



Work programme 2016

WG 1: Implementation WG:

- Renegotiation of the autonomous agreement, its implementation strategy and enforcement mechanisms, in line with Art. 20 of the Autonomous Agreement, most importantly that:
"The Parties have the obligation to negotiate a renewal of this Agreement in good faith according to the Rules of Procedure."
- Overseeing the overall implementation process of the autonomous agreement
- Monitoring the compliance with the minimum requirements of the standard contracts and its standardised implementation at national level
- Assessing the progress achieved at national level
- Preparing the joint event with the EU to present results of the implementation process
- Overseeing the work of the following two expert groups:

"Nature of contract" expert group:

- Focusing solely on the assistance to countries where the issue around the type of contract exists (self-employed, service, employment contract)
- Collecting of factual data on the differences between the various types of contract
- Providing assistance and guidance on this particular matter to national stakeholders
- Ensuring action plans are prepared and subsequently implemented at national level
- Assessing the progress achieved at national level

"NDRC and club disciplinary procedures" expert group:

- Sharing of best practices in the spirit of the seminar held at the FIFPro HQ
- Providing assistance to national stakeholders if requested
- Assessing the progress achieved at national level

WG 2: Labour market regulations WG:

- Assessment of industrial relations impact of existing football regulations
- Discussion and development of improvements, amendments or replacements of such regulations



A list of items for discussion in the Labour market regulations Working Group will be determined before the end of the calendar year 2015. Such list is not exhaustive but can be extended by agreement of the social partners.

Two examples of topics proposed by the employers to be discussed in the Labour market regulations WG:

Creation of a “register”/“council” for intermediaries (similar to doctors, architects, lawyers)

- Discuss and decide on the establishment of a platform of which intermediaries who fulfil certain quality criteria can become a member. This would allow them to achieve a favourable position towards clubs and players compared to other intermediaries.
- Via this “register”, a quality certificate can be developed for its members, based on respecting a set of minimum principles and standards to be developed.
- This quality certificate should act as a red wire through Europe, complementary to the implementation of the FIFA regulations on national level.
- These discussions should take place in cooperation with existing and widely recognised agents’ associations, eg. EFAA, in order to make the project more credible.

Analysis of the financial dimensions of contractual relations between clubs and players

- Analysing the impact of financial situation on the contractual relations between players and clubs.
- Analysing how the current financial relations between clubs and players (including salary, commission paid to agents, transfer fees etc.) impact on the overall financial status of club football with the aim to reduce the existing financial and sporting gap at national and international level.
- Discuss possible strategies to reduce such a financial and sporting gap and create a more sustainable solution and a more competitive balance – i.e. focusing on youth development.