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Sectoral Social Dialogue Committee on Professional Football

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

3 February 2015

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 02 September 2014 working group meeting were adopted.

2. Implementation of the Autonomous Agreement

2 a. Monitoring progress and follow-up

Mattias Grafström indicated that a new round of visits to countries had started, involving also more colleagues in UEFA.

The state of the implementation of the autonomous agreement in the priority countries was discussed in detail and is summarised in the annex.

The members of the working group agreed that FIFPro (Jonas Bär-Hoffmann) would share a detailed list of the outstanding issues with the employer organisations, once the list was updated. It was highlighted that the autonomous agreement should be implemented for the priority countries by April 2015 and, according to FIFPro, there were no insurmountable or preventing structural hindrances to do so.

FIFPro reiterated a sense of frustration that progress with the implementation was slow, asking for more pressure on the employers' organisations and federations' side. The employer representatives and UEFA confirmed their firm support for the agreement and insisted on the statement that all parties have done their best efforts to implement the minimum requirements. UEFA repeated its commitment to promote the implementation of the autonomous agreement at the UEFA congress in March.

Some of the priority countries need an additional push to actually ensure timely implementation. Therefore the social partners agreed to send letters to these countries. A letter congratulating to the progress already made with a reminder of the April deadline

on the outstanding issues, should be sent to **Cyprus, Bulgaria, Russia, Serbia, Slovenia, Ukraine**; one letter highlighting the need for further progress in particular in the area of transition from civil contracts to standard labour contract, to be sent to **Croatia, Czech Republic, Poland and Romania** and finally a letter explaining the need for general progress to **Turkey and Hungary**. Each letter will ask for a report on the still to be implemented items and the respective implementation procedures. For the countries yet to transition to employment contracts a further request for an assessment of the legal and financial consequences of the transition will be requested. The country reports were to be attached to this letter. These letters will be sent individually by the social partners to their stakeholders. FIFPro (Jonas Bär-Hoffmann and Mads Oland) preparing a draft which will be sent to EPFL/ECA and UEFA by the end of the week.

A second round of country visits was envisaged for Croatia, Hungary, Romania, Poland and eventually also the Czech Republic (depending on the outcome of a meeting which was supposed to take place these days).

2 b. Preparation and schedule of upcoming country visits

Next visits are foreseen to Latvia, Georgia, Israel, Belarus, Azerbaijan and Kazakhstan. In Georgia, Wouter Lambrecht (ECA) flagged that registration of players would be an issue.

2 c. Nature of contract expert group

The work of the group shall be based on an assessment of the national situation in each country where employment contracts are not used prepared jointly by the national stakeholders. The FIFPro (Jonas Bär-Hoffmann) will coordinate the drafting of a paragraph to be included to the letter sent to national counterparts to collect the necessary information.

One week after the reception of the reports, there will be a phone- or video-conference between the experts. The members of the group shall be: Marcin Animucki (EPFL), Diederik Dewaele (ECA) and a person TBC for UEFA. Jonas Bär-Hoffmann will coordinate for FIFPro.

2 d. NDRC and club disciplinary expert group

This group is supposed to provide support upon request. As the need for such support is not yet clear, only contact persons have been identified: Jair Bertoni (EPFL) will coordinate for EPFL and Angelo Rigopoulos (UEFA) will be the contact point for UEFA. The ECA and FIFPro representatives were to be defined.

3. Presentation of EOSE – European Sector Skills Council

Stephen Studd (EOSE) presented the preparatory study for a Sector Skills Council in the area of sports (see ppt) and invited the social partners of professional football to get involved and to contribute to further work. He informed that some national football associations have been involved in the preparatory work done so far.

Participants 3/2/2015

Employers (4 ♂) <u>ECA</u> <u>EPFL</u>	Workers (4 ♂) <u>FIFPro</u>
European Commission (1 ♀)	UEFA (1 ♂)