GAPS AND WEAKNESSES IN THE NATIONAL LEGISLATION OF SLOVAKIA

Gaps and weaknesses: Measures to be implemented:

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| **U1** **– U3** :  Missing cooperation among ministries and coordination by the government. | The Slovak Government and the Ministry of Education & Sport as the highest body of the state power should be responsible for the measures to be taken in order to support dual career in sport and cooperate with other government departments (work and social issues, economy and finances, defence and home affairs).  Ministry of Health:  Supplementary health insurance for employers and athletes (both working and retired to be protected in terms of injuries, health damage, which are connected with practicing elite sport.  Educational programmes to be prepared with the department of education for athletes in the sphere of acquisition of skills for life, healthy life style, health protection (athletes with special needs). Work and national economy: Athletes work “full-time”. They can be employed by organizations in public or state administration (defence, internal affairs), which provide them with good conditions for sport performance. It is very difficult to be a full-time athlete and work “part-time”.  Employers are very often reluctant in providing flexible conditions for athletes in DC. They have not complex information on the demands put on elite athletes, but also on benefits, which could be brought by such employee-athletes (marked personality traits and attitudes, such as: goal-orientation, perseverance, discipline, ability to overcome obstacles, adaptation, etc.). It is inevitable to expand communication and cooperation with organizations representing employers (professional chambers, corporate bodies), in the form of campaigns, workshops, contracts, so that they are conscious of benefits brought by athletes as employees. It is also important that employed athletes have opportunity to work “part-time”.  Athletes approaching the end of their sporting career should be provided with consultancy not only in terms of dual career, but also in case they plan to start their own business (enterpreneurship).  They should have easier access to professional specialized skills making use of the previous athletic experiences. |
| **U4** **–U9:**  Missing consultancy provided by the network of experts….  The staff, who works with athletes does not have professional competence obtained during professional training in DC in sport (e.g. in the form of specialized accredited course within further education). **Specialized professional courses** – consultancy for DC in sport does not exist.  **Training courses for athletes** (focused on **self-management**, knowledge of their rights and duties in the role of an athlete, healthy lifestyle, personal development, **finances management**, etc.) in adequate form (for underage athletes in consent with their parents) do not exist.  **Coaches of handicapped athletes,** who often work part time, are not provided with specific measures by employers (financial compensations, international competitions, camps...) as part of the contract on collective bargaining for professional coaches of handicapped athletes. | Young athletes should have wider social support of his/her dual career (not only on the side of parents).  **Forms of supporting DC of elite athletes:**   * Consultancy   *To create a consultancy network of professionals trained on DC in sport. The network can be formed of the existing structures of experts:*   * Trainers and coaches or advisors at sport federations, in department sport centres (professionals or volunteers) * Professionals in organizations representing athletes * Educational and professional advisors in schools * Sport psychologists * Professionals at universities – vice-deans for studies * Private advisors and consultants.   *Trainers and coaches or advisors working with young talented athletes in schools or sport organizations should have knowledge and skills in terms of the issues of DC in sport in order that they were competent to give them advice and encourage them to develop their dual career. They should also be able to take into consideration athletes´ working needs by planning national/internat. Events/camps so that athletes could combine the two areas and were protected from excessive loading (especially when under 18). The staff, who work with athletes should have professional competence obtained during professional training in DC in sport (e.g. in the form of specialized accredited course within further education)*   * Specialized professional courses – consultancy for DC in sport   (target group: coaches, educational/professional advisors, tutors, study advisors...)   * To provide good quality of the courses – accreditation *(recommendations of the Council)* * Incorporation into the National system of qualifications *(recommendations of the Council)* * high demands on coaches´ qualification * not only care of the growth of sport performance but also education and future civil career of athlete (incorporate into the contract with the coach).   *Young athletes should not be only the recepients of advisory services in DC in sport, but they should also be active in controlling their career. They are recommended to participate in training course in DC in sport, along with their regular education.*   * Training courses for athletes (focused on self-management, knowledge of their rights and duties in the role of an athlete, healthy lifestyle, personal development, etc.) in adequate form (for underage athletes in consent with their parents)   **Coaches of handicapped athletes:**   * Often work part time * To provide specific measures in employers (financial compensations, international competitions, camps...) as part of the contract on collective bargaining for Professional coaches of handicapped athletes. |
