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BSDSS FINAL REPORT

1. Introduction

This is the final report of the project: Building the Social Dialogue in the Sport sector (Contract VS 2003/003- DG EMPL/D/2-S). As a follow up of the project 'Preparing for a Social Dialogue Committee in the Sport Sector' (VS/2001/0707- DG EMPL/D-2) we could profit from the work done:

In this report we will explain the organisation of the project in § 2; describe the scope and objectives of the project in § 3; explain the results of the project in § 4 and finally list conclusions and recommendations in § 5.

With this final report the project comes to an end and therefore we want to thank everybody who contributed to the success of it.

2- Organisation of the project

In order to be able to manage the project as efficient and effectively as possible a Technical Development Group (TDG) was established with the following members coming from the three organisations which were responsible for the ;project:

Uni- Europa: Toivo Mitt-Sandgren, Tjänstemannaförbundet HTF, Sweden; Jean Roger Fédération Communication et Culture, Cfdt, France; Ton Friederichs, FNV Sport, Netherlands; Walter Palmer, Verdi, Germany and for one meeting, Mike Graham GMB UK..

European Association of Sport Employers, EASE: Hans Goran Elo, Arbetsgivar Alliansen, Sweden; Allan Pilkington, SPRITO, United Kingdom; /Stephen Studd¹, Skills Active, United Kingdom.

European Observatoire of Sport Employment, EOSE: Jean Camy, University Claude Bernard Lyon, France; Alberto Madella, CONI/ENSSEE, Italy; Leo Clijsen, the Netherlands.

¹ *Because of a reorganisation Sprito and Skills Active became independent organisations. From that moment on Stephen Studd was a representative of EASE.*

Marie Leroux (EASE, France) was the chair of the TDG and as such the project leader with Sophie Christ (EASE France) as a substitute and assisted by Aurelien Favre (EOSE, France).

The Technical Development Group met four times in the EASE Bureau, CNOSF, Maison du Sport in Paris and once (9/10- May, 2004) in the premises of Skill Active in London.(see appendix 8 for meeting reports)

3. Scope and Objectives of the project

For clarity we integrate a summary of the project and describe the specific objectives, actions and expected results.

3.1 Short summary of the project :

As a consequence of the former project 'Preparing for a Social Dialogue in the Sport Sector', supported by the European Commission (VS/2001/0707) it was crucial to provide to all actors of the social dialogue in the sport sector in European countries an answer to the needs corresponding to the level of development of the social dialogue in their countries. It has been done through 3 kind of initiatives :

- regular and interactive information about the social actors and the social dialogue in the sport sector in all the European countries
- research/support to the key countries where the social dialogue has started but not covered the whole sport sector
- implement a European social dialogue with the participation of the established European social partners organisations and the recognised national social partners in the sport sector.

3.2 Purpose of the project :

3.2.1 General purpose :

Implement the social dialogue in the sport sector in Europe

3.2.2 Operational objectives:

Considering the results we have had in a previous application, we have implemented the dialogue in three complementary directions taking care of the level of its development in the different European countries

- Promote the social dialogue in all European countries: Develop and strengthen national social actors through European information (with a particular emphasise in the following EU countries : Portugal, Luxembourg, Greece, Finland, Austria, Ireland, Danemark and in the applicant countries;
- Research opportunities to strengthen national social dialogue through European support with a special attention to the following countries : United Kingdom, Italy , Germany , Spain , Belgium ;
- Support social dialogue at the European level:
 - Strengthen the European social partners (EASE, Uni-Europa) and increase their representativeness;
 - Start a European social dialogue in the sport sector based on the contribution of established national social partners (in Sweden, the Netherlands and France) and with the participation of the target countries (United Kingdom, Italy , Germany , Spain , Belgium).

3.3 Actions:

a. Promote the social dialogue in all European countries by producing:

- a brochure describing the opportunities for a social dialogue, including good practices within and outside the sport sector;
- a digital newsletter to inform social partners about the social dialogue in general and the project to be specific;
- a database with relevant organisations at a national and European level;
- an informative website concerning the social dialogue;
- a helpdesk for organisations which have questions relating to the social dialogue in the sport sector;
- a European conference with attendance of all social actors of the sport sector.

b. Research opportunities to strengthen national social dialogue through European support :

- impulse sector wide social dialogue in the 5 countries having already the potential to do so by the organisation of national round tables;
- support by experts advice the structuring and the development of that national social dialogue.

c. Support social dialogue at the European level :

- Initiate European social dialogue between actors already established at national and European level;
- organise a “social dialogue meeting” based on exchanges, discussions, agreements.

