

The majority of the reform recommendations by the IGC were implemented



- Independent observers in the FIFA Executive Committee
- Introduction of various terms of office and age limits for officials
- Publication of compensation details of key management

- 1. FIFA World Cup:** new process for the hosting decision
- 2. Integrity checks:** compulsory for key officials
- 3. Ethics Committee**
 - New Code of Ethics (e.g. "proprio motu", retroactive)
 - 2-chamber system (investigatory, adjudicatory)
 - Independent chairmen & deputy chairmen
 - Initial candidates proposed by the IGC
 - Confidential Reporting System (e.g. public access)
- 4. Audit & Compliance Committee**
 - Independent and professional chairman & deputy
 - Initial candidates proposed by the IGC
 - Best practice compliance programme (regulations, compliance unit)
 - Compensation sub-committee with decision power (strategy/individuals)
- 5. Development programs and financial controls**
 - Establishment of a Development Committee
 - Control of funds (e.g. new regulations, requirements, reporting, audits)
 - Global annual audit requirement
 - Increase of number of central audits from 10% to 20%
 - Auditors to be appointed by the General Assembly of the Association
 - Public disclosure of projects and use of funds

IGC recommendations (IGC report to Exco of 20 March 2012): status of implementation (1/2)

Type	IGC recommendation (report to Exco, 20 March 2012)	Status (15 April 2013)	
Judicial system	<p>Ethics Committee (2.3)</p> <ul style="list-style-type: none"> • New Code of Ethics (e.g. "proprio motu", retroactive) • 2-chamber system (investigatory, adjudicatory) • independent chairmen & deputy chairmen • Initial candidates proposed by the IGC • Candidates to be elected and start as soon as possible • EC to be given sufficient competences/resources • EC secretariat to directly report to chairmen • Confidential Reporting System (e.g. public access) 	<input checked="" type="checkbox"/>	implemented July 2012
		<input checked="" type="checkbox"/>	implemented June 2012
		<input checked="" type="checkbox"/>	implemented July 2012
		<input checked="" type="checkbox"/>	H. Eckert (accepted by FIFA), M. Garcia (accepted by IGC)
		<input checked="" type="checkbox"/>	implemented July 2012 (first election in 2013)
		<input checked="" type="checkbox"/>	full access provided, no limitation of resources
		<input checked="" type="checkbox"/>	implemented July 2012
		<input checked="" type="checkbox"/>	implemented March 2013
Democratic reforms	<p>Audit & Compliance Committee (3.3.1.1)</p> <ul style="list-style-type: none"> • Independent and professional chairman & deputy • Initial candidates proposed by the IGC • Candidates to be elected and start as soon as possible • ACC to be given sufficient competences/resources • Best practice compliance programme (compliance unit) • ACC to decide on compensation (strategy/individuals) <p>• Compensation: individually to be reported to Congress</p> <p>Executive Committee (3.3.1.2)</p> <ul style="list-style-type: none"> • Chair of ACC and Nomination Committee to have seat <p>Terms of Office/Age limit (3.3.1.3)</p> <ul style="list-style-type: none"> • Introduction of various terms of office for officials 	<input checked="" type="checkbox"/>	implemented June 2012 (deputy 2013)
		<input checked="" type="checkbox"/>	proposal accepted (D. Scala)
		<input checked="" type="checkbox"/>	implemented June 2012
		<input checked="" type="checkbox"/>	implemented June 2012
		<input checked="" type="checkbox"/>	currently being implemented (first draft accepted by ACC)
		<input checked="" type="checkbox"/>	implemented March 2013 (independent compensation sub-committee)
		no	There are different views on that
		(no)	Partially adopted (ad-hoc attendance)
		<input checked="" type="checkbox"/>	submitted to Congress 2014 as will be examined further
Compliance Program	<ul style="list-style-type: none"> • ACC to establish and monitor a best practice Compliance Program (conflicts of interest, gifts & hospitality, Confidential Reporting mechanism, Responsibility and resources) 	<input checked="" type="checkbox"/>	already implemented (e.g. Code of Conduct, Organisation Regulations, Expense Regulations, internal audit function/control system, confidential reporting system) or in progress (e.g. directive for employees, training)

IGC recommendations (IGC report to Exco of 20 March 2012): status of implementation (2/2)

Type	IGC recommendation (report to Exco, 20 March 2012)	Status (15 April 2013)
Financial controls	<p>Development programs</p> <ul style="list-style-type: none"> Establishment of a Development Committee Control of funds (e.g. audits, requirements) Public disclosure of use of funds <p>Hosting of the Football World Cup</p> <ul style="list-style-type: none"> Regulations for the bidding procedure <p>Commercial contracts</p> <ul style="list-style-type: none"> Transparent and objective bidding procedures <p>Financial Controls over Member Associations</p> <ul style="list-style-type: none"> Implementation of proposals by Task Forces 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> implemented June 2012 (FIFA Statutes) <input checked="" type="checkbox"/> implemented March 2013 (new Regulations) <input checked="" type="checkbox"/> implemented March 2013 (new Regulations) <input checked="" type="checkbox"/> new principle approved by Congress 2011 and Congress 2012 (statutes), regulations currently being prepared <input checked="" type="checkbox"/> professional procedures systematically applied (tenders, competitive bidding); formal policies to be developed <input checked="" type="checkbox"/> implemented March 2013 (Development Regulations)
Enforcement	<p>Nomination Committee (3.3.4.2)</p> <ul style="list-style-type: none"> Establishment of a Nomination Committee to ensure integrity of FIFA's officials and key employees 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> obligation for integrity checks (Organisation Regulations); standardised self-declaration compulsory for all officials (e.g. Confederations); forms to be submitted to FIFA; investigatory chamber of Ethics Committee has access to files and can launch investigation if it deems necessary (instead of a Nomination Committee)