



EUROPEAN COMMISSION  
DG Employment, Social Affairs and Inclusion

Employment & Social Governance  
**Social dialogue**

**SECTORAL SOCIAL DIALOGUE  
COMMITTEE  
PROFESSIONAL FOOTBALL**

## **Minutes of the Meeting of the Working Groups**

### **"Labour market regulations" and "Implementation of the Autonomous Agreement"**

**14 September 2020 – 14:30-16:00**

*Chair: Julien Zylberstein (UEFA)*

#### **1. Welcome**

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

#### **2. Representativeness study: presentation by the Eurofound (see ppt.)**

Eurofound is undertaking the representativeness study due for the sector and presented the procedure of the study and its milestones. Contacts have been initiated with their national coordinators and with the social partners. The collection of information needed for the study should be closed by end November 2020, followed by a check and update of national reports by February 2021 and a first draft of the report by May 2021. The consultation of social partners on the draft study is expected for June-July 2021. After further checks, validation and editing, the representativeness study would be then published in April 2022.

#### **3. Approval of the minutes of the previous meeting**

The minutes of the previous meeting, of 11 February 2020 were approved.

#### **4. Suggested items for 2020/21 work programme**

The social partners opened the discussion on the Work Programme for 2021. While in depth discussions are still necessary before adopting the Work Programme, they agreed to explore further the following topics, proposed by UEFA:

- Implementation of the autonomous agreement, and minimum requirements for a standard contract for players.
- Loan restrictions – although national rules vary largely from one country to another, the social partners would look into the data available at national level and assess the feasibility of an intervention at EU level.

- Discrimination – there are various forms of discrimination still occurring in the sector. The work of the committee would focus on defining the scope, providing a definition and fixing expected outcomes to tackle the phenomenon.

Fifpro showed support for the topics mentioned above. They reminded in this context the impact of the current Covid-19 crisis as well as the recent International Guidelines on Players’ Health agreed with ECA and published on 21 August 2020, that have already started to be applied. Social partners are also close to agree on the standard contract for players.

European Leagues stressed the need to research and see how these topics are tackled at domestic level, to have a pragmatic approach and suggested to look into working more in the field of education and training, rather than at political level.

ECA suggested discussing more on the impact of Covid-19 on the sector. The Commission (DG EAC) launched a mapping study on measuring the economic impact of COVID-19 on the sport sector in the EU that could serve as a basis for such discussions.

Given that the previous discussions were inconclusive, the social partners decided not to continue discussing health and safety for players in this set-up and shift it to a more bilateral level. Following a question on my side, the workers' representatives explained that, while this remains a core topic for social dialogue, reaching consensus at the level of the SSDC is problematic.

As guiding principles, the social partners agreed to focus on less items in order to achieve more results. They will aim to apply a different work process, i.e. have shorter, more focused meetings, to which they would like to invite experts, particularly for topics like discrimination.

The Work Programme including the final topics will be further discussed and adopted at the Plenary meeting in December 2020. With the same occasion, the social partners envisage to have reached consensus on the way forward for the implementation of the Autonomous Agreement.

## 5. Next meetings

- a. Steering Committee (30 October)
- b. Plenary (15 December)

### *Participants 14/09/2020*

Employers	Workers
<b>ECA</b>	<b>FIFPRO</b>
Mr David Frommer	Mr Alexander Bielefeld
Mr José Luis Andrade	Mr Joachim Walltin
<b>European Leagues</b>	Mr Roy Vermeer
Mr Jacco Swart	Mr Loïc Alves

<p>Mr Alberto Colombo Mr Amparo Reig</p>	
<p><b>European Commission</b> Ms Diana Crumpana (DG EMPL)</p>	<p><b>UEFA</b> Mr Julien Zylberstein Mr Ales Zavrl Mr James Ogilvie Mr Luca Nicola</p>
<p><b>EUROFOUND</b> Mr Peter KERCKHOFS Ms Victoria COJOCARIU</p>	