



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

EOSE activities:

- to develop some methodologies and tools aiming to compare qualitative and quantitative data in relation with sport activity, sport employment, qualification in the sport and sport related sector across Europe including a prospective approach;
- to collect, analyse and disseminate this data to the potential users;
- to provide expert guidance, tools and mechanisms to the appropriate competent authorities in each country to help them to establish and develop some national or regional Observatoires.

EOSE perspective:

- to participate on behalf of the sports sector in a CEDEFOP project to test the “European Qualification Framework”, which is in development;
- to develop and lead a project to analyse and compare national sport systems across Europe;
- to increase and extend our membership.

3. Working in Higher Education

The aim of the AEHESIS Project is to ‘Aligning Higher Educational Structures In the Sport Science Sector’ by focusing on two major aspects: firstly to integrate programmes and time frames of

the educational structures - and, secondly, to ensure that the identified structures relate to the needs of the labour market in four main areas: Sport Management, Physical Education, Health & Fitness and Sport Coaching. Target groups will primarily be European sport science students, teachers and policy makers at universities and institutions dealing with education and research in the mentioned areas - in partnership with key employer groups and networks in the areas identified.

VII. Your opportunity to get involved

Introductory Event for employers to be held in Limerick, Ireland on the 1st and 2nd September 2005

It is our pleasure to invite you to join EASE employer bodies at a reception at the opening of this conference at 6.30pm on Thursday the 1st September 2005, and for a full day of seminars and interaction on Friday the 2nd September as part of the ENSSEE forum. A program and special booking form are attached.

You will have the opportunity to join in with the full forum, which is detailed below:

ENSSEE Forum September 1-4

The role of sport and physical activity in the social and economic development of the European Union is increasing. This forum,

put on by ENSSEE (European Network of Sport Science, Education and Employment) will explore how the role of sport and physical activity in the social and economic development of the European Union can be maximised, with an emphasis on the preparation and qualification of effective professionals and volunteers.

Specifically, the forum will:

- outline the emerging framework for sport and physical activity in the European Union, including labour market demands;
- identify the requirements for the qualification of effective professionals and volunteers in the coaching; health and fitness; physical education and sport management strands of the industry;
- promote interaction between the different strands of the sport and physical activity sector;
- examine the European and global implications of the conference theme in coaching and coach education.

Why not get involved?

Join us at the employer event in Limerick.

Become a member..

Annual Subscriptions:

€200 PER ORGANISATION
+ €50 FOR SUB-SECTOR
YOU REPRESENT.

Contact the Secretariat to find out how your organisation can get involved and help build EASE to create an effective employer network across the EU.

NewsLetter

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I. Introducing EASE

EASE is the European Association of Sport Employers operating in amateur and professional sport and recreation, fitness and the outdoors.

It is an independent membership association of national sports employer groups and associations wishing to promote Social Dialogue. It is a European not-for-profit organisation registered in France.

Members can access the current Charter and regulations of the European Association of Sport Employers, as they were set up after the last General Assembly in Paris.

II. Aims of EASE

The principal aim of EASE is to establish a Social Dialogue committee for the sport sector at a European level that is recognised by the European Commission. This is being moved forward in collaboration with UNI-Europa as the organised voice of employees in the sport sector.

As a step towards this aim, EASE has been established to provide a forum for employers to support their engagement in this Social Dialogue. We are working to establish an organised

network of employer groups or associations from an expanding number of European countries to allow this dialogue to take place on as wider scale as possible. The agreed objectives of EASE are:

- to understand and defend the rights and the material and moral interests of its members and employers in the sport sector;
- to work together to ensure the harmonious development of the sport sector;
- to participate in the Social Dialogue sport committee at a European level;
- to negotiate at a European level on behalf of employers in sport.

Specifically, in 2005/06 EASE will work:

1. To develop an effective European network of employers:

- By establishing a broad programme that is of interest to employers.
- By engaging with key European partner organisations (such as EHFA – the European Health and Fitness Association, EOSE – the European Observatoire of Sport Employment) through providing employer involvement and input to their projects.
- By developing and implementing a communication strategy to raise awareness of EASE both with the European Commission and within the sector. →

EASE Secretariat

The Bureau of the Association, based in Paris, provides services and information to current and potential members, keeps and develops contacts with sport organisations in Europe and manages and develops relationships with international organisations.

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2. To promote the development of Social Dialogue at European and national level

- By leading the development of the provisional Social Dialogue board with UNI-Europa.
- By seeking to submit a new Social Dialogue project to the European Commission involving at least 8 countries, following the Limerick conference. (September 05)

3. To establish a new structure for EASE to encompass the specialist interests of its sub-sectors (voluntary sport, professional sport, fitness and the outdoors).

III. The importance of Social Dialogue

Social Dialogue and the quality of industrial relations are at the heart of the European social model. Social Dialogue is a structured process of negotiation between formally recognised representative groups of employers and employees (Trade Unions). The exact nature of Social Dialogue and the level of its organisation vary from country to country within the EU and these differences are reflected in the structure of EASE.

EASE has been formed as the result of a European-wide project entitled 'Building the Social Dialogue in the Sport Sector'. The outcomes of this project are recorded in a report prepared for the European Commission and will be made available by EASE through its website.

A conference was held in June 2004 as the last part of the project. The conference recommendations were to:

- give the opportunity to all identified social partners operating in the sport sector in Europe, to meet with each other, share information and discuss the future of the European sport sector as a 'social partners community';
 - discuss and decide on the contents of the Social Dialogue in the sport sector in the next two to three years;
 - discuss and decide on a structure for an effective and efficient Social Dialogue in the sport sector in Europe taking into account the diversity of the sector;
 - propose a plan to involve more countries, including the new countries of the European Union, in the Social Dialogue in the sport sector in Europe.
- Furthermore, there is a need for sport to be fully recognised at a European level as an important sector that has potential to contribute significantly to employment and job creation, economic development, social cohesion, education and health. An enhanced involvement by the social partners, alongside the traditional sport movement institutions and Government, is seen as a major opportunity to achieve this recognition.

