



Brussels, 17 March 2016

Sectoral Social Dialogue Committee on Professional Football

Minutes of the Working Group Meeting Labour Market Regulations

1 February 2016

1. Adoption of the Agenda

The meeting was chaired by Mr. Rigopoulos (UEFA). The agenda was adopted.

2. Terms of reference of the working group

Starting from the observation that basically everybody could become an agent and that there was a considerable number of problematic actors active, ECA saw a joint interest to look into the possibility of developing a list of quality requirements or standards that could be set by the stakeholders themselves in close consultation with the player agents. This could – ultimately – lead also to the creation of a register which would bring more transparency into that part of the industry.

Such initiative was seen as linking with the increased interest of the Commission in intermediaries – the Commission organizing on 22/02/2016 a round-table on that topic.

The other Social Partners agreed that this was an interesting and relevant topic; however, some questions might need further reflection:

- What exactly can be the role of the social partners and where/how would it be necessary to involve other actors (e.g. the agents themselves)?
- How would these efforts link with the UEFA working group on intermediaries?

It was suggested to (again) consult the 'Study on Sports Agents in Europe', published in 2009, commissioned by the Commission).

UEFA wished to recall the social partners that the working group on intermediaries did not meet further due to the absence of common interest among the different stakeholders. This was challenged by ECA as this working group only focused on capping the agents' payments; the WG did not meet anymore only because the social partners could not come to a common position on such capping.

EPFL suggested foreseeing some time for a strategic discussion on the consequences of the increasing financial disparity in professional football (and its impact on social dialogue). Upon request from ECA, EPFL clarified that it was about sound financial

management, not focused on redistribution. The proposal was found interesting by FIFPro as financial fair play had a significant impact on labour relations and on the sustainability of the industry. A problematic financial situation in parts of the industry impacts on the ability of these clubs to fulfil their legal requirements towards the players. At the same time financial fair play regulations had a possibly limiting impact on the labor market. However, it was also indicated that a clear focus was needed to make such discussion useful and suitable for the committee and to avoid overlap with other discussion fora.

FIFPro suggested discussing whether the committee could have a joint position concerning the match calendar. Asked for further clarification FIFPro explained that a joint position in that respect, motivated by health concerns about a too high density of matches, could actually help to clarify priorities also in discussions of clubs with FIFA.

Other topics FIFPro considered useful to assess in the context of this new working group included breach of contracts and protection of minors. It was reminded that overlap with other fora of discussions should be avoided.

It was agreed to work out the different proposals in short documents, to exchange these documents between the members of the Committee by 8 April and decide at the occasion of the steering group meeting in Basel.

The Committee will start working on the agreed topic(s) at the working group meeting on 29/08/2016.

Participants 01/02/2016

<p>Employers (10 ♂, 1 ♀)</p> <p><u>ECA</u> Mr Wouter Lambrecht (CH) Mr Martin Prochazka (CZ) Mr Diederik Dewaele (CH) Mr David Frommer (BE)</p> <p><u>EPFL</u> Georg Pangl (EPFL) Ornella Bellia (EPFL) Carlos del Campo (LaLiga – ES) Serge Rossmeil (FBO – Netherland) Mathieu Moreuil (Premier League – FR) Philippe Diallo (UCPF-France) Ian Blair (SPFL – Scotland)</p>	<p>Workers (3 ♂, 0 ♀)</p> <p><u>FIFPro</u> Mr Jonas Bär-Hoffmann (DE) Mr Mads Øland (DK) Mr Wil van Megen (NL)</p>
<p>European Commission (1 ♂, 1 ♀)</p> <p>Ms Sigried Caspar (DG EMPL) Mr. Zenon Severis (DG EAC)</p>	<p>UEFA (2 ♂)</p> <p>Mr Julien Zylberstein Mr Angelo Rigopoulos</p>