

## **Mandate (Terms of Reference) of working groups of the European social dialogue committee in the professional football sector (Work Programme 2012/13)**

Based on the decisions of the plenary session of 19 April 2012, 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 Committee on their work in advance of the next plenary meeting (currently scheduled for December 2013).

### **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.

To achieve this, the WG will:

- 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
- Plan meetings to promote the agreement and inform national associations and national social partners of their responsibilities in this process.
- 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
- Discuss and agree the best way with the national associations and social partners at national level on how to implement the minimum requirements in their respective country

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

The overriding purpose of this WG is to examine the feasibility of the introduction of a Career Fund for professional footballers in EU countries generally. To achieve this, the WG will:

- review the Ernst & Young research study commissioned by FIFPro and discuss the conclusions of the study and the “portability” of such funds;
- investigate the current situation of Career Funds for professional footballers in different EU Member States;

- examine the potential feasibility of career funds and, if affirmative, the most realistic type of approach;
- make recommendations on whether related areas should be explored in more detail (e.g. “dual career” education for professional players, etc.)
- identify whether there is any “win-win” solution which results in no extra costs to clubs (and whether clubs need to be involved in establishing career funds) , whilst facilitating career funds for players.

### **3. Working Group on respect of contracts and contractual stability**

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 (Union of European Football Associations).

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.

To achieve this, the WG will:

- Identify the main issues relating to (lack of) respect of contracts on both sides;
- Address and make recommendations as appropriate on related matters, namely the issue of insolvency / entry into administration of football clubs and outstanding payments of players’ salaries;
- Make recommendations as to how the respect of contracts can be strengthened;
- Undertake the necessary research;
- Focus on topics as recommended by the PFSC working group on transfer matters;