



COMMON POSITION PAPER

of the members of the
European Elite Athletes Association

July 2015

INTRO

EU Athletes is the European federation of independent player unions with thirty-five member unions representing over 25,000 top athletes in Europe. The membership covers 16 EU countries and a wide range of different sports including basketball, volleyball, handball, football, rugby, cricket, ice-hockey and gaelic sports. It is a member of UNI Global Union and UNI Europa, the recognized social partner in the European sport sector.

KEY POINTS & RECOMMENDATIONS

- 1. ATHLETES ARE WORKERS** ▶ There is an urgent need for the proposed European work programme to include research into the scale of the abuse of amateur status in a number of paid sports in a various European countries.
- 2. INTELLECTUAL PROPERTY RIGHTS** ▶ Too many international and national sports federations abuse their dominant market position to exploit athletes' intellectual property rights without fair recompense.
- 3. DUAL CAREER** ▶ It is not just about university education but the wider personal development of elite players that will enhance their sporting performance and preparations for the life after sport.
- 4. SOCIAL DIALOGUE** ▶ The European Commission must promote social dialogue in the sport sector and properly consult the social partners in all dialogues and initiatives relating to the development of sport policy in the EU.
- 5. DATA PROTECTION** ▶ It would be completely inappropriate for the new EU Data Protection rules to provide an exemption for sport given the objections of the athlete trade unions.
- 6. GOOD GOVERNANCE** ▶ Sport requires effective oversight by the law. Sports autonomy can only exist within the limits of the law and with respect to fundamental human rights.
- 7. MATCH-FIXING** ▶ Education for athletes about sports betting integrity is an essential component of protecting sport from match fixing.
- 8. ANTI-DOPING** ▶ The player associations and sports trade union movement need to be recognised as formal members of WADA with a seat on the board. It is simply not appropriate for governments and sports federations to pick athletes' representatives.
- 9. COURT OF ARBITRATION** ▶ EU Athletes is no longer able to support the CAS and requires changes to its governance.
- 10. WOMEN'S SPORT** ▶ Women athletes deserve greater recognition and support from the media, sponsors, sports federations and governments.
- 11. RACIAL EQUALITY** ▶ It needs to be included within the priorities and key topics in the EU Work Plan for Sport – sport is failing to recognise and address the lack of racial diversity within the senior management of sports organisations.

OVERVIEW



More than 20 years after the landmark Bosman ruling, the fundamental rights of far too many professional athletes all across Europe are still restricted and abused because they work in sport.

Yet, the sports federations and Olympic movement continue to argue for exemptions and derogations from EU laws and regulations. The fundamental human rights of athletes are threatened with almost continual erosion whether on data protection, working rights or the ability to earn a fair day's pay for their labour. From participation in sporting events, to EU directive on data protection the sport movement is using the article 165 of the TFUE as an exemption of any EU laws.

As stated in section 4.1 of the white paper for sport, "*Sport activity is subject to the application of E.U. law*". The term "*specificity of sport*" may be applied to address certain special requirements of sport but should be applied in a limited fashion as decided by the courts and not to allow sport organizations to avoid their obligations under European and national law.

Make no mistake, the lobby for exemptions under the banner of "specificity of sport", as put forward by the Olympic and Sports movement, represents an erosion of the rights of sportsmen and women. Any application of the concept of the "*specificity of sport*" that has not been upheld by a decision of the European Court of Justice can only be legal if it is approved by the athletes' representatives, through social dialogue.

Where sport is an economic activity, the rights of sportspeople as employees must be respected. This is essential because, sport in Europe and internationally is organised as a monopoly and professional leagues by their very definition are cartels. This situation presents inherent dangers for sport and its workers and therefore needs effective oversight.

Europe through its regulations and economic strength is in a unique position to act as a force for good in ensuring that sports governing bodies are well governed, transparent, democratic and both respect and promote fundamental human rights.

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ATHLETES ARE WORKERS

A number of sports federations and leagues or even some national laws require that certain sportspeople are classified as “amateurs” or “non-professional”. In this regard, they are being deprived from any employee status, despite earning significant income, both directly and indirectly by playing or participating in their sports.