3.4 Expected results:

The expected results were:

- Increase the level of mutual knowledge on social dialogue in the sport sector in Europe
 - Regular activity on the web site;
 - Participation in a meeting (mobilisation of the 15 countries members and some applicant countries).
- Extend the level of the social dialogue in the sport sector in European countries :
 - Mutual recognition of national sport social partners ;
 - Participation in round tables;
 - Common declaration in each of the 5 target countries.
- Support social dialogue at the European level:
 - A first meeting of the social partners in order to start the social dialogue in the sport sector;
 - A report on the key issues for the European social partners;
 - A draft working programme for a European social dialogue.

4. Results

In fact the three main elements of the project were: Communication, Round Tables and the Conference. For clarity we will describe the results achieved in each of those three elements.

4.1 Communication

It goes without saying that we made extensive use of the opportunities of internet. In fact we distributed all our information through the World Wide Web.

To inform everybody who took an interest in the social dialogue in the sport sector we published nine issues of SDSS (social dialogue in the sport sector) Update (Appendix 1). The last issue will be published in September and will explain the short term future of the social dialogue in the sport sector. People attending the Conference knew of the SDSS Updates and were content with it. On the other hand it was disappointing that we did not receive many responses to questions we asked or suggestions.

Furthermore we set up different websites with all the relevant information on the project: www.easesport.org; www.union-network.org; www.eose.org.

Finally, we extended our database with relevant organisations and communicated with them regularly (see database appendix 2).

4.2 Round Tables

Round tables or national meetings were organised by correspondents with the support of a methodological guide (Appendix 3) in the five target countries: Belgium, Italy, Germany, United Kingdom and Spain. A report of each meeting is in Appendix 4.

We may summarise the results of the Round Tables with the following statements:

- ✓ There is a lot of interest in the social dialogue at the European level;
- ✓ A European social dialogue should not intervene with sub sector initiatives already existing;
- ✓ National employees organisations in the sport sector are already organised at a European level within Uni-Europa;

- ✓ There is a need for national sport sector wide organisations for employers which live up to the European criteria (representative and able to negotiate). In the United Kingdom an initiative has been taken to establish 'EASE UK', an organisation similar to EASE, the European employers organisation. In Italy, Spain² and Belgium the existing employers organisations are willing and prepared to co-operate with the employees at a European level.
- ✓ A formal round table has not been organised in Germany since it was impossible, within the time limits of the project, to gather the relevant organisations. One of the main problems seems to be the lack of specific social partners which take responsibility for the sport sector. In informal meetings the need for such organisations became clear but time was too short to set them up. Some discussions were made and led by VERDI, an employees organisation member of UNI-EUROPA with the DSSV (a representative organisation of fitness employers) and with the German Sports Confederation (DSB).
- ✓ Topics for a European social dialogue have been listed and there seems to be a lot of interest for vocational training and qualifications and safety;
- ✓ In each of the countries the participating organisations have agreed about the progress of the social dialogue and their involvement.

4.3 Conference

After the conference a report has been produced, and has been integrated into Appendix 5. In this paragraph we will summarise the main results of the Conference:

The conference re-affirmed its commitment to promoting and developing the social dialogue, sport sector wide at a European level. This demonstrates the

² *Because of a lack of organisational means the Spanish organisations have decided to give priority, for the time being, to the development of the national social dialogue.*

opportunities for a real social dialogue in the sport sector in the very near future;

This is further supported by the growing number of countries where there is a development towards a national social dialogue in the sport sector and a willingness to contribute to the European social dialogue;

Social partners at a European level (Uni-Europa and EASE) have received recommendations from the conference, based on the discussions, to actually structure the social dialogue sport sector wide.

