VOLUNTEERING IN SPORT – NETHERLANDS

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1 GENERAL INFORMATION ABOUT VOLUNTEERING IN SPORT IN THE NETHERLANDS

1.1 Tradition and contextual background

The whole structure of volunteering in sport is not very different from volunteering in general, and thus in terms of evolution it follows similar trends as volunteering in general.

However, one particular aspect about the history and tradition of volunteering in sport in the Netherlands can be described as quite unique; the sport sector in the Netherlands has been organised bottom up by volunteers. At first volunteers met each other in small groups to carry out sport activities. Gradually their numbers began to grow and the first sport clubs were created. In time, more sport clubs were created, and they started to get organised into sport federations. Finally these sport federations decided to be part of a greater organisation, the Dutch Olympic Committee and the Dutch Sport Federation (NOC*NSF).

Taken together, sport federations and the affiliated sport clubs number more than five million members. One in three of the Dutch population are members of a sport club (ignoring duplications), which makes sport the biggest leisure sector in terms of the number of clubs and members.

The percentage of the Dutch population that are members of a sport club has increased but it is not as pronounced as the percentage of the Dutch population that take part in sport (+1% for clubs and +12% for taking part in sport in general for the period 1983-2007).

There are around 27,000 sport clubs in the Netherlands, ranging from small clubs with only 10 to 20 members to large non-profit organisations offering services to 1,000 members or more. They largely depend on volunteers. Originally, these clubs were organised primarily along religious lines but this "pillarisation" is less evident today.

There is generally an increased professionalisation in sport whilst the growth in the number of volunteers has slowed down. This is largely due to the increased risk of judicial liability combined with the complexity of the legal framework which prevents volunteers engaging in sport. It is also reported that the growing trend towards individualisation threatens volunteering in sport, with increasing demands from volunteers relating to self-development. Furthermore, less time is being offered by the average volunteer.

1.2 Definitions

The general definition of volunteering is applicable to volunteering in sport.

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1 Interview with the Ministry of Health, Welfare and Sport
3 Interview with the NOC*NSF
1.3 Number and profile of volunteers in sport

Around **1.5 million volunteers** are engaged in the organised sport sector, making sport the largest volunteering sector in the Netherlands. This means that 12% to 14% of all volunteers are volunteers in sport.

Depending on the surveys, the number of volunteers in sport (consisting of people aged 18 and older) is estimated between 1.3 million (TBO survey) and 1.7 million (POLS survey). Sport volunteers therefore represent about 10% of the total population.

**Trend**

The percentage of sport volunteers among the total population has remained pretty stable according to the Dutch Institute for Social Research (SCP) (around 10%). It seems that more people are willing to dedicate time to volunteering in sport but the amount of time spent by individual volunteers is decreasing. The result is that although there are more volunteers in sport they spend less time volunteering.

All the Dutch sport organisations together counted 1.2 to 1.3 million volunteers in 2002, which means that there has been a 15% increase since then as the number is currently 1.5 million.

Over the past decade, the proportion of sport organisations’ roles filled by volunteers has increased from 35% in 1998, to 38% in 2000, and onto 42% in 2002. (NOC*NSF 2002).

According to the SCP, the trend of sport volunteers amongst all volunteers is fairly stable although recent figures show a slight decrease. This is confirmed by the Central Bureau of Statistics (CBS) surveys which show that the ratio of volunteers in sport compared to all volunteers has decreased slightly (see table 1.1).

**Table 1.1 Trend in the share of volunteers in sport among all volunteers**

<table>
<thead>
<tr>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>% volunteers in sport</td>
<td>12.4</td>
<td>13.7</td>
<td>13.7</td>
<td>14.3</td>
<td>13.4</td>
<td>12.1</td>
<td>13.6</td>
<td>13.1</td>
<td>12.7</td>
<td>12.4</td>
</tr>
</tbody>
</table>

Source: CBS Survey

**Volume of voluntary work**

Around 1.6 million volunteers work on average 13 hours a month in the sport sector.