The result of this is that such sportsmen and especially women are excluded from social security provision, employment protection (including even basic labour contracts) and collectively bargained regulation. Government also loses out as taxes tend to either be not paid or under-reported.

Whilst the tradition of amateurism is important in sport and should be respected, it must not be forced upon sportspeople against their will, especially when they are clearly engaged in an economic activity.

We recognize the important role that elite amateur athletes play within certain indigenous sports to enhance the social and cultural fabric of society. Their position must also be protected and supported. We recognise the huge benefit that player associations can bring to these sports through the provision of support services whilst still staying true to the amateur ethos.

There is an urgent need for the proposed European work programme to include research into the scale of the abuses of amateur status in a number of paid sports in various European countries.

National laws and European regulations should protect all of our athletes. It is disappointing that a small but significant number of young players do not earn the minimum wage required by their national laws. There also remain concerns around the application of the Working Time Directive, particularly with regards to anti-doping and whereabouts reporting.

There is also an issue with transferability of social security provision, especially pensions, between different European countries. This needs to be addressed so as to promote and realise the concept of a single employment market for sport within the Member States.

INTELLECTUAL PROPERTY RIGHTS

Almost all the income from sport is built upon the work of the athletes involved. Athletes are the product and also the workers that support the multi-billion euro sports industry.

It should be remembered that sportsmen and women, as citizens and employees, have rights to their image and reputation, data resulting from their individual performances on the playing field and the intellectual property resulting from such performances.

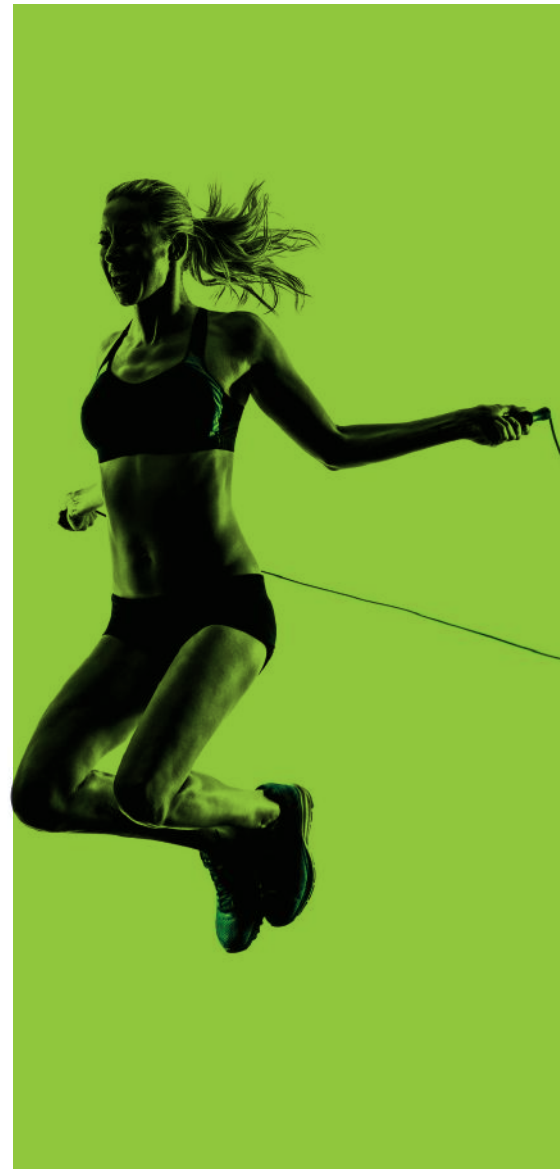
These rights are the valuable commercial and moral property of athletes, and, as stated in the White Paper, protecting these rights requires effective enforcement. Sportsmen and women reserve their right to protect and use their own image, rights to the data relating to their performance and their intellectual property rights.

Sportspeople are often forced to give up or assign their image and intellectual property rights in order to be allowed to compete. When this pressure comes from federations or the Olympic movement instead of an employer organization, the player is placed in a position where he or she is unable to negotiate from a position of equality. In fact, there is often no negotiation at all.

