



DC4AC

dual career for athletes center



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Handbook of policy and advocacy

Gaps and weaknesses in the national public
laws and regulations.

Policy proposal to implement EU Dual Career
Guidelines

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Study on European Guidelines on dual career of athlete's application in partners countries

In order to reach the aim of Work Package 2 (subsection 2.1 – “Gaps and weaknesses in the national public laws and regulations, regarding dual career”), each partner set up an analysis of the national law system regarding sports, as to compare the national situation with each Guideline and identify which areas are regulated by laws and what is still missing.

Below, we will show the commonalities on gaps and weaknesses in the national legislation that partners point out after analysing each section of the European Guidelines on Dual Career of Athletes and comparing it with their current legislation.

European Guidelines, part 1 - Cross-sectoral, inter-ministerial approach at national level

The approach to dual career of elite athletes tend to be one-way: there is little awareness on athletes and sport, in considered countries, and the approach to dual career seems very little in the social plan. Nevertheless, something is moving, thank also to the European projects of the last years. Below, we list the main shared point of attention we collect from each analysis:

- Dual career is not part of the social agenda: in every country, there are no national Guidelines on DC;
- There isn't a specific law that define elite or talented athlete;
- In the countries taken into consideration, cooperation is missing among Ministries, and on governmental level there isn't a supervised coordination of the main entities (sport organization, school system, labour market and health and financial entities), regarding dual career;
- Is lacking a mechanism of remuneration for educational institutions or employers that enrol athletes or create facilitated training courses for athletes.

European Guidelines, part 2 – Sport

The specific organization of sport in each country influences a lot the possibility to develop strategies for dual career of athletes: in some country, there are private High Level Training centres/Sports Academies, and this make the unitary regulation quite difficult; also the widespread of the different sports on national level has an effect on how the sport is managed by Sports Organizations. The main commonalities on this part regards:

- The absence of national agreement on dual career of athletes, that will connect all relevant stakeholders;
- The lack of a shared certification for School, Universities or High-level Training Centres on the issue of dual career (i.e. Athlete-friendly University);
- Dearth of an agreement on the Minimum Quality Framework, regarding the provisions of services on dual career, which would be part of a national qualifications framework for educational institutions;
- The staff who works with athletes is not trained or sensitised to the themes of dual career and don't have any professional competence regarding DC (e.g. in the form of specialized accredited course within further education);
- Specialized professional courses – consultancy for DC in sport are not so widespread;
- Training courses for athletes (focused on self-management, knowledge of their rights and duties in the role of an athlete, healthy lifestyle, personal development, finances management, etc.) in adequate form (for underage athletes in consent with their parents) are not very developed;

European Guidelines, part 3 – Education

Since dual career is left to the autonomy of School systems, a large deficit is evident at educational level. In some country, the attention towards the issue is growing (usually the ones where there are European or national projects on dual career), while in others the situation is more difficult, giving the lack of much institutional support toward the theme. In general, the education part is a growing area of interest in countries. On educational level, we can state that:

- Dual career is still little (or no) integrated at the area of vocational education and training;
- There is little attention to the content of the adapted curriculum for athletes, the use of facilities and supporting services (such as VET), and the specific characteristics of the different types of education. Where present, individual path of education is stipulated between the educational Institution and Federation or athlete;
- Little flexibility at study in terms of adaptation to schedule lectures and completing coursework at all universities and higher education institutions
- Early specialisation sports are still not under consideration of national regulation;

European Guidelines, part 4 - Employment

Regarding the labour market, the situation is quite underdeveloped. Except for some shared programmes for athletes (i.e. Athlete Career Programme, by International Olympic

Committee), in the considered countries the situation about projects for vocational training or work is mainly lacking.

