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**Joint Statement on the Informal European Sectoral Social Dialogue Committee  
for sports and active leisure  
by EASE and UNI Europa Sport**

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The European Association of Sport Employers (EASE) and UNI Europa Sport – as the European trade union federation in sport – have mutually recognised one another as social partners for the sport and active leisure sector, including not-for-profit sport, professional sport and active leisure in 2008.

In Brussels, on 17<sup>th</sup> June 2011, the two organisations held an Informal Social Dialogue Meeting with some 50 representatives of European employers' and employees' organisations operating in the sector.

EASE and UNI Europa Sport reaffirmed the importance of having one European Sectoral Social Dialogue Committee (ESSDC) for the whole sector as is the case for professional football.

EASE and UNI Europa Sport validated the operational structure of the future ESSDC as follows:

- **Plenary Committee**  
To comprise an equal number of employers' and employees' representatives, chaired either by a representative of one of the social partners or, at their request, by the representative of the European Commission, who, in all cases, provides the secretariat for the ESSDC.  
The Plenary Committee might put in place **working groups on themes**.
- **3 Standing Committees: namely not-for-profit sport, professional sport, active leisure.** The recommendations of these Committees will be submitted to the Plenary Committee for consideration and ratification.
- **"Ad hoc" Committees** (for example: Professional Handball Committee, Fitness Committee...).  
After the joint invitation of EASE and UNI Europa Sport, the sport federations could participate in the Committees for the different sport disciplines. The results of those discussions occurring in such platforms would then be presented in the appropriate Standing Committee.

The ESSDC secretariat with the help of the secretariats of the European social partners will serve as a link between these Committees.

During the Informal Social Dialogue Meeting, the Standing Committees recommended the following work programmes which were approved:

- **Not-for-profit Sport Standing Committee**

For a better understanding of the not-for-profit sport sub-sector, the Standing Committee wishes to clarify the definition of volunteers and employees.

The work programme of the Not-for-profit Sport Standing Committee will focus on two items in order of priority:

- 1<sup>st</sup> issue: “equivalence of working hours”:
  - For certain types of employees
  - For certain types of situationsThe objective is to propose a framework which will invite the social partners to include this issue in national bargaining.
- 2<sup>nd</sup> issue: qualifications

- **Professional Sport Standing Committee**

The Standing Committee considers the joint statements already signed (“minimum requirements of employment contracts” and “health and safety”) as a basis of dialogue.

The work programme of the Professional Sport Standing Committee will concern players, coaches and their employers from the professional sport.

The priority items of the Standing Committee are:

- Dual career and reinsertion
- Vacation/rest/health
- Fixed-term contract
- Home-grown players

- **Active Leisure Standing Committee**

The Standing Committee believes the combined voice of employees and employers could and should be a powerful influence in the sector on behalf of the sector.

Through our collaboration we aim to:

- Support the growth and economic success of the industry
- Raise the quality of service ensuring consistent standards of care for staff and customers
- Raise a professional recognition and status of the workforce

The focus of the work will initially be the fitness sector which reflects the representativeness of the group. The Standing Committee would welcome broader representation from other

interest areas in active leisure and would propose to establish an “ad hoc” group to reflect their interests.

The proposed work areas are:

- Recognition of competences and qualifications
- Health and safety (staff and customers)

Additionally, the Standing Committee wishes to explore:

- A dialogue with international companies on the above issues
- A comparison of national approaches to tax benefits

EASE and UNI Europa Sport identified the **working time issue** as a transversal theme of discussion for the whole sport and active leisure sector.

They reiterate the need to negotiate at national level the minimum requirements regarding employment contracts and health and safety regulations previously agreed between the social partners.

EASE and UNI Europa Sport propose a work programme for the first meeting of the test phase launched by the European Commission which includes the ratification of the structure of the ESSDC, its working rules and the approval of the joint statements already signed.

**EASE and UNI Europa Sport will continue their social dialogue and are prepared for the launching of the test phase of the ESSDC for the whole sport and active leisure sector, as a platform for consultation on European policies.**

At the time of the launch of this test phase, the Plenary Committee will make its first review of the status of the above work programme as prepared by the Standing Committees.

*The English version is the original.*



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EASE President



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UNI Europa Regional Secretary

*Signed at the Informal Social Dialogue Meeting, Brussels, 17<sup>th</sup> June 2011*