Too many international and national sports federations abuse their dominant market position to exploit athletes' intellectual property rights without fair recompense.

The member unions of EU Athletes are in a unique position to represent the collective image rights of their individual members for the purpose of funding social programs for players.

We are calling upon the EU Expert Group on Economic Dimension to pay a close attention to this issue since the market of the IPR rights is constantly growing. The opinion of athletes and player associations needs to be taken into account as this matter is directly affecting them.



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DUAL CAREER

Dual career has rightly become a priority for the European Commission. The publication of EU guidelines on best practice was an important step forward to promote the added value gained by proper management of dual careers for professional and amateur athletes.

EU Athletes is supportive of better working and training environments that nurture high performance alongside the promotion of personal growth and wellbeing of athletes. We believe that there will be long term consequences for sports and our society if we do not properly support our high performance athletes on and off the field of play.

A) THE CHALLENGE

Challenges in the management of dual career/identity exist in any high performance, elite environment. Issues such as; the nature and demands of the game, constant uncertainty in relation to selection, high propensity of injury, performance pressure and very public profiles coupled with isolation from family and community to pursue their career. These challenges coupled with structural barriers that exist such as limited physical and psychological recovery time, institutional focus solely on performance on the field, and a lack of career development opportunities that suit training schedules can lead to a reduced individual and social wellbeing for players.

Manifestations of this problem are; stress, anxiety, depression, lack of clarity about purpose and direction in life, addictive behaviours, reduced performance on the field, neglect of personal and career development responsibilities. If we do not address and actively support players in the management of their dual career, there are potential consequences both for the individual and for our sports and our communities.

B) MODEL FOR CHANGE

EU Athletes is supportive of better working and training environments for athletes and promotes long term personal growth and wellbeing in addition to sporting excellence.

The member player associations ensure through welfare protection, representation and various dual career work programmes that athletes can perform physically to their best and also feel fulfilled and are in a position to make an increased contribution to our games, our communities and our society during and after their sporting career.

EU Athletes is calling upon the European Commission to monitor and assess the implementation of the guidelines in the EU member states and make sure that ERASMUS+ help gives opportunities to promote the guidelines on dual career directly to target groups.

Player Unions have already created successful models that could play a key role and be used to transpose the EU guidelines effectively. The better resourced player associations are informally quality assessing various courses on offer and helping to design courses for their players. The player associations' major role in dual career needs to be actively recognised and promoted.

Dual career is not just about university education but also encompasses the wider personal development of elite players that will enhance their sporting performance and preparations for the life after sport.

SOCIAL DIALOGUE



As an affiliate to UNI Europa Sport - the recognized social partner in the European sport sector - EU Athletes calls on the European Commission to officially recognize the European Sectoral Social Dialogue Committee (ESSDC) for sport and active leisure that is currently in a test phase.

From its inception in 2012 our members have been active participants at the ESSDC meetings and we consider the committee to be an ideal forum to discuss and to negotiate on issues such as contractual stability, health and safety, working conditions, the role of agents and the fight against doping.

Furthermore, the claim for *"the autonomy of sport"* can only be legitimized through an inclusive social dialogue between social partner organizations. Therefore we urge national and European sport federations as well as professional leagues to join the ESSDC in order to autonomously shape the labour relations in our sector for the benefit of employees and employers alike.

The members of EU Athletes pledge their commitment to further promoting and strengthening social dialogue on the national level to :

- Increase the overall representativeness of UNI Europa Sport
- Enhance our ability to implement the decisions and initiatives of the ESSDC domestically

The European Commission must promote social dialogue in the sport sector and properly consult the social partners in all dialogues and initiatives relating to the development of sport policy in the EU.

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DATA PROTECTION

Every person's right to protect his or her personal data is recognized in Article 8 of the Charter of Fundamental Rights of the European Union. However, we witness continuous attempts to deprive athletes of this protection, on the pretext of the fight against doping or match fixing in sport.