Athletes mainly want to recycle themselves in the field of sport, but many times they cannot find an adequate position in their Federation or Club, and they hardly find an employment outside without a specific training. Moreover, Companies hardly see the skills of athletes as adaptable to the world of work and they hardly allow athletes to work part time or to take vacancies to go to competitions. In many countries, Military is a solution for this problems for athletes. Among the main difficulties, we point out the following:

- There is a general indifference towards the athletes in the labour market: there are no national accord regarding this theme, to protect athletes that terminate their career;
- The cooperation between key players in the field of sports (Sports Organizations, Clubs, Federations or Olympic Committee) and Companies is very feeble, and if present it is mediated by Associations of athletes;
- Cooperation among sport and Chamber of Commerce need to be established and regimented;

European Guidelines, part 5 - Health

Health of athletes is mainly managed by their Federation/Club or Sport Organization, that can organize education courses about healthy living after retirement or during athletic career. In general, this is a very underdeveloped area, because it's mainly managed only during the athletic career. New state that:

- There is very little awareness about the importance of medical and psychological assistance or prevention programs for athletes in the field of life skills, injury prevention, healthy living and similar aids;
- No law about health of athletes is present;
- There isn't a shared agreement about medical, psychological and nutrition awareness;
- Insurance provisions undergo the same system of insurance of normal people, but specific insurance protection measures are necessary to provide employers, athletes, workers and retired athletes with added protection regarding sport related injuries.

European Guidelines, part 5 - Finance

Together with health, this part of Guidelines is the lowest developed: there isn't any law that determine the necessity to support the dual career of athletes with financial incentives, and each Institution act as preferred. Universities are the most active in this issue, and

some of them provides some scholarships for worthy elite athletes, but it lacks a uniform approach or recognition to this aspect.

- There are very poor financial incentives for athletes: only in Universities there are some scholarships, but no national financial support for retired athletes;

The following two parts of the European Guidelines regards mainly the European approach to dual career, and what European institutions have to do regarding this theme.

European Guidelines, part 6 – Quality framework

Actually, it exists only a few documents that state the main quality framework for services of dual career of elite athletes, edited by European Union. This does not mean that those documents are used within the European state members:

- We don't find a uniform regulation for programmes of international mobilities for athletes, that can support their mobility to study or train;
- We cannot find a label for dual careers services providers;
- There is not a uniform way of control of the infrastructures that provides services for dual careers;

European Guidelines, part 7 - Research, monitoring and evaluation

- There is still little presence of associations of players and athletes in member states and, if present, they are only of professional sports;
- Key actors on the field of a dual career are not efficiently connected, both at national or international level;

Conclusions

In Figure 1, we summarize the state of art of laws and regulation on dual career in partner's States. As we show there, the current application of EU Guidelines in partner's country is still limited.

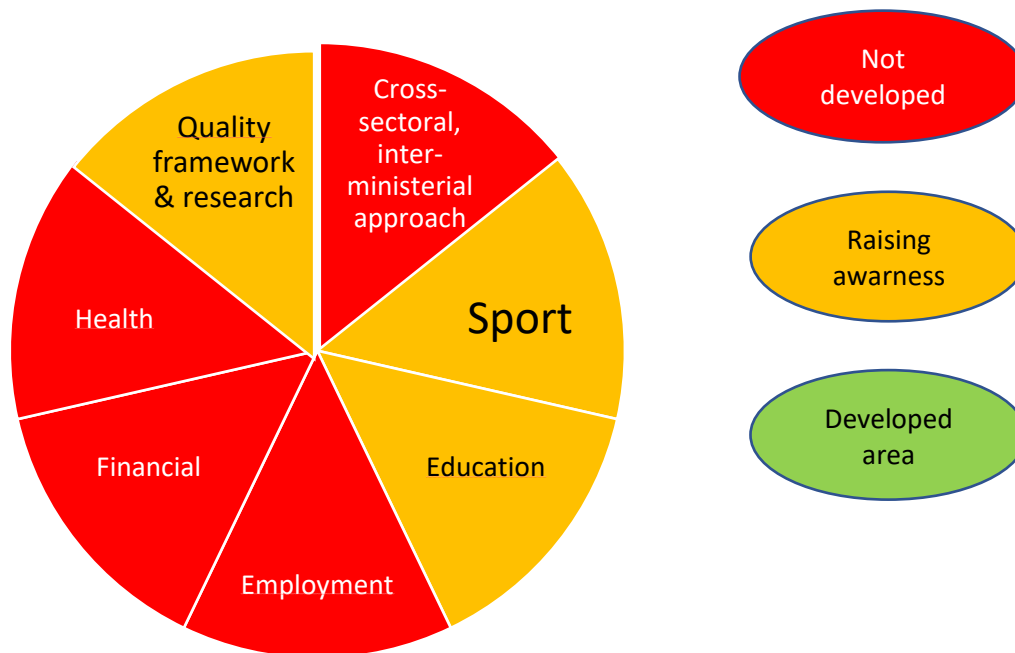


Figure 1 – The situation about dual career guidelines application in partners' countries. Source: our elaboration

