



Brussels, 09 February 2018

Sectoral Social Dialogue Committee on Professional Football

Minutes of the Working Group Meeting Labour Market Regulations

5 February 2018

1. Adoption of the Agenda

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

2. Minutes from previous meeting

The minutes of the previous meeting (11 September 2017) were approved.

3. Resolution on Intermediaries

Mr Rigopoulos recalled the process to arrive at the joint resolution and stressed that a better regulatory framework should – while following a harmonized approach – consider the following elements:

- a cap
- more transparency
- sanctions in case of non-compliance
- better protection of minors.

FIFA had enlisted 11 points related to the transfer system (incl. agents) to be reviewed before the end of 2018. A task force was set up to deal with the revision of the rules for intermediaries/agents. A first set of proposals is expected for May 2018.

Social partners were not so clear on how the SSDC could contribute and support the work of this task force and in which way intermediaries/agents would be involved.

It was agreed that a broad dissemination of the joint position would be an important element, so that it could not be ignored.

It was considered positive that UEFA envisaged requesting clubs to disclose the overall amount of fees paid to agents – under the club licensing and financial fair play rules.

However, it was also stressed that agents fees are a very tricky theme and rules could have undesired side-effects or be circumvented unless well-thought through.

FIFPro advocated for a system with a uniform approach where agents/intermediaries would have exclusive loyalty – preferably – to the players.

ECA encouraged FIFPro to raise the awareness of players for the problems linked to problematic intermediation. FIFPro argued that even with such efforts, players are in general less experienced and are often not sufficiently competent/motivated to deal with these contractual issues. Therefore the rules should take that into account.

It was asked whether FIFA has expressed some regret about the results/failure of the previous reform, thus wondering whether there is an intention to learn from this experience. It was also asked whether agents/intermediaries should become part of the system, meaning they could be sanctioned in case of non-compliance or whether the responsibility was realistically to be placed with players and clubs. All parties agreed however, that being able to enforce the new regime would be crucial for a successful reform of the rules.

On 22/23 March an EU Sport Forum will take place, also including a session on transfers, which might provide an opportunity to discuss the topic. For April the European Federation of Football Agents has called for a meeting in Paris inviting the social partners. It was also stressed that the FIFA task force would involve representatives of agents at some point.

In conclusion the social partners agreed to follow-up on the discussion.

4. Work programme 2018

The working group is 'labour market regulations' shall focus on

- the follow-up to the resolution on agents and on
- exploring specific elements of the transfer system where and if appropriate.

Considering the very active discussion in other fora it was not possible to operationalize the work programme. More clarity is expected once agents have reacted on the content level to the joint position and when the work of the task force is more advanced.

5. Next Meetings

Steering group meeting: 17 May in **Nyon**

Working group meeting: 17 September in Brussels

Steering group meeting: 11 October – organized by FIFPro -> Hoofddorp

Plenary meeting: 23 November in Brussels

Participants 05/02/2018

<p>Employers (5 ♂, 2 ♀)</p> <p><u>ECA</u> Mr Daan de Jong (NL) Mr. David Frommer Mr. Victoriano Melero (FR) Mr. Géza Roka (HU)</p> <p><u>EPFL</u> Ms Ornella Bellia (IT) Ms Laura Vilches (LaLiga – ES) Mr Mathieu Moreuil (Premier League -FR)</p>	<p>Workers (2 ♂)</p> <p><u>FIFPro</u> Mr Roy Vermeer (NL) Mr Mads Øland (DK)</p>
<p>European Commission (1 ♀) Ms Sigried Caspar (DG EMPL)</p>	<p>UEFA (2 ♂, 1 ♀) Mr Angelo Rigopoulos (IT-GR) Ms. Mariana Trandafir Mr Julien Zylberstein (FR)</p>