The half a million volunteers who are active at the **sport club level** work on average 4 hours a week. Altogether they worked **2.098 million hours a week in 2006**, a figure that has remained quite stable, with 2.020 million hours a week in 2003 and 2.110 million hours a week in 2000. The volume of voluntary work at the sport club level in 2006 therefore represented the equivalent of 52,000 FTE.

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4 NOC*NSF Press article “NOC*NSF and NOV sign strategic alliance volunteering”, 12 June 2009
5 Time use survey (TBO) carried out by the Central Bureau Statistics (CBS).
6 Central Bureau Statistics measures sport participation in the Periodic Life Situation Statistics Survey (POLS).
7 Interview with the Ministry of Health, Welfare and Sport.
It is only in clubs that focus on individual indoor sports and field football that a decrease in the number of hours worked by volunteers was observed for the period 2000-2006\(^\text{10}\).

**Age**

The most active age group in the sport sector are the 16-19 years old: **16% of young people** aged between 16-19 years are volunteers in sport.

A relatively high proportion of 35-49 years old (13%) are also active as volunteers in sport. Thereafter, the percentage of volunteers working in sport decreases with age; only 5% of people aged over 65 are still active as volunteers in sport clubs.

In the last decade there has been an **ageing** in the composition of the management of associations: in 2001 42% of managers were 50 years or older whereas this was 52% in 2007.

**Table 1.2 Level of volunteering among different age groups**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>16-19 years old</td>
<td>27</td>
<td>25</td>
<td>18</td>
<td>16</td>
</tr>
<tr>
<td>20-34</td>
<td>24</td>
<td>22</td>
<td>11</td>
<td>10</td>
</tr>
<tr>
<td>35-49</td>
<td>33</td>
<td>29</td>
<td>14</td>
<td>13</td>
</tr>
<tr>
<td>50-64</td>
<td>29</td>
<td>25</td>
<td>9</td>
<td>10</td>
</tr>
<tr>
<td>65-79</td>
<td>19</td>
<td>20</td>
<td>5</td>
<td>5</td>
</tr>
</tbody>
</table>

Source: SCP (AVO 2003 - 2007)\(^\text{11}\)

**Gender**

Men are more likely to engage in volunteering in sport (13%) than women (8%). Men are also more often involved in club management than women. Around 75% of association managers are men.

It seems that the percentage of male volunteers decreased slightly over the period 2003-2007 (see table below).

**Table 1.3 Percentage of volunteers among the population by gender**

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>men</td>
<td>30</td>
<td>27</td>
<td>15</td>
<td>13</td>
</tr>
<tr>
<td>women</td>
<td>25</td>
<td>23</td>
<td>8</td>
<td>8</td>
</tr>
</tbody>
</table>


\(^{11}\) AVO (aanvullende voorziening onderzoek - additional provisions research on social participation from the SCP).
Study on volunteering in the EU
Volunteering in sport –Netherlands

Source: SCP (AVO 2003 - 2007)

Level of education

Volunteers in sport tend to be highly skilled. In 2007, 7% of the population that were volunteers were low skilled people, 12% were medium skilled people, and 13% were highly skilled people\textsuperscript{12}.

Table 1.4 Percentage of volunteers in sport by education level

<table>
<thead>
<tr>
<th>Level of education</th>
<th>2003</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low skilled</td>
<td>9%</td>
<td>7%</td>
</tr>
<tr>
<td>Medium skilled</td>
<td>13%</td>
<td>12%</td>
</tr>
<tr>
<td>Highly skilled</td>
<td>14%</td>
<td>13%</td>
</tr>
</tbody>
</table>

Source: Rapportage sport 2008, SCP and Mulier Institute

Socio-professional status

Volunteers in sport tend to belong to the high income category, as is presented in table 1.5 below. This is also the case for volunteering in general.

