

BeST Inclusion project

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The project

Part of the ESSA-Sport project conclusions led by EOSE was the necessity to work on the inclusiveness of the workforce of the sport sector in Europe. The BeST Inclusion project was built to address this specific topic and aims to contribute to the work for greater inclusion within the sport sector. The general purpose is to produce concrete recommendations applicable in each state of the European Union.

The inclusiveness will be considered around 3 axes that are gender, age and disability. By bringing together experts and sport employers on these topics, the project members want to encourage the exchanges of knowledge and good practices. Each of them will bring their own perspective to contribute to the work for a better inclusion in the sport sector, participating in the emergence of good practices and recommendations applicable where it may be needed.

The structure of the consortium

The consortium has been structured in 4 categories: the project management team, the working group on disability, the working group on age and the working group on gender.

- The project management team is made of EASE and EOSE, who will have the responsibility of the implementation, management and dissemination of the project. They will also bring their inputs as experts in the field of employment in sports.
- A working group has been made for each topic addressed in the project. Each of them is composed of an expert partner and an academic partner and they will produce a study about the inclusiveness of the workforce in the sport sector, regarding the topic they are in charge of. Through their specific activity, the expert partners have a global expertise on the specific issue of inclusion and diversity. The academic partners are specialized in research studies and have developed an expertise on one of the three targeted topics of inclusiveness.
- One last group is composed of sport employers. They will produce recommendations to practically promote a more inclusive workforce for the sport sector in Europe.



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Timeline

At first, the partners will conduct a study on the barriers to employment in the sport sector in terms of gender, age and disability. To this extent, the partners will gather the data from national official sources about the employment in the sport sector and set up European round tables, to assess the current state of the inclusiveness of the sport labour market in Europe. This phase will extend between June 2022 and August 2023.

Deliverable: *studies about the barriers to a more inclusive workforce in the sport sector in terms of disability, age and gender.*

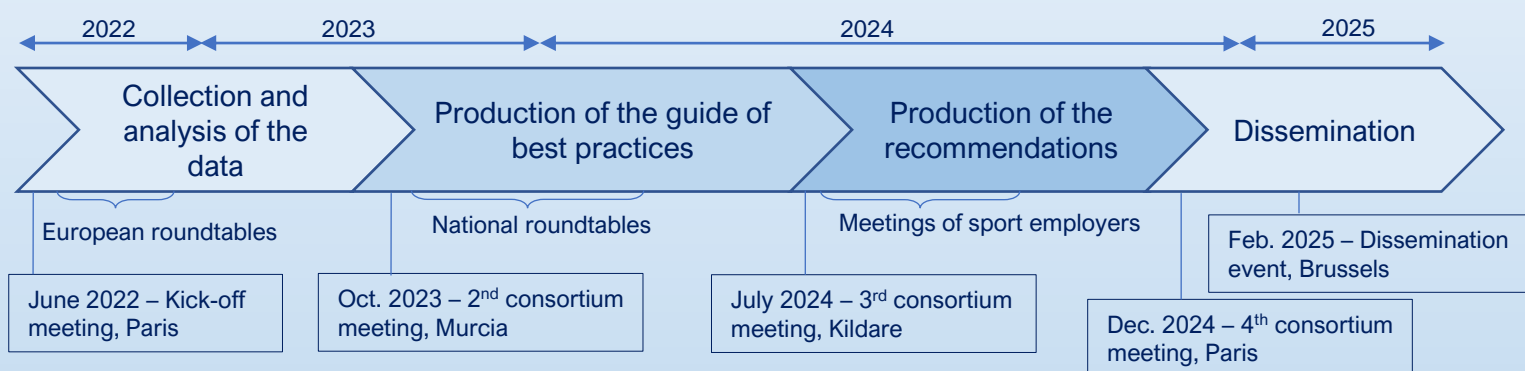
This will then allow the partners to study and analyse the best practices to understand the reasons why and the means by which it could be disseminated, from the examples of states where the workforce is the most inclusive. The partners will set up national round tables to this end. A guide of best practices for the inclusiveness and diversity of the sport workforce will be produced at the end of this phase which will extend from October 2023 to September 2024.

Deliverable: *guide of best practices for the inclusiveness and diversity of the sport workforce.*

Finally, based on the work established in the previous phases, the sport employers will present recommendations for a more inclusive workforce, after a series of online meetings. Their participation will ensure that these recommendations are directly addressed to the stakeholders of the sport sector. EASE will oversee the final drafting of the document presenting the recommendations. This phase is expected to extend between September 2024 and December 2024.

Deliverable: *recommendations for a more diverse and inclusive workforce.*

The project will end by the dissemination of the results (at least until April 2025).



Meetings and events

2 types of meetings are to be held during this project: consortium meetings and roundtables.

- The whole consortium will meet in person at the beginning of the project for the kick-off meeting and at the end for a closing meeting to disseminate the recommendations for a more inclusive workforce. Three other consortium meetings are planned to launch the different phases of the project, in Murcia (Spain), Kildare (Ireland) and Paris (France).
- Two series of roundtables will be organised by the partners. First, some European roundtables will be organised by the expert partners to highlight the barriers to employment regarding each topic of the project (age, gender and disability). Then, some national roundtables will be organized by each partner to gather best practices for the inclusiveness of the labour market in sport sector.