



Joint Recommendations on minimum requirements of employment contracts in the sport sector by EASE and EURO-MEI

The European Association of Sport Employers (EASE) and EURO-MEI, the European trade union sectoral body with jurisdiction in sport, mutually recognised one another as social partners for the sport sector, including professional, not-for-profit sport and commercial sports (active leisure), in Arnhem, Netherlands, 8 February 2008.

In London, 8-9 December 2008, the two organisations held a joint conference on the contractual landscape in the sport sector in the European Union with some 45 representatives of European employer and worker organisations and of other stakeholders from the sector. The participants identified good practices in their home countries and proposed a non-exhaustive list of minimum requirements of employment contracts in the sport sector.

Both parties - EURO-MEI and EASE - agree that international conventions (ILO), European and national labour legislation standards apply to the sport sector, as to any other. However, there are certain conditions, which require further articulation for the sport sector and its sub-sectors. Departures from general regulations must be the subject of negotiations and agreements between the representative partners at the national level and of social dialogue between EASE and EURO-MEI at the European level.

EASE and EURO-MEI agreed in London that national level contracts and eventually European level agreements resulting from collective bargaining and social dialogue are of great importance to employers, workers, and the smooth development of the sector in general. Such agreements should be written, in language clearly understood by all parties concerned.

The following conclusions have been drawn at the end of the London conference:

- the aspirations of EASE and EURO-MEI at a European level are:
 - o to recognize the importance of social dialogue,
 - o to support and advise on development of social dialogue at a national and sport specific level,
 - o to share issues and concerns and promote/share good practices (codes of conduct and good governance).
- To do this, they recognize the need to structure their dialogue.
- They are willing to develop social dialogue first on 3 main themes:
 - o contracts,
 - o health and welfare,
 - o education and training (mobility issue).

Minimum requirements of employment contracts in the sport sector include but are not necessarily limited to be:

- Identification of the parties involved, including addresses
- Type of contract
- Law, rules, codes of conducts applicable in the country concerned
- Coverage regardless of status
- Period covered by the agreement, including rules for and/or date of, if any, termination
- Place of work
- Job function
- Salary / Norms of payment
- Working time, holidays, scheduling (work on Sunday)
- Social coverage
- Employer's and employee's signature
- Date of signing of the contract

Specific minimum requirements of professional players' employment contracts should be:

- Image rights and other forms of direct or indirect remuneration
- Short term contract for at least one season except for bona fide medical replacements

EURO-MEI and EASE agree to encourage that these elements be included in national level bargaining (including in new Member States of the EU without such practices as yet) and adopt them as the beginning of social dialogue at the European level once it officially begins. Those minimum requirements are aimed to secure the working relation between employers and employees. It is up to the national social partners to go further by proposing good practices. Social dialogue proposes new governance in the sport sector.

Assuring that everyone working for remuneration in the sector is covered by national and eventually European agreements of some sort including the elements listed above is a high priority and mutual goal of EASE and EURO-MEI.

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The English version is the original.

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