These approaches, coming especially from the Olympic movement, international sport federations or organizations such as WADA, have increased lately with the ongoing revision of the EU Data Protection legislation. Through lobbying, the above organizations continue their attempts to exploit legal gray areas at the expense of the players. This lobbying is an unnecessary and excessive measure, and is unjustified based on the players' status as EU citizens, not justified by the contribution to the achievement of the aimed goal.

The legality, proportionality and effectiveness of anti-doping rules in the context of private life and data protection rights have been debated continuously since their establishment. Their incompatibility with European law has been repeatedly confirmed by the opinion of the Art. 29 Data Protection Working Party. EU Athletes criticism includes especially the following areas:

- A) Absence of free consent of athletes, who are obliged to give their consent for privacy matters due to anti-doping controls, and are otherwise unable to train, compete and perform their chosen profession;**
- B) Violations of privacy and family life due to an obligation to provide whereabouts information for every day of the year;**
- C) ADAMS system, based in Canada and therefore out of the EU's legal order, collects the personal and confidential medical data of athletes that becomes public and can be transferred in third countries breach of athletes' fundamental rights;**
- D) Publication of athlete's identity on the Internet website, as under the current WADA Code, public reporting is a mandatory component of a sanction and constitute an interference with the right of respect of privacy and personal data protection.**

Player unions are strictly opposed to any exemption of athletes from legal protections and fundamental rights without proper negotiation and agreement. The gradual erosion of athletes rights is a real threat to European values.

EU Athletes has not seen any convincing argument to justify any exemption for sport from data protection regulations for anti-doping or match fixing. It is completely inappropriate for the new EU Data Protection rules to provide an exemption for sport without the agreement of the athletes trade unions.

GOOD GOVERNANCE OF SPORTS ORGANISATION

Good governance in sport requires effective oversight by the law.

The majority of sport organisations are monopolies and cartels. This presents numerous problems particularly when it comes to how they treat their athletes. Too many associations, including the Olympic movement, do not even recognise athletes' fundamental right to form trade unions.

Player unions and associations are an essential part of the "sport movement". EU Athletes rejects any exclusive bilateral dialogue between the Olympic and Sports Movement and European institutions on this issue. The Commission should insist upon player associations' involvement and representation in its sports dialogue.

Sports autonomy can only exist within the limits of the law and with respect for fundamental human rights.



A) REGARDING ATHLETES' RIGHTS

- The fundamental human rights of both the collective and of the individual worker must be respected;
- Sport organization may not deprive the athletes of their right to commercialize their IPR during and around an event unless some form of compensation has been agreed upon. Athletes' contribution to the commercial value should allow them to significantly participate in the generated revenue ;
- The athletes' freedom of speech and freedom of association in and around the events may not be infringed ;
- The provision of a safe, viable (ie social security provisions) and protected working environment for athletes should be recognized as an absolute duty of the competition organizer.

B) FOR SPORTING ORGANIZATION

- The stakeholders who contribute to the economic base of a sport must be recognised and a well-governed sport organisation must be accountable to their stakeholders including the athletes ;
- Well governed sports organisations respect the basic individual and collective rights of the athletes, including the freedom of association, and they embrace partnership with them through their professional

association and collective bargaining.

C) IMPROVE TRANSPARENCY AND DEMOCRACY

- Corruption and conflicts of interest in sport have a substantial and negative impact on the position of sports people. All actors in sport must tackle this problem and the Commission has an important role to play in promoting European values within international sports federations ;
- Elimination of all forms of forced and compulsory labour and of discrimination in respect of employment and occupation ;
- It is essential that sports federations are subject to international and national laws on corruption and bribery.

Study on epidemiology of injury in sport olympics, 2008, 2010, 2012. At least 11% of the athletes incurred an injury during the Olympic Games and 7% of the athletes an illness. Future initiatives should include the development of preventive measures tailored for each specific sport and a continued focus among sport bodies to institute and further develop scientific injury and illness surveillance systems.

Participation in Olympic Games, World Championships or other major sporting events is an ultimate goal of most of athletes. Organizing an event in breach of basic human rights principles goes not only against the values of sport but also against personal values of athletes.

