



MEMORANDUM OF UNDERSTANDING

between

THE UNION OF EUROPEAN FOOTBALL ASSOCIATIONS

(hereinafter referred to as "UEFA")

and

**THE FEDERATION INTERNATIONALE DES FOOTBALLEURS
PROFESSIONNELS – DIVISION EUROPE**

(hereinafter referred to as "FIFPRO Europe")

(hereinafter jointly referred to as "the Parties")

PREAMBLE

Whereas:

- UEFA is the football governing body at European level with a membership of 55 national football associations (the "UEFA National Associations"), in accordance with its Statutes;
- FIFPRO Europe is the association representing the interests of the professional football players at European level with a membership of 36 member unions (the "FIFPRO Europe Member Unions"), in accordance with its Statutes;
- UEFA and FIFPRO Europe wish to continue to promote cooperation among all stakeholders in European football and to take care of specific matters of concern to football players;
- UEFA and FIFPRO Europe wish to continue to reinforce their relationship by implementing this new arrangement, in accordance with the principles set out in this Memorandum of Understanding;
- The UEFA Statutes state that UEFA may recognise groups representing the interests of stakeholders in European football, provided they are constituted in a democratic, open, and transparent manner and share UEFA's values;
- The FIFPRO Europe Statutes envisage ongoing cooperation and dialogue between FIFPRO Europe and UEFA for the purposes of providing consolidated input on matters of concern to European football players;
- UEFA and FIFPRO Europe reaffirm their commitment to the European Football Pyramid and that football in Europe must remain open to all;
- The undertakings, values, and principles set out in this Memorandum of Understanding apply equally to men's and women's football;

NOW THEREFORE, the Parties have agreed to enter this new Memorandum of Understanding.

1. BASIS OF COOPERATION

UEFA and FIFPRO Europe share the following values and principles:

- (a) Promoting the healthy development of European football, both domestically and internationally, in accordance with the principles of solidarity, integrity and openness;

- (b) Protecting and enhancing the professional football sector across Europe, with a balance between club and national team competitions;
- (c) Ensuring that principles of good governance such as accountability, democracy, stakeholder participation and transparency are firmly embedded within football governance structures;
- (d) Recognising that players have the right to work in a safe, secure and welcoming environment and that all relevant stakeholders in football must emphasize the importance of players' physical and mental wellbeing when making decisions regarding competition structures and match calendars;
- (e) Upholding all internationally recognised labour and human rights, and their specific application to football.

2. OBJECTIVES

The Parties will cooperate in good faith while respecting each other's independence. The specific objectives are:

- 2.1. Promoting and supporting the growth and sustainable development of professional football in Europe, while upholding the principles of the European football pyramid and the values which underpin it such as sporting merit, promotion and relegation in open competition, qualification to European competitions exclusively via domestic competitions, sociocultural identity, community links, solidarity, democracy and transparency;
- 2.2. Improving employment conditions for all professional football players, at every level, as well as supporting them against threats such as violence, discrimination, the non-payment of salaries as per the *UEFA Club Licensing and Financial Sustainability Regulations* and abuse (online and otherwise);
- 2.3. Upholding the integrity of football by strengthening efforts to work with players in the fight against associated risks such as doping, match-fixing and corruption;
- 2.4. Ensuring the implementation of good-governance principles for both parties and enabling the representation of FIFPRO Europe's views in UEFA's decision-making process;
- 2.5. Promoting cooperation, positive relations and unity between UEFA and FIFPRO Europe and their respective membership in the interests of European football.

3. UNDERTAKINGS OF UEFA

To facilitate cooperation and achieve the shared objectives, UEFA undertakes to:

- 3.1. Recognise FIFPRO Europe as the body representing the interests of professional football players in Europe and acknowledge FIFPRO Europe's members as being representatives of professional football players at national level where legally recognised;
- 3.2. Encourage and support its members to engage in social dialogue at national level with recognised player unions;
- 3.3. Ensure the inclusion of FIFPRO Europe representatives in:
 - (a) any UEFA consultative body, that may be created with no official judicial mandate, but to exchange views and discuss major topical issues with the main European stakeholders in professional football and devise common solutions to them, such as the UEFA Convention on the Future of European Football;
 - (b) relevant UEFA bodies, standing committees and consultative working groups, such as the UEFA Medical Committee, the UEFA Football Committee, the UEFA Women's Football Committee, the UEFA Players' Status, Transfer and Agents and Match Agents Committee, the UEFA National Associations Committee, the UEFA Fair Play and Social Responsibility Committee, the UEFA Club Licensing Committee, and the UEFA Anti-Doping Panel, and;
 - (c) any associated player advisory forums or similar bilateral platforms of engagement, such as the UEFA Football Board, where matters specific to former and present players, of all levels of the game, are discussed;