Table 1.5 Level of income of volunteers in 2003 and 2007

<table>
<thead>
<tr>
<th>Level of income</th>
<th>Volunteers in general</th>
<th>Volunteers in sport</th>
</tr>
</thead>
<tbody>
<tr>
<td>low income</td>
<td>22</td>
<td>21</td>
</tr>
<tr>
<td>average income</td>
<td>28</td>
<td>23</td>
</tr>
<tr>
<td>high income</td>
<td>33</td>
<td>32</td>
</tr>
</tbody>
</table>

Source: SCP (AVO 2003 - 2007)

1.4 Number and types of sport organisations engaging volunteers

In total there are 73 sport federations in all the disciplines. The overall organisation is the NOC*NSF, “Netherlands Olympic Committee * Netherlandse Sport Confederatie”, an umbrella organisation for sport. Furthermore there are more than 27,000 sport clubs affiliated to NOC*NSF.

With regard to non-organised forms, there are a number of "grey" sport associations, which means they are not a member of a federation. This includes individual sport.

In addition, there are 12 Provincial Sport Councils, 14 Olympic networks, 55 Sport medical institutions, 3 Centres for Top sport and Education and 27 LOOT schools (high schools for students with top sport ambitions).

**Non-commercial sport clubs** are the most important framework for organised sport activities - more so than schools, municipal organisations or commercial providers. The 27,000 sport clubs in the Netherlands range from small clubs with only 10 to 20 members to large non-profit organisations offering services to 1,000 members or more.

\textsuperscript{12} Interview NOC*NSF.
In addition to local authorities, it is the 73 sport federations in the Netherlands which give practical form to the sport policy. At the local level the sport sector is structured by sport organisations and the activities are organised by municipalities.

Sport clubs are generally affiliated to the national sport federation for their branch of sport. Football is by far the most widely practised club-based sport. Tennis is the second sport in the Netherlands in terms of participation through an organised club and that is followed by golf.

Taken altogether, sport federations and the affiliated sport clubs number more than five million members. One in three of the Dutch population is a member of a sport club (ignoring duplications). That makes sport the biggest leisure sector in terms of the number of clubs and members.13

Type of organisations

Volunteers are not only engaged in sport clubs, but also in other (commercial) sport organisations such as horse riding schools and sport schools.

Most of the volunteers can be found at the club level, whereas employed staff is typically found in the federations. 84% of sport clubs use volunteers (SCP 2009).14

Table 1.6 Percentage of sport organisations and sport clubs engaging volunteers

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Sport organisations with volunteers (%)</td>
<td>65</td>
<td>67</td>
<td>81</td>
<td>82</td>
<td>79</td>
<td>74</td>
</tr>
<tr>
<td>Volunteers (x 1000)</td>
<td>299</td>
<td>399</td>
<td>466</td>
<td>548</td>
<td>538</td>
<td>541</td>
</tr>
<tr>
<td>Sport clubs with volunteers (%)</td>
<td></td>
<td>85</td>
<td>86</td>
<td>85</td>
<td>84</td>
<td></td>
</tr>
<tr>
<td>Volunteers (x 1000)</td>
<td></td>
<td>461</td>
<td>539</td>
<td>532</td>
<td>533</td>
<td></td>
</tr>
</tbody>
</table>

Source: CBS Survey

Share of volunteers and paid staff in the sport sector

According to the NOC*NSF: 13% of the people involved in sport organisations are paid, against 87% that are volunteers. There is however an increase in the professionalisation of sport organisations which is not fully visible yet. It is predicted that this increase will be around 3.5% by 2013.

Furthermore, the government aims to increase the number of full-time jobs in sport with 1,250 new jobs by 2012 (the so-called “combination functions”: the full-time job consists of partly teaching sport and partly working in the sport sector itself, i.e. a joint teaching and delivery role).

Outdoor sport clubs are more likely to employ paid staff than indoor sport clubs (in particular golf, tennis and football clubs. 23% of outdoor sport clubs have paid employees, compared to 9% of indoor sport clubs.15

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14 Ibidem.
These three disciplines (golf, tennis and amateur football) are also leading in terms of employment volume, with football clubs employing 1,450 FTE. However, football is also the leading sport discipline in terms of the volume of voluntary work (in terms of number of hours), whereas disciplines such as golf tend to use a greater number of professionals.

The income of these clubs is also considerably higher than most other disciplines.