Beside the conference and the project BSDSS, EASE took an initiative in participating to a seminary organised for the European Olympic committees. This meeting (Beograd, May 7th) was the occasion for EASE to present the European project BSDDS to the European Olympic movement. This is part of the strategy implemented by EASE. In fact even if the sport sector must follow the framework of social dialogue defined by the European institutions, its specificity must be considered as a key factor of development. Historically, the sport sector is organised by sport institutions, the sport movement. And, even if today the creation of new organisations, such as social partners, is necessary for the development of the sport sector at the European level, the sport institutions still have a role to play in this change. EASE considers that in many countries, the lacking of social partners in the sports sector (non profit) can be defeated only with the support of the sport movement.

One of the results of this presentation in Beograd was the coming to the conference in Paris of a representative of the Bulgarian sport movement and another person from Lithuania.

5. Conclusions and recommendations

5.1 Conclusions

The participants of the conference all agree on the project of building a sectoral dialogue committee for the sport sector. But they also agree that in

order to do so, the European social partners must be stronger than today. They need to have more members who take part in the social dialogue in the sport sector at national level.

The participants all recognise that building a sectoral social dialogue committee is an opportunity for every sector to regulate common issues at European level. In fact, it represents the best framework for the sport because it is close to the needs, concerns and interests of the social players. Talking about social partners is not yet reflecting the reality of the sport sector. In fact, the social dialogue is not organised in all the countries with official institutions representing workers and employers. Most of the time a dialogue exists concerning social issues but without an institutional framework corresponding to the criteria of the social dialogue. Moreover, the necessity of a regulation at European level is an obvious acknowledgement. In fact, the only regulation existing is the freedom of circulation and concerns particularly the professional football. But, the sport sector is open to Europe: the competition is traditionally open to the continental area. Workers circulation is a habit for some professionals in sport. The final declaration testify the wish of national social partners to get involved in the social dialogue at the European level.

Today, 56 organisations of employees and 22 of employers are identified as taking part of the social dialogue in the sport sector at national level. Most of them are potential members of respectively UNI-EUROPA. and EASE

In all of the targetted countries social partners in (or related to) the sport sector were involved in some kind of social dialogue at a national level; they demonstrated their interest for a European regulation on social issues.

In three (Belgium, Italy and the United Kingdom) of the five target countries initiatives are taken to push the social dialogue forward and contribute to the European social dialogue in the sport sector. Furthermore a list has been made of topics to be discussed and possibly negotiated. (see reports of the

workshop appendix 5) All this implies that everything will be done to develop (a) structure(s) to live up to the criteria of the European Union for a 'social partner' taking part in the European social dialogue;

In five target countries (Belgium, Italy, Germany, United Kingdom and Spain) the organisations taking part in the Round Table/ national meetings expressed their recognition of the other partners;

The Conference showed that about fifteen countries have already or are ready to organise a national social dialogue in the sport sector in a very next future. This implies that it is possible to start a structured social dialogue in the sport sector at the European level in a short time. Concerning the new countries of the EU, they are not ready yet, but some of them may be interested very soon, especially those where the sport represents an economical sector such as the basket-ball in Lithuania (represented at the conference).

Finally we would like to make the following recommendations:

1. The most relevant and important recommendations have been made by the Conference and are listed in the report (Appendix 7). In fact they imply the European social partners structure the European social dialogue sport sector wide.
2. At this moment the number of countries being able to take part in and contribute to the European social dialogue in the sport sector has increased from three (France, Sweden, the Netherlands) to eight (Belgium, Spain, Italy, United Kingdom and Germany). Seven other ancient E.U. countries are closed enough to join the process within the coming year. It is important to extend the number of participating countries to this potential of fifteen. In fact, then it will be possible to apply for the status of a European social dialogue committee.

3. The European social partners should develop themselves in order to improve their representativeness in the countries of the EU. For UNIEUROPA that is to say to develop the sport sector as a new branch of activities. For EASE, it means to have more members.
4. In consultation with representatives of the new countries, actions should be taken to heighten of the interest of the social dialogue in the sport sector at national level. The cration of social partners concernred by the sport sector should be encouraged.
5. It is important to continue to communicate about the social dialogue at the European level. The existing three websites should be maintained and updated continuously; We have probably underestimated the language problem. The social partners in sports have generally little international experience. Communicating in English is not sufficient and we have to make efforts in this direction to mobilize more partners.