

## A EUROPEAN PROJECT FOCUSING ON EMPLOYMENT IN SPORT IN EUROPE

## RATIONALE AND BACKGROUND

New forms of employment are emerging in sport and physical activity all over Europe in response to a growing and everchanging labour market, and the new realities and challenges facing employers in the sector.

Traditional full-time, open-ended contracts with one single employer are becoming less the norm, and we can now see the growth of many diverse employment relationships, including part-time contracts, temporary agency workers, 'employee sharing', casual contracts, portfolio careers and self-employment.

The growth of the sport workforce up to early 2020 already presented challenges in terms of skills demands and flexible working arrangements. The sudden impact of COVID-19 on sport may accelerate these trends. FORMS also provides the opportunity to look at how the pandemic is affecting employment patterns further.



## GOALS

The overall goals of this transnational initiative are to:

- » Carry out a wide **Desk Research** into the emerging forms of employment Europe in sport and related sectors, drawing on the strength of the FORMS networks and the research skills of its partners
- » Produce a **Summary Paper** which will analyse and explain these emerging forms of employment, their link with employment regulations and working conditions, identifying what is changing, the scale of change, the factors which are driving these developments and what good practice looks like
- » Organise a series of **National Consultation Round Tables** on the emerging forms of employment aimed at sport employers and other stakeholders in the five EU member states of the partnership
- » Create a **Compendium of Good Practice and series of recommendation** for sport employers and other stakeholders which will help them introduce and manage emerging forms of employment relationships for the benefit of service users, employees, organisations and education/training providers.

## EXPECTED BENEFITS

FORMS sets out to have the following impacts on the European sport labour market:

- » Improve the sector's understanding of the employment challenges faced by businesses and the potential benefits of greater flexibility of its labour market
- » Provide qualitative information on emerging employment patterns supported by illustrative case studies of good practices
- » Help employers and the workforce evaluate the advantages and disadvantages of different employment relationships and manage these for the benefit of all
- » Promote a flexible and inclusive labour market with concrete job opportunities, clear career pathways / progression and fit-for-purpose educational opportunities appropriate to new working arrangements.

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## THE PARTNERSHIP

FORMS is an ambitious project whose objectives can only be achieved by a strong, effective, authoritative partnership with appropriate expertise in the sport sector in Europe. The partnership comprises a European network, a sport club, two universities, and three employer representatives. The partner organisations are sector stakeholders with the necessary skills, knowledge and understanding of the realities and challenges of the labour market to make the project a success.

The number of formal partners has been limited to create an efficient small collaborative partnership, but many other EOSE members and network contacts will be engaged and consulted each phase of the project.



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France / Europe - Coordinator



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Portugal



**Werkgevers in de Sport (WOS)**  
Netherlands



**International University of Health, Exercise and Sports (LUNEX)**  
Luxembourg



**Kortrijk Spurs**  
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**Sportwerk Vlaanderen**  
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