Table 1.7 Level of employment in sport clubs per discipline

<table>
<thead>
<tr>
<th>Sport discipline</th>
<th>Number of sport clubs</th>
<th>Total income (x million euro)</th>
<th>Number of clubs (%)</th>
<th>Number of work hours of volunteers per week (100%) (x1000)</th>
<th>Number of clubs (%)</th>
<th>number of persons</th>
<th>employment volume*</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Indoor sports</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>power and combat sports</td>
<td>1,190</td>
<td>19</td>
<td>78</td>
<td>32</td>
<td>15</td>
<td>400</td>
<td>70</td>
</tr>
<tr>
<td>individual sports</td>
<td>2,940</td>
<td>139</td>
<td>89</td>
<td>98</td>
<td>19</td>
<td>2,120</td>
<td>300</td>
</tr>
<tr>
<td>team sports</td>
<td>2,880</td>
<td>107</td>
<td>85</td>
<td>145</td>
<td>5</td>
<td>420</td>
<td>130</td>
</tr>
<tr>
<td>swimming and diving</td>
<td>1,170</td>
<td>176</td>
<td>95</td>
<td>85</td>
<td>2</td>
<td>50</td>
<td>10</td>
</tr>
<tr>
<td>other indoor sports</td>
<td>4,880</td>
<td>82</td>
<td>76</td>
<td>94</td>
<td>3</td>
<td>440</td>
<td>80</td>
</tr>
<tr>
<td><strong>Outdoor sports</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>athletics</td>
<td>220</td>
<td>436</td>
<td>96</td>
<td>34</td>
<td>13</td>
<td>90</td>
<td>30</td>
</tr>
<tr>
<td>golf</td>
<td>280</td>
<td>683</td>
<td>81</td>
<td>34</td>
<td>45</td>
<td>890</td>
<td>660</td>
</tr>
<tr>
<td>angling</td>
<td>1,080</td>
<td>393</td>
<td>74</td>
<td>25</td>
<td>0</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>equestrian sports</td>
<td>1,710</td>
<td>74</td>
<td>86</td>
<td>58</td>
<td>9</td>
<td>440</td>
<td>100</td>
</tr>
<tr>
<td>tennis</td>
<td>1,840</td>
<td>402</td>
<td>96</td>
<td>148</td>
<td>23</td>
<td>970</td>
<td>450</td>
</tr>
<tr>
<td>field sports (excl. football)</td>
<td>1,530</td>
<td>227</td>
<td>96</td>
<td>269</td>
<td>14</td>
<td>870</td>
<td>270</td>
</tr>
<tr>
<td>field football (amateurs)</td>
<td>2,750</td>
<td>383</td>
<td>98</td>
<td>898</td>
<td>72</td>
<td>5,740</td>
<td>1,450</td>
</tr>
<tr>
<td>cycling</td>
<td>740</td>
<td>92</td>
<td>75</td>
<td>17</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>other outdoor sports</td>
<td>4,380</td>
<td>175</td>
<td>70</td>
<td>162</td>
<td>3</td>
<td>510</td>
<td>160</td>
</tr>
<tr>
<td><strong>total sport clubs</strong></td>
<td>27,590</td>
<td>190</td>
<td>84</td>
<td>2,098</td>
<td>15</td>
<td>12,970</td>
<td>3,710</td>
</tr>
</tbody>
</table>

Source: CBS Survey 2006

* employment volume: hours worked in reference week converted to full-time equivalents of 40 hours

1.5 Main voluntary activities

**Level of volunteering in different sport segments**

Data is only available on the level of volunteering in the categories indoor and outdoor sports (see section 1.4).

**Level of volunteering in different sport disciplines**

There is a larger share of voluntary effort in football clubs, clubs for other field sports, swimming and diving clubs and tennis clubs, than in other sport disciplines.

The first sport discipline in terms of the volume of voluntary work is **football** (around 898 hours) as is shown in table 1.8 below.

**Type of activities carried out by volunteers**

Volunteers in sport organisations are active in a wide range of activities. The larger the association, the greater the number of tasks they perform.
Long term volunteers in sport are mainly coaches and trainers. All other tasks are increasingly carried out by short term volunteers. For the education of trainers sport federations have their own training system.

