



EUROPEAN COMMISSION
DG Employment, Social Affairs and Inclusion

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

Brussels, 24 April 2013

European sectoral social dialogue committee
for professional football
Plenary meeting followed by a Signing Ceremony
19 April 2012

Minutes (approved by steering committee)

1. Welcome

The meeting was chaired by Mr Michael VAN PRAAG, Member of the UEFA Executive Committee and President of the Dutch Football Association and replacing Mr Michel PLATINI. In his opening speech, he highlighted the historic moment of the signing ceremony which would follow the plenary meeting. He stressed the importance of the autonomous agreement for the professional football sector which was the result of several years of negotiations. He also underlined that the agreement needed to be implemented by all relevant national parties within the UEFA territory in full respect of the principle of subsidiarity. However, a side letter which was to be signed by all parties in addition to the agreement would confirm that in a number of countries no measures needed to be taken since the minimum requirements were already fulfilled.

2. Approval of the draft minutes (Plenary meeting of 28 February 2011)

The draft minutes sent to EU social partners with regards to point 3 "Work programme 2011-12" were revised following a request by ECA on 4 April 2012. In this message, ECA stipulated that it did not agree to the creation of working groups on career funds nor on contractual stability and, as explained during the plenary session by Mr Michele CENTENARO, additional information on the scope, intention and objectives of these two topics would be needed in order to agree with a working group and a working plan. Although Mr Theo VAN SEGGELEN (FIFPro) pointed out that in his view the minutes cannot be changed by one party only, the revised version which was made available to the participants was accepted by all parties.

3. Approval of the Autonomous Agreement

All parties agreed that there was no further need for approval since the autonomous agreement has already been approved by each organisation at an earlier change.

4. Approval of the Work Programme 2012/2013

a) Implementation of the Autonomous Agreement (including a joint request for funding)

Mr Theo VAN SEGGELEN (FIFPro) informed participants that FIFPro would be willing to take the lead in organising a meeting to prepare a joint request for funding. Mr Emanuel MEDEIROS (EPFL) underlined the importance of this initiative in which all parties should play an active role. He agreed with the idea that FIFPro would shortly organise a meeting on this particular issue.

b) Career Funds (including a joint request for funding a study, provided the Social Partners agree on the scope of the study)

Mr Theo VAN SEGGELEN (FIFPro) explained the background on this initiative. He suggested to delay the request for funding and to create a working group which would allow an update of the research started in 2006 and a more in-depth discussion on the importance of career funds. All other parties agreed with this approach. At the request of the ECA and the EPFL, the working group shall also be responsible to establish the scope of such research, which shall cover solely the update of the research of 2006 and not any discussion on the implementation of career funds.

c) Contractual Stability/ Respect of Contracts (provided the Social Partners agree on the scope and objectives of this item)

Mr Michele CENTENARO (ECA) and Mr Emanuel MEDEIROS (EPFL) both introduced the subject to the participants. While Mr Theo VAN SEGGELEN (FIFPro) highlighted the principle 'pacta sunt servanda', Mr Philippe PIAT (FIFPro/UNFP, FR) underlined the aspect of the length of contract. It was agreed that ECA and EPFL would take the lead on this item while it would be fully open to FIFPro to get actively engaged in this matter. Furthermore the ECA and the EPFL shall present a project on this matter to request funds to the EC to implement it.

5. Information from the Commission on other sports-related initiatives

The Commission representative from DG EAC, Mr Pedro VELAZQUEZ briefly informed participants about the latest developments in the field of sport. He referred to the expert groups established by the Council, namely the expert group on good governance which is tackling the issues of Match-fixing (recommendations for action addressed to the Council), drafting principles of good governance for sport organisations and which will tackle in 2013 the issues of sport agents and transfers. In the field of agents progress was announced in view of launching a standardisation of the services of sport agents by the CEN ("Centre Européen de Normalisation"). Reference was also made to the work in the Council of Europe which could lead to launching in 2012 the process for the adoption of a Convention in the field of the fight against Match-fixing. He also referred to the call for proposals open until 31 July in the frame of the preparatory action "European Partnerships in Sport". Finally he announced that the next EU Sports Forum will take place the 19 and 20 September in Nicosia and will include a panel debate on Social Dialogue.

The Commission representative from DG EMPL, Mr Norbert SCHÖBEL added that the Commission intends to announce at this Forum the start of the test phase in relation to a new Sectoral Social Dialogue Committee on Sport and Active Leisure.

