League in which we had 8 non-locally trained players, which is a very wide range for the law in force, and yet it had very strong cohesion. On the other hand, I won the Champions League in Zadar with a lot of homegrown players, and the cohesion was also very strong. In other words, I think cohesion is created, it's sown, it's planted, and if it's well directed, whether with homegrown players or not, it can be achieved. For example, in the case of football, where you have a huge range of players who aren't Portuguese, who aren't locally trained, and there's a strong cohesion, because that cohesion can be created, it can be planted, it can be cherished, it has everything to do with personality traits, it has everything to do with egos, it has everything to do with common goals, and with, that's why, I don't think there's a direct influence. It helps because many of them played together in training, because they built a career at senior level, but it's not a sign that this will bring strong cohesion in times of pressure, in times of adversity, in times of significant defeat, heavy defeat.

**Question 7:** Do you think that playing as a homegrown player helps to preserve regional traditions and styles of play in the Placard League?

**Answer:**

**That'**

s a bit vague, I say that because in order to cultivate that club DNA, that regional DNA, there has to be leadership and strong leadership that implements what is club DNA, what is regional DNA, which is the issue you're asking about here. I'll give you an example, for example, Ferreira do Zêzere's team is a typical regional team, although it has one or two regional players, logically if it had more, this homegrown player would have a higher extrinsic motivation. Now if we talk about the Lisbon metropolitan area, where there are n clubs, where a player can play for several clubs in the Liga Placard, right, to be born in Lisbon and then play for Sporting, there's going to be something regional, there's going to be this strong regional support, I don't think it's that way. That's why I think it's important to have members of the technical structure and the squad who pass on the principles, who pass on the DNA, who pass on the image of what it is to be from that club, to be from that region, cultivating that on the extrinsic motivation side, which can be favoured in sport.

**Question 8:** Did you feel that you contributed to your team's local identity?

**Answer:**

Yes, yes, there it is. I had excellent role models when I was younger. I had two captains, I was captained by two men who really experienced what it was like to be Sporting, the club identified them as Sporting players, so to speak. And I, from a very early age, was characterised by my emotional attachment to the club, my emotional attachment on the pitch, and that influenced what I, what the fans feel about me. Of course, results helped a lot, but I had seasons when Sporting didn't win much. But, nevertheless, the fans always demand will, determination and dedication and, fortunately, I've never lacked that. That's why it's a bit reductive to talk about regional fans, in this case, talking about Sporting. I ended up falling in love with Sporting's motto, which is effort, dedication, devotion and glory. And I incorporated this very well in my first years at the club, and it's a little bit of this that then has to be implemented in the young people who come along nowadays, with a totally different mentality than the one I had when I came along in my generation.

**Question 9:** Did you feel that, before the introduction of the rule, local regional identity was deteriorating?

**Answer:**

No, not before, not now, I don't feel that it had any influence. This regional identity, I have to look at clubs, not Sporting, not Benfica, not Quinta dos Lombos, because they live a lot from what is regional, they live a lot from what is training, from parents, from their training, Porto Salvo... I look more at Elétrico, I look more at Fundão, I look more at Ferreira do Zêzere, I look more at Caxinas, and it's not because they have more or fewer training players, trained locally, that there was greater or lesser adherence to the pavilion. When the law wasn't yet in force, I used to go and play at Alpendorada, Instituto D. João V, Fundação Jorge Antunes, and they were always pavilions belonging to teams, like you're talking about, at a more regional level, that were fervent, Freixieiro, for example. Nowadays the rule is in place, Fundão still has a very fervent fan base and they go, they fill a lot of pavilions, and whenever Sporting play there, also because Sporting bring a lot of fans, there's always a great atmosphere. Ferreira do Zêzere is more recent, already with this rule, but it's also there, Elétrico has also appeared now. But if you're a regional club from a small or medium-sized town, you'll always end up with media coverage or people following you, with or without the local formats rule, I think that

would always happen, because people want the result for their local team and if there's only one, or three, or five players from local formats, they'll want to support their club.

**Question 10:** What do you consider to be the main factors in maintaining a strong local and regional identity between club and fans?

**Answer:**

I think there always has to be proximity between the club and the region, the dynamics of the club within the region, the interaction of the squad with the people of the region, with local people, will bring proximity, will bring affection, will create interpersonal links between players and residents. I think this is a factor that really helps to bring people together. Having a lot of youth teams, I think, is another factor, because these regional clubs have a lot of youth teams, the kids end up choosing the club they want to play for, because it's the biggest power in the region, it's easier for the parents because it's closer, it's going to create a connection between the parents and the club and then the siblings go, then the aunt goes to see the kids. This ends up snowballing. Now I think that for us athletes, it's often boring because we have our own personal lives, to do this kind of work, so to speak, to connect with fans, to connect with the locals. Often for us it's boring, we don't feel like it, and for you sometimes you don't feel like doing a certain job or a certain thing. But I think it's important. I think it's important. And at the end of the game, never be disrespectful to those who come to see us, regardless of the result. In other words, it's about creating a connection. It's giving... I now study a lot of these things about mental parts and influence and connecting with people. The people who are going to see us also want love, they're not just going to pass on love. And if the love we pass on to the fans isn't victory, then let it be fulfilment, let it be thanks, let it be gratitude for being there all the time. And I think it's a bit like that. This connection between the team and the residents, the connection between the club and the residents, the connection between the team, the squad and the residents. I also think it's important.

**Question 11:** You mentioned earlier that the rule has benefited the training of players at clubs. How?

**Answer:**

So, a club obliged to have locally trained players will have to make two bets. The first, and we have to build a solid base of a pyramid here, the first has to do with conditions. If we don't provide working conditions, we won't be able to promote and boost performance and quality.

Then the trainers have to be qualified and have to have the right conditions. Conditions, when I say conditions, are based on qualification. In other words, first we have to have the conditions to work, then we have to have qualified, well-trained people to train people and athletes. And, in turn, the athlete themselves, having the conditions and having good teachers, good coaches if you like, will develop better. And that benefits the young Portuguese, the young athlete. If we are obliged to have a certain number of homegrown players, we have to look at training as a medium- to long-term livelihood. And anyone who doesn't think like that is wrong and this thinking is a vicious circle for us to promote and maximise the potential of these kids.

**Question 12:** But for example, in practical terms, did you feel that clubs, or at least Sporting, were investing more financially in academies, or that they had more developed training programmes?

**Answer:** Today, Sporting pays much better financially for what a youth coach is. It has a much more present coaching coordinator. In terms of the senior team, we're godparents, we're all godparents of a youth team. In other words, we accompany them to training, we go to games, and for my part, I make sure that it's the case, I'm a lecturer for the kids, not just for my career, but for what I believe is the way forward, in the path and in training. And so I think yes, I think there have been visible improvements. I don't know if you're going to mention it, but I think it's a bit obvious. This result that the under-19s have now achieved is very much the result of our commitment to training. And then there's something else, which is the certification of training organisations, where the Federation... In other words, by obliging the Federation to have certain parameters, this will also mean that the club, in order to have certain levels, will have to comply with them and also comply with these parameters, which have become obligatory, and unfortunately there are many clubs that only do it because it's obligatory. This will also bring long-term improvements in the quality of young people. And then, the results, obviously, of the senior national team, have brought and statistically proven an increase in the number of players. And when the number of players increases, there's more media coverage of the sport. And then, because there are more conditions, there are more people trained to train young athletes, there are better conditions, because they have to have physiotherapists at all levels, because if they don't, they don't have this certificate from the Federation. In other words, it ends up being a snowball, and here I give a lot of credit to the structure and direction that the Federation has taken to promote the training levels, with even more national teams, with all the inter-

associations and then the clubs. Some saw that it was the right way to invest in training, while others had to adapt almost by obligation to the demands of Futsal in Portugal.

**Question 13:** What are the advantages of having younger and younger teams and betting earlier and earlier on training these players?

**Answer:**

That's a bit difficult, because in my opinion those advantages only come from the work we've done in the past. In other words, why were Zicky, Paçó or Erick an advantage for us? Because they brought a mentality that didn't exist, they brought a mentality of wanting to win, of competing in training. I want to compete in training, but I know how to manage my efforts. I know when that morning training session is, I'm calmer. On Fridays, the training session before the game, I don't put my foot in it because I might hurt myself or the next guy. And they've come with a totally different mentality. It's about winning every exercise, it's about winning every training session. That, inevitably, is going to lead to greater internal competitiveness, which is then reflected at the weekend. And that doesn't mean it's better or worse than the past. It's different and it's brought other kinds of results and it's been beneficial. You have a young squad, you end up with a squad hungry for titles, hungry for victories, hungry to show themselves and if it's a young squad other than Sporting, other than Benfica and now we're including Braga. That youngster wants to show off in order to get to the top, especially when practically every game is televised these days. In other words, the shop window is much bigger. Having a team full of young players will bring this thirst, it will bring this desire, it will bring some irreverence. However, if what's behind the training programme isn't worked on in this sense, in the sense of development, of will or desire and ambition, if it's just a job of almost benefiting the coach himself in order to get results, that's what happens in some training teams where the coach is there to get results, which is a mistake that I don't understand or even have words for, when you have a coach in training who looks at the results of his team instead of looking at the development and promotion of a person. I have no words when that happens, I'm devastated and when it happens at Sporting then I go mad. Now, you have some advantages, you have this irreverence, you have this thirst for titles, you have this thirst to prove yourself in order to make it at another, bigger club, but without a balance of youth, experience, irreverence and balance, the team won't work either.

**Question 14:** Did you feel there were any differences in the competitiveness of the league before and after the rule was implemented, i.e. was the competition less unbalanced?

**Answer:**

Look, that's a trick question. I would say that it would make perfect sense for the league to be more balanced today with this rule. However, it's not. When I was a senior, I remember coming seventh in the regular season for Sporting. And nowadays, if I came seventh, most probably next season none of the players would be there. In other words, it didn't happen. Full stop. I wish it had, but it didn't. But there are several variants here. It's not just about looking at the law on locally trained players. It has a lot to do with investment, full stop. Unfortunately, that's the truth. Because there are few teams, or maybe I don't know of any, not even in football, that have a lot of money and what they do is bet on training and that's it. And they don't fill their squads with quality from outside. In the old days, there were N teams with lots of players who weren't local formats, when the rule didn't exist. And there were 4 or 5 teams fighting for second and third place in the league. And if you actually follow the Placard League, we've had Sporting and Benfica in the finals for 12 years. Or, in 12 years, Sporting and Benfica have only missed out on two finals. One was Fundão and the other was Braga. But Sporting played in all of them. In other words, I think there's been greater competitiveness, in terms of fourth or one place, because there's always an outsider. Sometimes there are two direct outsiders. Then there's a big fight for the play-off. There's a different fight there between fifth and third. And then, maybe if you look at it in terms of budgets, it's exactly like that. You've got the top two, three, who have a much bigger budget than the others. Then you have from third place, to fifth and sixth, with an identical budget. And so on, so no. It didn't increase competitiveness when the rule was formed.

**Question 15:** In your experience, what impact has the rule had on Portugal's various national teams, from the youngest to the most senior?

**Answer:** I honestly don't follow the younger ones. I'll be honest. I don't even know at what level the national team starts. However, I think it's obvious. And, as I know, I also talked about this a bit at the beginning. There must be Portuguese players playing in the teams and in the league, with a limited number of non-locally trained players - it's easier to say foreigners, but

you shouldn't be able to write that. These players have to be very good. It was unthinkable 15 years ago to have players like Merlim, Dieguinho, Fortino, Rubinho, Diego Nunes, Rocha. These players have been coming through in Portugal for the last 7 or 8 years. And that used to be unthinkable. Nowadays we're lucky enough to have these world-class players in Portuguese futsal. And by working with them on a daily basis, the player will develop much more. The player playing against him will necessarily have to be more committed in order to stop him. This will increase the performance of the homegrown player. And that's reflected in the national team. How could I perform well in the national team if I only played five minutes for my club? From the moment the law on locally trained players came into force, Portuguese players started to play a lot longer, they started to compete more. And the greatest example of how this law has benefited national futsal is Spain. Spain is the greatest example. If Spain doesn't have this, young Spanish players, when they go up to the senior squad, don't have any room to stay in the first league squads. They play in the second league, where they lose competitiveness. They won't play against Ferrão, they won't play against Pico, they won't play against these and those. They won't even train with them. Then teams like Palma, the European champions, have two Spaniards in their squad. How will the Spanish national team survive if there are no players in the top league? Spaniards? There are very few. Because when I say very few, there are many, aren't there? But if those who work the best, if those who work the most often with the highest quality, the players who aren't in those teams, the national team is going to have consequences. And it's only a matter of time before Spain adopts the same law. This is the negative side. The positive side is the Portuguese side. Because Portuguese players play more often, compete on a daily basis, constantly deal with pressure, adversity, success... And this will be reflected from... in my view, since 2016 in the national team. It wasn't the peak of 2016, it was 2018, as you may know, but 2016 was the first sign. The under-19 team lives off this. I mentioned a while ago that there had to be a focus on training, there had to be better conditions, better coaches, they looked at training, the clubs looked at training with different eyes, they had to stay longer, more training units, more gyms, which perhaps there weren't in the past. And the result is that the Under-19s were European champions.

**Question 16:** Since the rule was implemented in the 2013/2014 season, have you noticed any long-term changes in the profile of the players called up to the national team? Have you felt that there has been a greater focus on younger players?

**Answer:**

That question leads me to an answer that I don't see as obvious. Why? What variants am I going

to analyse here? I follow the national team, I've seen this transition. Firstly, there was a cycle of players from 2010, 2012, who were already very old. Gonçalo Alves, Pedro Costa, Arnaldo himself, who ended up leaving a little later, Joel Queiroz, a whole range of them. And this generation, having already reached an advanced age and with a new generation of quality coming through, it was inevitable that there would be this transition. Then I look at Braz's principles and identity. And I don't know what conversations there were with the federation, but it was a bit strange. Braz spending 10 years in charge of a national team, without winning anything, and not even coming close and staying there. In other words, Braz was given a project, or presented with a project, given time and patience to develop a project. And this is from the point of view of a very elaborate job, of building a house from the ground up, from the foundations, pillars and bricks, to the roof, which is now, which is today. In other words, I don't want to associate things like that. I associate it with a cycle of certain players coming to an end. I see a project also deriving from the quality of the players who were coming through. Braz later linked up with André Coelho in the national team, in the youth teams, with Fabio Cecílio, with Tiago Brito, with that generation, Afonso, who has now appeared more recently, in other words, it has to do with the coach's identity, it has to do with the federation's vision, coupled with time and patience and a project that was implemented, then coupled with the cycle of some older players who were coming to an end and then a lot of convictions that were also the coach's, because having been on the inside, I know perfectly well what was going on within the national team and it wasn't healthy at all, at all. Nowadays we pray, an expression, we pray to go to the national team because it's a super healthy environment, in the old days it wasn't, in the old days going to the national team was a sacrifice because of the environment and maybe Braz, looking at and knowing the people there very well, looking at that paradigm, thought "this has to change", and if I don't win with this old guard or with this player already in the 32s, let's adopt a new process. So the direct answer is that I don't think it's an immediate impact on the team's choices, I think it's a combination of certain factors, visions, concepts, principles.

**Question 17:** Do you feel that having several players from the same team in the squad, in this case from Sporting, has been a differentiating factor in the national team's recent success?

**Answer:**

Yes. It's an obvious question, they're winners at club level, they've carried that feeling and that vision over to the national team. Because if we had seven players from any other team that

hasn't won what Sporting has won in recent years, the national team probably wouldn't have that performance. Now, with a very wide range of players from the same club, and we're talking about maybe 14 players in the national team, nine are from two clubs. In other words, two clubs that work well, that have great conditions, that always fight for titles, that are competitive and that helps a lot. And that has undoubtedly been a factor in the national team's success. I have no doubt, although the great success came in 2018, that it wasn't like that. Sporting hadn't been European champions, there were lots of players from lots of different clubs, we had Márcio, Tunha, we had Braga, Sporting, Benfica, and so on. But I believe that the recent success of the national team, which after the World Cup, especially the last European Championship and the final, is due to the fact that a lot of players came from the same club.

**Question 18:** Do you believe that the rule is effective in achieving its objectives? What alternative measures would you suggest to achieve the same goals?