The lack of employment stability and the sanctions imposed by some federations in the case of an athlete's non-participation with his national team are forcing them to compete in those events with no other options.



MATCH-FIXING – INTEGRITY IN SPORT, SPOT FIXING AND INSTITUTIONAL CORRUPTION

Recent scandals have drawn attention to the widespread occurrence and dangers of institutional corruption within sporting bodies. Allied to this have been numerous match and spot fixing cases across multiple sports throughout the world.

All these unfortunate occurrences highlight the desperate need for integrity to be re-established and maintained in sport at every level. EU Athletes and the sportsmen and women that we represent are at the heart of the fight against this scourge - after all, the athletes are the ones with the most to lose if the sport they love and from which they derive their living is destroyed by the loss of public faith as a result of corruption.



The integrity of sport competitions is a key priority of EU Athletes. The European Commission has also recognised the importance of this area by setting up an Expert Group on Match-Fixing, where we are an observer. The Expert Group will make recommendations to the Commission, and we hope that this process will highlight the importance of recognising match-fixing as a global problem that must be addressed at a local, national, European and international level. Progressing on this issue will require co-operation, strong leadership and integrity from sport, government, the betting industry and the police.

Addressing match-fixing also requires the active involvement of the athletes and of their associations. The knowledge, experience and opinions of the athletes must be taken into account to ensure optimal solutions and buy-in from the key stakeholders to any measures arising from the recommendations are.

Credible studies show that poor club governance and late or non-payment of salaries directly lead to an increase in the prevalence of match-fixing and other scandals, so it is vital that any anti-corruption initiatives have a holistic focus, rather than simplistically focusing solely on the on-field participants. Financial integrity is just as important in combatting corruption as anti-corruption regulations.

It is clear that match and spot fixing is often rooted in vast illegal and/or unregulated betting markets in multiple jurisdictions outside of Europe. This presents unique challenges that need to be addressed internationally. In the meantime the importance of education and protection for athletes cannot be under-estimated.

Gambling addiction is worth a special mention - the same studies that link poor governance and financial

dishonesty with match-fixing also identify athlete vulnerability caused by gambling and other addictions as a key driver of the willingness to commit corrupt acts in sport. Further study and preventative and rehabilitative measures are urged in this key area.

Education for athletes about sports betting integrity is an essential component of protecting sport from match-fixing,

Research from our EC funded Protect Integrity Project in 2013 showed that a large number of elite athletes were not aware of applicable rules or where they can find help if approached to commit corrupt acts. A properly prepared and delivered education programme can radically reduce the vulnerability of the sport and its participants to corruption and we urge the ERASMUS+ programme to incorporate this thinking and allow sufficient funding to implement a proper education strategy within sports organisations.

Finally, it is essential that properly mandated athletes' representatives are centrally involved in the formulation of anti-corruption measures from the outset to ensure the appropriateness and proportionality of those measures and to help with and promote the acceptance and education about those measures once implemented.

We support the establishment of national platforms, as recommended in the Council of Europe Convention on the Manipulation of Sports Competitions. It is imperative to the fight against match-fixing that the player unions and associations are recognised as key stakeholders and are included in all the National Platforms.

ANTI-DOPING

EU Athletes and its members are committed to doping-free sport and would support a fair and effective performance-enhancing drug testing regime that recognizes, respects and protects athletes' legal rights as employees, workers and European citizens. In areas where there is a clear economic element, anti-doping rules must be negotiated directly with employee social partner organizations through either a social dialogue or collective bargaining process.

The current anti-doping system is based on WADA, which was established under Swiss law. Receiving its funding from the IOC and the governments, it remains a private structure with an "autonomous" status. Regardless of its doubtful legitimacy, transparency or representativeness, WADA managed to impose its anti-doping rules into the national legal systems without taking into account the essential rights of the athletes.

The player associations and sports trade union movement need to be recognised as formal members of WADA with a seat on the board. It is simply not appropriate for governments and sports federations to pick athletes' representatives.