EASE now provides a mechanism for employers to take forward these recommendations, but success depends on expanding the engagement of employers across Europe, supported by representative networks in their own countries.

IV. Membership Structure

As its name implies, EASE is an employer organisation and its activity is driven by employers, for employers. By taking ownership of the Association, employers can make a major statement to Government and decision makers both nationally and at a European level. At present the voice of employees is far better organised and represented. Therefore, EASE is constituted as a membership organisation.

Full Membership of EASE is

open to employer groups and associations that are formally recognised within their own country as the representative body for employers within at least one sub-sector of sport.

Associate membership of EASE is open to formally constituted associations/ groups of employers within sport (or a defined sub-sector) that have the capability to represent employers at a national level and are willing to promote the aims and work of EASE.

The work of EASE will be organised through four "commissions" representing the 4 sub-sectors (voluntary sport, professional sport, fitness and the outdoors). Each member will opt to join one or more commissions and nominate a representative for each. These representatives will be the organisation's delegates to the annual General Assembly. The General Assembly elects the Board.

V. Who is on the EASE Board?

President:
François Alaphilippe, CoSMoS
General Secretary:
Stephen Studd, SkillsActive
Treasurer:
Philippe Masseboeuf, SNEF
Vice-president:
Rene Van den Bur, WOS
Vice-president:
Hans-Göran Elo,
Arbetsgivaralliansen
New member:
Christian Pierar, EHFA

Founder member organisations:
CoSMoS; SkillsActive; WOS;
Arbetsgivaralliansen, SNEF

CoSMoS (Conseil Social du Mouvement Sportif) is a French employer organisation of 1537 members founded in 2002, who represent predominantly the voluntary, as well as the commercial and the professional sub-sectors.

CoSMoS was created in 1997 by the French National Olympic Committee and is still financially supported by it. In France, Social Dialogue in the sport sector is a very recent development (social partners signed the National Collective Agreement in July 2005: "la Convention Collective Nationale du Sport"). By its involvement at European level, CoSMoS affirms its identity as a social partner and it aims to use its experience at the national level to develop the European picture.

SkillsActive is formally recognised by the UK Government and licensed to represent employers as the Sector Skills Council for the Active Leisure and Learning industry.

This includes employers in the public, private and voluntary sectors of sport and recreation, health and fitness, children's play and the camping and caravanning industries. Its remit is to work with employers to identify employment and skills issues and trends and to advise Government on action to be taken to develop the sector and its workforce. SkillsActive sets a framework of national standards and endorses vocational education and training, qualifications and courses that meet employer routes.

WOS (Werkgeversorganisatie in de sport) is a Dutch organisation that represents the voluntary and professional sub-sectors. Commercial sport and leisure have their own employer organisations. WOS signed the National Collective Agreement for the sport sector in 1989. WOS also signed a collective agreement for professional football very recently.

Arbetsgivaralliansen is an independent confederation for Swedish employers involved in sports and educational associations.

Commercial sport and leisure enterprises (fitness, and outdoors companies) belong to another employer organisation and they have their own collective agreement.

To date Arbetsgivaralliansen has signed three National Collective Agreements: the first one for ice-hockey players (in 1999), the

second one for professional football players (in 2000) and the last one for voluntary sport (in 2003). Arbetsgivaralliansen has 1050 employer members in the sport sector, which are mostly small organisations.

In Sweden, Social Dialogue, which is subject of a national regulation, has a long tradition and the first discussions in the sport sector dates back to the 70's.

European involvement has therefore come as a natural progression for Swedish social partners.

SNEF (Syndicat National des Entreprises du Fitness) is a French confederation, which represents about 6000 companies from the commercial sub-sector, such as horse riding companies, golf and fitness clubs. The organisation was created in 1994 and represents both large companies with a lot of employees, and very small ones with few employees. SNEF has signed three different collective agreements concerning horse riding, golf and commercial leisure.

It also participates with CoSMoS to negotiate the French National Collective Agreement for the sport sector as a whole.

VI. Current activities

Even before a formal Social Dialogue committee can be established, there are some important issues that need a co-ordinated response from employers, in particular if we are to successfully influence and implement the plans of the EU to reform vocational education and training in Europe, in line with the objectives laid out in the Copenhagen Declaration. We have a number of projects with partner organisations that give employers the opportunity for this influence.

1. The European Qualification Framework

EASE works closely with the European Observatoire of Sport Employment (EOSE). EOSE has

been at the centre of Vocasport – an EC funded project on the relationship between Vocational Education and Training and the Sport Sector in 25 countries. This project has now been extended with its focus now being the development of a European Qualification framework after sport was chosen along with IT, logistics and engineering to be a pilot for this new framework. This aims to increase the transferability of qualifications at a European level that will facilitate the development of international education and training solutions as well as strengthening the quality of education, training and human resource development in Europe.

Why does this affect EASE members?

Both EASE and EOSE recognise the importance of having employer input into such projects. Employers must have their say to ensure that the framework that is developed is relevant 'to the development of competencies and qualifications at sectoral level, by reinforcing co-operation and co-ordination especially involving the social partners.'

We therefore urge employers to get involved.

2. Analysing employment in the sport sector

EOSE is a growing network of national observatories (research organisations) set up to analyse and monitor employment trends across the sport sector in Europe. Its current project, EUROSEEN, is aimed to expand its network of observatories into new countries. →