



EUROPEAN COMMISSION  
DG Employment, Social Affairs and Inclusion

Employment and Social Legislation, Social Dialogue  
**Social dialogue, Industrial Relations**

Brussels, 6 May 2014

## **Sectoral Social Dialogue Committee on Professional Football**

### **Minutes of the Working Group Meeting "Implementation of the Autonomous Agreement"**

**6 March 2014**

#### **1. Adoption of the agenda and of the minutes of last meeting**

The meeting was chaired by Mr Grafström (UEFA). The agenda was adopted. The minutes of the 19 September 2013 working group meeting were adopted with changes proposed by ECA, EPFL and FIFPro.

#### **2. Planning of activities for 2014-2015**

The chair announced that the mandate (terms of reference) of the sectoral dialogue committee's working groups had been updated and was to be adopted at the Professional Football Strategy Council (PFSC) on Monday.

#### **3. Report on visits of European social dialogue task force**

The chair considered that the six visits carried out so far (Serbia, SI, HR, Russia, Ukraine, CZ) had been a success. The set-up was fine and the national social partners came well prepared to the meetings. One short report should be drawn up after each visit based on a template which would be developed ahead of the next meetings. Each report should be circulated at the latest two weeks after the visit and after input from the parties, be circulated to the national parties. FIFPro considered that one point had missed in the agenda, namely a planning of next steps at national level ("When will you meet next?" etc.). This would be added to the draft agenda used for the upcoming meetings. All sides agreed that the national social partners should establish clear follow-up processes including further national meetings, shortly after the visits and feed back to the European stakeholders on this process.

The parties discussed how to best achieve the objective of switching to employment contracts where these did not exist yet. Whilst FIFPro considered that the partners should send a joint statement to each country, UEFA proposed to adapt a standard letter for each country individually, which would also include the report of the meeting. EPFL suggested inviting the national partners to present a plan by a given deadline. ECA considered that the deadline could not be the same for all countries because the change would take more time in some countries. FIFPro mentioned the method of "country-specific recommendations" as a possible way forward. It was finally agreed that UEFA would draft a letter, which would, after agreement by the parties, be sent jointly to the national stakeholders.

#### **4. Update on EU funds application for round tables and task force**

FIFPro announced that for the EU funded project "Implementation of the Autonomous Agreement regarding the minimum requirements for standard player contracts in the professional football sector in the European Union and the rest of the UEFA territory - Raising contract standards in European football" (VS/2013/0522) they would send a memo on the reimbursement of travel costs and subsistence allowances.

#### **5. Next steps of implementation**

Upcoming visits: UEFA announced the dates for the next visits as fixed with the football associations: HU 25 March, BG 4 April<sup>1</sup> (tbc), CY 11 April, PL 18 April, Turkey 25 April, RO (tbd after election of next FA president<sup>2</sup>). The parties exchanged information on recent developments in these countries including on the state of play of membership. The usual questionnaire would be sent in advance of the visits.

Monitoring of progress in visited countries: In a second step the social partners reviewed the countries already visited and reported on recent developments or changes. These would serve as input to the follow-up letters (see point 3 above). ECA, EPFL, FIFPro and UEFA agreed that a second visit should take place in Serbia, CZ, SI and HR after the summer. For Russia and Ukraine, a written follow-up was considered sufficient at this point in time.

Other countries/potential regional round tables: The parties then held an exchange on other countries not being part of the 12 priority countries. Organising a regional round table for some of them could be an option but this needed further discussion. FIFPro asked to switch IE against GR in the group of countries. The chair concluded that this needed to be discussed separately.

Seminar on national dispute resolution chambers and disciplinary procedures: FIFPro presented a short proposal for this seminar provided for under the EU funded project. It was agreed to establish a contact group with one representative per stakeholder to agree on the details via teleconference – including the final date, which people should be involved in the seminar, which should be the speakers and who from FIFA should be invited.

Implementation report: FIFPro said that this report would be a final outcome of the project which would be based on all country reports and present an overview of the developments and progress made in all countries.

#### **6. Any other business**

The Commission representative asked the social partners if they intended to act jointly on the situation of migrant workers in Qatar. While being aware of the problem, they said they were discussing this in other fora. FIFPro said that they were in touch with FIFA at global level and had already met with the Qatari football authorities. Therefore the social partners did not intend to deal with this matter within the European social dialogue.

#### **7. Next meeting**

The next working group meeting will be held on 6 May 2014 in Brussels.

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<sup>1</sup> Meeting was confirmed to 4 April

<sup>2</sup> Meeting was finally scheduled on 29 April

**Participants 6/3/2014**

<p><b>Employers (5 ♂, 0 ♀)</b></p> <p><u>ECA</u> Mr Dewaele Mr Róka (HU)</p> <p><u>EPFL</u> Mr Bertoni Mr Blair (UK) Mr Abatan</p>	<p><b>Workers (5 ♂, 0 ♀)</b></p> <p><u>FIFPro</u> Mr Bär-Hoffmann Mr Diaz Peramos (ES) Mr Øland (DK) Mr Stefanovic (SI) Mr van Megen (NL)</p>
<p><b>European Commission</b></p> <p>Ms Durst (DG EMPL)</p>	<p><b>UEFA</b></p> <p>Mr Grafström</p>