

**SURVEY**  
**ON THE WORKING CONDITIONS**  
**OF PROFESSIONAL SPORTS PLAYERS**  
**IN EUROPE**  
**VS/2011/0178**



Funded by a grant from the European Commission  
DG Employment, Social Affairs and Equal Opportunities  
Industrial Relations and Social Dialogue  
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*Dear Athletes,*

*This survey on the working conditions of professional athletes in Europe will help the entire sporting community - teams, players, federations, agents, national governmental institutions and European institutions – better understand the current conditions under which professional sports people are employed, and where, if necessary, improvements are needed.*

*This survey is being undertaken by UNI Europa - a European trade union federation - and EU Athletes – The European Elite Athletes Association- an independent federation of player associations representing over 25,000 professional athletes across Europe, with the financial support from the European Commission, under the project “FOCUS ON ATHLETES”.*

*This study represents the first such investigation into the terms and working conditions of professional sports people and the largest to date. In 2008 the European Basketball Players Association carried out a similar study and the information from individual players greatly enhanced the knowledge of the sports sector among national associations, government and European institutions. It also highlighted the difficulties and challenging working conditions many of our affiliates' members are employed under. This new study will widen the scope of its investigations and examine the employment and working conditions in the basketball, handball, rugby and ice hockey professions.*

*The data received by completing this survey will remain anonymous and will not be disclosed on an individual basis. However the overall picture of the employment and working conditions obtained through this survey will enable national associations and governments to address some of negative conditions under which professional sportspeople operate.*

*With the future two years test phase for the European social dialogue in the sport sector, this survey will help us to provide to the stakeholders relevant information regarding the improvement of the working condition in professional sports in Europe.*

*With the expansion of the European Union, it is clear that more information is needed about the conditions of players in countries where no players association exists. It is also clear that, in order to make a comparison, information is needed about the current working conditions in countries with long established associations.*

*Thank you for your participation!*

*Jean-François REYMOND*

*General Secretary of EU Athletes*

The survey contains 90 simple questions (48 of which are of „YES or NO” type), hence providing answers should not take you long.

When you are ready, please submit the survey to the following e-mail: [sports@syndex.org.uk](mailto:sports@syndex.org.uk)

## TEAM INFORMATION

01.	Sport:		
02.	Name of your league:		
03.	Team name:		
04.	Did you play for your country's national team last season?	YES	NO

## PERSONAL INFORMATION

05.	Gender:		
06.	How old are you?		
07.	Are you married?	YES	NO
08.	Do you have children?	YES	NO
09.	If so, how many?		
10.	What is your nationality?		
11.	Do you speak the local language?	YES	NO
12.	Please rate your ability to speak the local language on a scale of 1-10		
	<i>Not able to speak 1 2 3 4 5 6 7 8 9 10 Native Speaker</i>		
13.	How old were you when were first paid for playing your main sport?		

## CAREER

14.	How many years have you played your main sport professionally?		
15.	How many seasons have you played for your current team?		
16.	What age do you expect to be when you stop playing professionally?		
17.	How many different teams have you played for during your career?		

## CONTRACT

18.	Do you have any other paid employment?	YES	NO
19.	Do you have an agent?	YES	NO
20.	Is he/she paid by you or the team?		
21.	Do you have a contract with your team?	YES	NO
22.	Does your team pay your taxes or do you?		
23.	What is your monthly total compensation (in Euros)?		

## CONTRACT (CONTINUED)

24.	Are you paid on time or are payments sometimes late?		
25.	Are you provided with accommodation as part of your compensation?	YES	NO
26.	If yes, please rate your satisfaction with your accommodation on a scale of 1-10?		
	<i>not at all satisfied</i> 1 2 3 4 5 6 7 8 9 10 <i>very satisfied</i>		
27.	Do you have a separate contract for your image rights?	YES	NO
28.	Do you receive the use of a car as part of your compensation?	YES	NO
29.	Do you have a private pension?	YES	NO
30.	Do you contribute to the pension?	YES	NO

## EDUCATION

31.	Were you ever a student and a professional player at the same time?	YES	NO
32.	What level of education have you completed?		
33.	Are you aware of the available educational programs after your career in your main sport?	YES	NO
34.	Has your employer ever allowed you to participate in training programs for work other than as a professional player of your main sport?	YES	NO
35.	If yes, who paid for these courses?		

