



Guidelines on Health and Safety in the Sport and Active Leisure Sector

*By The European Sectorial Social Dialogue Committee for Sports and Active Leisure
(Test Phase)*

In Brussels on 21st February 2014 during a working group meeting of the European Sectorial Social Dialogue Committee for Sports and Active Leisure (Test Phase), EASE and UNI Europa Sport ("**the Parties**") agreed to provide guidelines on health and safety for social partners in the European sport and active leisure sector.

The guidelines are addressed to national social partners who are called upon to review their practices to ensure they are in line with international and European minimum standards (attached), and negotiate, if necessary (within national laws).

The core purpose of these guidelines on health and safety is to promote minimum standards for the provision of a safe and healthy work environment which is in the interest and is the responsibility of both sport employers and workers.

Both Parties agree that international conventions (ILO), European directives and national labour legislation standards on health and safety apply in general to the sport and active leisure sector, as to any other sector.

EASE and UNI Europa Sport call upon social partners at national level to participate in the European social dialogue and work along these guidelines towards national agreements on health and safety in order to promote the health and safety of all workers in the sector.

The Parties further call upon policy makers to use these guidelines as a reference when working towards developing the European dimension of sport *by protecting the physical and moral integrity of sportsman and women* as Article 165 of the *Treaty on the Functioning of the European Union 2008* stipulates.

In accordance with the *Framework Directive 89/331/EEC on the introduction of measures to encourage improvements in the safety and health of workers at work* both Parties reiterate that "the improvement of workers' safety, hygiene, and health at work is an objective that should not be subordinated to purely economic considerations".

The Parties further underline the importance of *Directive 91/383/EEC supplementing the measures to encourage improvements in the safety and health at work of workers with a fixed-duration employment relationship or a temporary employment relationship* as these types of employment relationships are abundant in the sport sector.

Both Parties recognize that according to Article 5 (1) of Framework Directive 89/331/EEC "the employer shall have a duty to ensure the safety and health of workers in every aspect related to the work" whilst "it shall be the responsibility of each worker to take care as far as possible



of his own safety and health and that of other people affected by his acts or omissions at work in accordance with his training and the instructions given by his employer” (Article 13 (1)).

General duties of employers across all three sub-sectors – not-for-profit sport, professional sport and active leisure – shall include:

- Medical supervision pertaining to the sub-sector
- Review of risks and illnesses specific to each activity
- Evaluation of risks to the safety and health of employees
- Provision of training either general or specific on health and safety issues
- Guaranteeing proper injury management through the provision of (including but not limited to and in line with national law):
 - Risk assessment of the dangers
 - Agreements on the appropriate level of medical expertise required for events
 - First Aid training courses for staff
 - First Aid kits on site
 - Specific injury protocols
 - A referral system with local sports medicine professionals
- Provision and enforcement of health policies and guidelines that must cover but are not limited to:
 - Technology
 - Equipment
 - Sporting venues
 - Working time
 - Playing rules
 - Social relationships and ethics
 - Protection of minors
 - Pregnancy
 - Drugs
 - Infectious diseases
 - Weather conditions
 - Mental health and wellbeing
- Consultation with employees on all questions relating to health and safety at work
- Provision of adequate insurance coverage either collective or individual
- Adjustment of workloads and practice intensities with respect to the worker’s age
- Providing codes of conduct and strong ethical principles to promote a climate of respect, fair play and tolerance.

Duties of employees across all three sub-sectors shall include:

- Taking care as far as possible of their own safety and health and that of other people affected by their acts or omissions



- Acting in accordance with their training as well as with the health policies and guidelines provided by their employers
- Complying with their contractual arrangements as well as national laws with regard to working time, rest and vacation.

Both Parties recognize that the specificity of each sub-sector presents employers and employees with different kinds of risks. Therefore employers' duties vary as does the importance attributed to them across sub-sectors.

Both Parties decided that special emphasis should be put on the following duties:

in the "not-for-profit" sub-sector:

- accepting the responsibility for the health and safety of not only paid staff but also of volunteers within the context of national law and collective labour agreements,
- providing codes of conduct with respect to the protection of minors,
- ensuring that employees / volunteers who work with children are Criminal Record Checked,
- raising awareness about the fact that some volunteers may have the role of employer (i.e. board members of sport organisations);

in the "professional sport" sub-sector:

- assess and agree the need for appropriate medical support at all events for active participants,
- providing medical staff including specialists in sports medicine,
- allowing the employee to exercise his freedom of choice of practitioner coupled with proper communication with the employer's medical staff, which must include a report of the treatment prescribed by the chosen practitioner,
- liaising with sport bodies (federations/institutions) regarding competition, scheduling, rest, injury statistics to improve safety standards including through amendments to sport rules and regulations,
- inclusion of up-to-date specific injury prevention methods into training sessions,
- providing adequate protective equipment,
- ensuring the proper qualification of coaches and that these are regular updated and monitored in accordance with medical developments,
- Providing appropriate support mechanisms to manage stressors on psycho-social well-being (such as job insecurity, injury-related trauma, career transition);

in the "active leisure" sub-sector:

- providing proper maintenance of facilities and equipment,
- providing codes of conduct that promote a climate of respect and tolerance among all stakeholders,



- using equipment that conforms to European safety standards,
- ensuring that nutritional supplements sold at fitness facilities are drug-free.

Conclusion

Sport, by the Council of Europe’s definition, “is aimed at expressing or improving physical fitness and mental-wellbeing”. It is also widely acknowledged as an effective preventive measure against obesity, diabetes, and cardio-vascular diseases. Not to the detriment of these assessments, workers in the sport sector are exposed to greater bodily risks than workers in other sectors while dealing with significant levels of psycho-social stress.

In the light of these facts, these guidelines shall act as a reference for risk assessments, preventive measures, and national agreements between social partners to help protect the safety and health of workers in the sector.

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The English version is the original.

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