



FIFPRO
EUROPE

EUROPEAN PARLIAMENT STANDS WITH PLAYERS:

HISTORIC VOTE BACKS HEALTH PROTECTIONS, FUNDAMENTAL PLAYER UNION RIGHTS, & FAIR COMPETITION IN FOOTBALL

FIND OUT MORE ABOUT THE REPORT HERE



EUROPEAN PARLIAMENT REPORT ON THE EUROPEAN SPORT MODEL

"PLAYERS HAVE THE RIGHT TO BE HEARD ON DECISIONS AFFECTING THEIR HEALTH AND CAREERS. THEY DESERVE OCCUPATIONAL SAFETY PROTECTIONS, MEANINGFUL REPRESENTATION IN GOVERNANCE, AND A LEVEL PLAYING FIELD GOVERNED BY EU LAW. THIS IS NOT JUST ABOUT FOOTBALL—IT'S ABOUT FUNDAMENTAL WORKERS' RIGHTS."

RAPPORTEUR MEP BOGDAN ZDROJEWSKI

"THE EUROPEAN PARLIAMENT HAS SENT A CLEAR MESSAGE: PLAYERS ARE WORKERS, AND THEIR WELLBEING MUST BE PROTECTED UNDER THE SAME HEALTH STANDARDS THAT PROTECT EVERY OTHER WORKER IN EUROPE."

DAVID TERRIER, PRESIDENT FIFPRO EUROPE

VOTING RESULT

86%

86%

14%





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EUROPEAN PARLIAMENT & PLAYER RIGHTS

HOW THE EUROPEAN
PARLIAMENT SUPPORTS
PLAYER RIGHTS &
A SUSTAINABLE
FOOTBALL SECTOR



FUNDAMENTAL RIGHTS AT WORK



01 "CALLS FOR THE EU INSTITUTIONS TO PROTECT AND PROMOTE... THE FUNDAMENTAL RIGHTS OF ATHLETES AND OTHER WORKERS IN THE SPORTS SECTOR,..."

- FIFPRO Europe welcomes the European Parliament's recognition that players are workers entitled to full labor protections.
- Fundamental rights enshrined in the European Charter of Fundamental Rights must be urgently respected and applied across EU Member States and partner countries.
- The specific labor rights listed in the report must be strengthened and consistently enforced.

02 "WELCOMES EFFORTS... ON COLLECTIVE GOVERNANCE, AND ENCOURAGES FURTHER STEPS TO STRENGTHEN STAKEHOLDER REPRESENTATION IN DECISION-MAKING,..."

- FIFPRO Europe welcomes the European Parliament's position that player unions must be integrated in decision-making on matters affecting their working conditions.
- The absence of collective governance at the international level has created unilateral decision-making systems that undermine the cultural and industrial fabric of European football.

03 "CALLS ON THE COMMISSION TO PROMOTE SOCIAL DIALOGUE IN SPORT AS A KEY DECISION-MAKING PROCESS...."

- The European Sectoral Social Dialogue Committee for Professional Football plays a critical role in concluding collective agreements between social partners.
- The absence of labor frameworks at the international level must be urgently addressed through strengthened governance and decision-making structures at FIFA.

***including social rights and protection, such as freedom of association, collective bargaining, non-discrimination, decent working conditions, safety measures and occupational health, especially with regard to pregnancy and maternity leave."

**with a particular commitment to ensuring the involvement of athletes and fans.



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PLAYER HEALTH AND SAFETY



01

"CALLS FOR THE EU INSTITUTIONS TO PROTECT AND PROMOTE... DECENT WORKING CONDITIONS, SAFETY MEASURES AND OCCUPATIONAL HEALTH"

- FIFPRO Europe welcomes the first EU institutional recognition of players' health and safety concerns.
- The European Parliament affirms that occupational health and safety regulations apply to all workers, particularly in high-risk industries like professional football.

02

"CALLS FOR PROACTIVE RISK MANAGEMENT IN DEVELOPING AND OVERSEEING OCCUPATIONAL SAFETY AND HEALTH POLICIES, INCLUDING FACTORS SUCH AS TRAVEL, MATCH CALENDARS AND OVERLAPPING COMPETITIONS."

