

## **Annex to the Minutes of the Working Group Meeting "Implementation of the Autonomous Agreement" from 3 February 2015**

### **Situation in the 12 priority countries:**

**Bulgaria:** Decent progress had been made, while starting from a comparably improved regulatory environment. A new CBA had been signed and new regulations targeting overdue payables via licensing procedures had been introduced as agreed. The ability to arbitrate labour disputes remained to be addressed.

**Croatia:** Limited dialogue between national stakeholders and no tangible progress made. The application of self-employment contracts and high prevalence of overdue payables is a serious problem with strong social consequences for players. Also in the other fields identified for change – renegotiation and implementation of new standard contract, amendment of NDRC regulations and introduction of standing social dialogue structures – no progress could be reported.

**Cyprus:** Progress made in the field of licensing (overdue payables), amendment of FA regulations to comply with minimum requirements and amendment of NDRC regulations. A new standard contract was currently being negotiated. In general positive progress was made and full compliance was in sight.

**Czech Republic:** Negotiations were difficult; however, an agreement on a standard contract has been reached. Yet, the transition to employment contracts was not made yet. Also, concerns about equal representation within the appeal stage of the NDRC remained to be addressed.

**Hungary:** Formal implementation of minimum requirements in the football regulations prior to task force visit, but a mandatory standard player's contract had not been negotiated and implemented. No tangible progress was made following the domestic task force meeting. Unions consider employers as resisting to this and furthermore complain that there is neither a functioning NDRC (national dispute resolution chamber) nor participation in discussions. De facto employment contracts are used, however given the absence of an obligation to use a standard contract their compliance with the minimum requirements is difficult to monitor. Furthermore, amendments to the NDRC regulations/structure had not yet been undertaken.

**Poland:** Mandatory employment contracts had yet to be implemented. A new standard employment contract had still to be negotiated and the NDRC structure and competence addressed. Dialogue on national level seemed not to be progressing as agreed/expected by the domestic parties.

**Romania:** Following a constructive meeting with the task force, progress in Romania slowed down and no tangible progress has been made. A standard contract was to be negotiated, transition to employment contracts undertaken, overdue payables to players addressed and further regulatory matters as agreed in the task force meeting were to be addressed.

**Russia:** The two Russian unions had found an agreement on the representation of players. The meeting of the task force with the national stakeholders led to an action plan and the proper set up of a national dispute resolution chamber. Altogether a good dialogue between players and employers started. After 4 months the president of the football association

intervened, requiring himself rights for the NDRC. With support from ECA and FIFPro this was rejected.

**Serbia:** Progress was made in the implementation of a compliant NDRC and a new standard contract was being drafted by the union and FA. Dialogue with employers was still difficult. Other matters such as registration of contracts and disciplinary procedures remained to be addressed.

**Slovenia:** A legislative amendment concerning the tax facilitation of employment in professional sport had been achieved. A standard contract was being drafted by the domestic parties. Implementation of mandatory employment contract was still open, as was the implementation of a compliant NDRC. Further meetings and seminars were scheduled by the parties to address these matters.

**Turkey:** No progress has been made since the task force visit, which was also hampered by a lack of organized, independent representation of employers and employees and various leadership changes within the FA.

**Ukraine:** A new standard contract had been negotiated and NDRC regulations amended to ensure its independence. A final check of these documents was conducted by the FIFPro legal office. A follow up concerning the registration process was to be made.