There is a high demand for **managerial tasks in committees** (57%) and giving **training** (53%). Furthermore important tasks are: organisations of events/games and tournaments, canteen services, arbitrage, general management, club newsletters and medical care in sport.\(^{16}\)

The type of activity that volunteers do in sport largely depends on the discipline. In clubs for indoor sports voluntary effort is equally divided between the different types of activities. Volunteers in such clubs spend an equal amount of time on training, instruction and care as they do on management, committees and administration.

Outdoor sports present a different picture. Here volunteers spend a lot of time managing the association, in committees and administration.

However, golf clubs do not follow this general pattern; here not more than 3% of the total number of hours are spent on maintenance, cleaning and canteen (for other outdoor sports this tends to be 9-31%). In golf clubs, volunteers are especially active in management, committees and administration (82%).

Volunteers that are active in football clubs spend a great deal of their time coaching young people (35%).

| Table 1.8 Work hours and activities of volunteers in sport clubs (excluding watersports) per sport discipline, 2006 |
|---|---|---|---|---|---|---|
| | Number of sport clubs with volunteers (%) | Total number of work hours of volunteers per week (100%) (x1000) | of which % for coaching young people | of which % for training, instruction, care | of which % for management, committees, administration | of which % for maintenance, cleaning, canteen |
| Indoor sports | | | | | | |
| power and combat sports | 78 | 32 | 20 | 35 | 38 | 8 |
| individual sports | 89 | 98 | 19 | 28 | 47 | 6 |
| team sports | 85 | 145 | 20 | 37 | 38 | 6 |
| swimming and diving | 95 | 85 | 21 | 46 | 30 | 4 |
| other indoor sports | 76 | 94 | 15 | 16 | 55 | 14 |
| Outdoor sports | | | | | | |
| athletics | 96 | 34 | 14 | 37 | 33 | 16 |
| golf | 81 | 34 | 12 | 3 | 82 | 3 |
| angling | 74 | 25 | 12 | 2 | 69 | 17 |
| equestrian sports | 86 | 58 | 18 | 14 | 51 | 18 |
| tennis | 96 | 148 | 14 | 5 | 49 | 31 |
| field sports (excl. football) | 96 | 269 | 28 | 28 | 32 | 12 |
| field football (amateurs) | 98 | 898 | 35 | 22 | 24 | 18 |

\(^{16}\) NOC*NSF Press article "NOC*NSF and NOV sign strategic alliance volunteering", 12 June 2009.
2 INSTITUTIONAL FRAMEWORK FOR VOLUNTEERING IN SPORT

2.1 Main public bodies and other organisations involved in volunteering in sport

There is no main public body responsible for volunteering in sport strictly speaking. However, there is a knowledge institute for volunteering in general (and sport), Movisie, which collects, validates, enriches and spreads knowledge concerning well-being, care and social security.

At central government level, responsibility for sport policy lies with the Ministry of Health, Welfare and Sport (MVWS) and with the State Secretary for Health, Welfare and Sport. The Sport Department within the Ministry is relatively small, with a workforce of 30 FTE. The role of central government in sport policy is primarily one of co-ordination and support.

The implementation of sport policy in practice lies primarily in the hands of the 443 municipalities. In addition, the 12 provincial authorities play a limited (co-ordinating) part in relation to sport policy.

The National Olympic Committee*Netherlands Sports Federation (NOC*NSF) is the main umbrella body in sport. This organisation is funded partly by the government; partly by the national lottery and partly from its own funding for example through sponsorship. As an independent legal entity it pursues its own policy. NOC*NSF is responsible for sending sportsmen and women to represent the Netherlands at the Olympic and Paralympic Games and also to act as a sparring partner for the government in relation to sport. It sometimes also implements central government’s sport policy.

2.2 Policies

There is no national strategy or framework for volunteering in sport. However, the importance of volunteering in sport is acknowledged by the government.

