



COVENANT FOR COOPERATION IN EUROPEAN SECTORAL SOCIAL DIALOGUE FOR THE SPORT AND ACTIVE LEISURE SECTOR

The undersigned:

EASE, European Association of Sport Employers, being an employer organization, legally represented by Mrs. K. van Bijsterveld, president of EASE;

and

UNI Europa, being an employee organization, legally represented by Mr. Oliver Roethig, regional secretary of UNI Europa;

and

EuropeActive, being a trade association for fitness, legally represented by Sir Graham Watson, president of EuropeActive;

EHFA-E, being the employer organization for Europe Active's future social dialogue, (in this covenant we are using the name Europe Active for both parties);

and

European Confederation of Outdoor Employers (EC-OE), being a trade association in the outdoor industry, legally represented by Mr H. Smulders, president of EC-OE;

Hereinafter called "Parties";

1. Taking into consideration the following context:

- a) EASE and UNI Europa have mutually recognized one another as social partners for the sport and active leisure sector in 2008;
- b) European social dialogue within the sport and active leisure sector takes place in three distinctive areas:
 - a. Professional Sports (professional sports);
 - b. Active Leisure (fitness and outdoor sports);
 - c. Not-for-Profit (amateur sports).

- c) The European Commission:
- a. Has recognized EASE and UNI Europa as negotiating partners for the European Sectoral Social Dialogue Committee (ESSDC);
 - b. Supports social dialogue at European level in the sport and active leisure sector;
 - c. In 2012 set up a test phase for a period of two years;
 - d. Extended the test phase in 2015 for a minimum of one year;
 - e. Specifically designed this test phase for the social partners to engage in European social dialogue and to ensure that as many Member States as possible participate in this forum as well as to strengthen social dialogue on national level.
- d) As trade associations with the common objective to professionalize the European active leisure sector, Europe Active and EC-OE have articulated a strong interest to build capacity in social dialogue on both sides of labour.
- e) EASE and UNI Europa have been approached by Europe Active and EC-OE to establish cooperation with the aim to participate in European social dialogue, to table new proposals for future activities and events, and to share their expertise on the different issues and priorities of the active leisure sub-sector.

2. All Parties agree to the following:

- a) To widen and deepen cooperation based on the above context.
- b) EASE and UNI Europa will invite Europe Active and EC-OE to participate as observers at the remaining two meetings of the ESSDC in 2015 to help achieve the goals outlined in the work programme.
- c) Europe Active, EC-OE and EASE will cooperate with each other as representative employer organisations for the active leisure sector as identified in the Eurofound Study 2012.
- d) EASE will be the primary leader of the Active Leisure committee of the ESSDC in 2015.
- e) Europe Active, EC-OE and EASE with UNI Europa will use their resources and membership to help build capacity and advance social dialogue with both employers and employees in the active leisure sector.
- f) Europe Active, EC-OE and EASE will cooperate with UNI Europa in their efforts to further develop social dialogue in the active leisure sub-sector by promoting social dialogue among its membership as well as assisting with organising on the side of employees.
- g) All organizations will share knowledge, data, general and specific intelligence, website and forum information, this will in turn promote mutual trust. All parties will be in a position to promote social dialogue with each other through various forms of media.

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- h) UNI Europa will submit a project application to the European Commission to obtain funding to further improve the representativeness of the ESSDC on both sides of labour. The project design will include and involve all parties.
- i) Funding of the project will be made available for all parties in line with the work programme described in the application.
- j) All parties will evaluate the collaboration following the completion of the project and reflect on further collaboration in the future.
- k) Should the ESSDC be granted a further extension or the status of an official committee, all parties will explore the possibilities of further collaboration.

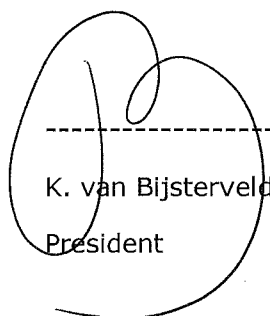
Brussels, 20th May 2015

EASE

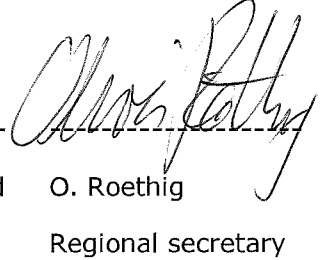
UNI Europa

Europe Active EHFA E

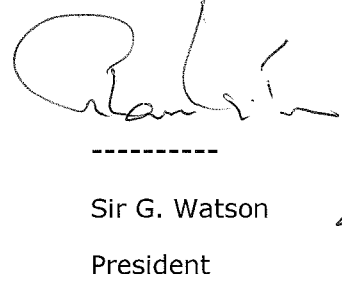
EC-OE



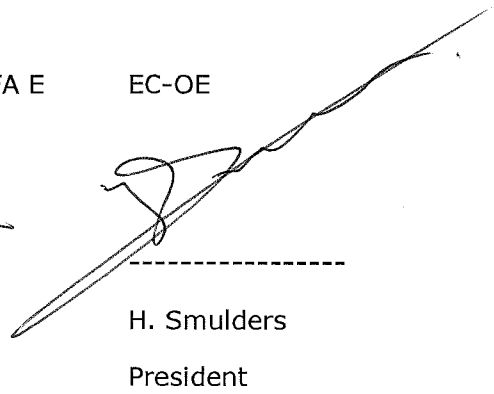
K. van Bijsterveld
President



O. Roethig
Regional secretary



Sir G. Watson
President



H. Smulders
President