



EUROPEAN COMMISSION
DG Employment, Social Affairs and Inclusion

Employment & Social Governance
Social dialogue

Brussels, 26 February 2019

Sectoral Social Dialogue Committee on Professional Football

Minutes of the Working Group Meeting Implementation of the Autonomous Agreement

25 February 2019

1. Adoption of Agenda

The meeting was chaired by Julien Zylberstein (UEFA) who was connected via Skype to the meeting. The agenda was adopted.

2. Minutes from previous meeting

The minutes of the previous meeting (27 September 2018) were approved.

3. Updates and exchange of information

Mr. Zylberstein reported that during the UEFA congress on 7 February 2019, Aleksander Čeferin was re-elected UEFA president for a four-year term.

On 18 February a PFSC meeting took place in Nyon. During the meeting a first discussion on the recently published UEFA Benchmarking report took place, as well as a discussion of FIFA matters.

Early 2019 a coordination meeting between the four groups was arranged to allow for a rather informal exchange on technical issues.

The Memorandum of Understanding between UEFA and ECA has been renewed up until 2024.

Upon request from European Leagues, Mr Zylberstein explained that nothing prevented a party to request that the match calendar (post 2024) be added as an agenda item at the next PFSC meeting. It was also clarified that the discussion around the match calendar which took place during the last two social dialogue meetings was focused on the health of players, not on the calendar as such.

FIFPro stressed that further discussions concerning match calendar and benchmarking report would be needed before the UEFA ExCo takes any decisions in that respect. It was

also stressed that the discussion at the PFSC should prepare for the discussion in the ExCo.

4. Implementation of the Autonomous Agreement

In spite of hard work social partners had not succeeded to agree on an action plan to support the implementation of the agreement before the plenary meeting.

The main open points were:

1. How and when to enforce the employment contract?
2. Could the enforcement efforts be accompanied/supported by sanctions?
3. Would enforcement be linked to club licensing or disciplinary regulations?

On point 3 ECA showed willingness to consider both options, stressing that this should not be a black/white decision. UEFA offered to look into the possibility of using the UEFA club licensing system, which appeared to be more realistic, as previously demonstrated in an analysis submitted to the parties in October 2018.

On point 2 ECA was of the view that an obligatory enforcement of the employment contract was not possible.

FIFPro stressed that this solution would still require social partners to agree on a European standard contract against which the players' contracts could be assessed in cases where the national social partners do not agree on a standard contract. It was also stressed that in some cases concrete on the spot-checks might still be needed.

While accepting this pragmatic solution, FIFPro stressed the need to see how one could bridge the eventual compliance gap between clubs which have to comply with the UEFA licensing rules and the large number of other clubs (those not subject to the UEFA requirements) and how to encourage compliance of the second. FIFPro called on the other stakeholders to motivate their constituency.

Social partners agreed that:

- UEFA will finalise the draft implementation plan on the basis of the comments and edits from the partners which should be provided asap.
- UEFA will communicate in due course when the matter will be referred to the Club Licensing Committee and inform the partners about upcoming developments of the HatTrick committee (i.e. incentive payments for the satisfactory implementation of the MRSPC).
- FIFPro will develop a chart for an implementation mechanism by end-March at the latest and share it with the partners.

Social partners discussed whether a study would help to overcome hindrances to use an employment contract. It was concluded that studying the situation does not make sense when both sides share the same understanding. It might be useful when there is disagreement. As a conclusion:

- FIFPro was invited to identify the countries for which they consider a study useful

5. Club disciplinary regulations

ECA has sent out the questionnaire and will share the first draft when it will be ready.

6. Next Meetings

Steering group meeting: 6 June in Paris (hosted either by European Leagues or by FIFPro member)

Working group meeting: 17 September in Brussels

Steering group meeting: 24 October – organized by FIFPro or European League (in alternation with June-meeting)

Plenary meeting: 12 December in Brussels

Participants 25/02/2019

<p>Employers (4 ♂, 3 ♀)</p> <p><u>ECA</u> Mr Daan de Jong (NL) Mr. David Frommer Ms. Jelena Mikacic (HR) Mr. Aki Riihilahti (FL)</p> <p><u>EPFL</u> Ms Ornella Bellia Mr Mathieu Moreuil (Premier League - UK) Ms Laura Vilches (LaLiga – ES)</p>	<p>Workers (5 ♂)</p> <p><u>FIFPro</u> Mr. Jonas Baer-Hoffmann Mr. Alexander Bielefeld Mr. George Boyer Mr. Tomislav Kasalo (HR) Mr. Roy Vermeer (NL)</p>
<p>European Commission (1 ♀) Ms Sigried Caspar (DG EMPL)</p>	<p>UEFA (1 ♂) Mr Julien Zylberstein (FR) (via skype)</p>