



EUROPEAN COMMISSION
DG Employment, Social Affairs and Inclusion

Employment and Social Legislation, Social Dialogue
Social dialogue, Industrial Relations

Brussels, 2 September 2014

Sectoral Social Dialogue Committee on Professional Football

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

6 May 2014

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 6 March 2014 working group meeting were adopted with some changes.

2. Report on latest visits of European social dialogue task force

The following remarks were made on the latest visits.

HU: The "1st Division Committee" has decided to include the minimum requirements, although clubs are not in favour of standard contracts. There will probably be a follow-up meeting in HU.

BG: Everything seems fine on paper. The collective bargaining is currently reviewed.

CY: Not much social dialogue taking place. The FA is willing to facilitate dialogue between clubs and players (there is no club association).

PL: The European social partners had not presented a unified attitude towards the Polish participants, which should be avoided in the future. PL has three different types of contract: labour, civil, self-employed. A draft standard players contract exists, but the FA seems to favour civil contracts.

Turkey: There is no league nor a players' union affiliated to FIFPro, but a union of clubs. It was a positive first meeting considering the lack of representation of the various stakeholders.

RO: The meeting took place last week which was characterised by a positive atmosphere. A few issues need to be solved (type of contracts).

As a general follow-up, letters and reports will be sent to all countries visited so far. Both sides of industry thanked Mattias and the UEFA for their hard work.

3. Seminar on national DRCs and disciplinary procedures

FIFPro announced that the seminar was planned for 1-2 October (afternoon + morning). The final goal was to have more dispute resolution chambers which are trustworthy. The budget foresees 100 people from 20 countries. ECA expressed their wish to have a slot

on disciplinary procedures. FIFPro said that after their board meeting of 20 May they will send a proposed draft agenda.

4. Next steps of implementation

Monitoring of progress in visited countries: There had been one reaction to the letter sent after the visit (SI). No negative feedback had been received. A follow-up visit should be done at least in the following countries: Serbia, HR, SI, CZ. The partners were invited to stay in touch with their respective members to ensure proper follow-up. ECA insisted that it is up to the national parties in each country to discuss and try to find a solution now. The Autonomous Agreement gives these parties the responsibility to come to a solution, whereby European Partners should not overrule a position of their national member.

Other countries/potential regional round tables: The parties then held an exchange on other countries not being part of the 12 priority countries. For the following countries/federations no specific action was considered necessary: Liechtenstein, Andorra, Gibraltar, Luxembourg, San Marino, Northern Ireland, IE, and Wales. Faroe Islands and Iceland should remain on the "waiting list". For SK and the three Baltic countries, there should be country-specific actions. Other countries to be covered: Georgia, Armenia, Azerbaijan, the Western Balkan countries, Israel, MT, Moldova, Belarus and Kazakhstan. Coming back to FIFPro's request to switch IE against GR in the group of countries, it was agreed to deal with the particular issues in GR outside the project. For ECA and EPFL, there was no reason to swap countries since the list of exempted countries was fixed when the Autonomous Agreement was signed and including countries initially left out of the list of territories for field visits would be a political decision that is not for the Working Group to take.

5. Any other business

The parties were reminded that there was one year to go for the implementation of the agreement (April 2015).

6. Next meeting

The next working group meeting will be held on 2 September 2014 in Brussels.

Participants 6/5/2014

<p>Employers (2 ♂, 0 ♀)</p> <p><u>ECA</u> Mr Dewaele</p> <p><u>EPFL</u> Mr Abatan</p>	<p>Workers (5 ♂, 0 ♀)</p> <p><u>FIFPro</u> Mr Bär-Hoffmann Mr Diaz Peramos (ES) Mr Øland (DK) Mr Stefanovic (SI) Mr van Megen (NL)</p>
<p>European Commission</p> <p>Ms Durst (DG EMPL)</p>	<p>UEFA</p> <p>Mr Grafström</p>