**Answer:**

An alternative measure, and I think this should be reviewed, is the fact that a player who is Portuguese is not considered to be locally trained. That's blatant to me. I don't know, I don't know who makes the rules, I don't know who stipulates it, but for me Edu, if he plays in Portugal, is considered a non-locally trained player. It doesn't exist, it's unreasonable. It's unreasonable. I understand that you have to train in Portugal, but you're Portuguese. I also understand that you can't talk about nationalities, because FIFA or UEFA attribute it to racism and stuff, but damn it. We're talking about someone who was born in their own country, it's not about being foreign or Portuguese. He was born here, it doesn't make any sense for him not to be considered a player trained in Portugal. That was something I was going to review and Edu's case is not the case of a Caio Japa who had a Portuguese passport, that's not the case. Let's talk about cases of Portuguese people. If my son plays football in the Inatel league until he's 18 and then goes on to play futsal, he's not a locally trained player. It doesn't make any sense. That's something I'd look at straight away. Now, if we can reduce this to... Not reduce it. You can't talk about that. In other words, increasing the number of players on the team sheet to 9, even this 7, initially I thought it could be beneficial for Portugal and the Portuguese player, because we would have more Portuguese players on the team sheet, it was obligatory, we would reduce the number of players not trained locally, but giving a considered answer would not be better for Portugal, it would not be better for the league. That's why I'll always keep these 7 homegrown players as an obligation until it backfires. 10 years later, Portuguese teams are at

the top of Europe, Sporting, Benfica are constantly fighting for the Champions League. Portugal have won for the last 7 years, they haven't lost an official match, so let's find the... You don't change what's good, I think it's better that way. But I would clearly review the rule of the player, or the person who was born in Portugal. With regard to efficiency, I believe that this was the objective. If that's not the objective, then it's wrong. I don't have to know the objective, I can't say whether it was effective or not. Now, I look at what Portuguese Futsal has achieved in the last 10 years. Two Champions Leagues for a Portuguese team, one, two, three, four titles for the national team. And a fourth place in 2016. I think it was extremely effective. Then there are other very vague things, mentalities. I think that, for all of us, if we sow the seeds of a Portuguese sporting culture based on loyalty, based on respect, Portugal will probably have successful generations to come. In the past, I say this because, as I know because I lived through it, there wasn't a culture of loyalty among the athletes themselves. In other words, there was no communion, there was no empathy, there was no compassion, there was nothing between us. That's why I told you that going to the national team used to be a real hardship. Nowadays things have changed. I'm André Sousa's friend, I get on with Afonso, I pick Bruno Coelho up from home. If a madman from Sporting hears me say that I'm going to pick up the Benfica captain... However, I have very little doubt that this wins championships, this wins titles. I talk to Tiago Brito, I agree on things with Tiago Brito, when Tiago Brito comes early for training, look, let's play paddle tennis, let's go out for lunch. In the old days, you'd see a guy from another team travelling to Lisbon early for training. I wouldn't even talk to him, I wouldn't even talk about the national team, let alone outside. In other words, this law on homegrown players has promoted this. I think it indirectly helped. Indirectly. Now, if we all cultivate a bit of a different sporting culture here, we all stand to gain.

## **Appendix N – Interview with Nuno Silva**

*(Portuguese version)*

**Pergunta 1:** Qual foi a sua reação inicial quando a regra foi introduzida?

**Resposta:**

A reação inicial foi a percepção de que o objetivo, ou aquilo que a levou, a ser instituído tinha a ver com o desenvolvimento e com a potencialização dos jogadores, particularmente dos jogadores portugueses, que neste momento, e aí foi só de modo como a regra está feita, ela foi de alguma forma um pouco adulterada pelos clubes, mas o propósito inicial era na defesa e na valorização do jogador nacional, do jogador português, para que pudesse haver o desenvolvimento desse jogador e que os clubes conseguissem encarar estes jogadores de uma forma diferente, valorizando-os e promovendo-os também ao longo do percurso, de querer formativo, de querer um percurso competitivo depois de quando chegaram aos séniores. Portanto, a minha reação foi uma reação normal de quem percebe os objetivos por quais ela foi criada, concordo, sem qualquer tipo de questão relativamente aos benefícios que os atletas não formados localmente possam trazer que trazem, mas obviamente que em alguns casos é necessário haver algumas medidas protetoras quando existem objetivos maiores, que no caso seria a promoção do jogador português. Perceber os objetivos e perceber a lógica pela qual ela foi instituída, a minha reação foi normal de concordância para com ela.

**Pergunta 2:** Que benefícios e desafios anteviu com a implementação da regra?

**Resposta:**

Os benefícios têm a ver, inicialmente, quando ela foi colocada, com a necessidade que os clubes tinham de se reestruturar e de apostar claramente no jogador português. Ou seja, perceber que os jogadores teriam uma maior preponderância, uma maior utilização dos jogadores portugueses ou formados localmente, vamos chamar assim, porque são duas questões diferentes. E se a vossa questão for as formados localmente, vamos por aí, embora, e eu faço já em este ponto de partido não sei como é que quererá depois distinguir, porque neste momento aquilo que acabou por acontecer foi que os jogadores formados localmente muitas vezes acabaram por ser jogadores estrangeiros, mas que chegam cá mais novos e portanto conseguem fazer o percurso formativo, aquela fase final de percurso formativo e depois acabam por ganhar esse cunho de jogador formado localmente, mas não sei se na realidade seria isso realmente o objetivo da regra inicial. Provavelmente o objetivo da regra inicial e o benefício era fazer com

que os clubes olhassem para a formação, para o processo formativo completo, de uma forma a valorizá-lo, a perceber que aí têm que ter um ativo importante, porque se na fase final, se na competição, no processo competitivo final tem que apresentar um determinado número de jogadores formados localmente, para que estes tenham qualidade, o que vem atrás, ou seja, percurso formativo que os clubes têm que ter, têm que ter qualidade, porque se eu quero os jogadores formados localmente nos séniores com qualidade, para jogar na Liga Placard, eles têm de crescer ao longo do percurso formativo. Então, nesse sentido esse é o primeiro grande benefício, é que conseguimos ter percurso formativos que alimentem este tipo de jogador, ou seja, para que o jogador formado localmente seja o fruto ou o output final de um percurso formativo ou de vários percurso formativos de excelência, este deveria ser o primeiro grande benefício. Outros benefícios dizem a respeito depois àquilo que são as seleções nacionais e a possibilidade de existirem mais jogadores de qualidade do ponto de vista serem formados em Portugal e de estarem e serem elegíveis para a seleção nacional, o que acabará por acontecer naturalmente, sendo garantido para eles espaço na Liga Placard e nas competições mais importantes, o que acabará por acontecer, teoricamente, é que serão os jogadores mais bem preparados, porque terão esse espaço a partir da garantia de ponto de vista regulamentar. E nesse sentido a seleção nacional também acabará por ter benefícios em função disso. Relativamente aos desafios, o desafio maior, e que penso que não acabou por não conseguir ser completamente resolvido, era os clubes prepararem-se para poderem ter uma estrutura desde a formação até ao escalão sénior que permita ter esta qualidade dos jogadores formados localmente, ou seja, o maior desafio seria os clubes olharem para esta regra e perceberem, ok, eu vou ter que ter os jogadores formados localmente, então eu vou ter que me ir preparado para isso, é um processo que vai demorar algum tempo, mas eu tenho que conseguir estruturar o meu clube, investir na formação para que ao longo deste processo todo, daqui a seis e sete anos, eu tenha jogadores formados localmente com qualidade e de uma forma sustentável. O que acabou por acontecer foi, um bocadinho dentro da lógica portuguesa, perceber qual é a falha ali, qual é o desvio da regra e de que forma que eu posso aproveitar a regra para incluir alguns jogadores, tal como disse anteriormente, desvirtua em parte aquilo que será a regra, porque um jogador, os mais comuns em Portugal, mais comuns são os jogadores de nacionalidade brasileira, que chegam cá e que tivessem chegado cá a como júniores, ou seja, não fez o processo formativo, mas que devido à regra anterior, que inclui até aos 23 anos, a regra está de modo para os 21 anos, mas com a regra anterior, o que eu me diria, para acontecer, ele após alguns 18 anos, até aos 21, 22, eu conseguia atingir o estatuto formado localmente. Os clubes acabaram por desvirtuar um bocadinho aquilo que era a lógica inicial e em vez de aceitar um desafio de

perceber que se tinham que reestruturar e valorizar de uma forma diferente a formação, o que fizeram foi na boa lógica tuga, arranjar e perceber como é que nós podemos dar a volta esta situação e continuar a ter os jogadores, provavelmente de outras nacionalidades, mas incluídos no formato, nesta lógica do formado localmente. Portanto acho que nesse caso o desafio acabou por não ser totalmente bem sucedido, mas seria o desafio maior que os clubes tenham que o ter.

**Pergunta 3:** Que principais diferenças notou entre o período anterior e posterior à implementação da regra?

**Resposta:**

Ok, aquilo que se notou foi, em alguns casos caminhava-se em Portugal para haver plantéis quase só, unicamente, formados por jogadores de outras nacionalidades. E a maior diferença acabou por ser conseguir ter espaço para os jogadores formados localmente, para os jogadores portugueses, nessas equipas particularmente na Liga Placard. Porque caminhava-se um bocadinho naqueles exageros de ter um plantel quase só composto por jogadores para ser competitivos. Quando a Liga evoluiu, e sofreu algumas alterações, porque já sofreu várias fases, algumas fase em que houve um grande investimento, depois esse investimento caiu, agora está a retomar outra vez, mas na fase anterior de investimento, aquilo que existia eram clubes que tinham uma esmagadora maioria de atletas que não eram portugueses. E principal diferença é que os clubes, neste momento com essa obrigatoriedade, tem que se reestruturar e reajustar e conseguir de alguma forma alocar esses recursos humanos. Portanto, acho que a principal distinção é a abertura deste espaço para atletas portugueses garantindo um equilíbrio dentro da criação do plantel, de forma que consigam cumprir com aquilo que são os regulamentos. Parece-me ser aquilo mais particularmente interessante de referir aqui.

**Pergunta 4:** Na sua experiência como treinador, acha que ter jogadores formados localmente contribuiu positivamente ou influenciou a sua relação com os adeptos locais? Tem algum exemplo que o evidencie?

**Resposta:**

Isso é um aspeto absolutamente evidente. Nós temos jogadores que sejam da formação, jogadores que estejam completamente integrados, naquilo que é o Clube, obviamente que irá fazer com que o seu espaço de intervenção junto à comunidade local seja maior e por outro lado

também conseguimos perceber quais são os princípios e os valores que aquele clube tem. E nesse sentido isso é uma mais valia absolutamente determinante, porque nós quando conseguimos formar os jogadores e quando temos jogadores que percebem e estão dentro daquele contexto há vários anos, acaba por acontecer naturalmente que eles conseguem incluir esses valores e depois ocorre uma simbiose entre aquilo que são os valores e a identidade do clube e os próprios jogadores são excelentes representantes dessa mais ou dessa identidade e eles conseguem ter esses valores muito bem presentes em si e nas suas ações. Portanto, sem dúvida nenhuma que beneficia e esta relação é simbiótica, ou seja, tanto o jogador beneficia e conhece a identidade como a identidade depois acaba por estar multiplicada a ele e permite que haja uma maior envolvimento, o maior envolvimento da comunidade local porque conhece aquele jogador, porque no caso concreto no clube onde estou a treinar, estamos a falar de alguns miúdos de 19, 20, 21 anos que estão agora a jogar na Liga Placard, mas já jogam no clube desde os 6 anos, desde os 7 anos, 8 anos ou seja, a identificação é muito grande e as pessoas também conseguem reconhecê-los e reconhecer o percurso todo. Portanto, é uma vantagem absolutamente determinante e é muito por aqui que eu acho que devemos valorizar não só a identidade e a ligação com os adeptos e com as entidades locais, mas também os próprios atletas acabam de beneficiar muito esses valores quando eles são bem colocados e os são bem presentes.

**Pergunta 5:** Na sua opinião, ter um maior número de jogadores formados no localmente de uma equipa leva uma maior coesão de equipa?

**Resposta:**

Essa reação não é assim tão direita, a coesão da equipa. Quando nós falamos em jogadores formados localmente, podemos estar a falar de jogadores formados localmente de diferentes características ou seja, se eu tiver com os conjuntos jogadores formados localmente que vieram da formação, estiveram juntos e jogam juntos há 5, 6 anos obviamente que eles e esse grupo irá provavelmente marcar o tom do grupo global, ou seja, irá dar algumas pistas importantes para o comportamento grupal de todos. Agora, eu posso ter um plantel formado por jogadores formados localmente em que eles não tenham tido qualquer tipo de relação anterior e posso fazer com que isso aconteça. Então, esta não é uma relação direita, pode beneficiar nos tratar das relações e no facto de conhecendo o campeonato, conhecendo -se cada vez até como adversários, mas vão se conhecendo, vão tendo contacto com os outros e isso pode de alguma forma ajudar a potenciar esse caminho para a coesão do grupo e para que no futuro possa

acontecer esse grupo. Agora, não há uma relação linear, se nós falarmos de, ok, são atletas que passaram, por exemplo, nós tivemos, agora dois jogam no Benfica, outros dois estão com nós, mas tivemos um grupo ali de 4, 5 jogadores que fizeram a formação toda junta até aos seniores. Obviamente que esse núcleo ajuda a criar relações entre eles e ajuda que o grupo global da equipa tenha uma determinada dinâmica e não é que é muito influenciado. Agora, isso não quer dizer que vá acontecer em todos os casos, eu posso ter um plantel em que isso não exista e não deixe de ter jogadores formados localmente. Agora, pode ser um elemento, pode ser um elemento potenciador, sim, a relação é linear, não. Não quer dizer que haja uma linearidade nesse sentido, mas obviamente que pode ser uma mais valia e nós treinadores poderemos ajudar a potenciar essa mais valia e se soubermos que existem essas características.

**Pergunta 6:** Considera que ter jogadores formados localmente ajuda a manter as tradições regionais e estilos de jogo característicos da Liga Placard?

**Resposta:**

Sim, sim, sim. Na realidade, distinguindo aqui duas coisas. E começando por uma introdução. Neste momento a Liga Placard tem que... e jogar na Liga Placard tem características muito diferentes de jogar em qualquer outro campeonato do mundo. Pela intensidade que tem, pelo rigor que tem, pela forma de estar e de jogar, envolve os jogadores a ter determinadas características que não é fácil de quem vem de fora em pouco tempo conseguir alcançá-las e conseguir exponenciar o talento que possa ter. Obviamente que temos jogadores formados localmente, que conhecem o campeonato, que sabem como são os adversários, que sabem como são os colegas e as restantes equipas vão ajudar os outros a se adaptarem à competição. E esse é o ponto inicial e é um ponto bastante importante. Relativamente à questão de exponenciar o carácter social ou as características de determinado local, essa relação depois parte inicialmente até de quem define o plantel, porque nós, por exemplo, vamos à procura não só dos jogadores formados localmente, mas jogadores que tenham determinadas características, ou seja, o perfil do atleta também é muito importante para nós e nós vamos à procura dos jogadores que depois tenham essas características que também vão de acordo com os nossos valores e com a identidade que o clube tem. Portanto, é mais fácil, e porque nós conhecemos mais facilmente os jogadores com os quais vamos competindo quase diariamente ou todos os anos competimos e vamos ter acesso a mais informação do que os jogadores não formados localmente. Pode ser utilizado como uma ferramenta positiva de ligação e exponenciar desse carácter social, sim. Não quer dizer que tenha que existir uma relação direta, mas pode ser um fator importante que nós possamos exponenciar e que nós possamos ser. Agora, nesta questão, eu acho que o mais

relevante aqui é destacar a capacidade que os atletas têm de estar na Liga Placard, os jogadores formados localmente, conhecerem o estilo do jogo, conhecerem a liga e perceberem que o grau de adaptação depois também é mais reduzido e o processo de adaptação acaba por ser mais encurtado em função dessas características.

**Pergunta 7:** Considera que a regra contribuiu para a identidade local da sua equipa?

**Resposta:**

Eu não consigo distinguir, acho, não me parece, e o clube tem uma identidade forte e portanto, nesse sentido eu acho que o que acaba por acontecer naturalmente é que os valores e identidade do clube acabam por marcar mais um bocadinho aqueles jogadores do que o contrário, ou seja, do que os jogadores acabarem por marcar a identidade. Até pelo contrário, em alguns casos, nós até tentamos e isso é muito falado na reunião inicial, por exemplo, este ano, com o plantel foi falado que a identidade do clube tem determinadas características e isso torna o Caxinas um clube difícil de jogar, somos um clube em que não é fácil dar resposta à exigência, à forma de estar das pessoas, o modo como convergem umas com as outras com os objetivos nem sempre é fácil de jogar. Portanto, já estou eu a dizer que a identidade do clube vai se sobrepor um bocadinho aquilo que seja a tua identidade e vamos tentar fazer uma identidade coletiva. Até porque no clube onde estou, o valor coletivo e a equipa sempre foram mais importantes que o valor individual. E portanto, nesse sentido as características individuais que cada um traz são importantes, mas sempre dentro daquelas são os valores coletivo e a forma de estar coletivo, portanto. Neste caso até parece-me que em alguns casos quando o clube é sólido, quando o clube tem valores bem definidos, será muito mais o clube influenciar o atleta do que se calhar o atleta e influenciar o clube. Porque as ideias se forem bem construídas, só houver uma identidade ali forte, naturalmente as coisas acabam por acontecer de forma natural.

