



## **RULES OF PROCEDURE FOR THE EUROPEAN SECTORAL SOCIAL DIALOGUE COMMITTEE IN THE PROFESSIONAL FOOTBALL SECTOR**

### *Preamble*

In accordance with article 1 of Commission Decision 98/500/EC of 20 May 1998,

**FIFPro** Division Europe (hereafter named FIFPro)

and

**EPFL** – ASSOCIATION OF EUROPEAN PROFESSIONAL FOOTBALL LEAGUES ;

jointly submitted on 10 December 2007 a request to the Commission for the establishment of a Social Dialogue Committee in the Professional Football sector (the “Committee”).

In a letter dated 13 March 2008, the Commission confirmed that the conditions for the creation of a Social Dialogue Committee in the Professional Football sector existed.

By application of article 5.1 of the aforementioned Commission Decision, which states that “each Committee shall, together with the Commission, establish its own rules of procedure”, the Internal Rules of Procedure for the Committee are set out below.

FIFPro Division Europe is the representative of the players and the EPFL is the representative of the employers in the European Social Dialogue. The European Club Association (ECA) is also in the process of becoming a representative of the employers, with the full support of all the parties.

The EPFL and FIFPro, as the social partners, agree to the involvement in this Dialogue of the Union des Associations Européennes de Football (UEFA) as an associate party in the Committee, in accordance with these Rules of Procedure. The ECA shall also participate as an associate party until such time as it is formally recognised as a social partner.

### *Article 1 - (Objectives)*

The Committee's objectives are to:

- Deliver opinions on labour matters to the Commission on initiatives with regard to social and employment policy and the development of European policy having consequences in the professional football sector;
- Reach agreements with regard to the aforementioned areas in accordance with articles 138 and 139 of the EC Treaty ; and

- Encourage and develop the social dialogue at sectoral level.

#### ***Article 2 - (Activities)***

In order to achieve these objectives, the Committee shall:

- Work in a spirit of co-operation and consensus;
- Meet in plenary session at least once a year;
- Adopt in plenary a multi-annual work programme; the work programme for 2008 and 2009 is set out in Annex 1 to these Rules of Procedure.
- Organise the implementation of the work programme in a flexible manner, establishing a Steering Group and as necessary working groups on specific subjects;
- Promote the discussion and/or implementation, for instance, of policies, statements, recommendations and agreements adopted by the Committee;
- Regularly evaluate and update its work programme in accordance with the agreed procedure;
- Liaise closely with the Commission Secretariat and include Commission officials in its discussions as appropriate;
- Work in harmony with the Professional Football Strategy Council and submit any item for discussion in the Committee to the Strategy Council for agreement beforehand.

#### ***Article 3 - (Composition and expense of the Committee)***

- The Committee will be composed by up to a maximum of 54 representatives. In the case that one side of industry is represented by more than one European social partner organisation, these organisations agree in consensus on an appropriate repartition of the 27 representatives. In the meantime, the number of additional representatives from the associate parties will be 5 per party.
- The Commission will invite the European social partner organisations and the associate parties to the meetings of the Committee.
- The European social partner organisations will coordinate respectively the employers' and workers' delegations and invite their representatives to the various meetings and activities of the Committee, Steering Group (as defined below) and Working Groups. The associate parties coordinate and invite their respective delegations.
- No remuneration shall be paid to Committee members in respect of functions exercised or as regards participation in meetings.
- Accommodation and travel expenses will be reimbursed in accordance with the Commission's rules and procedures.

#### ***Article 4 - (Chairperson and Vice Chairperson)***

- The Committee will agree a Chairperson and a Vice-Chairperson. The social partners agree to invite the UEFA President to chair the Committee. The Vice-Chairperson will alternate between the social partners at yearly intervals.
- The Chairperson and, in his/her absence, the Vice-Chairperson will conduct the meetings of the Committee and present the agenda.

- In the event that the Chairperson or Vice-Chairperson become no longer engaged in the work of his or her organisation or the Committee, a successor will be appointed by the respective organisation for the remainder of the term.

#### ***Article 5 - (Steering Group)***

- The Committee will establish a Steering Group whose function shall be to prepare and coordinate the meetings of the Committee in liaison with the Commission's services. This Group shall be comprised of members appointed by both the social partners and the associated parties. The Steering Group will agree its detailed working methods.
- The Steering Group will comprise of up to 6 representatives from each side. The number of additional representatives from the associate parties will be 2 per party.
- The Steering Group will meet at least three times a year in accordance with the requirements of the Committee.