In the policy statement on care and volunteering (2008-2011) entitled "For Each Other", the Ministry highlights the importance of volunteering in sport in the Netherlands and the 1.2 million volunteers in the sport sector. Volunteering in sport is therefore, an important part of the political agenda. For instance the government fully supports the "Renewal Provision of Sport" which the NOC*NSF undertakes in around 100 organisations. These projects will give more information on how sport organisations can utilise the new type of volunteer.

The most recent policy memorandum, Tijd voor Sport ("Time for Sport"), was published in 2005. In 2007 the policy letter "Kracht van Sport ("Power of Sport")" built on that memorandum and set a number of new goals. The Government supports sport primarily because it promotes social values. Because of its social function, sport is a highly desirable and effective way of achieving key government objectives in the fields of prevention and health, youth policy, education, values and standards, integration, communities, safety and international policy.
According to the NOC*NSF, there is no strategy specifically targeted at volunteering in sport, it is part of other policy areas such as volunteering in general and health rather than it being approached on an individual basis. Focus in the coming years will be on developing and sharing expertise and knowledge, local/regional networking and improving the legal framework for volunteers.

**Objectives and targets**

The government aims to increase the number of full-time jobs in sport with 1,250 new jobs by 2012. However, there are no specific targets regarding the number of volunteers in sport.

Reporting and monitoring are occasionally commissioned by the Ministry of Health, Welfare and Sport and are undertaken by:

- Mulier Institute (Verenigingsmonitor);
- The Dutch Institute for Social Research (SCP);
- The Central Bureau for Statistics (CBS).

### 2.3 Programmes

The key national or sport sector specific programmes that promote volunteering in sport are:

- **Framework policy** *(Kaderbeleid)*: For education of volunteers (trainers and coaches) sport federations have their own system of education. This education is built on a five level qualification system from a beginning youth sport leader up to a professional trainer.

- **Tax policy and insurance volunteers**: Volunteers’ income up to a maximum amount annually (€ 1,500) is free of income tax. There is also a third party risk insurance for volunteers that is arranged through municipalities.

- **Master plan Arbitration** *(Masterplan Arbitrage)*: This Master plan will help the national sport organisations to find extra referees. The plan will enhance the image of referees and address the issues of violence, discrimination and antisocial behaviour.

In the context of the national programme "Vrijwilligers in de Sport" (VIS, "Volunteers in Sport"), research was commissioned by the NOC*NSF in 2000 to look at whether changes had to be made to the programme.\(^{17}\) The research data focused on the primary aim of the multi-annual plan 1998-2002 "Time For Volunteering Policy", i.e. to reduce the volunteer shortage in sport organisations. Furthermore it also looked at two sub aims of the plan, namely that sport organisations conduct a volunteering policy and that they provide an efficient support framework. A specific aim of this plan was to reduce the number of organisations which "perceive" an executive shortage from 47% in 1998 to 33% in 2002.

Main results of the 2000 survey include:

- Vicious circle of volunteering policy in sport: since there is no systematic attention given to the position of and functioning of volunteers in the association it makes it difficult to attract and retain them.

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\(^{17}\) For both surveys around 800 sport associations from 10 small and middle-sized municipalities have been approached with an extensive written questionnaire.
More than half of the sport organisations within the survey make use of "call-up" volunteers. These are volunteers who are used on an ad-hoc basis for a short period and for a limited task.

Overall, not a lot is done about volunteering policy within organisations. 22% say they have somebody in place for the organisation of and co-ordination of the voluntary work. Several factors seem to influence the placing of such a co-ordinator: these include the perceived volunteering problem, the size of the association, having sport accommodation and/or a canteen, and knowledge of the VIS campaign.

More than half of the organisations do not pay attention to the selection of volunteers, the description of their tasks, and take into account the knowledge of members, education and training of volunteers. Most of the attention, although small, is given to compensation and appreciating volunteers, recruiting volunteers, improving the work environment, making agreements with volunteers, coaching and supporting volunteers and improving contacts between volunteers.

42% of the questioned associations indicate being aware of the campaign "heart for sport - eye for volunteers" (VIS).