The areas where awareness is growing are: sport system, school system and quality framework and research, while in the other four parts a lot of progresses must be done. Any of the areas taken into consideration can be considered well developed.

Policy proposal to implement European Guidelines on Dual career of elite athletes

Given the reported analysis of gaps and weaknesses in the national regulations, made by Partners of DC4AC Projects, we can now do some proposal to implement the European Guidelines on dual career of elite athletes.

European Guidelines, part 1 - Cross-sectoral, inter-ministerial approach at national level

Social partners should include dual career on the agenda of the social dialogue (e.g. the setting up of a collective bargaining agreement for athletes, which would apply to all sports).

Moreover, they have to nominate a government authority, able to initiate the dialog amongst sectors - sport, education, health, job market - and to correlate actions toward implementing DC policies.

There should be established a national strategy for a dual career, which will:

- be aligned with the EU Guidelines for dual career;
- consider the specificity of the national sport, education system and cultural diversity;
- integrate and coordinate all key stakeholders from the field of dual career.

There is a urgent need of a law about elite/talented and professional athlete, and formal agreements between sport clubs and/or federations to sustain the DC of athletes as employees. Where appropriate, such agreements could involve specific reward mechanisms, such as incentives for educational institutions or employers to recruit dual career athletes.

European Guidelines, part 2 – Sport

The main need regards the raising awareness on dual career in coaches training programs during education courses to become trainers, the establishment of agreement with school and labour market, that facilitates education or vocational training.

European Guidelines, part 3 – Education

There is a huge need for an agreement on basic educational path for athletes, unique for all High School and to define the formal, informal and non-formal skills athletes develop in sport (EQM).

In the case of young athletes, mainly in early specialization sports, sport and educational institutions should demand a protection and safeguard of the physical and mental development of young athletes, preferably in close cooperation with local clubs and with a transparent monitoring system.

VET adopting clear legislation related to E-learning and distance education, in order to be widely used, especially in the case for athletes. Encouragement of unified VLE for all the learning and educational institutions.

Improvement of cooperation between secondary schools and sports clubs and associations is necessary. Rising awareness among teachers/university professors regarding the needs of students-athletes and about the dual career concept in order to improve conditions for educational process is mandatory.

Within a coherent system of financial support for athletes, sports and educational authorities should cooperate with private companies in order to develop a specific dual career scholarship programme for the educational stage.

At the level of secondary education, it is necessary to:

- increase the number of sport departments;
- introduce flexibility of final exams;
- financial evaluation of teachers who implement distance learning.

Facilities for athletes at University regards the introduction of more flexibility at university level (e.g. adaptation of schedule), the possibility to extend the duration of study for student-athletes and tutorship programs.

Universities must accept codes of “athlete’s friendly University” and must be encouraged to invest in sports’ infrastructure.

There is also a need for an agreement on vocational training for athletes, expanding and regulating cooperation between sports organizations and vocational and educational training institutions

Introduction of dual career concept in vocational education and training by inclusion of specific arrangements:

- flexibility;
- adapted curriculum;
- distance learning;
- supplementary tutoring;
- extension of education process.

Create a special network of experts on DC from among:

- coaches and special tutors at sport unions, in departmental sport centres
- professionals from organizations representing athletes
- educational and occupational consultants in schools
- sport psychologists
- university experts dealing with study affairs
- private counsellors.

European Guidelines, part 4 - Employment

We recommend a sustained dialogue with private owned companies, international companies and an awareness campaign oriented to the creation of appropriate jobs for retired athletes.

