



EASE ACTIVITY PLAN 2016

➤ Introduction

Composition of the board:

Karin van Bijsterveld	president
Gladys Bézier	vice president
Petri Heikinnen	treasurer
Annika Eidfelt	general secretary
Christian Pierar	board member
Krisztina Bilitzky	board member

Secretariat EASE:

WOS Netherlands

- René van den Burg
- Ankie Winkelman (until March 2016)
- Marjolijn Spoorenberg (from March 2016)

Financial secretariat EASE:

- Anita Josefsson, Arbetsgivaralliansen Sweden

Support EASE:

- CoSMoS, Emilie Coconnier
- WOS, Lobke Mentrop

➤ In general

- Proposed objectives have to be realistic.
- Each and everyone will have to be prepared to take on responsibility for tasks that will surpass the ones of their own national tasks.
- Therefore it is still important that a professional secretariat will support EASE, as well as in administrative form as in policy form.
- The EASE members will (again) make a financial contribution for the secretariat in 2016.

➤ Future developments EASE

The (financial) situation of EASE is still worrisome due to a lack of new members and therefore lack of income. In the current situation the daily activities can be executed correctly by the (professional) secretariat. However there is no room for new initiatives. There is no clear policy, focus or choices at this point.

The Board and General Assembly decided to make a good analysis of the situation in 2016 through a SWOT analysis, which is made on the basis of interviews (oral, digital) with members and stakeholders. In the SWOT analysis the general demand from Europe will be examined. As a result we will be able to emphasize the added value and importance of the EASE membership. Extended to the analysis, a reorientation of the EASE membership (definition, introductory membership, membership network focused on knowledge, etc.) is conducted including a study on which strategic partners (alliances) are desirable.

For this 'research' a sum of around € 6,000 from the budget is released, to obtain an external investigation/ survey with support from the secretariat (so the costs can be kept as low as possible). All (board)members recognized the importance of further exploration, examination of a strategic direction for the future and agreed. Everyone is in accordance that continuing on the current path is not an option. Completion of research should be in March/April 2016.

EASE ACTIVITY PLAN 2016

➤ Internal organisation

1. Load balancing and process management

In principle 4 conference calls for the board per year and two boardmeetings combined with ESSDC and General assembly. The conference calls will take place 6 weeks prior to the date of the social dialogue. The General Assembly is linked to the Plenary meeting of the social dialogue in November (the day before);

2. Secretariat

Executed by WOS, required hours are calculated in the EASE budget.

Finance by Arbetsgivaralliansen, budget and financial statements are determined in consultation with the treasurer;

3. Dues

The height of the administrative fee is determined based on necessary expenses. In principle, this rate applies to all members on the basis of solidarity.

4. By-laws

The statutes are thoroughly discussed and amended where necessary (based on the survey!). The possibility of new membership will be investigated. (no voting rights, less fee)

5. Produce activityplan 2016 with interim reports.

Objectives 2016	Hours of support secretariat
1. Secretariat will be performed by WOS. 2. Social dialogue will be supported 3. Financial administration is executed by Arbetsgivaralliansen. 4. Hight of administratieve fee will be based on nessessary cost. 5. The bye-laws will be amended.	40 administrative hours 32 Board secretary hours <ul style="list-style-type: none"> ● EASE secretariat ● ESSDC 3 meetings

a. Strenghtening of the EASE organisation

1. Survey future developments EASE, SWOT, added value, membership etc.

2. Have good contacts with our current members, ask what they want, inform them!

3. Looking for Members

Target for the year 2016 is at least three new members. One for not for profit and one for professional sports and one for active leisure. We start with three (more when project EC) focus countries which will be determined later.

4. There may be combinations that occur with the work in the social dialogue or sector skills alliance, but finances are made available for visits to three countries (travel and subsistence for two EASE representatives (Chairman PC and board secretary or another board member).

5. *Strengthen contact with Uni Europa and the European Commission*

The chairman of the EASE board will at least once visit the European Commission in 2015 and in addition the agreements with Uni Europe will be strengthened.

Objectives 2016	Hours of support secretariat
1. Survey future developments EASE 2. Every board member has one or more priority members to have contact. 3. Three new EASE members. 4. Working visits are made and justified.	16 administrative hours 32 board secretary hours

b. EUROPEAN SOCIAL DIALOGUE

This is described in the workplan social dialogue 2016.

The work programme ESSDC is subsumed under the following headings:

European Social Dialogue

- Strengthen the representativeness of the ESSDC
- Deepen coöperation with current observers EuropeActive and EC-OE
- Review of working method

Good Governance

- Elevate the status of the ESSDC as a respected standard for good governance in sport
- Formulate a joint statement on the governance crisis in sport

Health and Safety

- Promotion of Online Interactive Risk Assessment tool (OiRA)

Employability and Skills

- Finalize the joint statement on 'Strengthening Employability in the Sports Sector'
- Potential application to create a Sector Skills Alliance

Follow up of EU initiatives

- Provide feedback to the EU Expert Groups on Good Governance, Match-Fixing, Human Resource Development, and the Economic Dimension of sport (entails a joint statement on protecting minors and the rights of children in sport)
- Follow current policy developments in the field of sport and active leisure

In 2016 the presidency from the social dialogue and the additional sub committees will be performed by **Uni Europa**.

In 2016 3 meetings ESSDC will take place: 5 February, 23 May and 28 November 2016.

Objectives 2016	Hours of support
Preparation, attendance, follow up three ESSDC meetings	24 administrative hours 54 board secretary hours

c. PARTICIPATION IN PROJECTS

1. *project ESSDC 2016-2017*
2. *project sector skills alliance, projects EOSE?*
Support initiatives for the ESSA project.

Objectives 2016	Hours of support
<ol style="list-style-type: none"> 1. Project to support social dialogue is explored and presented as possible. 2. Support national initiatives for ESSC project. 3. New project? 	12 administrative hours 48 project-support hours (preparation, support in the start of the project, the follow up of the project is not included!)

d. COLLABORATIONS

- a. *Uni Europa*
Investing in the quality of coöperation with our employers organisation and taking the lead to effectuate this.
- b. *Partners in sport*
Seek coöperation where possible with other parties that are also working towards professionalisation of employership in sports. For instance EHFA en EC-OE, but also professional football and other new- parties.

Objectives 2016	Hours of support
<ol style="list-style-type: none"> 1. Investing in the quality of coöperation with employers organisations and other alliances. 2. Seek coöperation where possible with other parties that are also striving for professionalisation of employership in sports. 	6 administrative hours 16 board secretary hours

e. COMMUNICATION

a. *Website easesport.eu*

The website is kept up to date.

b. *Newsletter EASE*

Per year at least two digital newsletters will be produced for the EASE members. Special attention what is happening in each country!

Objectives 2016	Support hours
1. Website is kept up to date.	12 administrative hours
2. Two digital newsletters a year.	16 project support hours