

FIFPro protects players



Next steps in Social Dialogue

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publishing]



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What is Social Dialogue about ?

CBA at European level

- real goal >
- fundamental agreement on labour conditions in professional football

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all stakeholders present

- employers
- employees
- special interest parties : UEFA ECA
- European Commission

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WHAT DO WE NEED ?

Look at 3 levels>

- 1.provisions binding CBA partners
- 2.provisions binding employers and workers
- 3.provisions binding partners and individual members

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Examples provisions:

1. CBA partners > obligation to negotiate
(new) CBA
financial contribution
2. employers and workers > labour
conditions
3. CBA partners and individual members >
education funds

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MOST ESSENTIAL : LABOUR CONDITIONS >

MINIMUM REQUIREMENTS

- not only EU but UEFA territory
- **FULL** agreement between all parties

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Items :

- NATIONAL LEVEL/EUROPEAN
- WRITTEN CONTRACT
- PROTECTION OF MINORS
- MUTUAL OBLIGATIONS
- ENTITLEMENTS
- PROHIBITIONS
- HOLIDAYS

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Items (2)

- INJURY AND ILLNESS
- DOPING/MISCONDUCT
- SANCTIONS
- RIGHT TO APPEAL/ REPRESENTATION

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minimum requirements

- items are suitable for CBA
- European level
- extensions possible: anti racism; safety; education funds;pension schemes; youth protection

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Expected results:

European set of general principles and minimum requirements;

Market stability;

Framework for dispute resolution

More sports autonomy

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consequences:

- Clarity on the football market
- Forum to develop new subjects regarding labour conditions together

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what does it mean *for football* ?:

All the parties involved will benefit from a CBA

In the current structure all stakeholders have a say

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next steps?

- rewrite the agreement on the minimum standards into CBA –text + extra's
- partner obligations (limited)
- no major problems to be expected (I.e. EU-non EU)
- regulate the CBA enforcement

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learn from our experiences

- Discussions on minimum requirements
- special attention for role of UEFA and ECA

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future ?

- IF all stakeholders are still willing
- Right environment
- on the brink of an historical event:
- not only in football
- also in European labour law

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DE SPAR
Slogan:

***If everyone cooperates
united everybody will profit
on a regular basis***