WE TAKE THE FOLLOWING SPECIFIC POSITIONS

- A)** Anti-doping rules need to respect the fundamental rights of sportsmen and women;
- B)** National anti-doping organizations should aim for higher standards of reporting and accountability to athletes;
- C)** Sanctions for doping must be proportionate. It is questionable as to whether a four year ban is appropriate for the majority of first offenses;
- D)** Within reason, testing regimes must respect the working time directive with regards to holidays and days off;
- E)** Where appropriate, team whereabouts should be sufficient instead of individual whereabouts reporting;
- F)** More emphasis needs to be placed on anti-doping education and the rehabilitation of sports persons guilty of an anti-doping rule offence;
- G)** Recreational drugs are a special case that needs to be brought outside of the WADA Code and be treated through rehabilitation and treatment rather than bans;
- H)** Study on the prevalence of doping in sport should be set up to effectively measure the impact of anti-doping in sport and a cost benefit analysis of different aspects of the testing regime;
- I)** The principle of free consent regarding the EU data protection law must be respected in the case of athletes, who are currently threatened with sanctions or non-participation if consent is not given for the transfer of sensitive personal data.

The enforcement of anti-doping rules must be proportionate and balanced and in this context, national governments and European institutions should be proactive in the protection of sports persons' fundamental rights. Anti-doping rules must continue to be proportionate and conform to the law.

COURT OF ARBITRATION FOR SPORT

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We acknowledge the need for a neutral and transparent arbitration system for sport so that athletes can benefit from a fast, cost-effective and efficient dispute resolution mechanism. However, the Court of Arbitration for Sport is currently not providing what athletes require. As the recent ruling of the Oberlandesgericht Munich (Pechstein-Case) once again demonstrated, CAS does not fulfil the relevant criteria to be considered an independent arbitration tribunal.

TO BE ABLE TO FULLY ENDORSE COURT OF ARBITRATION OF SPORT AMONG OUR MEMBERS WE PROPOSE THE FOLLOWING CHANGES TO ITS INSTITUTIONAL STRUCTURE:

- A)** Introduce an open list of judges ;
- B)** Include to an equal proportion representatives of athletes' unions in the "International Council of Arbitration for Sport" (ICAS) to ensure a balanced selection of arbitrators and a fair nomination procedure of the president of the CAS Appeals Arbitration Division ;
- C)** All athletes should be entitled to go to CAS. The costs of the procedure should be accessible ;
- D)** CAS should move out of Swiss jurisdiction and into Europe so that it is subject to European fundamental rights. It is simply not acceptable for European athletes to be forced to rely on a non-European Union backed system of arbitration ;

We re-iterate that access to national courts and the European Court of Justice must remain an option for all sportspeople.

Therefore we denounce the inclusion of arbitration clauses in athletes' agreements that force athletes to subject themselves exclusively to the laws of sporting bodies. We further reiterate that any moves to strengthen dispute resolution mechanisms in sport must ensure that they do not undermine sports peoples' rights as citizens and as workers to bring cases before national and European courts.

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THE ECONOMIC DIMENSION OF SPORT

We continue to witness regular increases in the value of sporting events, and a desire from sport organization to maximize the revenue around those events .

With greater wealth comes greater responsibility and a greater risk of fraud and corruption.

It is important that the drive for increased income does not prevail over European values such as citizens and workers' rights or basic exigencies of democracy such as human rights, trade unions and a free press when it comes to awarding a country with the organization of a major sport event.

Sport should contribute to economic growth and employment and large sport events should bring benefit to the hosting country, including the regional and local level, the workers involved in constructions and organization but also the participating athletes, the main actors of these events.

Sadly, sport organizations, by using their autonomy while choosing the hosts of international events all too often do not take fundamental rights and values into account. What is more, this may put in danger local communities and the athletes, encourage corruption and even reinforce the unfavourable economic conditions.

The European Commission, via the Expert Group on the Economic Dimension of Sport, should make sure that the collective labour rights and the United Nations Global Compact principles are always respected. Sport is an important part of the European economy and should support sustainable economic growth, competitiveness and employment while considering the economic rights of athletes, the people who are involved in sport.

