

BRUSSELS, 17 NOVEMBER 2017

Plenary Meeting of the Sectoral Social Dialogue Committee for Professional Football





1. Welcome to and opening of the meeting



2. Approval of the agenda

Agenda (1/2)

- 1. Welcome to and opening of the meeting
- 2. Approval of the agenda
- 3. Minutes from the previous meeting (17th November 2016)
- 4. Update and information to be shared by the parties
- 5. Working group on the implementation of the Autonomous Agreement
 - 5.1. Assessment of implementation process
 - 5.1.1. National updates
 - 5.1.2. Examples of good practice
 - 5.1.3. Other remarks or observations
 - 5.2. Next steps

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Agenda (2/2)

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- 6. Working group on labour market regulations
 - 6.1. Resolution on intermediaries/agents
 - 6.2. Other remarks or observations
- 7. Initial discussion on 2018 work programme
- 8. Information from the European Commission on other EU sports-related initiatives
- 9. Calendar of meetings in 2018
- 10. Any other business





3. Minutes from the previous meeting (17th November 2016)

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Brussels, 10 February 2017

Sectoral Social Dialogue Committee on Professional Football

DRAFT Minutes of the Plenary Meeting

17 November 2016

1. Welcome and adoption of the agenda

The meeting was chaired by Mr Zylberstein (UEFA).

In their introductory remarks the heads of all delegations stressed their commitment to social dialogue and their intention to invest further, so to improve the situation in the sector. Speakers indicated that they any some progress towards a culture of dialogue in the sector. On behalf of EPFL Mr. Pangl stressed that he feared the decision taken on 26 August by the UEFA Executive Committee could have strong negative impact on smaller clubs. The chair intervened, explaining that this topic should not be part of the work of this Committee but that other fora were better placed, also indicating that one could come back to some more concrete points under later points of the agenda. This position was accepted by the members of the Committee.

The agenda for the meeting was approved.

The minutes of the previous plenary meeting were adopted with a change in point 3.

2. Working Group on Implementation of the Autonomous Agreement

2.1. The Implementation Process

In 2016 there were only two site visits, but other ways of promoting and monitoring the implementation of the autonomous agreement were used. Amongst those was a survey on the status of mplementation which was sent out to antional associations, clubs, leagues and trade unions. The responses give a good picture of the situation in almost all concerned countries. Positive conclusions being that there is (social) dialogue in the vast majority of them and that progress has been made with the standard contract requirement. The importance of dialogue with public authorities and of the systematic case-by-case approach was also highlighted.

The main reason for the still varying progress and some of the peculiarities was seen in a lack of shared will of the national stakeholders. Discussions with national authorities have helped to facilitate the transition from civil law to labour law employment contracts in some countries, whereas in other countries civil law contracts are still prevailing

www.ec.europa.eu/socialdialogue



4. Update and information to be shared by the parties

UEFA "good-governance" reforms voted in April 2017 (1/2)



UEFA "good-governance" reforms voted in April 2017 (2/2)





ECA Governance Changes

- New ECA Statutes approved by the ECA General Assembly (09/17) and new organisational regulations were approved by the ECA Executive Board (10/17)
- Evolutions based on:
 - > Greater member participation and representation
 - Promotion of trustful and closer working relationship between Executive Board and Members
 - Enhanced process and involvement/influence of members in shaping key ECA decisions
 - > Strengthened connection among clubs from different sizes and regions
 - > Maintaining continuity at top level representation



Key changes to ECA Statutes and Organisational Regulations

LEADING THE WAY FOR FOOTBALL CLUBS IN EUROPE

A. Enlarged participation & enhanced process

- > Subdivision representative in addition to elected Board Members
- > Deepening consultation in decisions (Platform for Executives' Consultation "PEC")
- > Strengthening link between Working Groups and Executive Board (WG Bureaus)

B. Cycle & Membership

- Membership Cycle increased from 2 to 4 years (more stability and alignment with UEFA Cycle)
- > Clubs from newly affiliated countries entitled to ECA Membership



Key changes to ECA Statutes and Organisational Regulations

C. ECA Internal Governance

- > Term limits for ECA Chairman and Board Members
- Open and transparent procedures for appointments of ECA representatives in football bodies
- Limitation on number of positions in football bodies held by individual ECA representatives
- Obligations on anyone holding a function within ECA or is appointed by ECA (avoid conflict of interests, comply with Statutes etc.)

