



european association of sport employers

## **EASE WORKING PLAN 2015**

### **Introduction**

November 2014 a new EASE board was chosen by the General Assembly en the tasks have been re-assigned. With new energy the boardmembers will take on their tasks in the knowledge that the organisation is still young, small and vulnerable. The main objective in 2015 is to proceed with the Social Dialogue.

Proposed objectives have to be realistic. Each and everyone will have to be prepared to take on responsibility for tasks that will surpass the ones of their own national tasks. Therefore it is important that a professional secretariat will support EASE, as well as in administrative form as in policy form. The EASE members will make a financial contribution for the secretariat.

### **WORKING PLAN**

#### **a. Internal organisation**

##### *1. Load balancing and process management*

In principle, four conference calls for the board per year and one boardmeeting combined with ESSDC and General assembly. The conference calls will take place 6 weeks prior to the date of the social dialogue. The General Assembly is linked to the Plenary meeting of the social dialogue in November (the day before);

##### *2. Secretariat*

Executed by WOS, required hours are calculated in the EASE budget. The secretariat of the Social Dialogue will also be performed by the secretariat;

##### *3. Finance*

Implementation by Arbetsgivaralliansen, budget and financial statements are determined in consultation with the treasurer;

##### *4. Dues*

The height of the administrative fee is determined based on necessary expenses. In principle, this rate applies to all members on the basis of solidarity.

##### *5. By-laws*

The statutes are thoroughly discussed and amended where necessary. The possibility of candidate members will be investigated. (no voting rights, less fee)

6. Produce activityplan 2015 with interim reports.

### **Objectives 2015**

1. Secretariat will be performed by WOS.
2. Secretariat Sociale dialoog is executed.
3. Financial administration is executed by Arbetsgivaralliansen.
4. Hight of administratieve fee will be based on nessessary cost.
5. The bye-laws will be amended.

## **b. Strengthening of the EASE organisation**

1. Have good contacts with our current members, ask what they want, inform them!

### *2. Looking for Members*

Target for the year 2015 is bringing in three new members. One for not for profit and one for professional sports and one for active leisure. We start from three (more when project EC) focus countries;

3. Target countries are: To be decided;

4. There maybe combinations that occur with the work in the social dialogue, but finances are made available for visits to five countries (travel and subsistence for two EASE representatives (Chairman PC and board secretary or another board member);

### *5. Strengthen contact Uni Europe and European Commission*

The chairman of the EASE board will at least once visit the European Commission in 2015 and in addition the agreements with Uni Europe will be strengthened.

#### **Objectives 2015**

1. Every board member has one or more priority members to have contact.
2. Three new EASE members.
3. Working visits are made and justified.
4. Visit to the EC (Sport Unit and DC Employment) and Uni Europa by the chairman (and board secretariat).

## **c. EUROPEAN SOCIAL DIALOGUE**

This is described in detail in the workplan social dialogue 2015. This plan contains the effects in relation to the EASE working plan.

The presidency from the social dialogue and the additional sub committees will be performed by EASE in 2015. In this regard secretarial support and process management is needed before, during and after the meeting. In 2015 3 meetings ESSDC will take place. (*see appendix ? is deadlines ESSDC erin met data*)

#### **Objectives 2015**

1. Chair social dialogue is conducted including sub committees.
2. Secretarial support and process support.
3. Material support and implementation is delivered.

## **d. PARTICIPATION IN PROJECTS**

### *1. project Sociale dialoog*

To be submitted by EASE and Uni Europa, still to be filled in;

### *2. projects EOSE*

Where possible, we support national initiatives for the ESSC project. Pending project applications in 2015 (2016).

### *3. Project Risk Assessment OiRA*

The planning for 2015 in three steering group meetins (one day meetings). Project support EASE in steering group. Lobke Mentrop, Annika Eidfelt (or Love Lind) and Chritian Pierar will be representating not-for-profit, professional sport and active leisure.

#### **Objectives 2015**

1. Application project to support social dialogue is explored and presented as possible.
2. Where possible, we support national initiatives for ESSC project.
3. European Risk Assessment for Sportsector (end 2015).

**e. COLLABORATIONS**

*a. Uni Europa*

Investing in the quality of coöperation with our employers organisation and taking the lead to effectuate this.

*b. Partners in sport*

Seek coöperation where possible with other parties that are also working towards professionalition of employership in sports. For instance EHFA en EC-OE, but also professional football and other –new- parties.

*c. European Commission expert groups*

EASE asked for participation in expert groups HRM and Matsch Fixing. Decision about EASE participation will be made by the European Commission in March 2015.

**Objectives 2015**

1. Investing in the quality of coöperation with the employers organisations and taking the lead.
2. Seek coöperation where possible with other parties that are also striving for professionalition of employership in sports.
3. Participation in expertgroups HRM and Match Fixing.

**f. COMMUNICATION**

*a. Website easesport.eu*

The website is kept up to date.

*b. Newsletter EASE*

Per year two digital newsletters will be produced for the EASE members. Special attention what is happening in each country!

*c. Network meeting*

A substantive conference will be held linked to another event, if possible on a project of Social Dialogue, otherwise in combination with an event regarding ESSC. It has to be a networkmeeting

**Objectives 2015**

1. Website is kept up to date.
2. Two digital newsletters a year.
3. A substantive conference will be held linked to another event.