

JOINT MANIFESTO ON GOVERNANCE FOR EUROPEAN FOOTBALL

BACKGROUND INFORMATION & CONTEXT

- Considering current discussions about the future governance, development and sustainable growth of European football.
 - Considering that the football industry requires collaboration and unified solutions by the football stakeholders and all social partners to address the systemic challenges of our time.
 - Considering that European Leagues (EL) and FIFPRO recognize their responsibilities as football stakeholders for the sustainable development of the football industry and its ecosystem.
 - Considering that the EL represents professional football leagues and their member clubs at European level and its Member Leagues represent the collective interests of their Member Clubs as competition organizers and employers at domestic level.
 - Considering that FIFPRO represents professional football players at European level through the membership of Domestic Unions which represent the collective interests of players as employees at domestic level.
 - Considering that both FIFPRO and EL members represent many best practice examples for collective governance and professional football development across domestic markets in Europe.
 - Considering that sustainable European football in domestic markets are the best practice examples of how employers and employees have organized their institutional relationship in a formal and collaborative manner based on collective governance.
 - Considering that both FIFPRO and EL members are often directly affected by the decisions and regulations in European football.
 - The EL and FIFPRO have agreed on - what they think - is a set of indivisible principles for the future governance of the professional football industry in Europe.
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AGREED PRINCIPLES

1: GOVERNANCE

The governance framework for European Football must reflect the rights of the social partners in the professional football industry and specifically its competition structures, labour markets and pyramid structure. This includes an adequate representation of leagues and player unions in governance structures to collectively and/or bilateral agree on matters that are of their respective concern and directly affect their members.

2: GOVERNANCE BEYOND THE SOCIAL PARTNERS

EL and FIFPRO emphasize that all stakeholders (including all professional clubs, federations and fans) share a joint responsibility for collective governance structures and thus should have appropriate involvement, representation and influence on matters of legitimate interests in the European football governance model.

3: COLLECTIVE REPRESENTATION AND RIGHTS OF PLAYER UNIONS (EMPLOYEES)

The EL acknowledge that regulatory decisions at European level which affect the employment and labour market, and thus the working conditions and welfare of professional players, require agreements with FIFPRO.

4: COLLECTIVE REPRESENTATION AND RIGHTS OF LEAGUES (EMPLOYERS)

FIFPRO acknowledges that decisions at international level that affect the Domestic Leagues and their Member Clubs as competition organizers and employers, require agreements with the European Leagues.

5: COLLECTIVE GOVERNANCE IN DOMESTIC MARKETS

EL and FIFPRO commit to promote a pro-active culture to form agreements - collectively and/or bilaterally - to ensure a stable development of the professional football industry in domestic territories as well as internationally.

CONCLUSIONS

Decisions taken at international level often impact rights, values and the long-term sustainability of the players working conditions, competitions and clubs in domestic territories across Europe. Therefore, the current governance structure based on consultation processes needs to develop into a sustainable governance model where the stakeholders share a responsibility but also appropriate influence to find agreements together, whether collectively or bilaterally.

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