It is necessary the introduction of employment in public administration for a certain period after the end of athlete's sporting careers (soft landing), and provide athletes with consultancy in starting their business, offer them a simple access to qualification in sport based on their experience.

It could be important the introduction of specific reward mechanisms (e.g. lower rate of taxation) for the promotion of employment among athletes with special attention to female elite athletes and elite athletes with disabilities.

Moreover, it's important to increase the number of scholarships for athletes who successfully coordinate education and sports activities by involvement of companies from private sector.

Ensure specific measures in employeers (financial compensations during international competitions, camps, etc.) as part of an agreement on collective bargaining for professional coaches

European Guidelines, part 5 – Health and part 6 - Finance

It's essential to put a strong accent on programmes about nutrition, as well as recovery after injuries and accidents.

It's necessary to get a better communication between the health care system of athletes, the sport federations, technical teams supporting top athletes, sport governing bodies (Sport Ministry, Olympic Committee) with the respect of private data and private live.

There is an indispensable need to support the work of Athlete's Association in raising awareness on work, financial and health themes within athletes.

Ensure that public health bodies and private insurance providers offer complementary insurance protection in relation to injuries and health damages to working athletes and retired athletes.

Professional athletes should have a possibility to prepay pension programmes with tax adjustment and later after the termination of their sport career use the finances for educational programmes or business start.

Government should create the scheme of financing social provision and retirement already during the sport career of athletes, which would compensate for the years spent during sport career, when athletes did not get any pension allowances.

European Guidelines, part 6 – Quality framework

There is no systematic quality framework in place in neither of the project countries.

The potential of a quality framework relies on the possibility:

- to enable organisations to conduct self-assessments of their “DC-friendliness”;
- to provide a support tool for new arrangements for Dual Careers;
- to provide a support tool for the advancement of existing arrangements for DC;
- to provide a data-based long-term monitoring tool.

It is also necessary to set up a system of evaluating the coherence of the implemented policies at national level. The system could take into consideration

- the number of athletes at studies,
- their sporting achievements and
- their academic achievements.

Both the general education and higher education quality assurance system could provide the transparent and documented path of elite athletes as student of primary, secondary and tertiary education, all the special benefits and flexibility that is necessary for matching the daily sport practice and schooling.

European Guidelines, part 7 - Research, monitoring and evaluation

It's necessary a programme of evaluation of efficacy of projects and programmes on DC throughout Europe.

It's necessary to set up a National Commission/Centre/Network between all the stakeholders and Institutions, involved in DC, to work in synergy (evaluation, monitoring, awareness programs)

Annex: Xcel template for collecting data from project partners on:

- National compliance of DC systems with EU Guidelines
- Gaps and weaknesses in the national public law and regulations
- Policy proposal to implement Dual Career Guidelines