**Pergunta 8:** Sente que, antes da introdução da regra, a identidade local e regional estava deteriorar-se?

**Resposta:**

No contexto global, no que falei há pouco em que alguns clubes na realidade que eu acho que tem a ver com aquela questão inicial que eu tinha referido. Se estava a deteriorar ou não a identidade local e a função da... E no momento em que estava a ser colocada, ou que foi colocada a regra em funcionamento. Como eu disse anteriormente, eu acho que sim, acredito que na altura aquilo que eu queria estar a postar a acontecer é que em alguns casos os clubes

tinham todas as mesmas características, tinham todos sete, oito atletas brasileiros, alguns de grande qualidade, outros menor qualidade, mas era essa a dinâmica e de alguma forma perdia - se a identidade local e a ligação que os clubes tinham. Ou seja, os clubes procuravam a sua valorização, procuravam os seus resultados, utilizando o caminho mais curto. O caminho mais curto muitas vezes é atirar dinheiro para cima do problema, é ir buscar mais um ou dois jogadores brasileiros e fazer com que pronto ok, se calhar aí ele vai marcar 10, 20, já não desço de divisão e aguenta aqui isto mais algum tempo. Então, na realidade parece-me que sim, quando foi colocado em ação esta dinâmica, penso que sim, corremos o seu risco de se estar a deteriorar aquilo que era esta identidade. Não é que em alguns casos, esta regra tenha conseguido resolver a em função daquilo que eu disse anteriormente, em função daquilo que tem sido a opção por parte dos clubes de, em vez de apostar na formação que eu tenho feito, é ok, vou buscar os jogadores estrangeiros, mas que cumpram este regulamento. Isto acaba por também fazer com que eles cumpram a regra, mas não cumpriu o objetivo nem a dinâmica pretendida para com a regra. Mas são opções.

**Pergunta 9:** Como treinador, quais considera ser os principais fatores para manter uma forte identidade local e regional entre clube e adeptos?

**Resposta:**

Não tem a ver com... nós nunca... e eu vou lançar aqui também um outro... um outro... uma estratégia que a federação tem utilizado que tem sido o processo de certificação e esse processo de certificação através da organização do clube, através da definição da qual é a sua missão, qual é a sua visão, quais são os seus valores, acaba por ser ele a fazer o próprio caminho para criar essa identidade. Se depois ele soube utilizar estas ferramentas ou estas estratégias de uma maneira positiva, acaba por naturalmente acabar por acontecer e aquilo que é as ideias dos valores do clube, se o clube realmente e quem estrutura o clube fizer um bom trabalho na definição daquilo que é missão, visão, se estruturar o clube, se sentir contra isso, depois naturalmente irá acabar por acontecer essa identificação, porque quando eu crio a missão e a visão do clube, tenho em consideração o local do clube, tenho em consideração qual é a identidade daquela gente, tenho essa noção perfeita e portanto, nesse sentido, esta relação faz - se de uma forma um bocadinho simbiótica, se o clube tiver um bom projeto do ponto de vista estrutural, esta relação vai acabar por acontecer, obviamente que é maximizada quando os resultados são positivos. Não há muito que enganar estamos um bocadinho, não leiam mais assim, não quando a equipe ganha, mas quando as pessoas se identificam com o que vêm dentro de campo naturalmente, sentem-se aptas a estar, a se ligar, quando isso não acontece, temos é

que rever para trás de cada um o que é que nos falta no nosso processo, que impediu que essa ligação acontecesse. Agora, primeiro o processo, depois o resultado, e quando estas duas coisas se ligam ok se calhar temos aquilo que pretendíamos, esta ligação.

**Pergunta 10:** De que maneira a regra promoveu o desenvolvimento local e deu mais oportunidades a jogadores jovens?

**Resposta:**

Em alguns casos ajudou, em alguns casos acabou por fazer com que os processos da formação fossem ajustados e fossem mais valorizados para conseguirem ajudar aqui, é que os jogadores jovens tivessem mais qualidade. Acho que não foi na totalidade, não foi na totalidade. O que acaba por acontecer é que temos aqui um núcleo de clubes que eu acho que apostam e que tem processos formativos de qualidade, que acabam depois até por alimentar outros clubes que não têm essa dinâmica. É muito comum vermos jogadores formados em, na Liga Placard há vários jogadores formados em 3, 4 clubes, espalhados depois pelas restantes equipas. Porque o que acaba por acontecer é que esses clubes apostaram, dinamizaram-se, organizaram-se, criaram processos formativos com maior qualidade, investiram mais na formação, o que acaba por ser um dos grandes objetivos da regra, o que aliado mais uma vez ao processo de certificação ajudou a sistematizar estes objetivos todos. E quem apostou depois às vezes não consegue reter todo esse talento, depois ele se difundir pelas restantes equipas, equipas essas algumas que não investiram tanto quanto isso. E aqui neste caso, a mim às vezes faz-me um bocado de confusão, mas nós também temos que ter noção e vocês se calhar vão ter uma parte quantitativa, essa parte quantitativa de análise, é um bocadinho cega no sentido em que um jogador que está no banco de suplentes, formado localmente, é um jogador formado que tem que jogar 30 minutos como aquele que nunca joga e aquele que só está a cumprir calendário e só está a vestir o colete. E portanto, nesse sentido, o que é quantitativo é quantitativo, é um atleta, vale tanto o como outro. Então, essa análise acaba sendo bocadinho cega. Mas na realidade, há alguns contextos em que o que acontece é que os jogadores são exatamente isso, só para cumprir um número, só um número. E esse é um fator que eu acho que é importante, nós temos em consideração que, efetivamente, há uma melhoria, mas não deixa de haver os jogadores que são números, muitos que vão para o banco de suplentes para cumprir com a regra, mas que nunca entram em campo, que não tem minutos. Então, esta será uma parte de, ok, será que a promoção efetiva está a acontecer? Se calhar não. Mas melhorou muito em relação ao que era? Claro que sim. Claro que sim. É ideal? Claro que não. Mas isso, nós dificilmente conseguiremos ter, acho que em

alguns casos necessita de maior sensibilização por parte de quem diria isto, por parte de quem organiza os cursos para conseguir dar resposta a estas situações. Agora, mas se houve melhorias nesses mecanismos de promoção? Sim.

**Pergunta 11:** Enquanto treinador, que mudanças na sua abordagem de trabalho existiram após a implementação da regra?

**Resposta:**

Nenhuma, não houve. Eu sou treinador há 20 anos, mas passei só por dois clubes, portanto, eu treinei sempre em clubes durante prazos alargados, durante períodos bastante largos, e clubes que tinham uma lógica formativa muito forte, portanto, nesse sentido, já fazia parte da minha forma de estar, o meu modo de trabalho já tinha essas características, no meu caso pessoal não existiu reflexo absolutamente nenhum. A regra não veio alterar nenhum comportamento, nem nenhuma prioridade que eu tivesse dentro daquilo que era o trabalho que fazia.

**Pergunta 12:** Os dados mostram que houve de facto um aumento de jogadores jovens a integrar equipas sénior, mas para além da regra do jogador formado localmente, existem outros fatores que poderão ter influenciado esse resultado?

**Resposta:**

Aqui há algumas questões, coisas que são importantes. Primeiro parece-me que, como eu disse há pouco, do ponto de vista financeiro, os clubes evoluíram. Ou seja, houve aqui alguma alternância e em alguns passou-se por algumas maiores dificuldades do ponto de vista financeiro e que levou os clubes a terem que reduzir os custos. E nesse sentido, aí houve uma oportunidade para fazer com que se fossem dadas mais oportunidades alguns jogadores jovens. Isso é um primeiro fator, não relacionado com o regulamento, mas com a própria questão financeira do campeonato. Houve esse do crescimento das apostas e surgiram mais oportunidades. Entretanto, já houve uma viragem e voltamos outra vez a crescer um bocadinho dentro daquilo que é a aposta. E ela continua a manter-se, mas também por causa da questão de regulamentar a ajudar. No meu caso, há dois elementos que são absolutamente determinantes. O processo de certificação e o modo como este permitiu a que os jogadores tivessem a mais qualidade em função do trabalho que é feito e estrutural para que os jogadores tenham mais

qualidade no processo formativo e, portanto, chegue em a seniores com outro tipo de ferramentas. E depois há apostas que houve da federação nos jogadores e nas seleções jovens. No caso concreto, em que nós, ao longo do processo formativo, temos muitos jogadores ou alguns jogadores que são presença nas seleções nacionais, e isso permitiu que eles ganhem um conjunto de competências que normalmente nós no clube não os conseguimos dar. E portanto, nesse sentido, essas experiências, essas competências, essa maturidade que eles vão ganhar ao longo do processo de seleções nacionais vai ser importante, vai fazer com que eles ganhem maior capacidade e mais qualidade. E, por isso, depois facilita, e faz com que eles naturalmente depois tenham um nível mais elevado, e facilita a sua integração nas equipas de elite depois quando chegam a sénior. Então, esses são dois elementos exteriores daquilo que é o regulamento, mas que contribuíram decisivamente para que os jogadores tivessem mais oportunidades e melhores oportunidades. Há um aspecto em relação a este último muito recente, e que é fácil vocês observarem. Os jogadores, os miúdos que foram campeões europeus, os sub-19 há 3 ou 4 meses, quando chegaram e eles vieram sem fazer as pré-épocas, quando chegaram aos clubes depois das pré-épocas, chegaram a voar, e todos eles foram a aposta natural porque estavam a acrescentar a qualidade daquilo que fizeram. O facto de serem sido campeões europeus, aquela experiência deu-lhes um boost importante, para que quando chegassem ao clube, conseguissem apresentar essa qualidade. Portanto, há sempre este elemento, e se nós virmos isto, então vou falar de um momento concreto, agora em que coloquem isto num processo formativo, desde os sub-15 aos sub-17, sub-18, sub-19, ou seja, são muitas experiências, são 30, 40 internacionalizações, são muitos estágios, são contextos competitivos que lhes acrescentam mais valias, e depois, por isso, naturalmente, depois acabam por ter maior facilidade em que puxam, acabam por se impor quando chegaram aos séniores.

**Pergunta 13:** Sentiu que se registaram diferenças relativamente à competitividade da liga antes e após a implementação da regra, isto é, a competição ficou menos desequilibrada?

**Resposta:**

Não tenho uma ideia, não tenho dados objetivos para quantificar isso. É sempre uma... Quantificar competitividade, assim, de um ponto de vista empírico é um bocado difícil, no sentido em que eu não consigo ter essa objetividade na análise. Diria que não houve grandes distinções, acho que poderá haver agora o maior equilíbrio fruto, das regras terem equilibrado e deixam de ser tão evidente que quem tivesse muito dinheiro podia buscar mais jogadores,

naturalmente e normalmente brasileiros, do que não tinha e por isso ficava com mais dificuldade. Se calhar, uma perceção que pode estar muito correta, mas pode ser a minha perceção neste momento. E se calhar, equilibrou-se mais um bocadinho. Apesar de naturalmente ainda haver um desequilíbrio grande. E é importante perceber uma coisa importante, que é nós temos no nosso campeonato 2 das 3, 4 melhores equipas do mundo. E portanto, naturalmente quando isso acontece, o campeonato desequilibra-se um bocadinho porque nem todos conseguem competir com essas 2, 3, 4 melhores de equipas do mundo. E portanto, como depois de tudo o resto está escalonado, do ponto de vista como agora está mais equilibrado, sim. Está completamente equilibrado? Não. Mas acho que a regra ajudou a garantir que existiam condições mínimas para as equipas se equilibrar. Se depois os clubes conseguiram fazer o ou não, a realidade demonstra que se calhar não na sua totalidade, mas há condições para que isso aconteça.

**Pergunta 14:** Na sua experiência, qual foi o impacto é que esta regra teve nas várias seleções nacionais de Portugal, desde as mais jovens até a principal?

**Resposta:**

Sim como falei, vou forçar um bocadinho aquilo que disse anteriormente, acho que... Esta relação, ela tem dois sentidos, que é... Eu benefício muito quando os jogadores vêm da seleção, trazem experiências positivas e acrescentam muito aquilo que têm. E também sei que o nível que eles crescem e que vão acrescentando ao seu próprio nível vai fazer com que eles no clube, depois tenham maior capacidade e ajudem mais. Ao me ajudar mais, eles vão ter mais minutos. Vou potenciar ainda mais aquilo que é o seu jogo. E esse potenciar maior vai ajudar quando chegarem à seleção nacional também a dar um retorno maior. Portanto, temos aqui um ciclo que se vai auto-alimentar, ou seja, a seleção nacional vai dar em alguns momentos ferramentas novas e maturidade maior aos atletas, com isso garante-lhe condições para eu quando chegar ao clube ter condições para ter mais minutos. Tendo mais minutos, o jogador se desenvolver mais, vai se desenvolver mais, naturalmente vai chegar à seleção e a gente está ao nível mais elevado. E este ciclo auto-alimentado vai fazer com que, naturalmente, a seleção nacional possa ter melhores resultados, melhores jogadores, jogadores mais capazes. E eu no clube também tenho melhores jogadores e que possa dar-lhes aposta de uma forma muito mais evidente, muito mais clara, porque eles já cheguem um pouco de tipo de ferramentas que eu anteriormente não tinha. Acaba por ser uma relação de benefício mútuo quando bem explorado e, portanto, pelas minhas experiências com os atletas internacionais que temos é completamente benéfica.

**Pergunta 15:** Como descreveria a Liga Espanhola e a Liga Italiana quer em termos de competitividade, quer em termos de apostas em jogadores mais jovens?

**Resposta:**

A Liga Italiana parece-me que é aquela que terá maiores dificuldades. Inclusivamente a Federação está a fazer uma aposta agora que nós fizemos há alguns anos, e estão agora a fazer essa aposta porque se debateram com esse problema. É preciso perceber daquilo que foi o que foi o Futsal Italiano desde os anos 2000, com o excesso dos jogadores naturalizados, onde existem outras componentes históricas, porque há uma grande comunidade italiana no Brasil, que fez com que haja muita descendência, portanto, de ponto de vista histórico há uma relação grande entre esses dois países, o que faz com que existisse muita possibilidade de naturalizar os jogadores brasileiros e italianos. Isso fez com que existisse alguns naturalizados da seleção, e o campeonato saiu muito valorizado com isso, mas há custos dos jogadores que não eram naturalmente italianos, nem eram formados localmente. A Federação, que nos últimos anos, tem tentado inverter isso, tem feito esse caminho, por isso também é que seleções nacionais de Itália têm tido muitas dificuldades em se apurar para as grandes competições, e quando joga as grandes competições são eliminadas até nas faz algumas fases precoces, eliminados por Egipto, no Mundial 2016, penso eu, ou seja, outras grandes competições nem têm conseguido se apurar, fruto desta dificuldade. Não têm um processo formativo... o processo formativo tem muitas limitações. Portanto, estão, não sei, 20 anos atrás daquilo que nós estamos, e portanto, neste sentido, têm dificuldades evidentes, portanto, são um caso a pensar, mas eu acho que é isso que quem lá está, e eu falo com alguns que estão na Federação, que sabem, estão a fazer, ir trabalhar para resolver essa questão. Relativamente a Espanha, eu acho que se tem um processo formativo em alguns clubes de qualidade, parece-me a mim que há, tal e também como aqui alguns clubes, se calhar os melhores clubes, o El Pozo Múrcia, o Barcelona, são clubes que têm capacidade formativa, que acabam por formar os jogadores, não só para cima, mas para outros clubes, acabam por alimentar um bocadinho alguns clubes da liga. Essa aposta, se é muito efetiva, tenho a ideia que não é assim tão efetiva quanto isso, o que leva até que a própria renovação da seleção acaba por não acontecer de uma forma não tão natural, e não haja tantos jogadores jovens a aparecer, apesar de, por exemplo, nas seleções nacionais jovens eles terem tido, nos últimos três campeonatos da europa os sub-19, eles venceram dois e chegaram ao final em outro. E portanto alguns desses jogadores, só agora é que começam a tirar algum espaço, os jogadores

que já, se calhar se fosse em Portugal já tinham dois e três anos de Liga Placard, e lá tem maior dificuldade em se impor. Tem maior dificuldade a impor -se, porque não existe essa regra, por exemplo, um clube relativamente perto de mim, o Noia, o ano passado tinha, em 14 jogadores, eram 12 estrangeiros, não havia uma regra ali, porque havia muita qualidade individual na liga Espanhola, ou seja, acaba por ser uma liga em que há muitos jogadores com muito talento, acho que é a liga em que se joga melhor e é mais difícil de se jogar é a liga portuguesa, mas a liga Espanhola continua a ser uma liga com muito talento, e em que havendo muito talento nem sempre há condição para os jogadores terem capacidade para, saídos de formação, darem um salto para serem e se afirmarem na liga Espanhola. Portanto temos aqui este jogo em que eu acho que elas trabalham bem, tem bons processos formativos, particularmente como tem a segunda liga, uma liga profissional, quando tem as equipas B, o Barcelona B, o El Pozo, a Filial do El Pozo joga lá, o Bétis, ou seja, há várias equipas B a jogarem em contextos profissionais, coisa que nós, nem a primeira liga, nem a liga Placard é completamente profissional, enquanto em Espanha conseguimos fazer aquela passagem entre júnior e sénior de forma mais efetiva, não se afirmando na Liga Nacional, mas na segunda divisão já encontram um espaço competitivo profissional onde eles conseguem desenvolver. Até é muito comum, por exemplo, nas seleções jovens, nós percebemos que nós até, aos sub-19, somos melhores que os espanhóis, mas depois quando há aquela transição nós às vezes temos um bocadinho mais dificuldade, porque eles conseguem potenciar um bocadinho mais, porque tem mais contextos profissionais para desenvolver os atletas. Portanto, aqui, contexto do Futsal espanhol, um bocadinho do dúbio, no sentido em que tem pontos positivos, tem outros em que podem ser claramente melhorados, tem ferramentas para ter poder e potenciar, se calhar têm melhores condições de ponto de vista sócio-económico, que até dá para potenciar um bocadinho mais do que nós, mas a nossa organização e a estratégia portuguesa que aqui estão colocadas, e foram colocadas pela federação, permitiu até se calhar ter no global um processo melhor do que em Espanha, embora em Espanha até tenha condições para ter um processo mais bem **estruturado do que em Portugal**.

