

## THE PECULIAR ITALIAN LEGAL FRAMEWORK OF FOOTBALL COACHES

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*ABSTRACT: The responsibilities and duties of a coach have grown over time. Consequently, salary and benefits have also increased significantly. Agreements between coaches and clubs have become a lot complex and structured as those of footballers. The employment agreements incorporate clauses and contractual provisions aimed to regulate the coach's professional activity. Individual work agreements between coaches and clubs are regulated by different national regulations. From this point of view, the lack of a framework of common rules very often favors the rise of disputes that could have been avoided in case more homogeneous and harmonious regulations had existed. This lack of a common rules forces clubs to apply exclusively the ordinary law contract. In this multi-faceted international landscape, this article aims to provide a breakdown into the regulatory Italian framework examining both the rules brought by the law of professional sportsmen and the clauses of the collective bargaining agreements in force. Salary, method of payments, dismissal in the peculiar form of the so called "esonero", taxation and licenses are amongst the other topics investigated in the paper with the aim to provide a full picture of the Italian discipline applicable to the contracts signed between clubs and professional coaches.*

*Keywords: Coaches – Italian legal framework – Collective Bargaining Agreement – Esonero – Agents – License – Taxation.*

**SUMMARY:** 1. Introduction – 2. The Italian landscape: Law n. 91/1981 – 3. Collective bargaining agreements and standard employment contracts – 4. Salary conditions – 5. Method of payment and currency – 6. Employment process – 7. Dismissal and dispute resolution clause – 8. Limits to the coach's extra activities – 9. General obligations for both parties – 10. Football coaches and agents – 11. Licenses – 12. Taxation – 13. The Beckham law and the current Italian law establishing a special tax regime – 14. Conclusion

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