

# *Social dialogue in sport*



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# Introduction

- **The sport and active leisure sector:**
  - Declaration of Nice in 2000:
    - recognition for the first time of the specificities of sport
    - high workers' mobility rate: 7% against 3% in general
  - Guarantees for the sport workers can be reached through European social dialogue

# Introduction

- Mutual recognition between UNI-Europa/EURO-MEI (employees) and EASE (European Association of Sport Employers) as the European social partners for the sport sector at the occasion of the RBT (*“Reinforce the representativeness of the social partners in the sport sector: Row the Boat”*) project’s final conference (Feb. 08)

➔ Start of a new phase in the development of European sectoral social dialogue for the sport sector

## I - White Paper on Sport

- **European Commission's support to the work being done by the social partners:**

*« (53) The Commission encourages and welcomes all efforts leading to the establishment of European Social Dialogue Committees in the sport sector. It will continue to give support to both employers and employees and it will pursue its open dialogue with all sport organisations on this issue ».*

*Point 53 of the “Action Plan Pierre de Coubertin”*

## **II - European sectoral social dialogue framework in sport and active leisure**

### **1 - Legal framework**

- **Article 138 TEU**

Tasks of the Commission :

- consultation of social partner organisations at European level on a range of issues concerning employment and social affairs.

- **Article 139 TEU**

- The dialogue between employee and employer organisations at Community level may lead to contractual relations, including agreements.

## II - European sectoral social dialogue framework in sport and active leisure

- **Commission Decision on the establishment of Sectoral Social Dialogue Committees (20/05/1998, OJ, L 225/27)**
- Request by representative European organisations of workers and employers to:
  - be organised at European level
  - have national social partners as members
  - have the mandate, capacity and power to negotiate
  - have adequate administrative capacity
- Control by the European Commission
- Establishment of 36 committees

## Representativeness criteria

EU level  
Cross-industry or  
specific sector/category

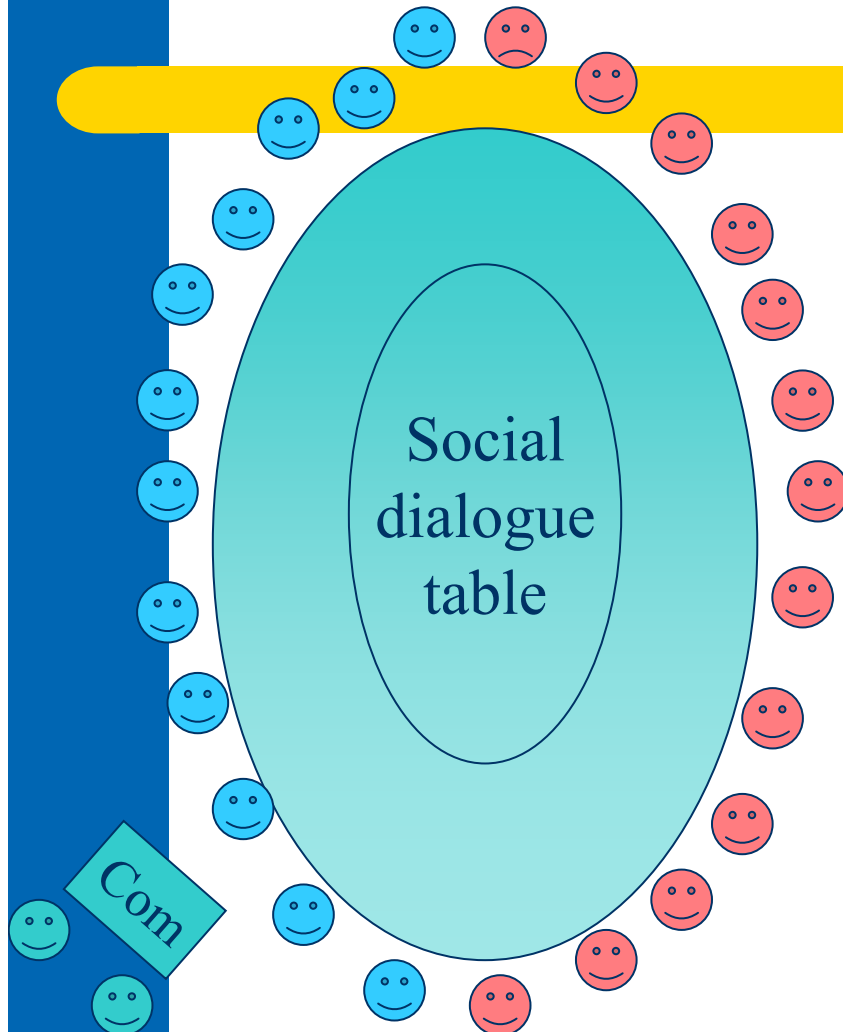
Recognised  
social partner  
at national level;  
capacity to negotiate;  
several Member States