EQUALITY

EU Athletes broadly welcomes the White Paper's recognition of the importance of the professional sport, its contribution to the societal role of sport and its capacities to generate essential values. Still, some issues such as racism and discrimination, gender equality, violence in the workplace and protection of minors remain important problems in sport. Efforts in this area should be reinforced at the European Union's level. We regret that only the gender equality and the protection of minors have been recognized as priorities and key topics in the EU Work Plan for Sport (2014-2017).

GENDER EQUALITY

In the context of the efforts of the Expert Group Good Governance to establish the recommendations on gender equality, we consider that it is essential to review the status of female elite athletes, to ensure that those who earn all or part of their living through sport are classified as professionals and enjoy the same employment rights as other workers – especially with regards to pregnancy, maternity rights and sexual discrimination.

All sports federations should review their regulations affecting female athletes to ensure that they are treated equally with their male colleagues and benefit from the appropriate conditions of training and competition.

RACIAL EQUALITY

There has been significant progress on racial equality for athletes within most professional sports across Europe. EU Athletes and its members actively support anti-racism initiatives and programmes within their sport.

However the scarcity and lack of visibility of black and minority ethnic people working in senior sports positions is a cause for concern. There is an urgent need for research into the lack of representation within the management and governance of European sport organisations. A concerted action plan is needed and a positive action taken to promote greater inclusion and equality is also required as a matter of priority.

PROTECTION OF MINORS

We support the efforts of the Expert Group Good Governance to prepare recommendations. We believe that the ILO Conventions and Recommendations on child labour should be fully taken into account. The added value of players union should be recognized by their inclusion in any exchange on actions and initiatives to address the moral and physical integrity of young athletes.

Noting the seriousness and the size of this problem, we encourage the European Commission to also support an emphasis on the issue of racism and discrimination faced by athletes at work within the European work plan for sport. We also call upon the European Commission to expand its efforts to combat violence in sport and to include any kind of violence faced in the workplace by sportsmen and women.

HEALTH AND SAFETY

The sport career is short and high risk. In many countries, social legislation does not take this adequately into account. EU Athletes stands for the protection of athletes' health and safety through safe sporting workplaces, which promote and protect the physical and mental health of athletes and their social wellbeing.

EU ATHLETES SUPPORTS THE KEY PRINCIPLES IN OCCUPATIONAL SAFETY AND HEALTH ADOPTED ILO:

"Occupational health should aim at: the promotion and maintenance of the highest degree of physical, mental and social wellbeing of workers in all occupations; the prevention amongst workers of departures from health caused by their working conditions; the protection of workers in their employment from risks resulting from factors adverse to health; the placing and maintenance of the worker in an occupational environment adapted to his physiological and psychological capabilities; and, to summarize: the adaptation of work to man and of each man to his job."

The unique risks associated with sport do not justify a departure from these principles. Instead, those unique risks demand these principles be strictly adhered to if sport is to not only be a safe workplace, but is to also uphold its important social value.

There are lots of areas where the player associations are active in promoting health and safety ranging from concussion education to mental health promotion.

EU Athletes is calling upon the European Commission to encourage the sport movement and sporting organisation to join the European Sectoral Social Dialogue Committee in the sport sector to enter into social dialogue with its workers on health and safety concerns.



CONCLUSION

We are supportive and proud of our European fundamental rights and the Commission should work vigorously to ensure that European Sports Policy promotes European values, respect for laws and fair play.

Sport activity must remain subject to the application of European and national law.

Any moves to promote the specificity of sport must not undermine sportspersons fundamental rights as citizens and employees or workers.

It is essential that athletes continue to have recourse to national and European courts to safeguard their fundamental rights.

Social Dialogue in the European sport sector should be actively promoted by the European Commission to help sports federations, leagues, clubs and player associations define the specificity of each sport while also keeping in mind the players' fundamental rights and interests.

It is essential that player associations are recognised as a fundamental part of the sports movement especially by WADA and the IOC.

EU Athletes is committed to ongoing dialogue with the European Commission on all areas of sports policy.