



EUROPEAN COMMISSION
DG Employment, Social Affairs and Inclusion

Working conditions and Social Dialogue
Social dialogue

**SECTOR SOCIAL DIALOGUE
COMMITTEE
PROFESSIONAL FOOTBALL**

Minutes of the Meeting of the Working Group

15 February 2023

Chair: Stephanie Leach (UEFA)

1. Welcome to and opening of the WG meeting

The meeting was chaired by Stephanie Leach (UEFA) who welcomed all participants and explained the format of the (online) meeting and some good practices on how take the floor.

2. Approval of the agenda

The agenda was approved.

3. Approval of the written work plan 2023

The Work Plan for 2023 was agreed with the following topics.

1. Loan restrictions at national level
2. Implementation of the ‘Autonomous Agreement’
3. Diversity, Equality & Inclusion

The Work Plan was subsequently sent to the European Commission for publication.

4. Updates of Workstreams 2023

4.1. Autonomous Agreement

Significant progress was confirmed on the autonomous agreement implementation in the four pilot countries.

In RO, a new player contract was adopted by the Romania's football stakeholders and Social partners regard this is the first tangible outcome in a long time. A review of the national dispute resolution mechanism is still in process.

In CZ, a site visit is scheduled for 22-23 February, with outcomes to be expected afterwards.

In SRB and PL, visits are still to be scheduled.

UEFA and social partners agreed that other countries may be added to the work group. Social partners remain committed to provide ad-hoc support to the promotion of social dialogue at domestic level where requested and needed.

4.2 Loan Restrictions at Domestic Level

This working group was briefly discussed. Due to FIFA's strict interpretation of the application of its loan restriction regulations at domestic level, this workstream will be adapted accordingly.

UEFA invited social partners to agree on the best way forward to provide guidance on FIFA rules on loan restrictions at national level.

A joint letter was agreed to be sent to domestic stakeholders raising awareness. European Leagues offered to take a leading role in this exercise.

4.3 Diversity, Equity & Inclusion

UEFA reported that discussions were held with social partners on 7 February 2023. It was agreed to give more focus to gender balance, diversity and gender representation issues of the football industry, based on a suggestion from FIFPRO.

FIFPRO emphasised that this WG need a proper focus and tangible results.

A representative of ECA informed about a survey ongoing aiming to map the issues around gender representation in the football industry.

5. Information from the European Commission

The European Commission informed about the Commission's Social Dialogue initiative which was adopted 25 January 2023. The initiative aims at further strengthen and promote social dialogue with concrete actions at national and EU level. It renews the strong commitment to social dialogue as a cornerstone of the EU social market economy and its competitiveness. The initiative is composed of a Communication and a proposal for a Council Recommendation.

[Strengthening social dialogue \(europa.eu\)](https://european-council.europa.eu/media/en/press-room/default.aspx?id=14612)

The Commission informed that social partners could expect a consultation on the draft representativeness study (author: EUROFOUND) in the weeks ahead.

6. AOB

Next Sector Social Dialogue Committee: WG 20 June 2023