



EUROPEAN COMMISSION
DG Employment, Social Affairs and Inclusion

Employment & Social Governance
Social dialogue

Brussels, 14 February 2017

Sectoral Social Dialogue Committee on Professional Football

Minutes of the Working Group Meeting Implementation of the Autonomous Agreement

6 February 2017

1. Adoption of Agenda

The meeting was chaired by Julien Zylberstein (UEFA). The agenda was adopted.

2. Minutes from previous meeting

The minutes of the previous meeting (29 August 2016) were approved.

3. Updates and exchange of information

In the general assembly of EPFL in October 2016, Lars Christer Olsson was confirmed as chairman of EPFL. EPFL will meet with the Commissioner for Education, Culture, Youth and Sport, Mr. Tibor Navracsics towards the end of February. EPFL is actively looking to discuss with the other stakeholders and sees a need to stay watchful also concerning the ongoing changes in football.

Mr. Pangel expressed regret that it was not possible to make a broader statement concerning the situation of the sector during the plenary meeting in November.

4. Implementation of the Autonomous Agreement

Following the discussion around the NDRC in Slovakia in the plenary in November, the FA contacted FIFA to check whether the NDRC regulations are compliant. FIFA invited the FA to join a pilot project on the implementation of NDRC (without taking a position on the present situation). The parties hope that the participation will result in a fully compliant NDRC.

For 7 February, a visit to **Serbia** is scheduled. The meeting was organized swiftly after the FA had changed the composition of the arbitration court in December and did not consult the trade union

In spite of a signal from FIFA in **Croatia**, the NDRC has no equal representation. Croatia was proposed by UEFA for a 2nd round visit. The social partners agreed to that proposal.

The situation is similar in **Poland**, however there also difficulties with the standard contract continue to persist. It was agreed to decide on a 2nd visit at a later stage, i.e. after the next FA general assembly.

Visits in **Georgia** and **Romania** are in preparation. Preparations of a visit to **Kazakhstan** received a set-back when the contact point in Kazakh FA disappeared with short notice. The situation in **Turkey** is not sufficiently stable to consider a visit.

UEFA informed the social partners that the proposal to condition part of the payments under the HatTrick programme to compliance with the autonomous agreement was endorsed by the UEFA HatTrick Committee as well as the UEFA Player's Status Committee. It was later approved by the UEFA Executive Committee in December 2016. The Executive Committee also discussed the potential amount and the conditions of payment. UEFA will inform the social partners about the results of the discussion in due course.

On 14 March 2017, the UEFA HatTrick Committee will meet again. The social partners agreed to provide the Committee with suggestions on how to implement this new mechanism. The UEFA HatTrick Committee will rely in its decision whether or not to grant full payments on experts' advice. The social dialogue committee will become the competent body to give that advice, bearing in mind that the final decision will be taken by the HatTrick Committee.

Although the HatTrick payments are done in three installments over the year, the Committee agreed to propose checking the conditionality only once a year, preferably in relation to payments due in June, meaning that the SD-Steering group meeting taking place in May would elaborate a proposal to the HatTrick committee, which would then decide.

UEFA is working on a circular letter to explain this arrangement – such circular letter is considered to be more effective than the joint UEFA-ECA-EPFL-FIFPro letter envisaged during the meeting in November.

5. FIFPro Study on Working Conditions in Professional Football

On 29 November 2016, FIFPro presented in Brussels a study on working conditions in football¹. The study was undertaken by the University of Manchester, the survey was run via the FIFPro affiliates to their members. The response rate was around 20%. Answers from 54 countries of which 18 EU countries have been analysed.

In large part the study confirms the problems identified earlier (late/non-payment, civil law contracts, duration of contracts, link between non-payment and match-fixing). An achievement of the study is to give a better understanding of the size of the problems. FIFPro wants to update the study in regular intervals.

¹ <https://www.fifpro.org/en/about-fifpro/fifpro-downloads>

At the same time, the study reveals some improvements as compared to the black book. It came a bit as a surprise that in a country like Denmark, around 38% of the responding players said that they had been 'forced' into the contract by their agents.

It was seen as a good idea to look into the respective pages before a country visit.

While the 'top findings' were already available in a paper version in November, the long report is now also available in a printed version.

6. Next Meeting

There will be a steering group meeting on 25/05 (in spite of the fact that this is a banking holiday) in Stockholm and a working group meeting on 11/09 in Brussels. – A small format meeting shall take place around 14/03.

Participants 06/02/2017

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<p>Employers (5 ♂, 2 ♀)</p> <p><u>ECA</u> Mr Diederik Dewaele (BE) Mr Daan de Jong (NL) Mr Martin Prochazka (CZ)</p> <p><u>EPFL</u> Mr Georg Pangel (AT) Ms Ornella Bellia (IT) Ms Laura Vilches (LaLiga – ES) Mr Mathieu Moreuil (Premier League -FR)</p>	<p>Workers (4 ♂)</p> <p><u>FIFPro</u> Mr Roy Vermeer (NL) Mr Wil Van Megen (NL) Mr Mads Øland (DK) Mr Stijn Ouderland (NL)</p>
<p>European Commission (1 ♂1 ♀)</p> <p>Ms Sigried Caspar (DG EMPL) Mr Ramunas Linartas (DG EAC)</p>	<p>UEFA (2 ♂)</p> <p>Mr Angelo Rigopoulos (IT-GR) Mr Julien Zylberstein (FR)</p>