For the avoidance of doubt, the FIFPRO Europe representatives to UEFA standing committees will be appointed by the UEFA Executive Committee upon nomination by FIFPRO Europe;

- 3.4. Provide access to the UEFA Club Licensing and Financial Sustainability (CL/FS) IT Solution as outlined in the *UEFA Club Licensing and Financial Sustainability Solution – Terms and Conditions*;
- 3.5. Reaffirm the payment of overdue payables as an element of the highest importance in the UEFA Club Licensing criteria;
- 3.6. Continue to involve FIFPRO in the development of the UEFA Minimum Standards Framework for Women's National Teams;
- 3.7. Provide support to specific FIFPRO Europe-led projects, with the details to be determined and agreed between the parties in a separate agreement;
- 3.8. Involve FIFPRO Europe in the decision-making process through established channels where it is already represented, or on an ad-hoc basis as appropriate, when any proposed reforms to UEFA competition structures would result in an increase of scheduled matches compared to the status quo, and/or any changes affecting professional players'

employment conditions in European football, such as the *UEFA Club Licensing and Financial Sustainability Regulations*. In the absence of a consensus, the UEFA President and the FIFPRO Europe President shall engage in good-faith discussions to find a solution, with the former providing the appropriate direction if complete alignment still cannot be achieved;

- 3.9. Subject to the approval of the necessary relevant statutory amendments to be adopted by the 2026 UEFA Congress, UEFA undertakes to include a FIFPRO Europe representative on the UEFA Executive Committee with the same rights and duties as the other ordinary UEFA Executive Committee members. Notwithstanding any other provision, from May 2025, the FIFPRO Europe President will be invited to attend UEFA Executive Committee meetings in an advisory capacity i.e. without voting rights;
- 3.10. Invite representatives of FIFPRO Europe to UEFA's Congress, and other UEFA events and competitions;
- 3.11. Provide the necessary support to facilitate the implementation of the objectives and undertakings set out in this Agreement.

4. UNDERTAKINGS OF FIFPRO EUROPE

To facilitate cooperation and achieve the shared objectives, FIFPRO Europe undertakes to:

- 4.1. Recognise UEFA as the governing body of football at European level in accordance with the UEFA Statutes;
- 4.2. Ensure that it supports the European pyramidal club competitions framework based on openness, solidarity and sporting merit, specifically the link between annual performance in domestic competitions and qualification to European club competitions;
- 4.3. Maintain its own dedicated administration led by the General Secretary of FIFPRO Europe, including adhering to transparency and modern good governance principles such as publishing its statutes, policies, organisational structure and appropriate disclosure of financial statements, as well as publishing a list of its member unions and their membership figures (where obligations exist at domestic level);
- 4.4. Share with UEFA any reports filed by players within UEFA territories through the "Red Button" concept regarding suspected match-fixing or associated suspicious activity, as per the Cooperation Agreement signed between UEFA and FIFPRO in 2021;
- 4.5. Reaffirm the importance of national team competitions as the primary source of solidarity for the entire sector in Europe, and that a player's right to be selected to play for a national team should not be jeopardised in any way whatsoever;
- 4.6. Support the objectives of UEFA's Club Licensing and Financial Sustainability Regulations particularly where they protect and advance the rights, welfare and overall working

conditions of the players, and commit to reporting to UEFA known cases of “no-overdue payables”;

- 4.7. Support the implementation of the UEFA Minimum Standards Framework for Women’s National Teams and work with UEFA to assist National Associations in achieving those criteria in a constructive manner;
- 4.8. Ensure that any existing or future arrangements entered by FIFPRO Europe are not in conflict with or do not pursue objectives contrary to the terms of this Agreement;
- 4.9. Invite representatives of UEFA to FIFPRO Europe’s General Assembly and other events.