**Pergunta 16:** Acredita que regra eficaz nos seus objetivos?

**Resposta:**

Essa resposta é um ninho, no sentido em que eu acho que ela é eficaz até certo ponto, olhando para alguns clubes, temos neste momento na Liga Placard, e cumprem a regra, mas cumprem a regra a jogar com 8 atletas brasileiros. E cumprem porquê? Porque 3 deles são formados localmente. É esse o verdadeiro espírito da regra? Não, a espírito da regra é apostar na formação,

é ter processos formativos de qualidade, todas as questões que vocês colocaram foi para isso, foi as questões e o processo que vocês têm aqui em mãos, e que estou a tentar avaliar, é nós termos um processo formativo que liga as pessoas ao local a um nível de forma, que garanta condições para ele no futuro, se afirmar e fazer parte de uma equipa de topo. Daquele local, porque tem aquelas características, porque conhece, porque alimenta aquilo que é identidade local e a implementação social do clube, que ajuda nessa relação. É aquilo que se faz ao ir buscar mais três jogadores de nacionalidade brasileira ou outra qualquer, não tem nada a ver com a nacionalidade, não tem a ver com a questão da regra. Ao irmos buscar jogadores de outra nacionalidade, que nem foram formados cá mas cumprem esta regra, vai ajudar e cumprir o objetivo? Não. Portanto, acaba por ser uma de deturpação daquilo que é a regra e dos objetivos originais. Portanto, se cumpre, a 100%, não cumpre. Se está e foi pensado de forma a conseguir fazer com que isso acontecesse, sim. Se for um avanço positivo em relação a aquilo que era, também sim. Se podemos, de alguma forma, fazer melhor, acho que sim. Cortar mais, não. Agora dependendo da consciencialização, daquilo que as pessoas que estão nos clubes o consigam fazer e perceber realmente. A federação, eu acho, tem feito tudo para que isso aconteça. Até, inclusivamente, do ponto de vista financeiro, aos clubes da Liga Placard, este ano fez uma distinção e, se calhar, fuge um bocadinho aqui do âmbito, mas vai entrar no âmbito. Do ponto de vista financeiro, a federação atribui alguns prémios em função dos objetivos que os clubes vão cumprindo. E um deles até o ano passado era ter determinado número dos jogadores formados localmente na ficha de jogo. E este ano alterou o formado localmente para portugueses. E essencialmente por essa questão, para realmente fazer com que os clubes percebam, que já perceberam, percebam qual é a regra. Nós aqui normalmente damos sempre a volta às coisas, mas consigam ganhar a consciência que realmente é para apostar nos portugueses e tentar fazer com que o processo se desenvolva e não cumprindo só com o a regra formados localmente. No caso, é o meu ninho em que, de alguma forma, se cumprir os objetivos, em parte cumprir os seus objetivos não se cumprir totalidade. Será -se, cada resposta mais correta da minha parte.

*(English version)*

**Question 1:** What was your initial reaction when the rule was introduced?

**Answer:**

The initial reaction was the perception that the objective, or what led to it being instituted, had to do with the development and empowerment of players, particularly Portuguese players, who

at the moment, and this is just the way the rule is made, it has been somewhat adulterated by the clubs, but the initial purpose was to defend and value the national player, the Portuguese player, so that this player could develop and the clubs could look at these players in a different way, valuing them and also promoting them along the way, of wanting to train, of wanting a competitive path after they reached senior level. So my reaction was the normal reaction of someone who understands the objectives for which it was created, I agree, without any question about the benefits that non-locally trained players can bring, but obviously in some cases there need to be some protective measures when there are bigger objectives, which in this case would be the promotion of Portuguese players. Realising the objectives and the logic behind it, my reaction was normally to agree with it.

**Question 2:** What benefits and challenges did you foresee with the implementation of the rule?

**Answer:**

The benefits had to do initially, when it was introduced, with the need for clubs to restructure and to clearly invest in Portuguese players. In other words, realising that players would have a greater preponderance, a greater use of Portuguese or locally trained players, let's call them that, because they are two different issues. And if your question is about locally trained players, let's go there, although, and I'm already making this point, I don't know how you'd want to distinguish, because at the moment what has happened is that the locally trained players have often ended up being foreign players, but they arrive here at a younger age and therefore manage to go through the training programme, that final stage of the training programme and then end up gaining that stamp of being a locally trained player, but I don't know if that was really the aim of the initial rule. Probably the aim of the initial rule and the benefit was to get clubs to look at training, at the whole training process, in a way that valued it, to realise that they have to have an important asset there, because if in the final phase, if in the competition, in the final competitive process you have to present a certain number of locally trained players, in order for them to have quality, what comes after, that is, the training programme that the clubs have to have, they have to have quality, because if I want homegrown players in the senior ranks with quality, to play in the Placard League, they have to grow throughout their training programme. So, in that sense, this is the first great benefit, that we can have training programmes that nurture this type of player, in other words, for the homegrown player to be the fruit or the final output of a training programme or several training programmes of excellence, this should be the first great benefit. Other benefits then concern the national

teams and the possibility of more quality players being trained in Portugal and being eligible for the national team, which will end up happening naturally, as they will be guaranteed space in the Liga Placard and in the most important competitions, which will end up happening, theoretically, is that they will be the best prepared players, because they will have that space from a regulatory point of view. And in that sense, the national team will also end up benefiting as a result. With regard to the challenges, the biggest challenge, which I don't think has been completely resolved, was for the clubs to prepare themselves to have a structure from training to the senior level that would allow them to have this quality of locally trained players, in other words, the biggest challenge would be for the clubs to look at this rule and realise, ok, I'm going to have to have locally trained players, so I'm going to have to prepare myself for this, it's a process that's going to take some time, but I have to be able to structure my club, invest in training so that throughout this whole process, in six or seven years' time, I have locally trained players with quality and in a sustainable way. What ended up happening was, a little within the Portuguese logic, realising what the flaw is there, what the deviation from the rule is and how I can take advantage of the rule to include some players, as I said before, it partly distorts what the rule will be, because a player, the most common in Portugal, the most common are players of Brazilian nationality, who arrive here as juniors, that is, they haven't done the training process, but because of the previous rule, which includes up to the age of 23, the rule is set at 21, but with the previous rule, what I would say, to happen, after a few 18 years, up to 21, 22, I could achieve homegrown status. The clubs ended up distorting a little what was the initial logic and instead of accepting a challenge to realise that they had to restructure and value training in a different way, what they did was, in good Tuga logic, figure out how we can turn this situation around and continue to have players, probably of other nationalities, but included in the format, in this logic of locally trained. So I think that in this case the challenge wasn't entirely successful, but it would be the biggest challenge for clubs to have.

**Question 3:** What main differences did you notice between the period before and after the implementation of the rule?

**Answer:**

Okay, what we noticed was that in some cases, Portugal was moving towards having squads almost exclusively made up of players of other nationalities. And the biggest difference was that we managed to make room for homegrown players, for Portuguese players, in those teams, particularly in the Liga Placard. Because we were moving a little towards those exaggerations

of having a squad almost only made up of players to be competitive. When the league evolved, and it has undergone some changes, because it has gone through several phases, some phases in which there was a lot of investment, then that investment fell, now it's picking up again, but in the previous phase of investment, what existed were clubs that had an overwhelming majority of players who weren't Portuguese. The main difference is that clubs now have to restructure and readjust and somehow manage to allocate these human resources. So I think the main distinction is opening up this space for Portuguese players, guaranteeing a balance within the creation of the squad, so that they can comply with the regulations. That seems to me to be the most interesting thing to mention here.

**Question 4:** In your experience as a coach, do you think that having homegrown players has contributed positively or influenced your relationship with local fans? Do you have any examples of this?

**Answer:**

That's absolutely obvious. If we have players who have come through the youth system, players who are fully integrated into what the club is all about, this will obviously increase their reach into the local community and, on the other hand, we'll also be able to understand the principles and values that the club has. And in that sense it's an absolutely decisive asset, because when we manage to train players and when we have players who understand and have been within that context for several years, it naturally happens that they manage to include those values and then there's a symbiosis between the values and the identity of the club and the players themselves are excellent representatives of that identity and they manage to have those values very well present in themselves and in their actions. So there's no doubt that it benefits and this relationship is symbiotic, in other words, both the player benefits and knows the identity and the identity then ends up being multiplied to him and allows for greater involvement, the greater involvement of the local community because they know that player, because in the specific case of the club where I'm training, we're talking about some 19, 20, 21 year olds who are now playing in the Placard League, but they've been playing for the club since they were 6, 7, 8 years old, so there's a lot of identification and people are also able to recognise them and the whole journey. So it's an absolutely decisive advantage and it's very much for this reason that I think we should value not only the identity and the connection with the fans and the local



moment the Placard League has to... and playing in the Placard League has very different characteristics to playing in any other league in the world. Because of the intensity it has, the rigour it has, the way of being and playing, it involves players having certain characteristics that it's not easy for outsiders to achieve in a short space of time and to be able to exploit the talent they may have. Obviously we have homegrown players who know the league, who know what the opposition are like, who know what their team-mates are like and what the other teams are like, and that will help the others adapt to the competition. And that's the starting point and it's a very important point. Regarding the question of emphasising the social character or the characteristics of a certain place, this relationship initially comes from the person who draws up the squad, because we, for example, look not only for homegrown players, but also for players who have certain characteristics, in other words, the profile of the player is also very important to us and we look for players who then have those characteristics that are also in line with our values and the identity that the club has. So it's easier, because we get to know the players we compete against almost every day or every year, and we'll have access to more information than players who aren't locally trained. Yes, it can be used as a positive tool to connect and expand that social character. It doesn't mean that there has to be a direct relationship, but it can be an important factor that we can maximise and that we can be. Now, on this issue, I think the most important thing here is to highlight the ability of the players to be in the Liga Placard, the homegrown players, to know the style of the game, to know the league and to realise that the degree of adaptation afterwards is also lower and the adaptation process ends up being shorter as a result of these characteristics.

**Question 7: Do** you think the rule has contributed to your team's local identity?

**Answer:** I can't tell, I don't think so, and the club has a strong identity and so, in that sense I think what ends up happening naturally is that the values and identity of the club end up marking those players a little more than the other way round, that is, than the players end up marking the identity. On the contrary, in some cases we even try to do this, and this is often discussed at the initial meeting, for example, this year with the squad it was discussed that the identity of the club has certain characteristics and this makes Caxinas a difficult club to play for, we are a club where it is not easy to respond to the demands, the way people are, the way they converge with each other with the objectives, it is not always easy to play. So I'm already saying that the identity of the club is going to overlap a little with your identity and we're going to try to create a collective identity. Because at the club I'm at, the collective value and the team have always

been more important than the individual value. And so, in that sense, the individual characteristics that each one brings are important, but always within those collective values and the collective way of being, therefore. In this case, it even seems to me that in some cases when the club is solid, when the club has well-defined values, it will be much more the club influencing the athlete than perhaps the athlete influencing the club. Because if the ideas are well constructed, if there's a strong identity there, things naturally end up happening naturally.

**Question 8:** Do you feel that, before the introduction of the rule, local and regional identity was deteriorating?

**Answer:** In the global context, in what I was talking about earlier in which some clubs in reality that I think has to do with that initial question I had mentioned. Whether or not the local identity and the function of the... And at the time it was being put in place, or the rule was put in place. As I said before, I think so, I believe that at the time what I wanted to say was happening was that in some cases the clubs all had the same characteristics, they all had seven or eight Brazilian players, some of great quality, others of lesser quality, but that was the dynamic and somehow the local identity and the connection that the clubs had was lost. In other words, the clubs sought to valorise themselves and their results, taking the shortest route. The shortest route is often to throw money at the problem, to go and get one or two more Brazilian players and make it look like, OK, maybe he'll score 10, 20, I won't drop down a division and he'll be here for a while. So, in reality, it seems to me that yes, when this dynamic was put into action, I think that yes, we ran the risk of deteriorating what was this identity. It's not that, in some cases, this rule has managed to solve the problem. It's because of what I said earlier, because of what clubs have opted for, instead of investing in training, which I've been doing, it's OK, I'll get foreign players, but they have to comply with these regulations. This also ends up making them comply with the rule, but it hasn't fulfilled the objective or the intended dynamic of the rule. But these are options.

**Question 9:** As a coach, what do you consider to be the main factors in maintaining a strong local and regional identity between club and fans?

**Answer:** It doesn't have to do with... we've never... and I'm going to throw in another... another... strategy that the federation has used, which has been the certification process, and

this certification process, through the organisation of the club, through the definition of what its mission is, what its vision is, what its values are, ends up with the club making its own way to create this identity. If he then knows how to use these tools or these strategies in a positive way, it naturally ends up happening and what the ideas of the club's values are, if the club really and whoever structures the club does a good job of defining what the mission and vision are, if they structure the club, if they feel strongly about it, then this identification will naturally end up happening, because when I create the club's mission and vision, I take into account the location of the club, I take into account what the identity of those people is, I have that perfect notion and so, in that sense, this relationship is a bit symbiotic, if the club has a good project from a structural point of view, this relationship will end up happening, obviously it's maximised when the results are positive. There's not much to be mistaken about here, don't read into it like that, not when the team wins, but when people identify with what they see on the pitch naturally, they feel able to be there, to connect, when that doesn't happen, we have to look behind each other to see what we're missing in our process that has prevented this connection from happening. Now, first the process, then the result, and when these two things connect, maybe we have what we wanted, this connection.

**Question 10:** How has the rule promoted local development and given more opportunities to young players?

**Answer:**

In some cases it's helped, in some cases it's helped to adjust the training processes and make them more valued so that they can help here, so that the young players have more quality. I don't think it was all of it, it wasn't all of it. What ends up happening is that we have a nucleus of clubs here that I think are committed and have quality training processes, which then end up fuelling other clubs that don't have that dynamic. It's very common to see players trained in, in the Placard League there are several players trained in 3, 4 clubs, then spread out among the other teams. Because what ends up happening is that these clubs have taken a gamble, become more dynamic, organised themselves, created higher quality training processes, invested more in training, which ends up being one of the main objectives of the rule, which allied once again to the certification process has helped to systematise all these objectives. And those who have invested sometimes don't manage to retain all that talent, and then it spreads to the rest of the teams, some of which haven't invested as much. And here in this case, it sometimes confuses me a little, but we also have to realise, and you're probably going to have a quantitative part,

that quantitative part of the analysis, it's a little blind in the sense that a player who is on the bench, trained locally, is a trained player who has to play 30 minutes like the one who never plays and the one who is only fulfilling the schedule and is only wearing the waistcoat. And so, in that sense, what is quantitative is quantitative, it's one athlete, worth as much as another. So this analysis ends up being a little blind. But in reality, there are some contexts in which what happens is that the players are exactly that, just there to fulfil a number, just a number. And that's a factor that I think is important, we take into account that there has indeed been an improvement, but there are still players who are numbers, many who go to the substitutes' bench to fulfil the rule, but who never get on the pitch, who don't get any minutes. So this is part of the question of, ok, is effective promotion happening? Maybe not. But has it improved a lot from what it was? Of course it has. Of course it has. Is it ideal? Of course not. But we're unlikely to be able to achieve that, I think that in some cases there needs to be greater awareness on the part of those who would say this, on the part of those who organise the courses, in order to be able to respond to these situations. Now, have there been any improvements in these promotion mechanisms? Yes.

**Question 11:** As a coach, what changes have there been in your approach to work since the rule was implemented?

**Answer:**

None, there wasn't. I've been a coach for 20 years, but I've only been at two clubs, so I've always coached at clubs for long periods of time, and clubs that had a very strong training ethos, so in that sense, it was already part of my way of being, my way of working already had those characteristics, in my personal case there was absolutely no reflection. The rule didn't change any of my behaviour or any of the priorities I had within the work I was doing.

