



**Universidade  
Europeia**

Project name:

**Understanding, Evaluating,  
and Improving Good  
Governance in the  
Employment Relations of  
Athletes in Olympic Sports  
in Europe (EMPLOYS)**

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| <b>Faculty</b>                  | Faculdade de Ciências da Saúde e Desporto   |
| <b>Name of Research Project</b> | Understanding, Evaluating, and Improving Good Governance in the Employment Relations of Athletes in Olympic Sports in Europe (EMPLOYS)  |
| <b>Project Description</b>      | <p>The organisation of work and employment relations is a core issue of social policy, but also touches on fundamental questions of the political and legal order of communities. This field of activity is generally characterised by collective agreements, but also by actions and disputes between employers and employees and their representative bodies. Against the backdrop of the large number of people who are active in sport, in view of the considerable share of sport in the gross domestic product, but also in view of the societal relevance and the dynamics of sport, this research gap marks a central desideratum of both social policy and sports academic research. This is all the more so as just in Europe a share of 800,000 full-time employees in the field of sport is assumed.</p> <p>Especially in view of current changes in Olympic sport, it seems to be of great relevance to fundamentally examine the field of employment relations and representation in this important subdomain of sport. With their demand for a strengthened role and independence from sport federations, Olympic athletes have recently followed demands that have been in the air for several years.</p> <p>The project aims at informing individual athletes about their employment related rights and specific situation. It is expected that athletes will benefit from the outcomes of the project as it gives answers to pressing and important questions for athletes in Olympic sports. The policy recommendations resulting from the project, hence, address the Olympic Movement in a wide sense including all institutions which shape the employment regulations of athletes.</p> |
| <b>Project Aims (150 words)</b> | <p>The main goal of this Collaborative Partnership is to provide evidence based information on employment relations in sport for Sport Governing Bodies, national legislators and the European Union to improve good governance in the employment relations of athletes in Olympic sports in Europe. Firstly, the project aims at understanding the legal and socio-political situation of Olympic athletes in different national contexts of 29 states (EU member states, plus United Kingdom and Norway). Building on this research, the project, then, aims in its second dimension at evaluating the current practices in national and EU contexts on the basis of principles of good</p>   |

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|                             | governance in the employment relations of athletes in Olympic sports in Europe. The final part of the project aims at improving the good governance of the employment relations of Olympic athletes. This refers to the practical, policy-making dimension of the project. On the basis of identified best practice examples, policy-recommendations are formulated. |
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