

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



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# **A SURVEY OF THE WORKING CONDITIONS OF PROFESSIONAL ATHLETES IN EUROPE**

*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**

**TEAM INFORMATION**

1. Sport:
2. Name of your League:
3. Team name:
4. Did you play for your country's national team last season?  YES  NO

**PERSONAL INFORMATION**

5. Gender:  Male  Female
6. How old are you?
7. Are you married?
8. Do you have children?  YES  NO  
If so, how many
9. What is your nationality?
10. Do you speak the local language?  YES  NO
11. Please rate your ability to speak the local language on a scale of 1-10  
*Not able to speak*  1  2  3  4  5  6  7  8  9  10 *Native Speaker*
12. How old were you when were first paid for playing basketball?

**CAREER**

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

**CONTRACT**

17. Do you have any other paid employment?  YES  NO
18. Do you have an agent?  YES  NO
19. Is he/she paid by you or the team?  me  team
20. Do you have a contract with your team?  YES  NO
21. Does your team pay your taxes or do you?  I pay my own taxes  My team pays my taxes
22. What is your monthly total compensation (in Euros)?  
 0-1,999  2,000 - 3,999  4,000- 5,999  6,000 - 7.999  
 8,000 - 9,999  10,000 - 11,999  12,000 - 14,999  Over 15,000
23. Are you paid on time or are payments sometimes late?  
 Always on time  Sometimes late  Always late  No reply
24. Are you provided with accommodation as part of your compensation?  YES  NO
25. If yes, please rate your satisfaction with your accommodation on a scale of 1-10?  
*not at all satisfied*  1  2  3  4  5  6  7  8  9  10 *very satisfied*
26. Do you have a separate contract for your image rights?  YES  NO
27. Do you receive the use of a car as part of your compensation?  YES  NO
28. Do you have a private pension?  YES  NO
29. Do you contribute to the pension?  YES  NO

**EDUCATION**

30. Were you ever a student and a professional player at the same time?  YES  NO
31. What level of education have you completed?
- Level 1 - Compulsory primary education
- Level 2 - Compulsory secondary education
- Level 3 - Upper secondary education
- Level 4 - Bachelor's or first degree
- Level 5 - Master's or higher degree
- Level 6 - PhD
32. Are you aware of the available educational programs after your career in basketball?  YES  NO
33. Has your employer ever allowed you to participate in training programs for work other than as a professional basketball player?  YES  NO
34. If yes, who paid for these courses?  me  employer

**HEALTH AND SAFETY**

35. Do you feel your health or safety is at risk due to your work?  YES  NO
36. If yes, how does your work affect your health?
- hearing problems  backache  headaches
- muscular pains  injuries  stress
- overall fatigue  sleeping problems
- other: [Click here to type text](#)
37. How many days of work have you missed in the last year due to illness or injury?  
*Illness* [Click here to type text](#) *injury* [Click here to type text](#)
38. Please list injuries or illnesses that you have suffered throughout your career:  
[Click here to type text](#)  
[Click here to type text](#)
39. Were you satisfied with the level of support you received from the team's doctors and therapists?  YES  NO  
 If not, what was the problem? (please answer in space below)  
[Click here to type text](#)
40. Has an injury ever kept you from playing for more than 6 weeks?  YES  NO
41. Do you have an insurance policy against a career ending injury?  YES  NO
42. Does your team have a full time physiotherapist?  YES  NO
43. If YES, then do they:  
 Attend practice sessions  Only travel with the team  Both
44. Do you have adequate access to therapeutic support (tape, ice, massages, etc.)?  YES  NO  
 If not, what is missing? [Click here to type text](#)
45. Is playing professional basketball a stressful job? Please rate on a scale of 1-10:  
*not stressful*  1  2  3  4  5  6  7  8  9  10 *stressful*

**DOPING**

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

**CONDITIONS**

54. How satisfied are you with your team's practice facilities on a scale of 1-10?  
*unsatisfied*  1  2  3  4  5  6  7  8  9  10 *satisfied*
55. How satisfied are you with your club's weight lifting facilities on a scale of 1-10?  
*unsatisfied*  1  2  3  4  5  6  7  8  9  10 *satisfied*
56. How satisfied are you with the quality of your league's refereeing on a scale of 1-10?  
*unsatisfied*  1  2  3  4  5  6  7  8  9  10 *satisfied*  
If you are unsatisfied, what specific area or situation could the referees improve?  
[Click here to type text](#)  
[Click here to type text](#)
57. Is there a players association in your country?  YES  NO  
Are you a member of the association?  YES  NO
58. 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
59. How much time do you spend travelling to and from work? [Click here to type text](#)
60. Do you consider basketball to be hard physical work?  YES  NO
61. While carrying out your duties as a professional sports player, have you ever
62. personally been subjected to:  
 *Physical violence*  *Threats of physical violence*  *Acts of physical violence*  
 *Bullying or harassment*  *Sexual discrimination*  *Unwanted sexual attention*  
 *Age discrimination*  *Discrimination due to ethnic background*
63. Are you aware of any of these activities taking place in your workplace?  YES  NO
64. Did you personally suffer any of these in your workplace?  YES  NO
65. Did you ever have to train alone as discipline measure?  YES  NO
66. On the whole, are you satisfied with the working conditions in your job?  
*unsatisfied*  1  2  3  4  5  6  7  8  9  10 *satisfied*

## EQUIPMENT

67. Does your team provide practice gear?  YES  NO
68. Are you required to wear this during practice?  YES  NO
69. Please rate the practice gear and equipment of your team on a scale of 1-10?  
*Poor quality*  1  2  3  4  5  6  7  8  9  10 *Excellent quality*
70. Are you provided with shoes for basketball?  YES  NO  
If so, how many? [Click here to type text](#)

## SCHEDULING

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

## DISCIPLINE

80. Are you familiar with your league's disciplinary rules?  YES  NO
81. Are you familiar with basketball disciplinary procedures?  YES  NO
82. Are you fined by your team when you are disciplined for misconduct?  
 YES  NO  
If yes, what is the amount of the fine (in Euros)? [Click here to type text](#)
83. Did you agree the level of the fine with your team?  YES  NO
84. Did you receive a copy of your team/league's disciplinary rules?  YES  NO

**IF YOU WISH TO RECEIVE A COPY OF THE RESULTS,  
PLEASE INCLUDE YOUR EMAIL ADDRESS ON THE BACK OF THIS FORM**

## **SURVEY RESULT NOTIFICATION**

*If you wish to receive a copy of the results of the survey,  
please fill out your name and email address (please print clearly):*

**Last name:** [Click here to type text](#)

**First name:** [Click here to type text](#)

**Email address:** [Click here to type text](#)