**Question 12:** The data shows that there has indeed been an increase in young players joining senior teams, but apart from the locally trained player rule, are there any other factors that could have influenced this result?

**Answer:**

There are a few issues here, things that are important. Firstly, it seems to me that, as I said earlier, from a financial point of view, the clubs have evolved. In other words, there has been some alternation and some clubs have experienced greater difficulties from a financial point of

view, which has led them to have to reduce costs. And in that sense, there was an opportunity to give more opportunities to young players. This is a first factor, not related to the regulations, but to the financial question of the league itself. There was this growth in betting and more opportunities arose. In the meantime, there's been a turnaround and we're back to growing a little within the framework of the betting. And it's still there, but also because of the issue of regulations to help. In my case, there are two elements that are absolutely decisive. The certification process and the way in which it has allowed players to be of a higher quality in terms of the work that is done and the structure that allows players to be of a higher quality in the training process and, therefore, to reach the senior level with other types of tools. And then there's the federation's commitment to players and youth teams. In this particular case, throughout the training process, we have many players or some players who are part of the national teams, and this has allowed them to gain a set of skills that we normally can't give them at club level. And so, in that sense, these experiences, these skills, this maturity that they're going to gain during the national team process is going to be important, it's going to make them gain more ability and more quality. And then it makes it easier for them to naturally reach a higher level, and it makes it easier for them to join the elite teams when they reach senior level. So these are two external elements of what the regulations are, but which have decisively contributed to players having more opportunities and better opportunities. There's an aspect to the latter that's very recent, and which is easy for you to observe. The players, the kids who were European champions, the under-19s three or four months ago, when they arrived and they came without doing pre-season, when they arrived at the clubs after pre-season, they arrived flying, and they were all the natural bet because they were adding quality to what they had done. The fact that they were European champions, that experience gave them an important boost, so that when they arrived at the club, they were able to show that quality. So there's always this element, and if we look at this, then I'm going to talk about a specific moment, now when you put this into a training process, from U-15 to U-17, U-18, U-19, in other words, there are many experiences, there are 30, 40 internationalisations, there are many internships, there are competitive contexts that add value to them, and then, naturally, they end up having an easier time of it, they end up imposing themselves when they reach the senior level.

**Question 13:** Did you feel that there were differences in the competitiveness of the league before and after the implementation of the rule, i.e. the competition became less unbalanced?

**Answer:**

I don't have an idea, I don't have any objective data to quantify that. It's always a... Quantifying competitiveness from an empirical point of view is a bit difficult, in the sense that I can't have that objectivity in my analysis. I'd say that there haven't been any major distinctions, I think there may now be a greater balance as a result of the rules having balanced out and it no longer being so obvious that those who had a lot of money could get more players, naturally and usually Brazilians, than those who didn't, and therefore had more difficulty. Maybe that's a perception that could be very correct, but it could be my perception at the moment. And maybe it's balanced out a bit more. Although naturally there's still a big imbalance. And it's important to realise one important thing, which is that we have two of the three or four best teams in the world in our league. And so, naturally, when that happens, the league becomes a little unbalanced because not everyone can compete with those 2, 3, 4 best teams in the world. And so, after everything else it's staggered, from the point of view of how it's more balanced now, yes. Is it completely balanced? No. But I think the rule helped to ensure that there were minimum conditions for the teams to be balanced. Whether or not the clubs have managed to do so, reality shows that perhaps not in their entirety, but there are conditions for it to happen.

**Question 14:** In your experience, what impact has this rule had on Portugal's various national teams, from youth to senior?

**Answer:**

Yes, as I said, I'm going to reinforce what I said earlier, I think that... This relationship has two meanings, which is... I really benefit when players come from the national team, they bring positive experiences and add a lot to what they have. And I also realise that the level they grow to and that they add to their own level will make them more capable and more helpful at club level. By helping me more, they'll get more minutes. I'm going to enhance their game even more. And that greater potential will help them to give a greater return when they reach the national team. So here we have a cycle that will feed on itself, in other words, the national team will sometimes give the players new tools and greater maturity, which will guarantee that when I get to the club I'll be able to get more minutes. Having more minutes, the player develops more, he'll develop more, naturally he'll reach the national team and we'll be at the highest level. And this self-fuelled cycle will mean that, naturally, the national team can have better results, better players, more capable players. And I also have better players at the club, and I can give them a much clearer bet, because they already have some kind of tools that I didn't have before.

It ends up being a mutually beneficial relationship when it's well exploited and, therefore, from my experiences with the international players we have, it's completely beneficial.

**Question 15:** How would you describe the Spanish and Italian leagues, both in terms of competitiveness and in terms of betting on younger players?

**Answer:**

It seems to me that the Italian league is the one that will have the greatest difficulties. Even the Federation is making a bet now that we made a few years ago, and they're making that bet now because they've struggled with this problem. You have to understand what Italian Futsal has been like since the 2000s, with the excess of naturalised players, where there are other historical components, because there is a large Italian community in Brazil, which has meant that there is a lot of descent, so from a historical point of view there is a great relationship between these two countries, which means that there is a lot of possibility of naturalising Brazilian and Italian players. This has meant that there are some naturalised players in the national team, and the league has been greatly enhanced by this, but there are costs for players who weren't naturally Italian, nor were they locally trained. The Federation, which in recent years has tried to reverse this, has gone down this road, which is also why Italy's national teams have found it very difficult to qualify for major competitions, and when they do play in major competitions they are even eliminated in some early stages, eliminated by Egypt in the 2016 World Cup, I think, which means that other major competitions they haven't even managed to qualify for, as a result of this difficulty. They don't have a training process... the training process has many limitations. So they're, I don't know, 20 years behind where we are, and so in this sense they have obvious difficulties, so they're a case to think about, but I think that's what those who are there, and I speak to some who are in the Federation, who know, are doing, going to work to resolve this issue. With regard to Spain, I think that there is a training process in some quality clubs, it seems to me that there is, just like here, some clubs, perhaps the best clubs, El Pozo Murcia, Barcelona, are clubs that have training capacity, that end up training players, not just for the top, but for other clubs, they end up feeding some clubs in the league a little. This commitment, if it's very effective, I have the idea that it's not that effective, which means that the very renewal of the national team ends up not happening in a natural way, and there aren't as many young players coming through, even though, for example, in the national youth teams they've had, in

the last three European Under-19 championships, they've won two and reached the final in another. So it's only now that some of these players are starting to take their place, players who, perhaps if it were in Portugal, would already have had two or three years in the Liga Placard, and there it's harder for them to make a name for themselves. It's harder for them to impose themselves, because there's no such rule. For example, a club relatively close to me, Noia, last year had 12 foreign players out of 14, there was no rule there, because there was a lot of individual quality in the Spanish league, which means it ends up being a league where there are a lot of players with a lot of talent, I think the league that plays the best and is the most difficult to play in is the Portuguese league, but the Spanish league is still a league with a lot of talent, and when there's a lot of talent there aren't always the conditions for players to be able to make the leap from training to become established in the Spanish league. So here we have this game in which I think they work well, they have good training processes, particularly as the second league, a professional league, has B teams, Barcelona B, El Pozo, El Pozo's subsidiary plays there, Betis, in other words, there are several B teams playing in professional contexts, something that we don't have, neither the first league nor the Placard league is completely professional, while in Spain we manage to make that transition between junior and senior more effectively, not asserting themselves in the National League, but in the second division they already find a professional competitive space where they can develop. It's even very common, for example, in the youth teams, for us to realise that we're even better than the Spaniards at under-19 level, but then when there's that transition we sometimes find it a little more difficult, because they're able to develop a little more, because they have more professional contexts in which to develop their players. So here, the context of Spanish Futsal, is a little dubious, in the sense that it has positive points, it has others that can clearly be improved, it has the tools to have power and boost, maybe it has better conditions from a socio-economic point of view, which can even be boosted a little more than we do, but our organisation and the Portuguese strategy that has been put in place here, and has been put in place by the federation, has even allowed us to perhaps have a better process overall than in Spain, although in Spain it even has the conditions to have a better structured process than in Portugal.

**Question 16:** Do you believe that you have an effective rule for your goals?

**Answer:**

That answer is a nest, in the sense that I think it's effective to a certain extent, looking at some clubs, we have at the moment in the Placard League, and they comply with the rule, but they comply with the rule playing with 8 Brazilian players. And why? Because 3 of them are locally

trained. Is that the true spirit of the rule? No, the spirit of the rule is to invest in training, to have quality training processes, that's what all the questions you asked were about, the questions and the process you have here, which I'm trying to evaluate, is for us to have a training process that connects people to the place at a level that guarantees the conditions for them to be able to assert themselves in the future and be part of a top team. From that place, because it has those characteristics, because it knows it, because it nurtures what is local identity and the social implementation of the club, which helps in that relationship. It's what you do when you go and get three more players of Brazilian nationality or any other nationality, it has nothing to do with nationality, it has nothing to do with the question of the rule. Will picking up players of another nationality, who weren't even trained here but who comply with this rule, help and fulfil the objective? No. Therefore, it ends up being a misrepresentation of what the rule is and of the original objectives. So if it fulfils 100%, it doesn't. If it is and has been thought out in such a way as to make it happen, yes. If it's a positive advance on what it was, yes. If we can somehow do better, I think so. Not by cutting more. Now it depends on awareness, on what the people in the clubs can do and really understand. The federation, I think, has done everything it can to make this happen. Even, from a financial point of view, to the clubs in the Placard League, this year it made a distinction, and maybe it's a little outside the scope here, but it will come into it. From a financial point of view, the federation awards certain prizes according to the objectives that the clubs fulfil. And one of them until last year was to have a certain number of homegrown players on the team sheet. And this year it changed the number of homegrown players to Portuguese. And essentially for this reason, to really make the clubs realise, which they have already realised, realise what the rule is. We usually get round to it here, but they've managed to realise that it's really about betting on the Portuguese and trying to make the process develop and not just complying with the locally trained rule. In this case, it's my nest in which, somehow, if it fulfils its objectives, in part it fulfils its objectives and not in full. My answer will be more and more correct.

## **Appendix O – Interview with Nuno Dias**

*(Portuguese version)*

**Pergunta 1:** Na sua experiência como treinador, acha que ter jogadores formados localmente contribuiu positivamente ou influenciou a relação com os adeptos locais?

**Resposta:**

Sabes que a minha zona de trabalho local é Lisboa e a relação local é um bocado diferente se eu estivesse numa região mais pequena e com uma proximidade de adeptos mais familiar, se quiser chamar assim. No nosso caso, sendo um clube grande, não existe muita essa relação entre o ser formado localmente e a relação adeptos, porque como deves calcular num clube como o nosso, a importância não é dada propriamente a isso mas é dada a resultados. Se por um lado, os nossos adeptos gostam dos jogadores da formação que não têm de ser propriamente formados localmente porque como tu sabes, a regra e o que diz a lei do formado localmente, eu posso ter jogadores formados localmente que não tenham sido formados no Sporting. Ou seja, a importância que é dada ao formado pelo Sporting é grande. O clube gosta de ter jogadores que vêm da formação do Sporting. A situação de serem formados localmente ou não, não é muito relevante para aquilo que é a envolvência do clube com essa situação.

**Pergunta 2:** Na sua opinião, ter um maior número dos jogadores formados localmente numa equipa leva a uma maior coesão de equipa?

**Resposta:**

Não, a coesão da equipa não tem a ver com os jogadores formados localmente. Como eu disse, tem muito mais a ver com os jogadores formados no Sporting, propriamente em serem formados localmente, porque eu posso contratar jogadores que nem sequer são portugueses, e são formados localmente, e eu posso contratar os jogadores formados localmente noutros clubes. Não tem propriamente a ver com as raízes do nosso clube. Portanto, acho que não tem relevância nenhuma para a coesão de grupo o ser ou não ser formado localmente. A coesão de grupo depende muito mais dos valores e da educação e da formação. Da formação em termos, enquanto o homem, enquanto pessoa, enquanto ser humano, tem muito mais a ver com a formação, tem muito mais a ver com a coesão de grupo, tem muito mais a ver com esse aspeto do que propriamente com o ser ou não ser formado localmente. Há pessoas formadas localmente que são maus elementos de grupo e há pessoas formadas localmente que são boas, assim como

ao contrário, não é? Por isso, o ser formado localmente não tem nada a ver com ser bom ou mau pessoa, com ser bom ou mau elemento de grupo, com ajudar ou não ajudar para a coesão.

**Pergunta 3:** Mas sente que isso contribuiu para uma maior identidade local da sua equipa?

**Resposta:**

Não. Nada. Acho que como te disse antes, não tem a ver com ser formado localmente pela regra que diz que até aos 21 ou até aos 19, tu tens de ter cinco inscrições na federação, ou seja, tu podes ter jogadores formados localmente que nunca sequer jogaram no Sporting antes. Ou seja, não tem nada a ver para essa coesão e para essa envolvência com a nível social, cultural, se quiseres assim o chamar, não há nenhuma relação, na minha opinião, entre o ser formado localmente e o público. Acho que tem muito mais a ver com a formação do clube e não o formado localmente pela regra da federação.

**Pergunta 4:** Sente que antes da introdução da regra do jogador formado localmente, a identidade local e regional estava a deteriorar-se?

**Resposta:**

Eu acho que isso depende um pouco da forma como cada clube vê e consegue gerir essa situação. Acho que o problema não é a própria regra. A regra, na minha opinião, não veio ou não surgiu no sentido de agregar, em termos socioculturais, as pessoas nos clubes. A regra surgiu com um outro objetivo, como todos sabemos. Portanto, não é essa regra que vai trazer com que haja maior envolvência entre o clube e essas gentes locais. Se bem que é aquela situação que eu te disse à pouco, o meu clube (Sporting CP) não é propriamente um clube de região. Um clube como é, sei lá, se fosse na zona aonde eu vivo agora, por exemplo, que é na Benedita, tem a Ribafria, que é um clube regional, claramente, em que os miúdos são daí, daquela zona, daquela vila, das aldeias próximas. E há uma envolvência muito grande entre os pais, entre os filhos, entre os amigos, que vão ao jogo, vão ao clube e vivem o clube de uma outra forma. O Sporting é um clube nacional, não vive propriamente à custa da envolvência das famílias e da cultura. Sendo um clube grande, vive muito a base dos associados, que são muitos e espalhados por todo o país, não só nesta região.

**Pergunta 6:** De que maneira é que a regra promoveu o desenvolvimento local e deu mais oportunidades aos jogadores jovens?

**Resposta:**

No nosso caso posso dizer que a regra levou-nos a que os atletas da formação tivessem... obrigou-nos a trabalhar melhor esse aspeto. Porque o aproveitamento que a gente faz dos jogadores da formação ao plantel Sénior passou a ser muito maior, porque deixamos de fazer aquilo que provavelmente se fazia em 2012 ou 2013 ou 2014, que tinha a ver como recrutavas no estrangeiro, pela qualidade que era melhor do que propriamente a nossa, a nossa em Portugal, e tu ias recrutando no estrangeiro e ias por um lado ajudar a desenvolver os nossos, mas também lhes tiravas espaço para jogar e para evoluir no próprio clube. A regra obrigou-nos a ter que trabalhar melhor na formação para poder aproveitar no nosso plantel sénior os jogadores oriundos da formação e dessa forma tivemos que investir muito mais desde as bases para recrutar mais cedo desde os benjamins, traquinas e ter um plano de trabalho com todos os treinadores da formação, que nos permita que o jogador evolua, o jogador português evolua e que quando chegar ao nível sénior que já esteja no nível, que nos ajude, ou que pelo menos que esteja mais próximo de estar capaz de poder jogar no Plantel Sénior. Mas tal como eu disse também, o Sporting, apesar de ser um bom exemplo nisso, porque se olhares para a equipa do Sporting, mais, já nem falo nos formados localmente, o jogador da formação do Sporting, que joga no Plantel Sénior, são mais 50%, mais de metade da nossa equipa é oriunda da nossa formação. Nesse aspeto, até somos um bom exemplo, mas tal como eu disse, tem muito a ver com a formação e que nós obviamente tivemos que repensar e melhorar, tem a ver com essa formação, porque sabíamos que a regra não nos permitia ter mais do que cinco jogadores na ficha de jogo que não fossem formados localmente. Ou seja, levou-nos a trabalhar melhor e aproveitar melhor o jogador português e o jogador formado no Sporting. E nesse aspecto acho que houve uma melhoria.

**Pergunta 7:** Enquanto treinador, que mudanças na sua abordagem de trabalho teve após a implementação da regra?

**Resposta:**

Um pouco ou nada, porque também me habituei a ter bons jogadores e isso nunca deixou de acontecer, independentemente da regra ter mudado ou não. Qual foi a maior alteração? A maior alteração foi começarmos a olhar, se calhar, de um outro ponto de vista diferente para os jogadores que vinham da formação, porque sabíamos que eles iam ser importantes no futuro,

porque a regra não nos permitia recrutar no estrangeiro o tempo todo. Então, houve uma necessidade de olharmos para baixo e de trazer mais cedo, atletas da formação para o plantel sénior. Houve essa necessidade e houve essa importância também para a formação, de olhar para eles e perceber que se tiverem qualidade nós tínhamos que os chamar e trazer com maior regularidade para a nossa equipa. Agora, em relação àquilo que são métodos de treino, métodos de trabalho, isso nada mudou. O que me interessa é treinar jogadores com qualidade, independentemente de eles serem formados localmente ou não.