There also seems to be an increase in the knowledge of the different products and services of the VIS campaign.

Other programmes concerning volunteering in sport include the following:

- Social traineeships through schools in which students are asked to participate in the youth, sport or care sector for a short while;
- Enterprises that give people the opportunity to do some volunteer activities during their work time;
- Special Days in the Year to volunteer;
- Professionalism in sport to support and co-ordinate volunteers.

3 REGULATORY FRAMEWORK FOR VOLUNTEERING IN SPORT

3.1 General legal framework

Legal provisions applying to volunteering in sport are part of the general legal framework on volunteering.

3.2 Legal framework for individual volunteers in sport

Volunteers’ income is free of income tax up to a maximum annual amount. There is a third party risk insurance arranged for every volunteer via the municipalities.

In terms of reward/compensation, findings from the survey carried out by NOC*NSF in 2000 indicate that one third of sport associations give one or more volunteers a compensation (max 1,470 Dutch gulden, tax free a year). Associations having a shortage of volunteers tend to do this more often than those not experiencing any problems. Trying to attract or retain expert trainers might also be a reason to give volunteers compensation. Compensations are also given in order to ensure that the work is done.
3.3 **Legal framework for sport organisations engaging volunteers**

No specific legal provisions apply to sport organisations.

4 **ECONOMIC DIMENSION OF VOLUNTEERING IN SPORT**

4.1 **Public financing of volunteering in sport**

At national level, funding to NOC*NSF and sport federations mainly comes from the Ministry of Health, Welfare and Sport, gambling services and the Dutch lottery.

These funds are allocated to the sport organisations which also receive further funding from municipalities, membership, sponsoring and private donations.

In 2008 public funding for sport amounted to 120 million euro. Local authorities account for 90% of public spending on sport, according to the SCP\(^\text{18}\).

Part of the **national lottery** (Toto-Lotto) income can be used by sport organisations for sport infrastructure. This money is divided by the NOC*NSF amongst the organisations. **70% of its revenues** are allocated to sport.

No data is available on the share of each of these funding streams.

**Trend**

The government budget for sport policy has grown substantially in recent decades and is expected to grow further in the years ahead. By way of comparison: government, public and industry spend a total of 9.4 billion euro each year on sport, which means that sport accounts for 0.85% of GDP\(^\text{19}\).

From 2007 to 2008 public spending increased from 100 million euro to 120 million euro. One of the reasons behind the increase is the intention of using sport to reach social goals\(^\text{20}\).

4.2 **Other support schemes and benefits**

There is no tax to be paid on donations given to sport organisations/clubs and a lower VAT applies in the sport catering industry, i.e. drinks and food cost less in sport club canteens than in commercial pubs.

4.3 **Private financing and support schemes**

Sport clubs depend for their income largely on **membership fees** (49% of income) and **canteen sales** (25%). The average income of a sport club is 40,000 euro per annum\(^\text{21}\).

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\(^{20}\) Interview NOC*NSF.

4.4 Specific issues: state aid, public service and general interest

The Ministry of Health, Welfare and Sport considers that there are no tensions because there is no state aid to sport activities.

However, there is a tension with regard to the lower VAT in the sport catering industry. Therefore municipalities have policies regarding not having parties in sport association clubhouses because this would raise competition issues with the commercial bars and pubs in the same area.

4.5 Economic value of volunteering in sport

The economic value of sport is very important but not as widely recognised as the social value of it. Volunteering in sport is the backbone of (most) sport disciplines in the Netherlands. In every sport there are volunteers performing services to the benefit of others or society. Without these volunteers a lot of sport organisations would not be able to function.

Approximately 1.6 million volunteers work an average of 13 hours per month in the sport sector. Based on these figures, this translates into 133,333 FTEs and 5.3 billion euro22.

5 SOCIAL AND CULTURAL DIMENSION OF VOLUNTEERING IN SPORT

5.1 Key benefits of volunteering for sport volunteers, the community and direct beneficiaries

The impact of volunteering in sport is very important for the wider society; sport would not be what it is without these volunteers and society would lose the positive aspects brought about by sport.

