



# FOOTBALL COACHES: NEW FIFA REGULATORY FRAMEWORK

Football coaches are important stakeholders of the football community, playing a vital role in the development of the game. However, so far the FIFA regulations do not regulate the status and employment relationship of coaches, which results in a lack of legal certainty.

Just like players, coaches are employees too, and as such the proposals brought forward aim to provide coaches with the same legal certainty and clarity that is afforded to players. Coaches should have access to an independent regulatory framework that deals exclusively with their employment relationships with clubs and associations. This new transparency will not only be useful for coaches, but also provide legal clarity for all those that enter into employment relationships with them and will ultimately benefit football as a whole.

In this context, FIFA is introducing relevant changes into the Regulations on the Status and Transfer of Players (RSTP) with the main goal of developing a minimum labour framework in order to fill this legal vacuum. The new provisions focus on two key objectives:

**1**

**Providing football coaches with a minimum regulatory framework that will offer a higher degree of legal certainty in their employment relationships with a club or association;**

**2**

**Facilitate the work of the relevant FIFA bodies to decide employment-related disputes involving coaches.**

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**For the first time, there will be a definition of what a coach is in the FIFA regulations as someone performing duties related to the training and selection of football players, as well as to tactical aspects of the game.**

**Regarding the scope of the new rules, they will only be applicable to employment relationships of an international dimension between coaches and professional clubs or associations. They will focus on:**

### **Clarity on the form of employment contracts (New article 2 of Annex 8 RSTP):**

contracts must include essential elements such as rights and obligations, remuneration, period of duration, etc.;



### **Provisions regarding contractual stability (New article 3, 4, 5 & 6 of Annex 8 RSTP):**

for coach/club and coach/association employment relationships. New provisions regarding the principle of respecting a contract which mirror those already in existence for players. There will be for example, specific provisions on the respect of contracts, termination of contracts and consequences of unilateral terminations;

### **Addressing the question of overdue payable due to coaches (New article 7 of Annex 8 RSTP):**

clubs and associations must comply with their financial obligations towards coaches as per the terms stipulated in the contracts they sign. FIFA recognises that the overdue payables concept has proven to be a very effective tool to reinforce contractual stability between clubs and players. The same effect is therefore to be expected when it comes to overdue payables due to coaches, i.e. outstanding remuneration due to a coach;



### **Execution of monetary decisions (New article 8 of Annex 8 RSTP):**

the competence of the decision-making body to decide on the consequences for any club or player if they fail to comply with a monetary decision will also extend to disputes involving coaches. To better protect all those involved, this provision will provide details on the consequences that a club, an association or a coach will face should they not comply with a decision taken by a FIFA decision-making body ordering them to pay a sum of money.

These new set of rules for coaches have been unanimously endorsed by the FIFA Football Stakeholders Committee at its meeting on 18 November 2020 and will be put forward for final approval of the FIFA Council in December 2020.