| **U10** **–U16:**  Regulations on the level of the state – Act on higher education:   * No possibility to ask for individual study plan at the University (at Secondary school it is allowed). * Standard length of study (3 y.) “punishes” each athlete   **ACT ON SPORT No. 440, § 33 (as of January 2016): Among obligations of a sport organization are:** f) to allow athletes for the preparation for civil career in case of a student at secondary school or university)  **§ 48:** c): to respect the choice of a talented athlete when choosing secondary school or university, and preparing for civil career, and  d): and organize sport preparation so that educational process of the talented athlete was ensured.  **Secondary Sport School will provide 3 types of education (started from September 1, 2019):**  **a) comprehensive secondary education (e.g. servicing and maintenance of sport facilities),**  **b) secondary general education (the current secondary grammar school – study programme 7902 J 77 – sport),**  **c) complete secondary professional education (e.g. sport management, sport organizer, sport expert, etc.).**  **Secondar sport school will be obliged to provide also:**   * **psychological support** * **tutoring** | *Elite athletes attending school (secondary or university studies) should not be “punished” for being top athletes (not financially). They should be provided with flexible forms of education (individual study plan, distant forms, extramural education, tutorship, reteaching, consultations, etc.), in order to compensate for absenteeing from regular attendance due to sport events and camps abroad.*  *In case the length of their studies extend the limit specified by the state law. The State Act should provide them with an exception to the rule and they could study for a longer period free. Athletes should have easier access to the acquisition of professional skills in sport as part of further education (not lowering the demands on knowledge and skills but flexibility of forms of instruction)*   * Better flexibility of forms of study and instruction (individual study plan...) * Agreement with school management and the academia * Individual adjustment of contact instruction. * Implement the Statute of state representative in the Act on higher education (individual study plan is not officially allowed) * Shortening the length of extramural bachelor study to 3 years – some athletes besides sport career obtain coach´s qualification and need not study for so long. * To make use of the State register of athletes in cooperation with the section of sport talent care at the ministry (Act on Sport) * To financially support not only individual sport athletes but also team sport athletes – scholarship for accommodation, food (in the form of a voucher). * To simplify access to professional qualification during further education by recognizing sport experience of top athletes * To offer special mobility programmes for students – “study and train abroad” * Conceptual and legislative measures in terms of dual career in sport should be elaborated and taken: * Strategic document for the provision of dual career of talented athletes * Reviewing the existing legislation with the aim to provide for enhancing DC in sport by removing barriers concerning the length of studies, professional preparation or further disadvantages.   The specialized “accredited” course of consultancy for dual career of athletes should be administered by the following bodies:   * National sport centre * Sport federations in cooperation with universities * Sport academies |
| **U17** –  **U20:**  Since 2008, the Slovak Olympic Committee cooperates with the personal company **Adecco Slovakia** on the project of the IOC Athlete Career Program focusing on the support og elite athletes (olympians, representantives) when transiting from professional sport career into the civil life. This programme has been realized since 2005.  In general, so far there is a very feeble interest of sport federations and athletes in the professional seminar “Career programme for athletes” offered by Adecco. | Within the adopted concept of dual education in Slovakia could serve the professional guarantee over-roofing career consultancy, professional consultancy and potentially also the placement of an athlete on the labour market. |
| **U21** –  **U23:**  **DECREE No. 51/2016** strictly stipulates medical operations which form a part of medical examination of an elite athlete and talented athlete.  **Various existing possibilities to support athletes:**  Psychological aid – diseases and injuries   1. Emotional impact (depression, fear, boredom, elimination from a team) 2. Financial impact (loss of income, bonuses, reward...)   Medical support (health examination, nutrition, anti-doping, injuries insurance, disabled athletes)  Prevention programmes (risk of overtraining, burn-out, injuries) |  |
| **U24** – **U26:**  Pension programmes for athletes are not known | Professional athletes should have a possibility **to prepay pension programmes** **with tax adjustment** and later after the termination of their sport career **use the finances for educational programmes or busines start**.  Government should create the **scheme of financing social provision and retirement** already during the sport career of athletes, **which would compensate for** the years spent during sport career, when athletes did not get any pension allowances. |
| **U27**–**U31:**  This part of the issues is to be solved by the EC | This part of the issues is to be solved by the EC |
| **U32** – This section falls into the responsibility of the SOC, Union of associations and the Ministry/Government of SR.  **U33-U36:**  This part of the issues is to be solved by the EC | Sport bodies in cooperation with organizations should coordinate promotion of increasing the awareness among coaches and athletes and their realization teams on the importance of DC a support establishment of representative boards of athletes and national organizations of athetes and their incorporation in the particular boards of sport organizations and structures of social dialogue.  **U33-36:**  This part of the issues is to be solved by the EC |