

Decent Work Agenda in the World of Sport

Sport is considered to be an important form of recreation and a means to promote peace, human health, development and decent work. It is practiced by millions of amateur and professional athletes worldwide. Since the mid-twentieth century, professional sports have become a major industry, providing employment to millions connected to the sector. One recent market study estimates the value of the global sports market at US\$614 billion, excluding sports equipment manufacture. In recent years, the human rights and labour dimensions surrounding sporting events, in particular mega-sporting events, have attracted considerable attention. This work has focused mainly on issues regarding the construction of sports venues, the manufacture of sports equipment and the impact of sports events on local communities. At the same time, attention has been drawn to the human and labour rights of the athletes who compete in professional sporting events. This paper deals with the specific issue of employment and the working conditions of athletes engaged in sport at the professional level. A professional athlete is defined as an athlete who gains income through competitive sport and whose activities are controlled by a sports organization, such as a club or federation. This definition includes (a) athletes whose only professional activity is sport, either as employees or as contract players of sports clubs; and (b) athletes who may have other jobs but who spend significant time training and competing in sports competitions from which they derive income, such as athletes in some Olympic disciplines. The Forum does not consider the specific cases of student or military athletes, who compete within the frameworks of their institutions; nor does it cover referees, coaches, volunteers and other support personnel. The paper also does not cover amateur athletes who compete on a purely recreational level. Included in the scope of this forum are all types of sports, including team and individual sports, Olympic and traditional sports (e.g. Gaelic sports) and combat sports, as well as special categories of sport such as the Paralympics. Emerging sport types, such as e-sports and extreme sports, are not covered, although many of the trends identified in this paper pertain to these sports as well. Sport has long had a specificity which has afforded it legal space within the bounds of civil and labour law. In Europe in the nineteenth century, democratic movements sprung in part from gymnastic societies that promoted freedom of association and expression. Indeed, in sports circles, the term “freedom of association” is often understood as the right of sports associations to organize sporting activities independently of government interference.

Objective(s):	Decent Work agenda in sports
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	<ul style="list-style-type: none"> • Athletes 	<ul style="list-style-type: none"> •
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	<ul style="list-style-type: none"> • Research development, data collection and/or data dissemination on a) the working conditions of athletes; b) cases of labour rights breaches in sport c) social protection in sport; d) representation in sport for the athletes. 	<ul style="list-style-type: none"> • International labour standards implemented in sports
	<ul style="list-style-type: none"> • Tripartite social dialogue and collective bargaining 	<ul style="list-style-type: none"> • Strengthened global framework on decent work in sports
	<ul style="list-style-type: none"> • Policy development for mainstreaming decent work in sports 	<ul style="list-style-type: none"> • Resource mobilization, programming and implementation as required
	<ul style="list-style-type: none"> • Research, monitoring and evaluation (RBM based) 	<ul style="list-style-type: none"> • Other (please specify)
Implementation mechanisms:	<p>Dialogues, research and data gathering, advisory services, meetings and seminars</p> <p>Awareness raised on the working conditions of athletes</p> <p>3 to 5 years first phase and long term on the all other areas as indicated above</p>	
Target Audience(s):	<p>Athletes and sport bodies</p> <p>Workers and employers organizations</p>	
Partners/Funding:	<p>ILO</p> <p>Member States of the ILO</p> <p>ITUC- UNI and WPA</p>	

	<p>IOE Sport bodies (IOC,GAISF,UCI,WT,FIBA, RUGBY; UEFA, FIFA)</p> <p>ILO Budget</p>
<p>SDG Alignment:</p>	<p>SDG 8</p> <p>The ILO organized a Global Forum on Decent Work in Sport in January 2020 (postponed from December 2019) aimed at addressing decent work in sport with particular focus on athletes.</p> <p>The forum was the first of the kind. The 150 participants from ILO Members States, Workers and Employers Representatives and sport bodies agreed on points for consensus.</p> <p>They focus on areas related to current practices in advancing decent work in sport in particular: a) personal development and skills for the athletes; b) social protection for athletes; c) social dialogue and collective bargaining; d) freedom from all forms of violence and harassment by including spectators; e) special protection for children and athletes from abuses and injuries; e) equal opportunities.</p>
<p>Alignment with global frameworks:</p>	<p>This initiative is aligned with to the objectives of the Kazan Action Plan.</p>

Alignment with United Nations Action Plan on SDP:	Action Plan 2 and 4
Outcomes:	More athletes aware of their rights and able to represent in relevant forms of organized bodies able to negotiate with sport entities (private and public) and federations.
Mechanism for monitoring and evaluating implementation:	RBM and outcome oriented based management. SDG indicators will frame and guide such initiative
Challenges/Lessons learned	To date only USA and Europe are mostly using social dialogue and collective bargaining to defend athlete's rights. The status of amateur athletes is limiting the progress towards a homogeneous perspective on advancing decent work in sports for the athletes.