



SOCIAL DIALOGUE – Workplan 2022

This memo outlines proposed topics for the “social dialogue working group” to discuss during 2022.

1. Loan restrictions at national level

- Implementation to the restrictions to international loans was delayed until July 2022. As a result, their progressive introduction will now commence at the beginning of the sporting season beginning 2022: 8 in 2022/23, 7 in 2023/24 and 6 in 2024/25).
- It was agreed earlier to explore existing domestic restrictions throughout the 55 UEFA National Associations for the sake of harmonisation and alignment across UEFA member associations, while taking into account legal and economic peculiarities of the domestic markets. The parties to the EU Social Dialogue may seek to transpose or develop harmonised restrictions at national association level, in line with the FIFA framework which provides that NAs are given 3 years from 1 July 2022 to implement.
- The social dialogue committee is well positioned to take up this subject domestically because of the impact on the labour market and the necessity to find agreement amongst the stakeholders (employer and employee representative groups) and to ensure conformity within EU law. In addition, Article 9 of the Autonomous Agreement specifically refers to conditions and consequences of loans and thus is entirely relevant for discussion within the social dialogue context.

2. Implementation of the ‘Autonomous Agreement’

- Although practical and straightforward on paper, proper and fair implementation will rely on careful considerations and understanding regarding the compatibility of the “autonomous agreement” within countries with specific labour requirements regarding employment contracts and self-employment contracts. Deliberations have started at the end of 2021 with four countries (i.e. Czech Republic, Poland, Romania, Serbia) and will continue into 2022 to come to a solution offering flexibility and effectiveness of the “autonomous agreement” and implementation within those countries in accordance with the principle of subsidiarity. Other relevant countries will be addressed as well in due course.
- As part of regulatory enforcement via UEFA Regulations it is foreseen to amend the UEFA Club Licensing and Financial Fair Play Regulations in order to include a link to the mandatory MRSPC as of season 2023/24. In addition, as of the 2022/23 season the implementation of the MRSPC will be incentivized financially through UEFA’s HatTrick development programme.

3. Active workplace measures to foster diversity and inclusion

- Much work remains to be done and there are plenty of opportunities to increase diversity and inclusion within and around football.



SOCIAL DIALOGUE – Workplan 2022

- The social dialogue partners recognise and understand their leadership role within the football industry and the importance of their own institutions and structures. Their commitment to ensuring an inclusive and equitable environment in the football industry will encourage others to follow.
- The focus of the social dialogue should contribute to the overall objective towards creating a more inclusive football industry through innovative incentives and awareness.
- The social partners agree to convene a dedicated working group on equality diversity and inclusion in January 2022 at the latest with relevant experts from each social partner to define the scope of the work.

This workplan was agreed and finalised 6 December 2021

* * * * *