

# **Agreement between EFD and Swedish Football Players SFS**

## **Parties**

Elitfotboll Dam (Women's Elite Football), org. no. 864502-0325 (“EFD”); and Svenska Fotbollsspelare (Swedish Football Players) SFS,, org. nr. 857204-6475, (the “Players' Association”).

Also jointly referred to as “Parties” and individually as “Party”.

## **Background**

Unionen and Arbetsgivaralliansen have signed a collective agreement with a validity from 1 November 2023 to 30 November 2026 for football players in Elitfotboll Dam (the “Collective Agreement”). The Collective Agreement contains provisions on sick pay, form of employment, holidays etc. However, it does not regulate certain other matters affecting footballers, which this agreement is intended to regulate.

## **Section 1 Scope of the Agreement**

- 1.1 This agreement applies from 1 November 2023 to 30 November 2026 inclusive. For the period after 1 December 2026, the agreement applies with a mutual notice period of seven days.
- 1.2 This agreement is binding on all EFD-affiliated football clubs and SportsAB and is to be regarded as a supplementary agreement to the collective agreement.

## **Section 2 Guarantee in the event of occupational injury**

- 2.1 The employer must guarantee the player 90% of gross salary up to the Swedish Social Insurance Agency’s compensation ceiling in the event of occupational injury or other ill health due to work, until the player is match ready, or until the termination of employment. In these cases, the rule on qualifying period deductions shall not be applied either.

## **Section 3 Pregnancy and parenting policy**

- 3.1 The employer undertakes to comply with the terms and conditions of the FIFA Regulations RSTP art. 18 quatre. The parties, together with Unionen and Arbetsgivaralliansen, will also produce an information brochure on the application of the regulations.

## **Section 4 Intellectual property rights**

- 4.1 The Players’ Association makes EFD aware that:

the Players' Association collects the players’ intellectual property rights and data (including name, image etc.) with the right to sublicense these on a collective basis to FIFPRO or others for use in licensing programs, including in the computer game industry, but not together with any of EFD’s or employers’ own intellectual property such as logos, match shirts etc.;

**Section 5 Pension exchange**

5.1 The employer and an individual player may, through written individual agreement, exchange salary for pension. Pension exchange shall in all cases be cost-neutral. Exchanging salary for pension may affect sickness benefit-qualifying income and pension-qualifying salary.

**Section 6 Annual meeting of representatives**

6.1 Players who are (elected) representatives of the Players’ Association are entitled to paid leave in connection with the Players’ Association’s annual meeting of representatives.

**Section 7 Insurance**

7.1 EFD undertakes to take out the following insurance for Damallsvenskan and Elitettan:

- Health insurance BAS or BAS plus; each association chooses which level to apply.
- Interruption insurance. *Given that EFD is of the opinion that insurance is not used and/or that it is unlikely that a player will be able to use the insurance, the parties will evaluate the usability of the insurance.*

**Section 8 Preliminary agreement**

It is noted that the agreement is preliminary until the collective agreement for Elitfotboll Dam between Unionen and Arbetsgivaralliansen signed on 16 October 2023 is approved by their respective organisations. This agreement is therefore subject to the adoption of the aforementioned collective agreement.

This agreement has been drawn up in two (2) identical examples, of which the Parties have taken one each.

Date: .....

Date:.....

Location:  
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..... Location:

Elitfotboll Dam

Svenska Fotbollsspelare SFS

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