5. JOINT UNDERTAKINGS

Both Parties commit to:

- 5.1. Working together in good faith on joint projects specific to players and for the benefit of European football. This will include the sharing and access to any necessary information, data, knowledge and research between the two parties where appropriate;
- 5.2. Continuing dedicated support and programmes to further develop the women’s game, especially in terms of minimum standards and equal employment conditions and to strive for equal rights at domestic level across Europe;
- 5.3. Facilitating the full implementation of the minimum requirements for standard player contracts in the professional football sector as per the agreement between social partners of the EU Social Dialogue committee;
- 5.4. Supporting the EU Social Dialogue committee and its tasks including the following:
 - a) Enhancement of the “Autonomous Agreement”, with the aim of extending its scope to cover additional areas beyond the standard contract for professional players, such as safety in the workplace and players’ health to ensure the protection of rights and interests of all parties involved at European level;
 - b) Ensuring full compliance with the statutory obligation under Article 60 of the UEFA Statutes (Ed. 2024), in particular with consideration to FIFA’s regulatory framework for national dispute resolution chambers, based on the core principles of fair proceedings and equal representation between players and clubs;
 - c) Working together to review and ensure the football labour market is optimal and effective across Europe and agree to further discuss labour requirements as required;
- 5.5. Regularly reviewing the use and commercial optimisation of player data and intellectual property rights owned and controlled by either party in a bid to exploring opportunities for a commercial joint venture for both parties’ mutual benefit;

- 5.6. Promoting exchanges between elite European players and UEFA's leadership, cooperating through the promotion and coordination of UEFA communication campaigns and player achievement ceremonies such as the *Ballon d'Or* or the UEFA awards, making best efforts to encourage full engagement and participation of the relevant players;
- 5.7. Committing to support, promote and co-host training sessions, matches and tournaments, for professional players from FIFPRO Europe members who are free agents;
- 5.8. Cooperating in areas within the context of players' health and safety. This will include the continued development of medical research, the education of players, raising awareness through campaigns and the dissemination of information;
- 5.9. Working together to enhance player representation throughout Europe when appropriate, particularly through support in UEFA territories which do not have official representative structures in place;
- 5.10. Exploring together other initiatives that will benefit European football as a whole and may focus on areas that specifically affect or involve players, namely:
 - a) Ensuring that current UEFA Academy and FIFPRO Europe player development programmes (including at domestic level through national associations and local player unions) offer and provide for complementary services to players, while also exploring new joint initiatives in the field of education that will benefit players such as the importance of integrity, financial literacy and dual careers, as well as the transition to post-playing employment opportunities; and
 - b) Awareness activities on diverse topics such as the fight against racism and other forms of discrimination, the protection of the integrity of competitions, anti-doping, the protection of minors and matters of environmental sustainability.

6. WORKING METHODS

- 6.1. Each Party will designate a contact person for matters pertaining to the implementation of this Agreement;
- 6.2. The Parties agree to hold regular meetings at administration level to deal with the technical and operational issues resulting from this Agreement and in this regard to draw up a joint action list on an annual basis;
- 6.3. The Parties aim at holding a senior meeting at least once a year between the UEFA President and the FIFPRO Europe President to evaluate the degree of implementation of this Agreement and, generally, their bilateral cooperation.

7. RELATIONSHIP OF THE PARTIES

- 7.1. Both Parties will negotiate in good faith and will work with their members to ensure the values and principles of this Agreement are respected and promoted accurately and are based on an inclusive stakeholder approach. The Parties acknowledge that good faith negotiations may not always result in agreement;
- 7.2. UEFA and FIFPRO Europe commit to promoting this Agreement within their respective organisations and memberships;
- 7.3. The Parties have a duty of mutual respect and shall refrain from any behaviour or external communications which may undermine the name, image, or reputation of the other Party. The parties recognise that disagreements may occur and shall be mutually respected.

8. ENTRY INTO FORCE, DURATION AND AMENDMENTS

- 8.1. This Agreement comes into force on the date of its signature. It remains valid until 31 December 2027. In time prior to the end of its term, the Parties will evaluate the application of this Agreement and discuss the possibility of an extension;
- 8.2. Any amendments or modifications to this Agreement must be made in writing and signed by both Parties.

9. TERMINATION

- 9.1. Either Party has the right to terminate this Agreement with immediate effect if the other Party commits a substantial breach that remains unresolved within a reasonable period;
- 9.2. Upon the Agreement's expiration, the Parties intend to continue their cooperation based on this Agreement, unless significant changes in circumstances or mutual agreement suggest otherwise.

10. SETTLEMENT OF DISPUTES

Any dispute, controversy or claim arising in relation to this Agreement will be settled by the Parties through good-faith negotiations.

Signed in Paris on 28 October 2024.

For UEFA

For FIFPRO Europe

Aleksander ČEGERIN
President

David TERRIER
President