



REPORT
of the
WORKSHOP ON EMPLOYMENT

Project EU:SPORT:FUTURE

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CNOSF
Maison du sport français
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Participants:

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Education and Culture DG

'Europe for Citizens' Programme



Introduction

The workshop on sport and employment was held on 23rd June 2009 and led by Myriam Antoine, French Olympic and Sports Committee. The discussions were based on the workshop leaflet, including the results of the online survey which has been distributed and presented prior to the workshop.

The participants of the employment workshop came mainly from France, where the issue is very topical. Representatives of sport employer and employee organisations, sport federations and citizens discussed animatedly the topic sport and employment.

Prior to the workshop general presentations on the topic "Sport and the EU" and best practice examples in the field of employment were aimed at introducing the issues of the workshop and giving food for thought for the discussions.

The workshop leader structured the discussions in the workshop the following way:

1. Analysis of present situation (status quo, problems, challenges)
2. Definition of ideal situation/ objectives
3. Recommendations: Tools, measures to achieve ideal situation / objectives
4. Priorities, Follow up

The discussions in the workshops revolved around several topics: the potential for job creation in sport, the relationship between volunteers and employees, the social dialogue in sport and the recognition of qualifications.

The answers to the open questions of the online questionnaire have also been integrated in this report.

Ad 1) Analysis of present situation

The workshop participants agreed on the general statement that the associative sport sector holds a **high potential for job creation** but that the current employments are fragile.

This job insecurity in the sport sector in Europe is related to several factors:

- Regarding the *duration of the contracts or the duration of working time*, many contracts are concluded for too short periods and on a part-time basis.
- Many sport employees possess skills and are trained only in the field of coaching/ tutoring. Few have also skills in the general management and development of sport organisations. Thus, the majority of the workforce is employed in the coaching and tutoring field.
- Many sport associations are usually small and employ only 1 or 2 persons.
- *An employer bears great responsibility vis à vis its employees.* The sport leaders do not always have the necessary skills with regards to the management of



human resources or the administration of a sport club/association. Often the relationship between the employer and employee is on a precarious footing.

- Finally, the job creation in sport depends largely on *public funding*. There are therefore difficulties, when the jobs are created, to make them sustainable beyond the public financial support.

There is a need to professionalise sport. There is also a lack of awareness that coaching can be done by professionals.

Participants raised the question of the relation between volunteers/employed people. There are two different cultures evolving in the same sector and there is no clear division of tasks/ responsibilities. This poses several questions:

- Should volunteers be supported in the professionalization of their association?
- Where is the border between "employment" and "volunteering"?
- Which skills are needed and required?
- How should we define their statute and determine their fields of competence?

Concerning the social relations in the sport sector, collective agreements exist in several EU countries. However, some EU countries still need some help to set up such collective agreements. According to the online survey (launched in the framework of the project), there is very strong support for the promotion of social dialogue in sport by public authorities.

Regarding the information related to employment in sport, very few people know about sport professions. They even ignore what a sport federation can develop out of leisure sport. According to the online survey, figures show that there is very strong support for the statement that professions in the field of sport should be more acknowledged.

Ad 2) Definition of ideal situation/ objectives

Sport associations pursue the objective to provide the services which are sought by widening and diversifying the range of activities and target groups. The final aim is to encourage sport for all.

To achieve this aim, associations have to adapt and look into 3 fields:

- the activities they develop and the public they target;
- the human resources they mobilise and the skills necessary to carry out their activities;
- the way the association is organised and its resources (relation between the volunteers and the employees, funding, etc.).

When the activities, the public, the human and the organisational and financial resources are identified, the hiring of employees can be started. Employment in the structure can be envisaged.



In an ideal world, the employment in the associative sport sector serves the associative project and the activities it wishes to develop.

The employment is sustainable and solvent. The activities implemented by the employee lead directly or indirectly to a financially sustainable employment.

In an ideal world the employment in the associative sport sector is fully integrated into the internal organisation of the association. The various roles and missions of the volunteers and employees are clarified.

The proposed activities are also diversified and go beyond the coaching/ tutoring of sport activities in order to develop and improve the management and administration of the organisation.

Finally, in an ideal world, the employees have the skills required for the exercise of their missions.

Ad 3) Recommendations: tools, measures to achieve ideal situation / objectives

Considering the analysis of the present situation and the outlook of an ideal situation the following recommendations have been addressed to:

➤ the European Union

- In connection with the recommendations 33 and 35 of the White Paper on Sport, the European Union should finance a study allowing the data collection on sport employment in Europe. Quantitative and qualitative information are currently missing concerning the state of play of this question in Europe.
- Following the experience of the European network on sport and employment in the third sector, co-financed by the European Commission in 1999-2000, the European Union should further support the creation of European networks aiming at exchanging good practices in the field of sport employment.
- The European funding streams should support the creation of transnational projects allowing the identification of professions in the sport sector (which activities, which competences, how to transfer the qualifications).
- The work of the European Commission in the field of recognition of qualifications is well appreciated. The European Commission is encouraged to further support and accompany European projects in this sector (for example EQF outdoor animator).



- In connection with the recommendation 53 of the White Paper on Sport, the European Union should further support the dialogue between employers and employees at European level and promote it through existing Community tools. The development of a network of European actors aiming at exchanging best practices in this field should also be supported in the framework of the European funding programmes.

➤ **the Member States**

- Member States are asked, within the framework of their formal or informal meetings, to develop a common strategy as regards employment. This question should particularly be tackled by the Member states when they hold the EU Presidency.
- In order to encourage a better knowledge of the Community mechanisms for employment and training, the Member States should develop, with the collaboration of sport organisations and social partner, a communication campaign related to the various EU and national mechanisms in this field.

➤ **the Sport Organisations**

- The European Sport Movement as well as social partners should support the promotion of social dialogue in sport and initiate projects in this field.

Ad 4) Priorities, Follow up

All stakeholders active in the field of sport employment should commit to cooperate in order to implement the various recommendations.

The necessity to better know the sport sector, its challenges as well as its potentials is the main argument for the launch of a European study, which could be the starting point of the cooperation.

Conclusion

Participants discussed animatedly the sport and employment question for several hours and concluded that the European Union could not be responsible for the implementation of the totality of the actions to be carried out for the support and structuring of employment in the sport associative sector. It is also up to the Member States and sport organisations to mobilize themselves, both in terms of communication and participation in European projects.