

A EUROPEAN PROJECT ON **IMPROVING EMPLOYABILITY IN SPORT THROUGH NEW FORMS OF EMPLOYMENT**

RATIONALE & BACKGROUND

As European sport evolves, it increasingly needs a highly skilled, inclusive and professional workforce. But recruiting and keeping people with the right skills is a massive challenge. Skills shortages, especially after COVID, are prevalent, and sport has very high levels of part-time and self-employed workers; young people tend to leave the sector early, and many countries have a large undeclared workforce.

Factors such as seasonal work, short-term contracts offered by different employers plus unsocial hours make it hard for people to build rewarding lifetime careers in sport. Research shows that traditional employment practices based on the one-to-one/employer-employee relationship do not help. New and more flexible forms of employment, such as employee sharing, interim management, platform work and ICT-based mobile work, could provide some of the answers.

GOALS

The overall goals of this transnational initiative are to:

- + **Produce** a European research report which thoroughly examines the employment challenges facing sport, the impact of traditional employment practices on recruitment and retention and the potential of new forms of employment to address these issues.
- + **Formulate**, consult on and disseminate policy recommendations for decision makers at European, national, regional and local levels on new forms of employment and how they can help to address recruitment and retention whilst protecting workers' rights and social inclusion.
- + **Create** practical 'roadmaps' for employers, employees and the self-employed so that they can better understand new forms of employment and use them for the benefit of all.
- + **Create** an online digital toolkit which can guide organisations and individuals through adopting new forms of employment, supported by good practice case studies.
- + **Design** and test an online capacity-building course for staff who want to become experts in new forms of employment.
- + **Organise** the first ever European Conference on New Forms of Employment in Sport targeted at influential sport sector stakeholders to review the project's outputs and make recommendations for sustainability.

EXPECTED BENEFITS

IN-FORMS sets out to have the following impacts:

- + **Improve** the sector's understanding of new forms of employment and their potential to address employers' workforce challenges and offer more rewarding and longer-term career opportunities for employees and the self-employed.
- + **Help** policy and decision makers at EU, national, regional and local levels to evaluate the potential benefits and risks of new forms of employment, adapt their policies accordingly and, if necessary, address legal and regulatory obstacles.
- + **Assist** employers, employees and the self-employed to engage with new forms of employment effectively, fairly and ethically through the provision of practical, easily available resources and expert support.
- + **Stimulate** the development of a more stable, secure, legally employed and professional sport labour force which can respond flexibly to the needs of the rapidly evolving needs of the sector.

THE PARTNERSHIP

Coordinated by the European Observatoire of Sport and Employment (EOSE), IN-FORMS brings together 12 stakeholders from employers' organisations, federations, a government ministry, research institutes and universities across 10 countries to make the project's planned aims, objectives and activities a reality and with the networks to promote innovation at all levels.



European Observatoire of Sport and Employment (EOSE)
France, Europe - Coordinator



Fédération Nationale Profession Sport et Loisirs (FNPSL)
France



Sportwerk Vlaanderen
Belgium



LUNEX
Luxembourg



Werkgevers in de Sport
Netherlands



Polytechnic Institute of Santarém / Sport Sciences School of Rio Maior (ESDRM) - Portugal



HELLENIC REPUBLIC
Ministry of Education, Religious Affairs and Sports
General Secretariat of Sports



Arbetsgivaralliansen
Sweden



Sport Institute-National Research Institute - Poland



Portuguese Swimming Federation
Portugal



Romanian Football Federation
Romania



Institute of Sports Research / Sports University of Tirana - Albania

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