6. Any other business

The Commission explained the practical arrangements of the signing ceremony which had foreseen the following order of interventions:

- Commissioner Andor
- Michel Platini (President), UEFA
- Frédéric Thiriez (Deputy-Chairman and Vice-Chairman of the EPFL ESD Committee)
- Karl-Heinz Rummenigge (President), ECA
- Philippe Piat (President), FIFPro Division Europe
- Commissioner Vassiliou.

As for the work plan and upcoming meetings in 2012 and 2013, the Commission proposed the following indicative dates:

2012:

2 July	Working group
21 September	Working group
18 October	Steering group

2013:

21 March	Plenary
24 April	Working group
25 May	Steering group
19 September	Working group
24 October	Steering group

All parties took note of the proposed dates while EPFL explicitly indicated that these dates would need to get further confirmation.

The Plenary meeting was followed by a Signing Ceremony of the Autonomous Agreement regarding the Minimum Requirements for Standard Player Contracts in the Professional Football Sector.

List of participants

Employers

1. Mr Jair BERTONI, EPFL (CH)
2. Mr Iain BLAIR, SPL (UK)
3. Mr Holger BLASK, DFL (DE)
4. Mr Michele CENTENARO, ECA (IT)
5. Mr Diederick DEWAELE, ECA (BE)
6. Mr Philippe DIALLO, UCPF (FR)
7. Mr Abatan EZECHIEL, EPFL (CH)
8. Mr David FROMMER, ECA (BE)
9. Mr Wouter LAMBRECHT, ECA (BE)
10. Mr Emanuel MEDEIROS, EPFL (PT)
11. Mr Mathieu MOREUIL, Premier League (UK)
12. Mr Torben OLDENBORG, Divisionsforeningen (DK)
13. Ms Silje VAADAL, NPFL (NO)
14. Mr Ruggero STINCARDINI, Lega Serie A (IT)
15. Mr Frédéric THIRIEZ, LFP (FR)
16. Mr Andy WILLIAMSON, The Football League (UK)

Workers

1. Mr Arie ALTER, IFPA (IL)
2. Mr Bobby BARNES, PFA England (UK)
3. Mr Raymond BEAARD, FIFPro (NL)
4. Mr Stijn BOEYKENS, SPORTA (BE)
5. Mr Stéphane BURCHKALTER, UNFP (FR)
6. Mr Jesus DIAZ PERAMOS, AFE (ES)
7. Mr Ad DIEBEN, VVCS (NL)
8. Mr Magnus ERLINGMARK, SFS (SV)
9. Mr Joachim EVANGELISTA, SJPF (PT)
10. Mr Louis EVERAND, VVCS (NL)
11. Mr Nikolai GRAMMATIKOV, PSFT (RUS)
12. Mr Leo GROSSO, AIC (IT)
13. Ms Marketa HAINDOVA, CAFH (CZ)
14. Mr Irek HATAULLIN, AFP (UKR)
15. Mr Danny HESP, VVCS (NL)
16. Mr Tony HIGGINS, PFA Scotland (UK)
17. Mr Gabor HORVATH, HLSZ (HU)
18. Ms Mila HRISTOVA, ABF (BG)
19. Mr Emilian HULUBEI, AFAN (RO)
20. Mr Markus JUHOLA, JPY (FIN)
21. Mr Maciej KREMINSKI, PZP (PL)
22. Mr Carlo MAMO, MFPA (MT)
23. Mr Stephen Mc GUINNESS, PFAI (IE)
24. Mr Spyros NEOFITIDES, PASP (CY)
25. Mr Rudolf NOVOTNY, VDF (AT)
26. Mr Mads OLAND, Spillerforeningen (DK)
27. Mr Philippe PIAT, UNFP (FR)
28. Ms Mirko POLEDICA, SPFN (SRB)
29. Mr Stefano SARTORI, AIC (IT)
30. Mr Iulius SEFCIK, APFS (SK)
31. Mr Dejan STEFANOVIC, SPINS (SI)
32. Mr Stephane ST-RAYMOND, FIFPro (FR)
33. Ms Maria TSIGONI PELLA, PSAP (EL)
34. Mr Wil VAN MEGEN, FIFPro (NL)
35. Mr Theo VAN SEGGELEN, FIFPro (NL)
36. Mr Joachim WALLTIN, NISO (NO)
37. Ms Frédérique WINIA, FIFPro (NL)
38. Mr Janovic ZETIKO, FIFPro (MN)

Other parties; experts / contractors:

Mr Alasdair BELL, Mr Michael VAN PRAAG, Mr Julien ZYLBERSTEIN (UEFA)

European Commission:

Mr Norbert SCHÖBEL (EMPL); Mr Pedro VELAZQUEZ (EAC)