



EUROPEAN COMMISSION
DG Employment, Social Affairs and Inclusion

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

Brussels, 6 May 2014

Sectoral Social Dialogue Committee on Professional Football

Minutes of the Working Group Meeting "Career Funds"

6 March 2014

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

The meeting was chaired by Mr Grafström (UEFA). The agenda was adopted. The minutes of the 19 September 2013 working group meeting were adopted.

2. Planning of activities for 2014

The chair announced that the mandate (terms of reference) of the sectoral dialogue committee's working groups had been updated and was to be adopted at the Professional Football Strategy Council (PFSC) on Monday. There had been some discussions regarding this working group on career funds but all parties had agreed to continue the work for at least one year. The situation would be assessed in October.

3. Career funds in Europe

Mr Stefanovic from the workers' side gave an update on the Slovenian career fund legislative proposal (see slides). Mr Bär-Hoffmann (FIFPro) considered the discussions in Slovenia as an interesting example because it was linked to the move towards employment contracts. Serbia and Croatia had meanwhile also started discussions on this. He recapitulated that there were currently around twelve countries in Europe which had a career fund although the modalities were different (for instance in Norway tax facilities were abolished and the fund was now ordinary saving).

4. Next steps

FIFPro proposed to use the working group for an exchange of good practices on the basis of the Ernst & Young study "Tax and career facilities for professional football players in 2013. A comparison of 30 European countries" and other experiences/developments. An idea could be to put key features of a successful (cost neutral) career fund together in a "toolbox". This toolbox would contain all necessary or recommended internal and political procedures for setting up a career fund. ECA was open to this proposal. A toolkit which would show the benefits of career funds would be welcomed. UEFA considered it as a good way to kick off thoughts.

FIFPro announced that they would set up a little group and put together good examples. These would be presented in form of a draft text at the next meeting. The employers' side

would be informed and invited to contribute if they wished. UEFA invited ECA and EPFL to ask their membership for feedback on existing schemes. This could feed into the elements for the planned toolbox.

5. Pension schemes and regulations

Regarding the point of the terms of references on "presenting the consequences of the harmonisation at European level of pension regulations", the Commission representative stressed that the key aspects of pension systems were the responsibility of Member States. But there existed EU legislative action, for instance the Directive on Institutions for Occupational Retirement Provision (IORP)¹ and the Proposal for a Directive on improving the portability of supplementary pension rights. Other types of measures, such as recommendations, codes of conduct, exchange of good practices were also envisaged in these areas².

6. Tax facilities for clubs and players

This point was not discussed in detail. FIFPro said that they had a clear vision on taxes and tax competition between leagues. ECA considered that it would be difficult to come to a level playing field here.

7. Next meeting

The next working group meeting will be held on 6 May 2014 in Brussels.

Participants 6/3/2014

<p>Employers (4 ♂, 0 ♀)</p> <p><u>ECA</u> Mr Frommer</p> <p><u>EPFL</u> Mr Abatan Mr Rossmeisl (NL)</p>	<p>Workers (4 ♂, 1 ♀)</p> <p><u>FIFPro</u> Ms Bakker Mr Bär-Hoffmann Mr Kolster (NL) Mr Stefanovic (SI) Mr Walltin (Norway, observer)</p>
<p>European Commission</p> <p>Ms Durst (DG EMPL)</p>	<p>UEFA</p> <p>Mr Grafström</p>

¹ <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:32003L0041:en:NOT>

² Information on pensions can be found at: <http://ec.europa.eu/social/main.jsp?langId=en&catId=860> (social security coordination), <http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=1194&furtherNews=yes> (2012 White Paper on pensions) and <http://ec.europa.eu/social/main.jsp?catId=468&langId=en> (supplementary pensions)