



Brussels, 04 October 2018

Sectoral Social Dialogue Committee on Professional Football

Minutes of the Working Group Meeting Labour Market Regulations

27 September 2018

The meeting was chaired by Mr. Zylberstein. Agenda of the meeting and minutes of the meeting on 5 February were accepted.

1. Health and safety of players

Mr Gouttebarge (FIFPro) presented the health risks of a match-calendar which does not allow for adequate recovery periods of players (see ppt). The presentation included 4 recommendations concerning breaks:

- a) A minimum of 72 hours between kick-off of two matches
- b) Additional recovery periods after long-haul flights (especially when exposed to jet-lag)
- c) In-season breaks of 10-14 days
- d) Off-season break of 4-6 weeks.

These recommendations were motivated by reference to scientific studies and to the experience of players.

A similar presentation had been provided to the Professional Football Strategy Council (PFSC). Social partners are considering to have a joint statement on that topic, similar to the joint position on agents.

ECA, European Leagues and UEFA stressed that such declaration would need to focus on the immediate health aspects, thus not aiming at general reflections on the match calendar and saw a joint interest to ensure conditions which allow the athletes to be fit.

Subsequently Mr Vouillamoz presented the new medical regulations of UEFA, which are in place since January 2018 (see ppt). He explained that such medical regulations exist since 2012 and that compliance is in general quite high, meaning that only 3-4 times/season there is a need for sanctions.

The UEFA Medical Regulations is divided into two main sections:

- The Players Pre-Competition Medical Examination. There is a Basic level which is mandatory to all players participating in all UEFA competitions. And there is an Elite level with additional mandatory examination for players participating to e.g. UCL, UEL or Euro Championship. During the discussion it was clarified, that players medical examinations in the UEFA Youth league are at the Elite level.
- The Minimum Medical Requirements for Players, Team Officials, Referee Team and Match Officers which must be provided for all matches in all UEFA competitions by the host club or association.

Marc Vouillamoz then presented the Players' Medical Requirements in the UEFA Club Licensing & Financial Fair Play Regulations. Some provisions are strictly mandatory to get the license (the reference to the legal provision in ppt in red) and some others where non-compliance will be sanctioned but not exclude to get the license (reference in blue).

A topic of particular concern are concussions, sub concussive injuries and – more general – the consequences of repetitive heading (in training). FIFPro is undertaking research on the topic and also UEFA collects information on the topic. It was stressed that in the area of health FIFPro might also have to convince the players to comply with certain health standards.

In view of presenting something to the plenary in November and potentially have a proposal for a joint statement, social partners agreed to develop a simple questionnaire. The draft shall be circulated between the parties in week 40. At the meeting on 11 October further discussion shall take place.

2. Protection of minors

Discussion on the agenda point was postponed to the meeting on 11 October.

3. A.o.B

The partners agreed that the meeting on 11 October needs to discuss on the substance, thus participation of technical experts is indispensable.

Calendar of meetings 2019 will be discussed at meeting on 11 Oct.

Participants 27/09/2018

<p>Employers (3 ♂)</p> <p><u>ECA</u> Mr. David Frommer Mr. José Andrade</p> <p><u>European Leagues</u> Mr Georg Pangel</p>	<p>Workers (7 ♂)</p> <p><u>FIFPro</u> Mr Jonas Bär-Hoffmann Mr. Tomislav Kasalo Mr. Mirko Poledica Mr. Alexander Bielefeld Mr Roy Vermeer Mr. Vincent Gouttebarga Mr. Alejandro Fernandes</p>
<p>European Commission (1 ♀) Ms Sigried Caspar (DG EMPL)</p>	<p>UEFA (3 ♂) Mr Julien Zylberstein Mr. Giovannini Valerio Mr. Marc Vouillamoz</p>