D. ECA Representation

Two ECA representatives are elected by Executive Board as full members to the UEFA ExCo

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- Overall revision of EPFL's bylaws
- Clear and straightforward statutes
- Good governance principles

 (democracy, term limits, transparency, inclusion of stakeholders, etc)



«To enhance and protect competitive balance within domestic football competitions» has been included in

• Objectives

<u>«Inactive members»</u> as a new category has been created in

• Membership

Faster and more efficient decision-making processes led to

• Power and competences of EPFL bodies



- New quorum for
 - General Assembly / Supreme body of the EPFL
- New quorum and term limits for
 - Board of Directors / Executive body
- New title for
 - President / Former chairman



- Advisory Platform
 - Strategic Committee for Football Matters
 - Strategic Committee for Business, Regulatory and EU Matters
- New Club Advisory Platform





5. Working-group on the implementation of the Autonomous Agreement



5. Autonomous Agreement – National updates



5. Autonomous Agreement – Examples of good practice

Croatia

- Progress re: use of <u>employment</u> contracts
- Equal representation within NDRC
- Clubs/players represented within FA General Assembly
- Extensive support from FA re: overdue payables / insolvency proceedings



Slovakia

- Switch from self-employment to employment contracts
- Working group involving FA, players, clubs
- Social dialogue as a means to address other issues



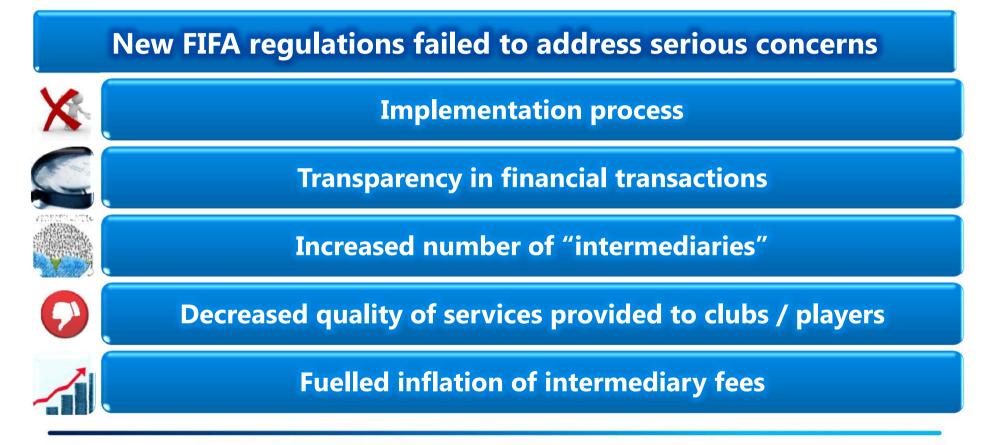


6. Working group on labour market regulations

6. Resolution on Intermediaries/Agents - Context



Resolution on Intermediaries/Agents – Findings (1/3)

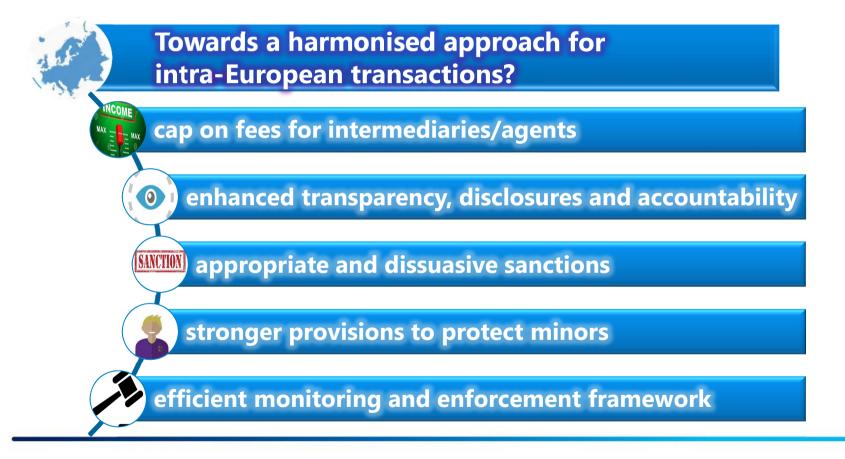


Resolution on Intermediaries/Agents – Findings (2/3)

New FIFA regulations failed to address serious concerns (cont.)



Resolution on Intermediaries/Agents – Next steps



6. Working group on labour market regulations



Does the Plenary approve the proposed resolution on intermediaries/agents? 6. Working group on labour market regulations

Resolution approved







7. Initial discussion on 2018 work programme



8. Information from the European Commission on other sports-related initiatives



9. Calendar of meetings in 2018

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10. Any other business