

## **Mandate (Terms of Reference) of working groups of the European social dialogue committee in the professional football sector (Work Programme 2014/15)**

Following the plenary session of December 2013, the Steering Committee has established the following terms of reference for the working groups of the European Social dialogue committee in the professional football sector. The working groups shall report to the Steering group on their work in advance of the next plenary meeting (currently scheduled for October 2014). The Terms of Reference shall now be submitted to the UEFA Professional Football Strategy Council for approval.

### **1. Working Group on implementation of the “Autonomous Agreement”**

The overriding purpose of this Working Group (“WG”) is to monitor and assist with the implementation of the “Autonomous Agreement regarding the minimum requirements for standard player contracts in the professional football sector in the European Union and the rest of the UEFA territory” signed on 19 April 2012 in Brussels.

The objective of the WG is to make the minimum requirements a reality throughout the whole UEFA territory, whilst respecting the principle of subsidiarity. The details of the implementation and enforcement of the agreement are set out in Annex 8 of the agreement. For this purpose, financial support has been granted by the European Commission for the implementation in EU member countries and EU candidate countries.

To achieve this, the WG will:

- Plan meetings to promote the agreement and inform national associations and national social partners of their responsibilities in this process for countries where this has not been done yet
- Identify with help of the national associations and social partners at national level the issues that need to be resolved in order to make the minimum requirements a reality in each country
- Discuss the best way with the national associations and social partners at national level on how to implement the minimum requirements in their respective country (whereby the last word remains with the social partners at national level) considering at all times the relevant national law and regulations.
- Plan the visits of the task force in the respective countries as defined in annex 8 of the agreement, whilst offering, if needed, assistance and advice to the parties at national level
- Where necessary, conduct a follow-up visit to the relevant countries to finalise the implementation process
- Where necessary, organise regional round tables to facilitate exchange of best practices between countries during the implementation process
- If deemed necessary by the WG, organise a seminar for national associations and social partners at national level on national dispute resolution mechanisms and disciplinary procedures. If the WG decides to organise such seminar, they will jointly decide on the content of this event.

- Work out a comprehensive report describing the implementation actions taken during the implementation process and the issues encountered needing further attention. FIFPro will take the lead in this project by writing this report. The content of the final report will be subject to approval of the WG.
- Based on the experience and knowledge acquired during the implementation process, advise the steering group on improvements to be included in the re-negotiation of the autonomous agreement (as per articles 20.1 and 20.2 of the agreement)

## **2. Working Group on Career Funds**

The overriding purpose of this WG is to present and share best practices on career funds and related topics. The WG will focus on:

- Explaining the concept of career funds and how it can benefit both players and clubs alike
- Investigating the current situation of Career Funds for professional footballers in different EU Member States
- Sharing best practices on how to develop and implement career funds
- Sharing knowledge on how to create tax facilities for players and clubs in different EU Member States
- Presenting the consequences of the harmonisation at European level of pension regulations and sharing best practices on pension schemes

Note: The WG is planned for 2014 to start with and will be reassessed at the Steering Group meeting of October 2014.

## **3. Working Group on respect of contracts**

The overriding purpose of this WG is to promote the respect of contracts by both employers and employees in the EU Member States as well as in those countries with a football association affiliated to UEFA.

Respect of contracts implies that both parties must respect the contract they have signed and comply with the rights/ obligations stipulated therein. Clubs must pay salaries and other financial benefits during the term of the contract (to both players and other clubs) and players must abide by the instructions of their club and play matches to the best of their ability.

Mutual respect of contract leads to integrity of the competition and it often results into both sporting success and financial stability.

The parties acknowledge that a large amount of work has been done in the PFSC WG on transfer matters and that social dialogue may be a good tool to implement the agreements which have been made in this forum.

To achieve this, the WG will:

- Coordinate and monitor the implementation of the recommendations approved by the PFSC and drafted by the PFSC working group on transfer matters
- Identify which tools available in social dialogue can be used for this implementation and agree on the most appropriate method of implementation
- Focus on any other topics as recommended by the PFSC working group on transfer matters