



Brussels, 09 February 2018

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

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

**5 February 2018**

#### **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 (11 September 2017) were approved.

#### **3. Updates and exchange of information**

Feedback from the Professional Football Strategy Council (PFSC) meeting which took place in January 2018

The main topics of the meeting were:

- improving the financial fairplay rules (FFPR 2.0!)
- maintaining competitive balance
- discussion on agents/intermediaries
- receiving an update on the ongoing work of the FIFA Task Force on transfer reforms

The PFSC agreed with the view of the social partners that while there is progress with the implementation of the autonomous agreement in 7-8 countries the situation the situation remains difficult.

The PFSC has endorsed the resolution on intermediaries and confirmed the work programme for the SSDC (see point 5 below).

Mr. Zylberstein confirmed that the sectoral social dialogue benefits these days from a high level of political support.

ECA informed that it had its 10<sup>th</sup> anniversary these days and will celebrate it at the next general assembly in March.

FIFPro informed that the general assembly in Cairo had elected 2 women to the board; that Mr. Barnes remains the head of section Europe and that they recently published a report on Working conditions in Professional Women Football.

EPFL had its new statutes approved at the general assembly in Tel Aviv and expressed optimism concerning the implementation of its agreement with UEFA.

#### **4. Implementation of the Autonomous Agreement**

For **Slovakia** FIFPro acknowledged some progress. However, the progress relies very much on the cooperation between FA and the union. The clubs do not involve. A social dialogue meeting is planned for the next weeks.

Mr. Zylberstein thanked the other members for their comments to the standard player contract. It was seen as successful cooperation.

For **Poland** some progress was recognized for social dialogue, including that work on a standard player contract as well as on dispute resolution mechanism is ongoing.

Following the visit to **Turkey** in December 2017, the report was distributed to the social partners. There have been positive developments (functioning NDRC and existing, standard contract) since the first visit in 2014. However, the standard contract misses a number of clauses, therefore a redrafting was agreed during the task force visit.

A visit to **Gibraltar** showed compliance with most elements of the agreement. Following the creation of a league, the responsible stakeholders are working to ensure full compliance. A trade union which might affiliate to FIFPro is only in preparation.

At the beginning of 2018 both President and general secretary of the **Kazakh** FA resigned. The new President would be elected at the extraordinary general assembly of the Kazakh FA on 10 February. Meanwhile, a new general secretary has been appointed.

In **Russia** there are in the meantime three trade unions, one of which affiliated to FIFPro. While UEFA suggested including all of them in the discussions, so to make progress possible, FIFPro was sceptic that this would allow for progress, also questioning the intentions of the non-affiliated unions. Further discussions on this point are needed.

Croatia, the Czech Republic, Poland, Serbia, Romania, Russia and following some discussion also Bosnia-Herzegovina were identified as countries considered difficult and meriting particular attention.

The situation in Malta was discussed; considering recent improvements and ongoing further developments, this country was not added to that group.

For 7/8 March a visit to Croatia is scheduled. Concerning the other countries such visits shall be decided at a later stage.

## 5. Work Programme 2018

The work programme for the working group 'Implementation of the Autonomous Agreement' will be:

- strengthened efforts towards those countries where the implementation of the agreement poses substantial difficulties.
- explore specific aspects of the agreement for further work.

FIFPro has proposed the health and safety conditions of players as a topic to work on and agreed to provide a presentation of first thoughts what that could mean for the steering group meeting in May.

ECA has proposed to discuss disciplinary issues and will provide a similar presentation for the meeting in May.

## 6. A.o.B.

UEFA was asked to communicate the date of the meeting of the Hattrick Committee and to inform/ coordinate with the members of the SSDC in case the Hattrick Committee would meet before the steering group meeting in May.

## 7. Next Meetings

Steering group meeting: 17 May in **Nyon**

Working group meeting: 17 September in Brussels

Steering group meeting: 11 October – organized by FIFPro -> Hoofddorp

Plenary meeting: 23 November in Brussels

## *Participants 05/02/2018*

Employers (5 ♂, 2 ♀)  <u>ECA</u> Mr Daan de Jong (NL) Mr. David Frommer Mr. Victoriano Melero (FR) Mr. Géza Roka (HU)  <u>EPFL</u> Ms Ornella Bellia (IT) Ms Laura Vilches (LaLiga – ES) Mr Mathieu Moreuil (Premier League -FR)	Workers (2 ♂)  <u>FIFPro</u> Mr Roy Vermeer (NL) Mr Mads Øland (DK)
<b>European Commission</b> (1 ♀) Ms Sigried Caspar (DG EMPL)	<b>UEFA</b> (2 ♂, 1 ♀) Mr Angelo Rigopoulos (IT-GR) Ms. Mariana Trandafir Mr Julien Zylberstein (FR)