- FIFPRO Europe underlines that proactive risk management must be integral to occupational health and safety policy in professional sports.
- The recognition of travel factors, competition planning, and match calendars is essential and aligns with longstanding FIFPRO Europe recommendations on Player Workload Safeguards.
- We call on competition organizers to align operations with fundamental European OSH legislation

03

"STRESSES THAT SPORTS CALENDARS HAVE BECOME MORE INTENSE... AND CALLS FOR THE INVOLVEMENT OF ALL STAKEHOLDERS IN THE CALENDAR DECISION-MAKING PROCESSES TO AVOID CLASHES."

- FIFPRO Europe calls on FIFA to establish collective processes for deciding the international match calendar and competition formats in line with national competitions and player health principles.



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EMPLOYMENT MARKET (ECONOMIC ACTIVITY)



01 **"CALLS ON THE COMMISSION TO PROVIDE CLEAR GUIDELINES ON THE APPLICATION OF EU LAW, INCLUDING COMPETITION LAW, TO THE SPORTS SECTOR, ALSO IN LIGHT OF THE RECENT JUDGMENTS OF THE CJEU."**

- FIFPRO Europe welcomes this call to action, which comes at a critical time for professional sport and the application of EU law.
- Together with European leagues, we have filed a complaint with the European Commission outlining FIFA's conflicting roles as governing body and competition organizer.
- The complaint details FIFA's lack of meaningful engagement with players and leagues on calendar matters, and how it has used regulatory power to promote commercial interests at the expense of social partners.

02 **"RECOGNISES THE IMPORTANCE OF INTERNATIONAL BODIES IN ENSURING A TRANSPARENT AND FAIR TRANSFER SYSTEM, IN LINE WITH EU LAW AND EUROPEAN SPECIFICITIES, AND CALLS FOR A STRONG EMPHASIS ON SAFEGUARDING THE RIGHTS OF ATHLETES ACROSS ALL SPORTS, WITH PARTICULAR ATTENTION TO MINORS."**

- FIFPRO Europe welcomes the European Parliament's position that the transfer system must comply with EU law.
- The Diarra ruling by the European Court of Justice has not yet led to collective processes that respect EU law and workers' rights. We emphasize the inherent risk to the football industry if the RSTP remains incompatible with EU law and the Diarra ruling principles.
- FIFPRO Europe welcomes all efforts in this regard by the European social partners (European Leagues and European Club Association) in the ESSD for the professional football sector and its chair (UEFA)

3 **"DRAWS ATTENTION TO THE PROMINENT ROLE OF SPORTS AGENTS OR INTERMEDIARIES AND THE UNBALANCED RELATIONSHIP THAT CAN EXIST BETWEEN THEM AND YOUNG ATHLETES, AND STRESSES THE NEED FOR A RULES-BASED APPROACH."**

- FIFPRO Europe welcomes the position of the European Parliament and emphasises the specific vulnerabilities of young players.



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OTHER RELEVANT PLAYER CENTRIC POLICES



01

"CALLS FOR THE EU INSTITUTIONS AND THE MEMBER STATES TO FURTHER SUPPORT INITIATIVES RELATED TO DUAL-CAREERS, LIFELONG LEARNING, POST-RETIREMENT PERIODS, PERSONAL DEVELOPMENT AND THE MENTAL HEALTH OF ATHLETES, IN PARTNERSHIP WITH RELEVANT ORGANISATIONS SUCH AS ATHLETE COMMISSIONS AND ASSOCIATIONS."

FIFPRO Europe emphasizes the precarious employment conditions players face in many markets and the need for holistic career transition support, including education and development opportunities.

FURTHER INFORMATION

>FIFPRO Player IQ -

The player-centric knowledge centre in the football industry

>Health and Safety

Men's PWM Annual Report 2024/2025

Women's PWM Annual Report 2023/2024

Medical Consensus Statement: Minimum Player Workload Safeguards

KU Leuven Impact of Workload on Football Players' Health and Wellbeing: Medical and Legal Perspectives

Postpartum Return to Play Guide

>Sustainable Industry Development & Governance

Men's 2021 Shaping Our Future: Industry Development & Governance Standards

Raising Our Game: 2020 Women's Football Report

>Full Report