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The labor market for Professional Football Players - Challenges and developments

Challenges for Football, Aarhus, 20 June 2011
Players’ Associations

National unions – PFA, AFE, Spillerforeningen

Unions part of the national labor movement – LO, GMB

FIFPro

Unions part of the international labor movement - ETUC
Good governance

Governing body’s FIFA, UEFA, FA’s

A place for the employees’ voice and the employers’ voice

Athletes Commissions – players in committees

Recognition of players’ union and the leagues role
Starting up the Social Dialogue

EU Social Dialogue Committee for Professional Football created in July 2008

Social Dialogue in the sector will bring together:
1. Employers (EPFL, ECA)
2. Employees (FIFPro Division Europe)
3. Associate partner (UEFA)

To discuss and define employment and social standards in Europe.

Rules of procedure agreed by EPFL, ECA, FIFPro, UEFA and approved by the European Commission

Work plan 2008-09 (and 2010 – and 2011 !!!)
Autonomous Agreement

The Autonomous Agreement will but the Minimum Requirements for Standard Players’ Contract into the real world of football

“Let us start with an easy task” !!!

MRSPC in short
- Written contract
- Starting and ending date
- Salary, other benefits, insurance
- Pension
- Respect of fundamental right e.g. European labor law
- Etc...
Respect of Contracts

Non-fulfilment of clubs - DRC:

- DRC (and CAS) cases regarding lack of payments and other benefits to players: 75% of all DRC cases
- DRC cases only 1 out of 6 disputes
- DRC cases with international dimension
- More cases before national DRC/national courts
- Problems all over Europe (with differences)
Respect of Contracts

What is the big deal?

- Contact system is undermined
- Players are not treated correctly according to the contracts
- Clubs compete under unequal conditions
Work plan 2011-2012 for Social Dialogue

Implementation Autonomous Agreement

Contractual stability / Respect of contracts

Career funds
Work plan 2011-2012

WG European Professional Football Social Dialogue Taskforce addressing / visiting / reporting in accordance with Autonomous Agreement Annex 7

WG Investigation situation on Contractual stability / Respect of contracts

WG Legal status: Flexibility directive, FIFA regulations, National FA regulations and standard contract, National Cba’s

WG Bargaining: Actions / negotiations on Contractual stability / Respect of contracts

WG Investigation status Career funds on the national level

WG Legal status Career funds with tax experts
What has been achieved?

Dialogue in the Professional Football sector

Employment and social matters is not only a matter for the governing bodies of football (FIFA, UEFA and national FA’s)

Good governance enhanced

Constructive involvement of European Commission
What can be achieved?

**Minimum Requirements**
Standard Players’ Contract can establish a fair playing field in the football labor market.

**Social Partners**
Can find solutions on European issues – career funds, non-payment of salary, etc...

**Conflicts with European law**
On Transfer regulations can be addressed and solved in agreement by the relevant Social Partners.