#### ***Article 6 - (Secretariat)***

- The Commission shall provide the Secretariat for the Committee, the Steering Group and the Working Groups.
- The Secretariat shall inform the social partners as well as the associate parties of documents relating to the sector and forward texts adopted by the Committee to relevant Commission services

#### ***Article 7 - (Confidentiality)***

Without prejudice to the provisions of Article 287 of the Treaty, if the Commission informs the Committee that the opinion requested relates to a subject that is confidential, members undertake not to disclose information they may receive through their work in the Committee, working groups or in the Steering Group.

#### ***Article 8 - (Entry into force of Rules)***

The Internal Rules of Procedure will enter into force on adoption by the Committee.

#### ***Article 9 - (Operation of the Committee)***

- It shall be the responsibility of the Steering Group to agree agendas for Committee meetings after due consultation with the Professional Football Strategy Council.
- It shall be the joint responsibility of the Chairperson, the Secretariat and the Steering Group to ensure that all necessary documentation (including, without limitation, agreed agendas) are remitted to the members of the Committee, Steering group and/or Working Groups at least 10 days prior to the respective meetings.
- As soon as practicable after each meeting of the Committee and/or Steering Group and/or Working Group, the Secretariat will draft the minutes of the respective meeting, and send them, together with any documentation agreed upon at the meeting, to the respective secretariats of the European social partners and the associate parties for internal approval.

- The Secretariat shall make the minutes and other related documentation available to signatory parties and to the public, unless decided otherwise by the social partners on a case-by-case basis.
- Decisions shall be taken by consensus.

**Article 10 - (Review)**

These Internal Rules of Procedure may be reviewed as appropriate. Any changes shall be made by consensus of the social partners and in agreement with the Professional Football Strategy Council.

**Adopted on 1 July 2008, in Paris, France**

**On behalf of the EPFL:**

Sir David Richards  
Chairman

Emanuel Macedo de Medeiros  
Chief Executive Officer (CEO)

**On behalf of ECA:**

Jean Michel Aulas  
Member of the Board

Umberto Gandini  
Member of the Board

**On behalf of FIFPro-Division Europe:**

Philippe Piat  
President

**On behalf of UEFA:**

Gianni Infantino  
Deputy Secretary General



Annex:

## **European Social Dialogue Committee in the Professional Football Sector**

### **Work Programme 2008- 2009**

#### **Introduction**

Under the rules of procedure of the European Sectoral Social Dialogue Committee in the Professional Football Sector this work program sets the framework for the coming two years.

This work program sets out the strategy and goals we want to achieve and the themes to jointly react on.

The Committee may address, however, other issues of relevance to the sector that are not included in this work programme, as agreed by the EPFL, FIFPro-Division Europe, ECA and UEFA from time to time.

EPFL, FIFPro Division Europe, ECA and UEFA accept the social dialogue as a valid instrument for the implementation of agreements on labour matters reached within the Professional Football Strategy Council.

#### **Objectives**

The EPFL, FIFPro-Division Europe, ECA and UEFA shall aim to strengthen the possibilities of social partners to shape the future developments regarding employment in the professional football sector and to articulate European levels of social dialogue.

The EPFL, FIFPro-Division Europe, ECA and UEFA shall in particular:

- Discuss and, where agreed, promote and develop the concept of “the European Professional Football player contract minimum requirements” (hereafter called MRSPC) throughout the European Union Member States. It is not the intention to reduce the existing level of minimum employment conditions put already in place in different European Member States. It is noted that implementation has to take into account the principle of subsidiarity and the legal environment on labour law, which differs from country to country.
- Conduct studies and hold conferences, workshops and round tables in the year 2008 in new member states or candidate countries.

EPFL, FIFPro Division Europe, ECA and UEFA agree on the following procedure for additional items for discussion within (EU) social dialogue:

- a) the item is submitted to the European football dialogue within the Professional Football Strategy Council;
- b) once agreed by the Professional Football Strategy Council the item may proceed to any formal (EU) social dialogue.

**Who is doing what?**

Issues	Methodology/who	Output
Players' Contract Minimum Requirements	Working Group / Steering Group	Discussion and approval of the Players' Contract Minimum Requirements and implementation at the EU and national level