Adequate structures  
to ensure  
effective participation



European Commission

## The social partners autonomy and responsibility



- **Decide on the rules of procedure of their dialogue** (objectives, preparation, presidency...)
- **Decide on the level and rhythm of their dialogue** (number and type of meetings)
- **Decide on the content of their dialogue** (agenda of the meetings)
- **Decide on the outcome of their dialogue**



## Aims of a sport social dialogue committee

- to give a European recognition to the sport sector
- to facilitate the development of European education and training solutions at sectoral level
- to reinforce the professionalisation of the sport sector

## **II - European sectoral social dialogue framework in sport and active leisure**

### **2 - The European social partners of the sport and active leisure sector**

#### **EASE**

- European Association of Sport Employers operating in not-for-profit sport, professional sport and active leisure
- Independent membership association of national and European sport employer organisations wishing to promote social dialogue
- European not-for-profit organisation registered in France
- 7 members: 6 national employer organisations coming from 5 European countries, and 1 European organisation.

## II - European sectoral social dialogue framework in sport and active leisure

- **Missions:**
  - to understand and defend the rights and the material and moral interests of its members
  - to work together to ensure the harmonious development of the sector
  - to participate in the European Sectoral Social Dialogue Committee for sports
  - to negotiate at European level on behalf of employers in sport
- Work of EASE is organised through 3 commissions to encompass the specialist interests of our sub-sectors: **not-for-profit sport, professional sport and active leisure (fitness and outdoors).**

## **II - European sectoral social dialogue framework in sport and active leisure**

### **2 - The European social partners of the sport and active leisure sector**

#### **EURO-MEI**

- represents unions in broadcasting, live performance, film and TV production, the arts and sports. EURO-MEI has affiliated unions in the sport sector in Spain, France, Sweden, Belgium, Germany, Italy and Austria.
- Knowledge and experience in other Sectoral Social Dialogue Committees

## **II - European sectoral social dialogue framework in sport and active leisure**

### **3 - Structuring of the European Sectoral Social Dialogue Committee (SSDC)**

- A SSDC for the whole sport sector and sub-committees to deal with the specificities of the sub-sectors:
  - not-for-profit sport
  - professional sport
  - active leisure: fitness and outdoors

## **III - What has been done so far and what is being done**

### **1 - RBT project**

- **Mutual recognition between EASE and EURO-MEI**
- **Subjects on the agenda of the CC-project:**
  - European standard contract
  - Health and safety
  - Vocational Education and Training (VET)

## III - What has been done so far and what is being done

### 2 - The European Commission's support: CC-project

- **CC-project:** bridge between the end of the RBT project and the start of the official European sectoral social dialogue for the sport sector as a whole
- Exchange of observers with professional football in the Sectoral Social Dialogue Committees

## III - What has been done so far and what is being done

- **Summary of the project**
  - Duration: 1 year - from 1st July 2008 to 30th June 2009
  - Project leader: EURO-MEI
  - Managing partner: EASE
  - Strategic partner: EU Sport Office
  - Main events:
    - **Conference on the contractual landscape in the sport sector – 8<sup>th</sup> & 9<sup>th</sup> December 2008, London**
    - **Conference on health & safety in the sport sector – 1<sup>st</sup> & 2<sup>nd</sup> April 2009, Lisbon**
    - **Informal social dialogue meeting – 27<sup>th</sup> May 2009, Brussels**