**Pergunta 8:** Sentiu que se registaram diferenças relativamente à competitividade da liga antes e após a implementação da regra, isto é, a competição ficou menos desequilibrada?

**Resposta:**

Não sei, eu recordo quando jogava, ainda no tempo, no Instituto de D.João V, e Alpendorada, e Freixeiro, e Fundação Jorge Antunes. Havia um leque de muitas equipas com qualidade, muitas, e em que os jogos eram extremamente equilibrados com todas as equipas, seja com o Sporting, seja com o Correio da Manhã na altura, seja com o Miramar, ou seja, havia um leque de muitas equipas com qualidade, em que os jogos eram extremamente equilibrados e difíceis. Ou seja, já nessa altura, e estamos a falar em 2000, 2001, 2002, 2007, ou seja, nessa altura já os jogos eram muito equilibrados e a Liga era muito equilibrada, e não havia a regras dos formados localmente. Eu acho que a regra dos formados localmente, mais uma vez, o objetivo não é, o objetivo dela não é equilibrar a competição. O objetivo é trazer atletas mais cedo e que possam eventualmente mais depressa evoluir, porque vão ter mais oportunidades, para depois servirem também os interesses da seleção nacional. Porque eu acho que o facto de existir essa regra, obriga que tu não recrutes fora, e se não recrutas fora, vais dar oportunidade aos que estão dentro. Dando oportunidade dentro, vais fazer evoluir o jogador português. Fazendo evoluir o jogador português, não é propriamente com o objetivo de equilibrar a liga e torná-la competitiva em termos de equilíbrio, mas é dotar o jogador português de maior capacidade e qualidade, maior experiência competitiva, para eventualmente depois servirem melhor os interesses das várias seleções.

**Pergunta 9:** Na sua experiência, que impacto é que esta regra teve nas várias seleções nacionais de Portugal, desde os mais jovens até à principal?

**Resposta:** Obviamente, havendo mais oportunidades para o jogador português pelo facto de não poder recrutar sete, oito ou novo estrangeiros, porque na melhor das hipóteses já só pode ter cinco, ou cinco formados não localmente, porque tu podes ter estrangeiros que sejam formados localmente e os estrangeiros formados localmente também não conseguem ajudar na seleção, mas de algum modo possibilitou mais oportunidades ao jogador português. E o facto de possibilitar mais oportunidades ao jogador português e de olharmos para jogador português como não alguém para encher um plantel, mas alguém que vai estar para trabalhar e para ajudar e para evoluir e eventualmente para ser utilizado e ser uma opção vai dotar o jogador português de mais qualidade. E ao longo dos tempos essa regra foi reduzindo o número de jogadores estrangeiros ou jogadores não formados localmente das equipas e aumentando e obrigando que existam mais jogadores formados localmente, eles vão ter mais tempo de jogo, vão ter mais oportunidades, vão evoluir, só assim é que se evolui, vão ter mais oportunidades, vão evoluir, vão competir nas ligas mais competitivas como é a Liga Placard, isso vai trazer melhorias a eles e obviamente vão ter um reflexo naquilo que é o trabalho das várias seleções desde os sub-15, 17, 19 e assim por aí adiante.

**Pergunta 10:** Sente que essa maior experiência de jogo em patamares competitivos superiores é um fator contributivo para terem a oportunidade de chegarem mais cedo a seleção principal e de ajudarem mais cedo a seleção principal?

**Resposta:**

Um bocado contra aquilo que toda a gente diz, eu acho que um atleta não chega à seleção lá porque ter sido internacional no Sub-15 ou o Sub-17 ou o Sub-19. Não é porque ter sido internacional ou ter sido campeão europeu do Sub-19, que vais conseguir chegar à seleção ou que vais ter qualidade para lá chegar. Porque se tu olhares dessa seleção Sub-19 que acabou de ser campeã europeia, por exemplo, muitos eram do Sporting e a maior parte estão emprestados. Tirando o Macedo que faz parte do plantel principal, todos os outros estão emprestados e inclusivamente não jogam muito tempo na Liga Placard. Tirando o Duarte que vai fazendo algum, 10 minutos por jogo, (...) o Diogo Silva não joga, o Bruno Maior no Leões Porto Salvo não joga, portanto, o Duarte joga 10 minutos, merecia estar no Sporting, ok. Os outros vão jogando, por exemplo, no caso do Sporting, o Andriy, o Cíntra e o Pedro Santos ainda são juniores, fazem o campeonato do Sub-19, mas tu olhares, mas se tu olhares quem são os, Lúcio, ok, joga no Benfica e ainda agora foi chamada a seleção A, mas acho que tem muito mais a ver com a qualidade que ele tem apresentado no Clube e a evolução que ele teve no Clube, do que

propriamente do facto de ter sido campeão europeu do Sub-19. Acho que não está diretamente relacionado o ser campeão do Sub-19 europeu com o chegar a seleção A. Acho que se tu reparares o trabalho que eles fizeram ou que fazem enquanto Sub-19 na seleção, estamos a falar de 20 ou 30 unidades de treino por ano, eles nos clubes fazem 200, não parece que seja na seleção que eles vão ter essa evolução ou na seleção do Sub-19 vão ter essa evolução para depois chegar a seleção A, aliás, ou a posição que eles têm nos escalões de formação quando jogam na seleção, não tem nada a ver. A oposição que eles têm nos clubes como já houve contra equipas seniores, é a oposição que um Macedo ou neste caso o Lúcio que agora foi chamado. A oposição que eles têm quando jogam pelo Benfica ou pelo o Sporting, contra os outros clubes e inclusive na Europa, não tem nada a ver com a oposição que eles têm quando jogam na seleção contra a Eslovénia ou contra os Sub-19 de França ou os Sub-19 da Holanda ou de... não tem nada a ver. A evolução deles tem muito mais a ver, e isto também se calhar, estou a puxar a brasa à nossa sardinha, mas não tem haver, acho que o jogador treina 200 unidades treino no clube, ou 250, acho que vai evoluir e vai ter muito mais desenvolvimento e a possibilidade de jogando, ser chamado a seleção A é muito maior do que propriamente o facto de ter sido internacional de Sub-17 ou Sub-19. E acho que olhando para essa seleção de Sub-19 que foi campeã, vamos ver quantos vão chegar a seleção A nos próximos dois anos, se calhar poucos, ou seja, se poucos vão chegar a seleção A nos próximos dois anos, mas se calhar quando os outros mais velhos começarem a cair e começar a chamar estes, mas estes já foram campeões da Europa, quando eles lá foram chamados, já foram campeões da Europa há 3 anos atrás ou 4, ou seja, não tem nada a ver aquilo que eles fizeram a 4 anos atrás, para a evolução que eles foram tendo ao longo dos tempos nos Clubes, para depois passarem a ser chamados. Mas isso é uma opinião pessoal, que é isso que eu estou aqui a fazer, a dar opiniões.

**Follow-up:** Mas considera que esses jogadores que mencionou, que tiveram a oportunidade de ter tempo de jogo, isso é devido à regra ou seria algo normal, mesmo sem a regra?

**Resposta:**

Os jogadores que mencionei, eles estão no Ferreira do Zêzere, nos Lombos e os nossos que estão emprestados, tirando o Duarte como eu disse no Ferreira do Zêzere, que tem jogado uns 8, 10 minutos por jogo, os outros não têm jogado. E continuam a ir à seleção, de sub-21 e sub-20, e continuam a ir à seleção e jogam na seleção. Então, são internacionais sub-19, foram campeões europeus. Tem qualidade para jogar na seleção, mas não tem qualidade para jogar nos Lombos, nem nos Leões Porto Salvo. Que conclusis aqui? Onde é que há mais

competitividade e mais qualidade? Na seleção ou no clube? A mim parece-me que é no clube. Porque vai ter jogadores com muito mais qualidade, porque ali não olhas à idade. Agora, eu acho que as oportunidades que eles vão tendo têm muito a ver até mais com a regra dos dois sub-20 que podem estar a mais na ficha do jogo. Porque aí tu consegues levar dois miúdos que não contam para a ficha do jogo dos 12 e sempre que consegues tu dás oportunidades de jogar. E se essa regra não existisse, provavelmente eles nunca iriam para a ficha do jogo e nunca iriam jogar no plantel sénior.

**Pergunta 11:** Quais são as semelhanças e diferenças entre a Liga Placard e a Liga Espanhola?

**Resposta:**

Semelhanças entre a Liga Portuguesa e Liga Espanhola? Primeiro, a Liga Espanhola, o facto de não ter essa regra, essa exigência regulamentar, não obriga a que os clubes formem bem. E como não obriga que os clubes formem bem, porque recrutam jogadores estrangeiros o tempo todo, acho que houve um baixar de nível no que diz respeito às seleções, porque se tu tiveres uma equipa em que tens jogadores estrangeiros e não dás oportunidades, no caso, aos jogadores espanhóis, o que vai acontecer é que o jogador espanhol não vai jogar tanto, não vai ter tanta competição, não vai ter tanta qualidade, não vai ter tanta oportunidade e depois isso vai refletir quando tu chamas para a seleção, se tu olhares para o Barcelona, por exemplo, que é se calhar o clube de referência de Espanha que está em primeiro, diz-me quantos jogadores espanhóis jogam nesse Barcelona? Quantos jogadores espanhóis jogam no Barcelona? Joga o Adolfo, um, Catela, dois, o Guarda Redes Dídac, três, dos que jogam com mais regularidade são os três. E enquanto, e estamos a falar da melhor, quem diz essa diz o Palma, foi campeão europeu contra o Sporting, quantos jogadores do Palma eram espanhóis? Rivílios, um, e agora estou com dificuldade não me lembro de mais nenhum, jogava o... pronto, eram dois. Ou seja, as melhores equipas estão carregadas de jogadores estrangeiros, as melhores equipas, ou seja, os jogadores espanhóis não estão a ter essas oportunidades, a seleção espanhola vai se ressentir, porque os melhores jogadores não estão a jogar nas melhores equipas, vai se ressentir, e o que está a acontecer é, cada vez mais, Portugal é melhor que Espanha, em termos de seleção, em termos de liga ainda não, a Liga Espanhola é muito mais competitiva, até muito, aliás o poder económico permite-lhes que qualquer equipa de meio de tabela tenha orçamentos elevadíssimos, e o facto de poderes recrutar onde tu quiseres sem qualquer regra e sem qualquer limitação tu consegues com que todas as equipas tenham excesso de jogadores estrangeiros de qualidade, se houvesse obrigatoriedade de jogar jogadores espanhóis numa fase inicial ia se

perder qualidade, provavelmente com o tempo, foi aquilo que aconteceu em Portugal, com o tempo esses jogadores iam ter mais oportunidades e iam evoluindo e iam sendo melhores, ajudando a seleção a ter melhores atletas espanhóis. Neste momento não ajuda a seleção a ter melhores seleções, mas ajuda aos clubes quando jogam entre clubes serem melhores, porque o jogador espanhol não está valorizado, por isso nós jogamos, quando nós jogamos Champions contra equipas espanholas, nós jogamos contra equipas carregadas de jogadores estrangeiros e com muito poucos espanhóis, a liga em termos coletivos, se calhar nesta primeira fase, se calhar enquanto não mudarem a regra está melhor, as equipas são melhores, a curto prazo a seleção vai sofrer com isso e já está a sofrer com isso. Portanto, essa liga é competitiva, tem qualidade. Depois tem uma coisa que infelizmente a Liga em Portugal não tem, que é, tu vais a qualquer pavilhão e o pavilhão está cheio. E o pavilhão tem 3, 4 mil pessoas enquanto em Portugal, se calhar, o Sporting é a equipa que mais gente tem no pavilhão, e estamos a falar, se calhar, de uma média de... Provavelmente não chega a 2 mil pessoas. E estamos a falar do pavilhão que leva 3 mil, estamos a falar, em média, se calhar, o clube que mais pessoas têm no pavilhão. Mas depois temos pavilhões em que estão lá 300, 200, e em alguns casos, estou a ser simpático. Porque eu já vi pavilhões em alguns jogos, com bem menos que isso. E esse é um dos aspetos onde nós estamos muito abaixo ainda da Liga Espanhola. Essa possibilidade, essa... O público aderir, e depois a qualidade das equipas, há mais qualidade em mais equipas. Enquanto em Portugal, a qualidade, há uma grande qualidade nas melhores, mas depois essa qualidade baixa, e por mais que a gente queira dizer que a Liga está equilibrada, há equipas com, a partir aí do quinto, sexto, classificado, quer dizer, a Liga está equilibrada, o Sporting em 11 jogos tem um empate. Não parece que isso seja equilíbrio. O Braga tem um empate que foi com o Sporting e uma derrota que foi em Caxinas. Ou seja, o Benfica perdeu com o Braga, perdeu com o Sporting e perdeu com o Caxinas, e o resto são vitórias. Ou seja, está equilibrada aí do quinto, ou sexto lugar para baixo, e está nivelada por baixo. Enquanto na Liga Espanhola, tu olhas o Barcelona, foi perder em casa com o Manzanares. O Palma agora empatou em casa com Navarra. O Pozo perdeu com o Valdipeñas e empatou, quer dizer, em todas as jornadas tu não sabes o que o jogos vai dar porque os jogos estão equilibrados tirando uma ou outra equipa, todos os jogos são equilibrados. E aqui tu sabes, o Sporting vai com mais ou menos dificuldade ganhar, o Benfica com mais ou menos dificuldade vai ganhar, o Braga com mais ou menos dificuldade vai ganhar, e depois daí para baixo tem os outros que aí sim está equilibrado.

**Pergunta 12:** Acha que esse desequilíbrio também origina de uma vertente mais financeira dos clubes como o Sporting ou Benfica? Essa diferença de recursos face aos outros, impacta?

**Resposta:**

Isso é lógico, mas tu pensas que os clubes... tu pensas que o Torreense não tem jogadores mais caros que os meus? Se calhar, tem. Se calhar, existem jogadores do Torreense a ganhar mais dinheiro que os do Sporting. Se calhar, alguns jogadores dos Lombos, estão a ganhar mais dinheiro que alguns do Sporting. Claro que não são todos, e o valor orçamental do Sporting obviamente que é muito mais alto. Mas todas as equipas já têm jogadores com valores elevados. Mas obviamente, eu consigo recrutar, mas também consegui formar e também consegui trazer o Zicky, o Tomás Paçó, o Bernardo, o Diogo, o Tiago Macedo e o Neves, que eram júniores do Sporting, ganhavam zero. E que neste momento fazem parte do Plantel. E que jogam e estão na seleção nacional. Mas se estão na seleção nacional, não penses que foi por causa do que eles fizeram quando foram à seleção de sub-17. Ou quando foram à seleção de sub-15, ou quando foram à seleção de sub-19. O valor deles não tem a ver com a meia dúzia de jogos que fizeram nas seleções jovens. Estamos a falar de miúdos que já fizeram 700 ou 800 treinos desde que subiram de júnior a sénior. Agora, que a regra permitiu que eles tivessem mais oportunidades, sim, a regra permitiu isso. A regra obrigou que os clubes olhassem para a formação de outra forma, no nosso caso sim, porque não podemos ir recrutar fora e temos que olhar para dentro. E para olhar para dentro e para aproveitar temos que trabalhar melhor. Claro, a regra foi importante. Por isso é que a Seleção portuguesa neste momento é a melhor do mundo. Por isso é que a Espanha cada vez está mais atrasada. Tu olhas para os jogadores espanhóis e eles são secundários nos clubes onde estão. O jogador espanhol é um jogador secundário, é um jogador que está lá para ajudar. Enquanto cá o jogador português é o jogador que joga e que ajuda e que não é o que está para fazer o número e para fazer descansar o Pito, o Diego, o Gadeia e os estrangeiros. E aqui não. Aqui houve essa obrigatoriedade, essa regra, obrigou-nos a trabalhar melhor esses aspetos e permitiu ao jogador português ter mais opções e ter que assumir esse papel.

**Pergunta 13:** Equipas como o Sporting e o Benfica, uma vez que não podem recrutar um grande número de estrangeiros, vão ter que reter jogadores nacionais. Sente que isso é algo que leva as ditas equipas de um nível mais baixo também reter os talentos que formaram por mais tempo?

