

## **EHFA-Employers Annual General Meeting – April 1<sup>st</sup> in Köln at 16,30h (CET)**

### **Participating organisations:**

Ukactive (UK)  
FRISK (SE)  
Virke (NO)  
Ireland Active (IE)  
AGAP (PT)  
SKY (FI)  
DFO (BE, Flanders)

### **Apologies for absence:**

SNELM (FR)  
DFHO (DK)

The meeting was chaired by Dave Stalker, CEO of ukactive.

The agenda was adopted for the meeting

### **Presentation of EHFA-E and current activities in social dialogue**

Cliff Collins, EHFA Programmes Director gave a presentation which included re-stating the main purpose of EHFA-E was:

*To unite the four founding members and other qualifying national associations into a confederation, to look after the interests of employers established within the European Union that professionally run Health and Fitness facilities and related activities, in the area of social dialogue.*

And that:

*The Association can, moreover, in order to achieve its objective, perform all acts and carry out all duties that directly or indirectly relate to its objective or that facilitate its realisation or contribute to the achievement of the objective as long as they do not conflict with those of EHFA IVZW.*

The current directors are:

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*ukactive (United Kingdom), represented by its CEO Dave Stalker, as President  
SNELM (France), represented by its (CEO Jean-Yves Lapeyrere), as Secretary  
DFHO (Denmark), represented by its president, Morten Brustad, as Treasurer  
FRISK (Sweden), represented by its president Ola Helt*

In terms of admitting new members that:

*Membership of EHFA-E can only be obtained by national associations established in an EU member state (and associated with the EC, for instance Switzerland), which offer and execute Health and Fitness and related activities.*

*Only non-profit associations that have been established consistent with the law and customs of their own country may be admitted as a member.*

There was an update on current activities in social dialogue Update in the light of the EU Commission acceptance of the definition of Active Leisure Sector – which is a combination of the fitness and outdoor sectors. There is an important piece of work being undertaken through the European Skills, Competencies and Occupations referencing that is a new classification of sectors by occupations and not by economic activities.

In recognition of the combination of fitness and outdoor sectors as the active leisure sector EHFA & European Confederation of Outdoor Employers (EC-OE) signed a cooperation in November 2012. This followed the position that EHFA and EC-OE had been identified as European organisations that are representative of employers, business associations and individual companies in the active leisure sector in the Eurofound 'Representativeness of the European social partner organisations: Sport and active leisure industry'.

Because EHFA (now being re-named as EuropeActive) is more broadly based (with membership from employers, suppliers, training companies, etc.) it needed to help create a new employers only association which is known as EHFA-Employers. EHFA-E will act at a European level as the representative organisation for employers in the health and fitness sector.

EHFA will provide secretarial and administrative assistance, and currently EHFA-E has no financial transactions or membership budgets.

Cliff Collins gave a summary of the work being done in the EASE/UNI-Europa programme of work. Christian Pierar said that EASE have experience in this area and that expertise and experience should be put forward for EHFA-E. Their work is not a separate project but is instead a parallel project.

#### **General discussion about the main issues of EHFA-E and social dialogue:**

The current focus on membership is on national associations from EU member states or associated (programme) countries. Membership (of EHFA-E) is not open to individual employers. Christian Pierar noted that, at some stage, EHFA-E will have to be endorsed by employees' associations and therefore national members must be recognised as being representative of their own country. Ola Helt said that it must represent the members of EHFA (EuropeActive).

The terms of exclusion were discussed.

It was confirmed that through the DIAL Project there were now 19 EU member states participating, and that there is an expected 100 different employer organisations from the active leisure sector attending the meetings. Discussion took place on the definition of social dialogue and the active leisure sector. The International Labour Organisation's definition of social dialogue is: "... meant to include all types of negotiations, consultation or simply the exchange of information between and amongst the representatives of governments, employers and workers on issues of common interest related to economic policy".

Topics which were discussed at the DIAL project meeting in Mijoux were presented to participants and the work undertaken in social dialogue included contracts of employment, mobility of workers, qualifications of workers, CEN standards, anti-doping and health and safety – for workers and customers. This was followed by points related to the actions and forward planning of EHFA-E.

A question was asked regarding whether EHFA-E has a 2014/15 strategic plan. Cliff Collins said that, in his personal view, once the DIAL project meetings have been completed by September, EHFA-E's

focus will be clearer after discussions with participating employers. Harm Tegelaars asked about the level of attendance for the Budapest DIAL meeting and was told that there are 19 participants which is much higher than the 9-10 delegates which were expected. The point was made that it is important for countries such as Spain and Portugal to be included in the Dial project. Cliff Collins told attendees that representatives from these countries attended the DIAL project meeting in Mijoux along with delegates from France, the Netherlands, the UK and UNI-Europa.

Mark McManus asked about the end objectives of the DIAL project. Cliff Collins replied that, along with building the structures within the active leisure sector, and recognition of the social partners, the Commission will, in future, have to consult these social partners regarding any proposed legislation/actions/programmes in the active leisure sector.

Christian Pierar stated that the European Commission have said that they want social dialogue in the sport sector which is a very good thing and social dialogue with the European Commission is important. Issues including the freedom of workers and why they can't instruct skiing in France is just one example of where social dialogue could prove to be very influential.

Herman Rutgers raised the point as to whether this was being undertaken to be at the table as a preventative measure. Cliff Collins said that he would like to think it is proactive rather than preventative.

#### **New members of EHFA-E:**

At the meeting the following national associations were accepted as members:

Ireland Active  
SKY (FI)  
Virke (NO)  
AGAP (PT)

DFO (BE Flanders) will consult with its Board.

Following the meeting the following associations were accepted as members

Czech Chamber of Fitness  
Bulgarian Health and Fitness Association  
Hungarian Health and Fitness Association

There are now 11 national association members of EHFA-E

#### **Next Meetings:**

It was agreed that following the EHFA General Assembly would be a good time for the EHFA-E General Assembly because so many associations would be present.

The next meeting of EHFA-E will be in London on September 17<sup>th</sup> as part of the DIAL project meeting.

The meeting closed at 17,45h.