1							
2	Actual situation of the national compliance of dual career system with the EU Guidelines on Dual Career of Athletes. Gaps and weaknesses. Policy proposals						
3	EU Guidelines on Dual Career of Athletes - ENG	EU Guidelines on Dual Career of Athletes - HUN (or RO/etc)	WP1.3 - National Situation	WP1.3 - National Situation	WP2.1 - Gaps and weaknesses in natl public laws/reg	WP2.3 Policy proposals on DC in sport to improve the effectiveness of the natl legal framework+	WP2.3 Policy proposals on DC in sport to improve the effectiveness of the natl legal framework+
4		In Hungarian	In Hungarian	In English	In Hungarian	In Hungarian	In English
5	2.1 Need for a cross-sectoral, inter-ministerial approach at national level	2.1 Szektorokon átvéelő, minisztériumok együttműködését igénylő nemzeti szintű megközelítés szükséges	2.1 Szektorokon átvéelő, minisztériumok együttműködését igénylő nemzeti szintű megközelítés szükséges	2.1 Need for a cross-sectoral, inter-ministerial approach at national level		2.1 Szektorokon átvéelő, minisztériumok együttműködését igénylő nemzeti szintű megközelítés szükséges	2.1 Need for a cross-sectoral, inter-ministerial approach at national level
6	Guideline 1 – Talented and elite athletes in amateur and professional sports, including athletes with a disability as well as retired athletes, should be recognised as a specific population group in the relevant policy areas. This status should be:	1. Iránymutatás – A releváns cselekvési területeknek a sportolókat a népesség egy speciális csoportjának kell, hogy elismerjék. Sportolók alatt értendők e tekintetben a tehetséges fiatal és már élsportolók, akár	Hazánkban a Kormány által deklaráltan sport egy stratégiai ágazat. A nemzet-közi szinten sikeres sportolókat (épek és fogyatékkal élők egyaránt) nemzeti szinten elindított programok támogatják (lásd. e Tanulmány 2.2.1.			Szükségesnek látszik az egyes szektorok és különböző ágazati, de a kettős karrier területen érintett minisztériumok közötti egyeztetés a jelenleg két szervezetten működő támogatási program kiszélesítésére. Megfelelő tájékoztatás útján fel kell	
7	Guideline 2 – Public authorities responsible for policy domains involved in the provision of sport, education, training, social and financial support and employment should consider the establishment of	2. Iránymutatás – A sportért, az oktatásért, a képzésért, a társadalmi és a pénzügyi támogatásért, valamint a munkaügyért felelős közhivataloknak - amelyek feladata politikai cselekvési tervek készítése	Hazánkban jelenleg nincsenek az iránymutatásban jelzett együttműködések.			Társadalmi munkacsoport megalakítása szükséges a szektorok közötti működési mechanizmusok egyeztetésére. Egy elkészített és működőképes rendszer lehet képes a kettős karrier	
8	Guideline 3 – Authorities responsible for the implementation of dual careers should develop national guidelines for dual careers taking into account the EU Guidelines on	3. Iránymutatás – A kettős karrierre lementációjaért felelős hivataloknak nemzeti kettős karrier iránymutatásokat kell kidolgozniuk, figyelembe véve az Európai Unió	Hazánkban jelenleg két különböző szervezet (állami és civil) koordinálja a Tanulmány 2.2.1-es fejezetében bemutatott kettős karrier programokat.			A jelenleg működő kettős karrier rendszerek közötti szorosabb koordinációra és azok egy kézben tartása szükséges a jó átláthatóság és hatékony működés érdekében.	
9	2.2 Sport	2.2 Sport	2.2 Sport	2.2 Sport	2.2 Sport	2.2 Sport	2.2 Sport
10	Guideline 4 – Public and private sports authorities should support the implementation of dual careers of different types of athletes in the activities of national/regional sports organisations through formal agree-	4. Iránymutatás – A köz és magán sportszervezeteknek támogatniuk kell a különböző típusú sportolók kettős karrierjének megvalósulását a nemzeti/regionális sportszervezetekben. Ez történhet	Jelenleg csak nemzeti szinten valósul meg - az is csak részben - a hazai kettős karrier rendszer támogatása a Tanulmány 2.2.1. fejezetében leírtaknak megfelelően.			1. Regionális szinten szükséges egy működőképes rendszer és stratégia kidolgozása, amely magában foglalja a formális megállapodások mintáit és a helyi támogatók számára igénybe vehető kedvezményeket is,	
11	Guideline 5 – Responsible sports authorities should recognise sport academies and high performance training centres as part of a coherent system of provisions for dual career athletes, including student athletes	5. Iránymutatás – A releváns sportért felelős hivataloknak el kell ismerniük a sportakadémiákat és az élsportolói edzőközpontokat a kettős karriert építő sportolók koherens rendszerének részeként, ideértve a	Regionális szinten nincsen kapacitása, sem tudása, sem pedig pénzügyi forrása a sportszervezeteknek a támogatások szerveztetésére.			Gyakorlatban működő elveket kellene rögzíteni eljárások formájában, melyek alkalmazását javasolt monitorozni a sport kormányzati és nem-állami szervezetinek megállapodása	
	Guideline 6 – Sport academies and high-performance training centres should only be recognised and supported by public and private	6. Iránymutatás – A sportakadémiák és az élsportolói edzőközpontok csak akkor részesüljenek a köz és a magán sportszervezetek elismerésében	Ezen iránymutatásnak a hazánkban működő sportakadémiák eleget tesznek.				