**Resposta:**

Vão é reter os nossos. Eles vão é ficar com os nossos. Porque eles não os fazem. Porque se tu olhares tirando o Caxinas. Quem é o jogador da formação do Fundão? Quem é o jogador da formação do Elétrico? Quem é o jogador da formação do Ferreira do Zêzere? Quem é o jogador da formação do Candoso? Quem é o jogador da formação do Torreense? Não

há jogadores da formação deles. O que eles vão fazer é aproveitar a nossa formação. Porque não tem ou porque não há trabalho. Ou porque não tem qualidade nela. Ou porque não valorizam. Porque sabem que eles não vão ficar ali todos. E depois nós vamos lá buscá-los.

**Follow-up:** Então a regra acaba por não ser tão efetiva, uma vez que são os “grandes” a formar e os outros a colher os frutos desses clubes?

**Resposta:** Depende do ponto de vista, depende de qual é o objetivo. Estamos a falar de um clube que joga na Liga Placard. Há clubs que formam e há outros que nem por isso. E que não têm, e que estão à espera que o jogador do Sporting ou do Benfica, que não sirva, para ficar no plantel principal e então nós vamos lá buscar o miúdo. É um bocado assim. Mas se tu vires em contextos mais regionais, em contextos de equipas de segunda liga e da terceira divisão, se calhar faz sentido, que os jogadores dessa localidade que fizeram lá a formação e a seguir vão chegar no plantel sénior. Agora, para a Liga Placard, não trabalhando bem na formação, tu não os consegues aproveitar para lá, então vai ter que ir buscar nos outros. E se tu fores ver a lista da primeira divisão toda, terás de me dizer quem são os jogadores que jogam na liga, que foram formados por clubes, não o Sporting, não o Benfica, não o que os Caxinas ou não eventualmente o Porto Salvo também tem alguns. Mas além destes. Mesmo o Braga. Quem é o jogador do Braga que foi formado no Braga? Acho que há um. Acho que há um que joga pouco mas que está lá. Ok. É um Bruno que agora tem ido à seleção. O Bruno dos sub-19 ou 21. Mas... mas tem jogadores formados localmente? Não só é deles? Ou não foram formados por eles? Quem diz o Braga diz os Lombos? Diz o Torreense e diz todas as outras que eu há bocado enumerei.

**Pergunta 14:** Tem alguma ideia ou alguma sugestão de um tipo de regra que pudesse fomentar esses clubes a formarem? Ou acha que essa regra está bem como está?

**Resposta:** Não sei, nunca pensei muito sobre isso, mas é difícil porque uma coisa é a população em Lisboa, a população é numerosa. Outra coisa é estar no Fundão, ou estar em Ferreira do Zêzere, em que a população provavelmente não produz gente suficiente para poderes formar com qualidade, porque não tem qualidade. Por mais que queiras. E depois alguns vão para o futebol e sobram-te os que não quiseram ir para o futebol, ou que não tiveram tanto jeito e os clubes alguns aproveitaram, como é o caso do Fundão, Ferreira do Zêzere, ou o Elétrico, que são clubes muito mais do interior. E não é fácil, não é fácil. Mas depois outra coisa que também

fica difícil, que é como é que esses clubes conseguem levar para lá os nossos, porque querem sair de Lisboa, do Porto, para ir e para Ferreira do Zêzere viver, para ganhar 300 ou 400 euros, também não é fácil, não é? Ou são de lá e os formam. E é difícil porque não tem população suficiente com qualidade, ou então depois têm que recrutar a outro lado, porque também não é fácil, porque descentralizar um miúdo que tem 19 anos, e que estude, para ir jogar para o Ferreira do Zêzere, não há nenhuma universidade para poderes estudar.

English version:

**Question 1:** In your experience as a coach, do you think that having locally-trained players has contributed positively or influenced the relationship with local fans?

**Answer:**

You know that my local area of work is Lisbon and the local relationship is a bit different if I were in a smaller region with a more familiar fan base, if you like. In our case, being a big club, there isn't much of a relationship between being locally trained and the relationship with the fans, because as you can imagine in a club like ours, the importance isn't really given to that, but it is given to results. If, on the one hand, our fans like the players who have come through the youth system, they don't have to be locally trained because, as you know, the rule and what the law says about locally trained players is that I can have locally trained players who weren't trained at Sporting. In other words, Sporting attaches great importance to graduates. The club likes to have players who come from Sporting's academy. Whether they're locally trained or not isn't very relevant to the club's involvement with this situation.

**Question 2:** In your opinion, does having a greater number of locally-trained players in a team lead to greater team cohesion?

**Answer:**

No, the cohesion of the team doesn't have to do with the locally trained players. As I said, it's much more to do with the players trained at Sporting, more to do with them being trained locally, because I can sign players who aren't even Portuguese, but are trained locally, and I can sign players trained locally at other clubs. It doesn't really have to do with the roots of our club. So I don't think it has any bearing on team cohesion whether or not the players are locally trained. Group cohesion depends much more on values and education and training. In terms of training, as a man, as a person, as a human being, it has a lot more to do with training, it has a lot more to do with group cohesion, it has a lot more to do with that aspect than with being or

not being trained locally. There are locally trained people who are bad group members and there are locally trained people who are good, or the other way round, aren't there? So being locally trained has nothing to do with being a good or bad person, with being a good or bad group member, with helping or not helping cohesion.

**Question 3:** But do you feel that this has contributed to a greater local identity for your team?

**Answer:**

No. Nothing. I think that, as I said before, it has nothing to do with being locally trained because of the rule that says that until you're 21 or 19, you have to have five registrations with the federation, which means that you can have locally trained players who have never even played for Sporting before. In other words, it has nothing to do with this cohesion and this involvement on a social, cultural level, if you want to call it that, there is no relationship, in my opinion, between being locally trained and the public. I think it has much more to do with the formation of the club and not the local formation of the federation's rule.

**Question 4:** Do you feel that before the introduction of the locally trained player rule, local and regional identity was deteriorating?

**Answer:** I think it depends a little on how each club sees it and manages it. I don't think the problem is the rule itself. The rule, in my opinion, didn't come about or didn't come about in order to bring people together in socio-cultural terms in clubs. The rule came about for another purpose, as we all know. So it's not this rule that's going to bring about greater involvement between the club and these local people. Although it's the situation I told you earlier: my club (Sporting CP) isn't exactly a regional club. A club like, I don't know, if it were in the area where I live now, for example, which is in Benedita, there's Ribafria, which is clearly a regional club, where the kids are from there, from that area, from that town, from the neighbouring villages. And there's a lot of involvement between the parents, between the children, between the friends, who go to the game, go to the club and experience the club in a different way. Sporting is a national club, it doesn't exactly live off the involvement of families and culture. As a large club, it lives very much on the basis of its members, who are many and spread all over the country, not just in this region.

**Question 6:** How has the rule promoted local development and given more opportunities to young players?

**Answer:**

In our case, I can say that the rule meant that we had to work harder on this aspect. Because the use we make of youth players in the senior squad has become much greater, because we've stopped doing what was probably done in 2012 or 2013 or 2014, which had to do with recruiting from abroad, because the quality was better than ours, ours in Portugal, and you were recruiting from abroad and on the one hand you were helping to develop our players, but you were also taking away their space to play and develop at the club itself. The rule meant that we had to work harder in training in order to be able to take advantage of players from training in our senior squad, so we had to invest a lot more from the grassroots up, to recruit early, from nursery school upwards, and to have a work plan with all the training coaches, which allows the player to evolve, the Portuguese player to evolve, and that when he gets to senior level he's already at the level that helps us, or at least that he's closer to being able to play in the senior squad. But as I've also said, Sporting, despite being a good example in this respect, because if you look at the Sporting team, plus, I'm not even talking about the locally trained players, the Sporting youth players who play in the senior squad are more than 50 per cent, more than half of our team come from our youth team. In that respect, we're a good example, but as I said, it has a lot to do with training, which we obviously had to rethink and improve, it has to do with training, because we knew that the rule didn't allow us to have more than five players on the team sheet who weren't locally trained. In other words, it led us to work better and make better use of Portuguese players and players trained at Sporting. And in that respect I think there has been an improvement.

**Question 7:** As a coach, what changes have you seen in your approach to work since the rule was implemented?

**Answer:**

A little or nothing, because I also got used to having good players and that never stopped happening, regardless of whether the rule changed or not. What was the biggest change? The biggest change was that we started to look at the players who came through the youth system from a different point of view, because we knew that they were going to be important in the future, because the rule didn't allow us to recruit from abroad all the time. So there was a need for us to look downwards and bring players from the youth system into the senior squad earlier.

There was this need, and there was also this importance for training, to look at them and realise that if they have quality we had to call them up and bring them into our team more regularly. Now, in terms of training methods and working methods, nothing has changed. What interests me is training quality players, regardless of whether they are locally trained or not.

**Question 8:** Did you feel that there were differences in the competitiveness of the league before and after the implementation of the rule, i.e. the competition became less unbalanced?

**Answer:**

I don't know, I remember when I played, back in the day, at the Instituto de D.João V, and Alpendorada, and Freixeiro, and Fundação Jorge Antunes. There were a lot of quality teams, a lot, and the games were extremely even with all the teams, whether it was Sporting, Correio da Manhã at the time, or Miramar, in other words, there were a lot of quality teams, and the games were extremely even and difficult. In other words, even back then, and we're talking about 2000, 2001, 2002, 2007, in other words, back then the games were already very even and the league was very balanced, and there was no rule for locally-trained players. Once again, I don't think the aim of the locally trained rule is to balance the competition. The aim is to bring in players at an earlier age who can eventually develop more quickly, because they'll have more opportunities, so that they can then also serve the interests of the national team. Because I think the fact that this rule exists means that you don't have to recruit from outside, and if you don't recruit from outside, you'll give opportunities to those who are inside. By giving opportunities inside, you'll develop the Portuguese player. By developing the Portuguese player, it's not exactly with the aim of balancing the league and making it competitive in terms of balance, but it's to provide the Portuguese player with greater ability and quality, greater competitive experience, to eventually better serve the interests of the various national teams.

**Question 9:** In your experience, what impact has this rule had on Portugal's various national teams, from the youngest to the most senior?

**Answer:** Obviously, there are more opportunities for Portuguese players because you can't recruit seven, eight or new foreigners, because at best you can only have five, or five who are not locally trained, because you can have foreigners who are locally trained and foreigners who are locally trained can't help the national team either, but in some way it has given Portuguese

players more opportunities. And the fact that it gives Portuguese players more opportunities and that we look at Portuguese players not as someone to fill a squad, but as someone who will be there to work and to help and to develop and eventually to be used and to be an option will give Portuguese players more quality. And over time this rule has reduced the number of foreign players or non-locally trained players in the teams and has increased and forced more locally trained players to play, they'll get more playing time, they'll get more opportunities, they'll develop, that's the only way to develop, they'll get more opportunities, they'll develop, they'll compete in the most competitive leagues like the Placard League, this will bring improvements to them and obviously will have an impact on the work of the various national teams from U-15, 17, 19 and so on.

**Question 10:** Do you feel that this greater playing experience at higher competitive levels is a contributory factor in having the opportunity to reach the senior national team sooner and to help the senior national team sooner?

**Answer:**

Somewhat contrary to what everyone says, I think that an athlete doesn't get to the national team just because they've been an international at U15 or U17 or U19. It's not because you've been an international or been European Under-19 champion that you're going to make the national team or that you're going to have the quality to make it. Because if you look at the U-19 team that just won the European Championship, for example, many of them were Sporting players and most of them are out on loan. Apart from Macedo, who is part of the senior squad, all the others are out on loan and even don't play much in the Liga Placard. Apart from Duarte, who gets a few, 10 minutes a game, (...) Diogo Silva doesn't play, Bruno Maior at Leões Porto Salvo doesn't play, so Duarte plays 10 minutes, he deserves to be at Sporting, ok. The others play, for example, in the case of Sporting, Andriy, Cíntra and Pedro Santos are still juniors, they're in the Under-19 championship, but if you look at who they are, Lúcio, ok, he plays for Benfica and has just been called up to the A team, but I think it has a lot more to do with the quality he's shown at the club and the evolution he's had at the club, than the fact that he's been European Under-19 champion. I don't think being European Under-19 champion is directly related to making the A team. I think that if you look at the work they've done or are doing as Under-19s in the national team, we're talking about 20 or 30 training units a year, they do 200 at club level, it doesn't seem like it's in the national team that they're going to have that evolution or in the Under-19s that they're going to have that evolution to then get to the A team, in fact,

or the position they have at youth level when they play in the national team, it has nothing to do with it. The opposition they have at club level, as there has already been against senior teams, is the opposition that a Macedo or in this case Lúcio, who has now been called up, has. The opposition they get when they play for Benfica or Sporting, against other clubs and even in Europe, has nothing to do with the opposition they get when they play for the national team against Slovenia or the French Under-19s or the Dutch Under-19s or... it has nothing to do with it. Their development has a lot more to do with it, and this too, maybe I'm pulling the wool over our eyes, but it doesn't have to do with it, I think that if a player trains 200 units at the club, or 250, I think he's going to develop and he's going to have a lot more development and the possibility of playing, of being called up to the A team is much greater than the fact that he's been an Under-17 or Under-19 international. And I think that looking at the Under-19 team that won the trophy, we'll see how many of them make the A team in the next couple of years, maybe a few, in other words, maybe a few will make the A team in the next couple of years, but maybe when the other older players start to drop and they start to be called up, But they've already been champions of Europe, when they've been called up there, they've already been champions of Europe 3 or 4 years ago, that is, it has nothing to do with what they did 4 years ago, for the evolution they've had over time in the Clubs, to then be called up. But that's a personal opinion, which is what I'm doing here, giving opinions.

**Follow-up:** But do you think that those players you mentioned, who have had the opportunity to get game time, is that because of the rule or would it be something normal, even without the rule?

**Answer:**

The players I mentioned, they're at Ferreira do Zêzere, at Lombos and our players who are on loan, apart from Duarte as I said at Ferreira do Zêzere, who has been playing about 8, 10 minutes a game, the others haven't been playing. And they keep going to the national team, U-21 and U-20, and they keep going to the national team and playing for the national team. So they're U19 internationals, they were European champions. They're good enough to play for the national team, but they're not good enough to play for Lombos or Leões Porto Salvo. What do you conclude here? Where is there more competitiveness and quality? The national team or the club? I think it's the club. Because there will be players with much more quality, because there you don't look at age. Now, I think the opportunities they're getting have a lot to do with the

rule that two under-20s can be on the scoresheet. Because then you can take two kids who don't count on the 12's game sheet and whenever you can you give them opportunities to play. And if that rule didn't exist, they'd probably never get on the scoresheet and never play in the senior squad.

**Question 11:** What are the similarities and differences between the Placard League and the Spanish League?

**Answer:**

Similarities between the Portuguese and Spanish leagues? Firstly, the Spanish league, because it doesn't have that rule, that regulatory requirement, doesn't force clubs to train well. And because it doesn't oblige clubs to train well, because they recruit foreign players all the time, I think there's been a drop in standards when it comes to the national teams, because if you have a team with foreign players and you don't give opportunities, in this case to Spanish players, what's going to happen is that the Spanish player won't play as much, they won't have as much competition, they won't have as much quality, they won't have as many opportunities and then that will be reflected when you call them up for the national team, if you look at Barcelona, for example, which is probably the top club in Spain, tell me how many Spanish players play for Barcelona? How many Spanish players play for Barcelona? Adolfo plays, one, Catela, two, the goalkeeper Dídac, three, of those who play most regularly are the three. And while, and we're talking about the best, that's Palma, they were European champions against Sporting, how many of Palma's players were Spanish? Riviles, one, and now I'm having trouble remembering any more, there were... well, there were two. In other words, the best teams are full of foreign players, the best teams, in other words, the Spanish players aren't getting those opportunities, the Spanish national team is going to suffer, because the best players aren't playing in the best teams, it's going to suffer, and what's happening is, more and more, Portugal is better than Spain, in terms of the national team, in terms of the league not yet, the Spanish league is much more competitive, even too much, in fact their economic power allows any mid-table team to have very high budgets, and the fact that you can recruit wherever you want without any rules or limitations means that every team has a surplus of quality foreign players. If there was a requirement to play Spanish players at an early stage, quality would be lost, probably over time, that's what happened in Portugal, over time these players would get more opportunities and would develop and become better, helping the national team to have better Spanish players. At the moment it doesn't help the national team to have better teams, but it helps the clubs when

they play between clubs to be better, because the Spanish player is not valued, that's why we play, when we play Champions League against Spanish teams, we play against teams full of foreign players and with very few Spaniards, the league in collective terms, maybe in this first phase, maybe as long as they don't change the rule it's better, the teams are better, in the short term the national team will suffer from this and is already suffering from it. So this league is competitive, it has quality. Then there's something that unfortunately the league in Portugal doesn't have, which is that you go to any pavilion and it's full. And the pavilion holds 3,000, 4,000 people, while in Portugal, Sporting is probably the team with the most people in the pavilion, and we're talking about an average of... Probably not even 2,000 people. And we're talking about the pavilion that holds 3,000, we're talking about, on average, maybe the club that has the most people in the pavilion. But then we have pavilions where there are 300, 200, and in some cases, I'm being nice. Because I've seen pavilions in some matches with far fewer than that. And that's one of the aspects where we're still far below the Spanish league. That possibility, that... The public joining in, and then the quality of the teams, there's more quality in more teams. Whereas in Portugal, the quality, there's great quality in the best teams, but then that quality drops, and as much as we want to say that the league is balanced, there are teams with, from the fifth, sixth place, I mean, the league is balanced, Sporting in 11 games has one draw. That doesn't sound like balance. Braga have a draw against Sporting and a defeat at Caxinas. In other words, Benfica lost to Braga, lost to Sporting and lost to Caxinas, and the rest are wins. In other words, it's balanced from fifth or sixth place downwards, and it's levelled down. Whereas in the Spanish league, you look at Barcelona, who lost at home to Manzanares. Palma have now drawn at home to Navarre. Pozo lost to Valdipeñas and drew, in other words, every matchday you don't know what's going to happen because the games are balanced, apart from one team or another, all the games are balanced. And here you know, Sporting are going to win with more or less difficulty, Benfica are going to win with more or less difficulty, Braga are going to win with more or less difficulty, and then from there downwards there are the others who are balanced.

