



EUROPEAN COMMISSION
DG Employment, Social Affairs and Inclusion

Employment & Social Governance
Social dialogue

Sectoral Social Dialogue Committee on Professional Football

Draft Minutes **11 February 2020**

Working Group: Implementation of the Autonomous Agreement

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 (17 September 2019) were approved.

3. Updates and exchange of information

The Commission provided a presentation on the recently adopted Directive on Transparent and Predictable Working Condition adopted in June 2019 (Directive 2019/1152/EU): <https://ec.europa.eu/social/main.jsp?catId=1313&langId=en>.

4. Implementation of the Autonomous Agreement

Discussions between the social partners on an implementation protocol and on a standard player contract are ongoing. Social partners plan to adopt the implementation protocol at the next plenary meeting. A precondition for the adoption of the protocol is the agreement on a standard players' contract.

The main open points concerning the standard players' contract (e.g. disciplinary rules, the percentage limit on fines) are to be resolved between ECA and FIFPRO. Consolidated feedback on the discussions is to be provided to the Commission four weeks before the Plenary meeting, by the beginning of March 2020.

The parties agreed to link fines imposed by clubs to the fulfilment of their remuneration obligations towards the concerned players. They also agreed that the Autonomous Agreement could not have the effect of worsening working conditions where the already existing conditions are more favorable to the players.

5. Other business

The Commission informed the participants about the need to undertake a Representativeness study of the sectoral social dialogue committee by Eurofound, given that the last representativeness study for the sector is dated 2012.

Eurofound would ask the national correspondents to look at the national situation and then analyze their representativeness at EU level. In practical terms, after the plenary Eurofound will contact and meet with the secretariats of the social partners. The study would be published in 2022.

Working Group: Labour Market Regulation

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 (17 September 2019) were approved.

3. Health and Safety of Players

The social partners intend to adopt a draft Resolution on Health and Safety of Players, which would be the first joint statement of the social partners on concussions adopted by the Committee. They agreed it is important to maintain consistency between the different sets of rules applicable as rules differ from country to country or from competition to competition. The draft Resolution has been circulated the day before the meeting. ECA will provide comments in writing while FIFPRO considers that the scope of the resolution needs to be reconsidered function of the conclusions of IFAB in the field.

The social partners agreed on the need of teaching and education of all players and relevant staff to create awareness. European Leagues mentioned that a training programme should start before the next season, under the Joint Statement on management of concussions in European domestic club football. FIFPRO together with European Leagues provide a framework for leagues to understand the process, which is then to be discussed at national level.

4. Protection of Minors

There are no updates on the subject. The subject remains sensitive and several actors are discussing it, from different angles. FIFPRO underlined the need to have an evidence-based discussion and to protect minors while. For ECA freedom of movement of minors is important, however so far there is no consensus on the need to undertake research on the protection of minors.

5. Next Meetings

Plenary meeting: 27 March, 15 December 2020. Working level meetings might be needed before the summer. Working group: 14 September - Brussels, 30 October – Amsterdam (the latter without Commission participation).

Participants 11/02/2020

<p>Employers (2 ♂, 1 ♀)</p> <p>ECA Mr Daan de Jong Ms Jelena Mikacic</p> <p>European Leagues Mr Jacco Swart</p>	<p>Workers (2 ♂)</p> <p>FIFPRO Mr Alexander Bielefeld Mr Roy Vermeer Mr Loïc Alves Mr Lucien Valloni</p>
<p>European Commission (2 ♀)</p> <p>Ms Sigried Caspar (DG EMPL) Ms Diana Crumpana (DG EMPL)</p>	<p>UEFA (1 ♂)</p> <p>Mr Ales Zavrl Mr Julien Zylberstein</p>