## III - What has been done so far and what is being done

- **Results**
  - Proceedings from the two 2-day conferences and from the informal social dialogue meeting
  - Results from the studies undertaken
  - A list of contractual basic clauses for sport workers in general, annexed by a shortlist of specific basic clauses for professional players
  - A compendium of best (and worst) practices on health and safety in the sport sector
  - A list of topics to be put on the agenda of the European SSDC for the sport sector in the coming years

## III - What has been done so far and what is being done

### 3 - EASE involvement in projects on the European Qualifications Framework (EQF)

- An important issue that need a co-ordinated response from employers
- 2 projects on EQF:
  - **EQF-Sport Project** (1<sup>st</sup> January 07 - 31<sup>st</sup> December 08)
  - **CLO<sub>2</sub> project** (“**Professionalising training and mobility for Outdoor animators in Europe bridging the gap between sector Competences and Learning Outcomes**” – 1<sup>st</sup> October 08 – 30<sup>th</sup> September 10) = follow-up of the EQFOA project (“European Qualifications Framework for Outdoor Animators”)

## IV - Main Challenge / support

- Not a lot of employer organisations in the sport and active leisure sector in the EU Member States
  - A large number of organisations not belonging to national and European bodies
- ➔ Support of the European Olympic Committees (COE) and of the European Non-Governmental Sports Organisation (ENGSO)

## IV - Main Challenge / support

- The identity of the sport and active leisure sector
- The learning process between the EASE members
- The European Commission's support

## To know more...

- <http://www.easesport.eu>
- <http://www.union-network.org>
- [http://europa.eu.int/comm/employment social/  
social dialogue/](http://europa.eu.int/comm/employment_social/social_dialogue/)



European Association of Sport Employers

European association for employers operating in amateur, professional sport and recreation, fitness and the outdoors

HIGHLIGHTS

CC-project conference on employment contracts on 8-9 Dec. 08!!!

- EASE
- Presentation
- Background
- Board
- Statutes
- Minutes
- Activities
  - The 3 commissions
  - Project leader
  - Project partner
- Social dialogue
  - European Commission
  - The sport sector
- Events
  - 1st Annual Conference
- Our leaflet
- Our newsletter

Presentation



Some organisations dealing with the social affairs in the sport field have decided to progress on social affairs linked to business issues at European level. In order to achieve that aim, 4 national organisations from 4 countries decided to found EASE in January 2003.

EASE stands for European Association of Sport Employers. EASE is a European non for profit organisation registered in France . It is an independent association of national sport employers wishing to promote social dialogue. [More...](#)

"Moving forward towards European social dialogue in the sport sector: Content and Contact" (CC-project)

CONTENT



CONTACT

The new project on European social dialogue - CC-project - aims to bridge the gap between the end of the RBT project and the start of the official European social dialogue for the sport sector as a whole, including the sub-sectors voluntary, commercial and professional sports, of which the latter respects the specific initiatives of Professional Football and Cyclists.

The CC-project activities started on 1st July 2008 and will finish on 30th June 2009.

The main phase of the project will revolve around three meetings:

- two 2-day content-based conferences to gather and review materials on specific issues
- and one informal social dialogue meeting. [More...](#)

The "Row the BoAT" project - RBT project

Version française

Présentation de EASE en français!

White Paper on Sport of the European Commission

08.07.18 Point 53 of the Action Plan "Pierre de Coubertin" to the White Paper on Sport of the EC: " The Commission encourages and welcomes all efforts leading to the establishment of European Social Dialogue Committees in the sport sector. It will continue to give support to both employers and employees and it will pursue its open dialogue with all sport organisations on this issue" .

European social dialogue in professional football

08.07.23 "Organisations representing players, leagues and clubs from around the EU today sat down together for the first time, in Paris, to discuss and tackle labour issues of common concern in the professional football sector. The new social dialogue committee – launched by Employment and Social Affairs Commissioner Vladimír Špidla and Education, Training, Culture and Youth

## CONTACT DETAILS

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# ***Social dialogue in sport***



***Thank you for  
your attention !***

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