**Question 12:** Do you think this imbalance also stems from a more financial aspect of clubs like Sporting or Benfica? Does this difference in resources have an impact?

**Answer:**

That's logical, but do you think the clubs... do you think Torreense doesn't have more expensive players than me? Maybe they do. Maybe there are Torreense players earning more money than Sporting players. Maybe some Lombos players are earning more money than some Sporting

players. Of course, not all of them, and Sporting's budget is obviously much higher. But all the teams already have players with high values. But obviously, I've managed to recruit, but I've also managed to train and I've also managed to bring in Zicky, Tomás Paçó, Bernardo, Diogo, Tiago Macedo and Neves, who were Sporting juniors, earning nothing. And who are now part of the squad. And who play and are in the national team. But if they're in the national team, don't think it's because of what they did when they were in the under-17 team. Or when they were in the U-15 team, or when they were in the U-19 team. Their value doesn't have to do with the half-dozen games they played in the youth teams. We're talking about kids who have had 700 or 800 training sessions since they went up from junior to senior. Now, that the rule has allowed them to have more opportunities, yes, the rule has allowed that. The rule has forced clubs to look at training in a different way, in our case yes, because we can't go and recruit from outside and we have to look inwards. And in order to look inwards and make the most of it, we have to work better. Of course, the rule was important. That's why the Portuguese national team is currently the best in the world. That's why Spain is falling further and further behind. You look at Spanish players and they're secondary at their clubs. The Spanish player is a secondary player, a player who is there to help out. Whereas here, the Portuguese player is the player who plays and helps out, not the one who's there to make up the numbers and rest Pito, Diego, Gadeia and the foreigners. And not here. Here there was this obligation, this rule, which forced us to work better on these aspects and allowed the Portuguese player to have more options and to take on this role.

**Question 13:** Teams like Sporting and Benfica, since they can't recruit a large number of foreigners, will have to retain national players. Do you feel that this is something that leads lower-level teams to retain the talents they have trained for longer?

**Answer:**

They'll just keep ours. They'll just keep ours. Because they don't make them. Because if you look at it apart from Caxinas. Who's the player from Fundão? Who's the player from Elétrico? Who is the player from Ferreira do Zêzere? Who is the Candoso player? Who is Torreense's youth player? There are no players from their academy. What they're going to do is take advantage of our training. Because they don't have any or because there's no work. Or because there's no quality in it. Or because they don't value it. Because they know they won't all stay there. And then we go and get them.

**Follow-up:** So the rule ends up not being so effective, since it's the "big boys" who train and the others who reap the rewards?

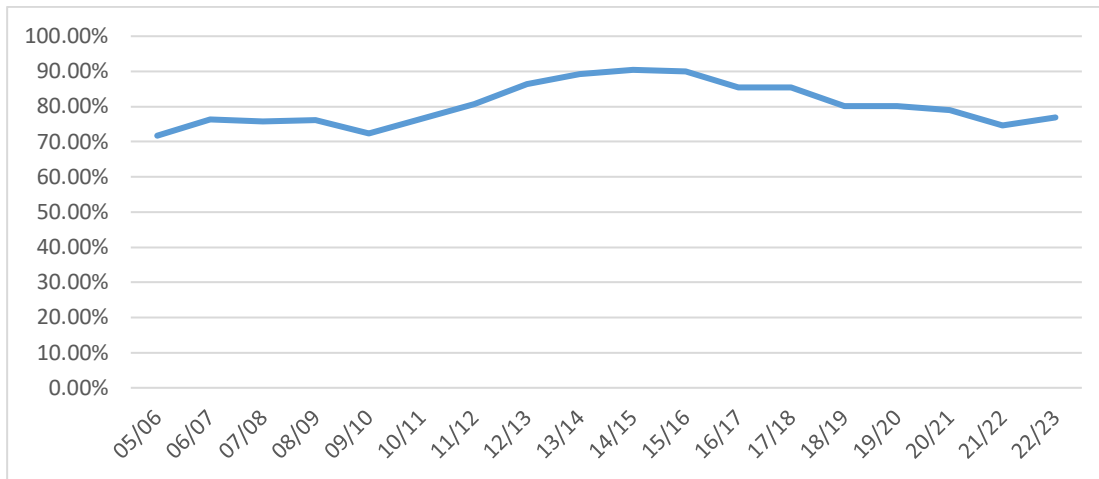
**Answer:** It depends on the point of view, it depends on what the objective is. We're talking about a club that plays in the Placard League. There are clubs that train and there are others that don't. And they don't have any, and they're waiting for a player from Sporting or Benfica, who doesn't fit, to stay in the first team and then we go and get the kid. It's a bit like that. But if you look at it in more regional contexts, in the context of second league and third division teams, maybe it makes sense that players from that locality who have trained there will go on to make the senior squad. Now, for the Placard League, if they don't work well in training, you can't use them there, so you have to look elsewhere. And if you take a look at the entire first division list, you'll have to tell me who are the players who play in the league, who were trained by clubs, not Sporting, not Benfica, not Caxinas or Porto Salvo. But apart from these. Even Braga. Who is the Braga player who was trained at Braga? I think there is one. I think there's one who plays little but is there. OK. It's a Bruno who's now in the national team. Bruno from the U19s or U21s. But... do they have homegrown players? Not just their own? Or weren't they trained by them? Who says Braga says Lombos? It says Torreense and it says all the others I listed earlier.

**Question 14:** Do you have any ideas or suggestions for a type of rule that could encourage these clubs to form? Or do you think this rule is fine as it is?

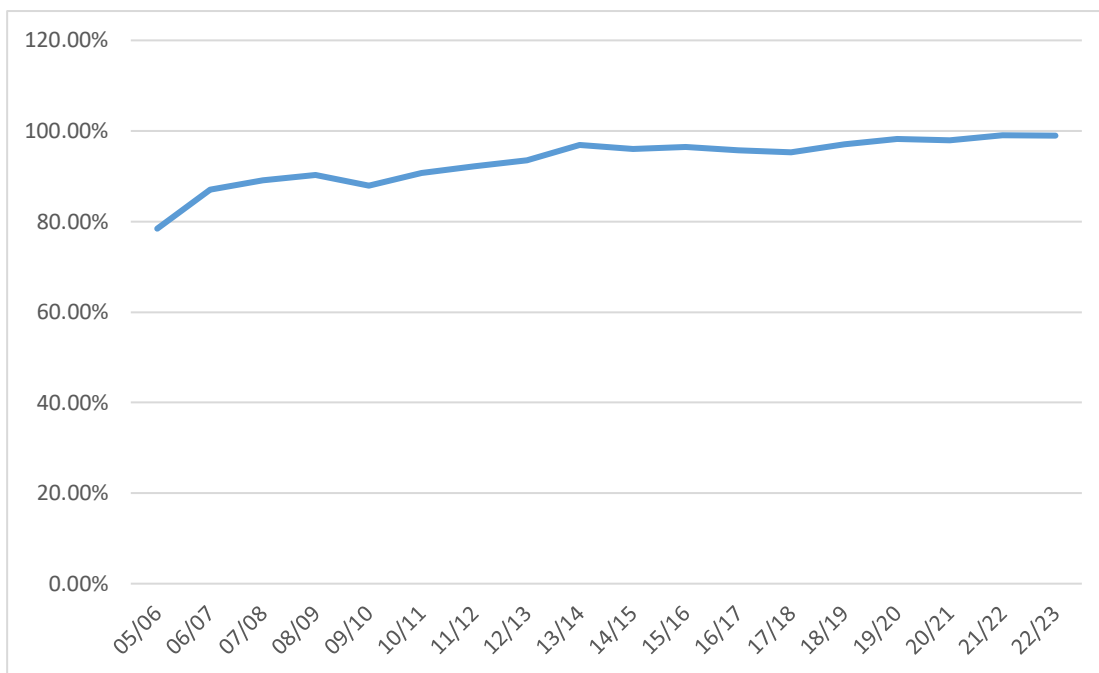
**Answer:** I don't know, I've never really thought about it, but it's difficult because one thing is the population in Lisbon, the population is large. It's another thing to be in Fundão, or to be in Ferreira do Zêzere, where the population probably doesn't produce enough people for you to train with quality, because it doesn't have quality. No matter how much you want to. And then some go into football and you're left with those who didn't want to go into football, or who weren't so good at it and the clubs took advantage of them, as is the case with Fundão, Ferreira do Zêzere, or Elétrico, which are much more inland clubs. And it's not easy, it's not easy. But then there's something else that's also difficult, which is how these clubs manage to get our players there, because they want to leave Lisbon, Porto, to go and live in Ferreira do Zêzere, to earn 300 or 400 euros, that's not easy either, is it? Or they come from there and train them. And it's difficult because they don't have enough quality people, or else they have to recruit from

elsewhere, because it's not easy either, because decentralising a kid who's 19 and studying to go and play in Ferreira do Zêzere, there's no university for them to study at.

### Appendix P – Local and Regional Identity (Section 4.1)

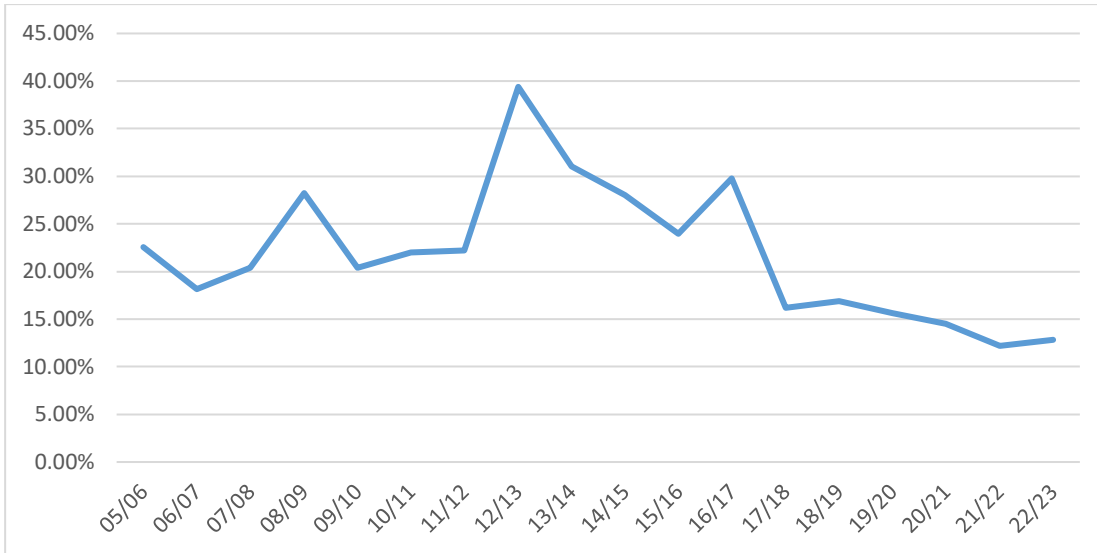


Graph 7 - Percentage of Homegrown Players overtime in Liga Placard.

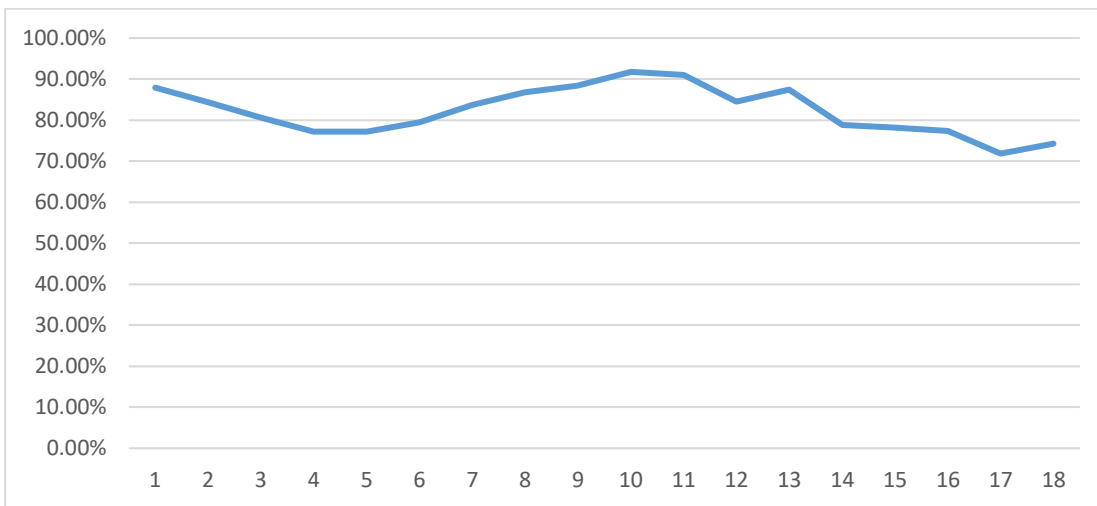


Graph 8 - Percentage of Portuguese Players who are Homegrown overtime in Liga Placard.

### Group Part



Graph 9 - Percentage of non Portuguese Players who are Homegrown Players overtime in Liga Placard.



Graph 10 - Percentage of Portuguese Players overtime in Liga Placard.

## Appendix Q– Local and Regional Identity (Section 4.2)

Table 11 - Conducted study.on the impact of Local and Regional Identity.

Scope	Outcome Variable	Methods	Expected Outcomes	Expected Impacts
Survey with Fans, Players, Coaches and Directores	Perceptions and attitudes regarding HGP rule	Descriptive Statistics and Thematic Comparative Analysis	<ul style="list-style-type: none"> <li>Statistical overview and response distribution</li> <li>Common patterns and differences in perceptions and attitudes based on role in futsal (player, fan, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>Insights into general attitudes and beliefs, mentioning similarities and differences among different stakeholders groups about the rule’s impact on local and regional as well as team dynamics and public perception</li> </ul>
Interviews with Coaches and Players	Personal experiences and perspectives of the HGP rule	Thematic and Narrative Analysis	<ul style="list-style-type: none"> <li>Detailed themes and personal stories on how the rule influenced the futsal community.</li> </ul>	<ul style="list-style-type: none"> <li>Rich, contextual insights about the rule’s impact on individuals experiences (e.g. practical and emotional), providing a more nuanced view of the implications and effectiveness of the rule</li> </ul>
Combined Analysis of Survey and Interviews	In-depth understanding of the rule’s overall impact	Integration of Qualitative and Quantitative Data	<ul style="list-style-type: none"> <li>Holistic view combining wide trends (quantitative) alongside with comprehensive insights and personal experiences (qualitative)</li> </ul>	<ul style="list-style-type: none"> <li>Nuanced and multi-dimensional understanding of the HGP rule effectiveness</li> </ul>

## Appendix R – Local and Regional Identity (Section 4.4.4)

Table 12 - Full results on Commercial and Media Impact.

	<b>CD</b>	<b>D</b>	<b>NAD</b>	<b>A</b>	<b>CA</b>	<b>T</b>	<b>AV</b>	<b>SD</b>
Director - The implementation of the locally-trained player rule has positively influenced the public image and reputation of the Liga Placard teams.	0	1	3	5	1	10	3,60	0,84
	0%	10%	30%	50%	10%	100%		
Director - The locally-trained player rule increased the commercial and marketing appeal of teams due to a stronger local and regional connection.	1	1	1	6	1	10	3,50	1,18
	10%	10%	10%	60%	10%	100%		
Director - Since the adoption of the locally-trained player rule, there has been an increase in local sponsorships and community support for the Liga Placard teams.	2	1	0	6	1	10	3,30	1,42
	20%	10%	0%	60%	10%	100%		
Director - Since the implementation of the locally-trained player rule, there has been an increase in local media coverage and interest in the Liga Placard teams.	1	1	2	4	2	10	3,50	1,27
	10%	10%	20%	40%	20%	100%		

Completely disagree = CD; Disagree = D; Neither agree or disagree = NAD; Agree = A; Completely disagree = CD; T = Total; AV = Average; Standard Deviation = SD