## HEALTH AND SAFETY

36.	Do you feel your health or safety is at risk due to your work?	YES	NO
37.	If yes, how does your work affect your health?		
	<i>hearing problems</i> <i>backache</i> <i>headaches</i>		
	<i>muscular pains</i> <i>injuries</i> <i>stress</i>		
	<i>overall fatigue</i> <i>sleeping problems</i>		
	<i>other:</i>		
38.	How many days of work have you missed in the last year due to illness or injury?		
	<i>Illness</i> <i>Injury</i>		
39.	Please list injuries or illnesses that you have suffered throughout your career:		
40.	Were you satisfied with the level of support you received from the team's doctors and therapists?	YES	NO

## HEALTH AND SAFETY (CONTINUED)

41.	If not, what was the problem?		
<input type="text"/>			
42.	Has an injury ever kept you from playing for more than 6 weeks?	YES	NO
43.	Do you have an insurance policy against a career ending injury?	YES	NO
44.	Does your team have a full time physiotherapist?	YES	NO
45.	If yes, then do they:		
46.	Do you have adequate access to therapeutic support (tape, ice, massages, etc.)?	YES	NO
47.	If not, what is missing?		
<input type="text"/>			
48.	Is playing your main sport professionally a stressful job? Please rate on a scale of 1-10:		
<p style="text-align: center;"><i>not stressful</i>   1   2   3   4   5   6   7   8   9   10   <i>stressful</i></p>			

## DOPING

49.	Have you ever been tested for doping?	YES	NO
50.	If yes, have any of these doping controls taken place outside of the workplace?	YES	NO
51.	If yes, how many doping controls have you undergone in the last year?		
52.	Do you feel that this is an invasion of your privacy?	YES	NO
53.	The WADA Athletes Commission gives advice to WADA on anti doping issues. Can you name one or more of its members?		
<input type="text"/>			
54.	Do you feel doping is a problem in your professional sport?	YES	NO
55.	Would you want your personal information transferred to countries with lower data protection standards than the EU?	YES	NO
56.	Do you think that anti-doping rules should respect the law (including human rights conventions)?	YES	NO

## CONDITIONS

57.	How satisfied are you with your team's practice facilities on a scale of 1-10?		
<p style="text-align: center;"><i>unsatisfied</i>   1   2   3   4   5   6   7   8   9   10   <i>satisfied</i></p>			

CONDITIONS (CONTINUED)

58.	How satisfied are you with your club's weight lifting facilities on a scale of 1-10?		
		<i>unsatisfied 1 2 3 4 5 6 7 8 9 10 satisfied</i>	
59.	How satisfied are you with the quality of your league's refereeing on a scale of 1-10?		
		<i>unsatisfied 1 2 3 4 5 6 7 8 9 10 satisfied</i>	
60.	If you are unsatisfied, what specific area or situation could the referees improve?		
61.	Is there a players association in your country?	YES	NO
62.	Are you a member of the association?	YES	NO
63.	Do you think a collective agreement between the players and the league, establishing standards such as a minimum salary, pension provisions, minimum insurance or working times, would be a good idea?	YES	NO
64.	How much time do you spend travelling to and from work?		
65.	Do you consider your main sport to be hard physical work?	YES	NO
66.	While carrying out your duties as a professional sports player, have you ever personally been subjected to:		
	<i>acts of physical violence</i>	<i>threats of physical violence</i>	<i>bullying or harassment</i>
	<i>sexual discrimination</i>	<i>unwanted sexual attention</i>	<i>age discrimination</i>
	<i>discrimination due to ethnic background</i>		
67.	Are you aware of any of these activities taking place in your workplace?	YES	NO
68.	Did you personally suffer any of these in your current workplace?	YES	NO
69.	Did you ever have to train alone as discipline measure?	YES	NO
70.	On the whole, are you satisfied with the working conditions in your job?		
		<i>unsatisfied 1 2 3 4 5 6 7 8 9 10 satisfied</i>	

EQUIPMENT

71.	Does your team provide practice gear?	YES	NO
72.	Are you required to wear this during practice?	YES	NO
73.	Please rate the practice gear and equipment of your team on a scale of 1-10?		
		<i>poor quality 1 2 3 4 5 6 7 8 9 10 excellent quality</i>	
74.	Are you provided with shoes for your main sport?	YES	NO

## EQUIPMENT (CONTINUED)

75. If so, how many?

## SCHEDULING

76.	Do you ever work on Sundays?	YES	NO
77.	Do you ever work nights (after 20:00)?	YES	NO
78.	Do you take paid leave during your contract?	YES	NO
79.	Do you have Christmas or other holidays off work?	YES	NO
80.	Do changes in your work schedule occur regularly?	YES	NO
81.	Typically, how much notice are you given of a change in your work schedule?		
82.	In general, do your working hours fit in well with your family or social commitments?	YES	NO
83.	Are you satisfied with the way games are scheduled and with the length of the season?	YES	NO
84.	Please briefly describe below what changes should be made?		

## DISCIPLINE

85.	Are you familiar with your league's disciplinary rules?	YES	NO
86.	Are you familiar with disciplinary procedures related to your main sport?	YES	NO
87.	Are you fined by your team when you are disciplined for misconduct?	YES	NO
88.	If yes, what is the amount of the fine (in Euros)?		
89.	Did you agree the level of the fine with your team?	YES	NO
90.	Did you receive a copy of your team/ league's disciplinary rules?	YES	NO
	I wish to receive a copy of the results of the survey.	YES	NO

Once the form is completed, please, save it under a different file name in order for the input to be saved.

Please submit the survey to the following e-mail: [sports@syndex.org.uk](mailto:sports@syndex.org.uk)

**Thank you for participating in this project. We wish you continued success in your sports career !**

*SYNDEX Team – the project executor*