



EUROPEAN COMMISSION  
DG Employment, Social Affairs and Inclusion

Employment and Social Legislation, Social Dialogue  
**Social dialogue, Industrial Relations**

Brussels, 19 September 2013

## **Sectoral Social Dialogue Committee on Professional Football**

### **Minutes of the Working Group Meeting "Contractual Stability and Respect of Contracts"**

**16 May 2013**

#### **1. Adoption of the agenda and of the minutes of last meeting**

The meeting was chaired by Mr Bell (UEFA). The agenda was adopted. Mr Bell referred to the newly established PFSC working group on transfer matters and considered it important to avoid duplication of work. The first PFSC working group meeting in Nyon on 8 May 2013 had focused on the respect of contracts. The chair considered that the social dialogue working group should focus on matters that are most relevant for social partners, namely employment-related matters and issues related to the relationship between clubs and players (see also below under point 3).

The minutes of the last meeting (21 March 2013) would be finalised by the end of next week, taking into account the changes submitted jointly by ECA and EPFL.

#### **2. Information from the Steering Group meeting**

Mr Bell gave a brief overview over the Steering Group meeting of 24 April 2013 (see minutes there) during which the terms of reference of the working group (mandate, role, objective and expected deliverables) had been discussed. Finally, the terms of reference had been adopted in writing after the meeting.

#### **3. Discussion on outcome of the Steering Group meeting**

FIFPro mentioned the strength of social dialogue which could issue joint papers (such as recommendations) on the FIFA Regulations on the Status and Transfer of Players with a view to improve the system. Given the fact that the PFSC working group had mainly discussed what should be done to avoid non-respect of contracts (club-player, player-club, club-club), the chair considered that the social partners should seek for practical proposals on the club-player/player-club relationship. EPFL considered it important to identify and frame the problem with a view to provide factual info to the PFSC. This corresponded to the first bullet point in the terms of reference ("identify the main issues relating to (lack of) respect of contracts on both sides"). ECA suggested collecting facts based for instance on FIFA statistics. FIFPro added that information from the DRC and the PRC should also be used as well as the FIFPro Black Book Eastern Europe.

Regarding the non-payment of wages, the parties considered that this was not necessarily linked to the financial and economic crisis; other factors were the way ownership was

structured or the fact that FIFA did not touch cases if a club was insolvent. Systems like the 50+1 ownership rule in Germany or financial fair play measures at national level could be considered as good practices.

#### **4. Next steps**

The parties agreed on an information gathering exercise. The following sources of information should be checked:

- Information from FIFA on overdue wages from clubs to players (DRC disputes over the last five years); also check in which countries there are no conflicts/disputes;
- UEFA financial fair play database;
- FIFPro Black Book Eastern Europe and other available knowledge from FIFPro members;
- New Premier League financial rules (and identify other financial fair play rules at national level).

The raw information should be collected by mid-June. A subgroup still to be appointed should then have a closer look at it and feed it in the next PFSC and social dialogue working group meetings. One should also look at countries where there are no problems and find out if there were similarities.

#### **5. Any other business**

No points were raised.

#### **6. Next meeting**

The next meeting of this working group will be held on 19 September 2013 in Brussels.

## Participants

<p><b>Employers (5 ♂, 0 ♀)</b></p> <p><u>ECA</u> Mr Gerlinger (DE) Mr Lambrecht</p> <p><u>EPFL</u> Mr Bertoni Mr Diallo Mr Stincardini (IT)</p>	<p><b>Workers (6 ♂, 0 ♀)</b></p> <p><u>FIFPro</u> Mr Bär-Hoffmann Mr Boeykens (BE) Mr Evangelista (PT) Mr Nebot Rodrigues (ES) Mr Øland (DK) Mr van Megen</p>
<p><b>European Commission</b></p> <p>Ms Durst (DG EMPL)</p>	<p><b>UEFA</b></p> <p>Mr Bell Mr Grafström</p>