Therefore volunteering in sport:

- Unites people and contributes to a positive development of society and the volunteers themselves;
- Contributes to an active participation on the labour market;
- Contributes to integration of vulnerable groups within the population;
- Contributes to preventing the loss of expertise and experience (and even gaining new skills) of those who have lost their jobs.

Key benefits for volunteers include personal development, social involvement, self esteem, meeting new people:

- Volunteers have fun (because they enjoy sport);
- They meet other people (volunteering in sport unites people);
- They feel positive (knowing that they perform services for the benefit of others or society); and
- They develop themselves (by learning on the job or through courses and training).

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Total figure based on the calculations made by the Ministry of Health, Welfare and Sport. Formula used: (13 * 12) 156 hours per year, and (156 / 52) 3 hours per week. Assuming that a FTE is based on 36 per week, (3 / 36) = 0.083 FTE. For 1.6 million volunteers this means (1.600.000 * 0.083) = 133.333,33 FTE. Average annual salary is 40,000 euro.
All groups in society benefit from volunteering in sport, but it can be said that the added value is particularly important for specific groups such as migrants, disabled and youth. Volunteers mirror the diversity of a society with people of all ages, women and men, employed and unemployed, people from different ethnic backgrounds and belief groups and finally citizens from all nationalities being involved.

5.2 Factors that motivate individuals to volunteer

Issues in relation motivations of volunteers are integrated in the general report on Volunteering.

6 EU POLICIES AND VOLUNTEERING IN SPORT

According to the Ministry of Health, Welfare and Sport there is generally an impact of EU policies, programmes or other activities on volunteering in the sport sector; however this is rather difficult to quantify.

The Netherlands are preparing for the European Year on Volunteering, with for instance the strategic alliance between the NOC*NSF and the NOV (the association of Dutch voluntary organisations) concerning volunteering.

7 MAIN OPPORTUNITIES AND CHALLENGES FOR VOLUNTEERING IN SPORT

7.1 Main challenges

Findings from the survey carried out by NOC*NSF in 2000 highlighted the following issues:

- Half of the surveyed sport associations have a quantitative and qualitative shortage of volunteers. The shortage is attributed to external factors such as individualism, growing consumerism and the 24h economy, the growth of the sport sector and the related need for more executive personnel as well as the introduction of various legislation and regulation. Moreover, tasks within organisations have become both more complex and numerous.

- The quantitative and qualitative shortage of volunteers for several tasks has had, according to the organisations, several consequences, in particular the issue of double functions and the increase of pressure on the existing volunteers. The quality of the sport offered has in some cases declined and this could lead to a loss of members. Organisations also point out that some activities are being organised less frequently or not at all.
In addition to the previous surveys, a few questions concerning legislation and regulation have been added in the survey carried out in 2002 also by NOC*NSF. The main findings of the survey indicate the following issues:

**Volunteer shortage**

- Even though there are a growing number of volunteers in sport, there seems at the same time to be a perception that there is a volunteer shortage amongst the organisations. The researchers think the reason for this is the growing need for volunteers (because of higher demands and a higher regulation pressure) and the changing capacity of volunteers (less interest for long term compulsory activities).
- There is an increase in the number of organisations obliging members to fulfil certain tasks.
- The number of organisations making use of call-up volunteers (volunteers who are used on an ad-hoc basis for a short period and for a limited task) has decreased slightly but remains around 50%. Organisations using this kind of volunteers have on average 20 of them (this was 15 in 2000).
- The average number of volunteers for permanent tasks and functions has increased from 30 (2000) to 32(2002).
- 45% of organisations still claim to experience a volunteer shortage. The shortage is especially felt in the areas of management, training, coaching and teaching. The shortage seems to be quantitative (shortage of man power) rather than qualitative (not enough knowledge and expertise).
- Decrease of voluntary activities in the areas of training, coaching/teaching, organisation of matches and tournaments, organisation of events and the club magazine.

**Volunteer strategy/policy within associations**

- The number of organisations that have appointed a specific person within the organisations to organise and co-ordinate voluntary work has decreased (28% in 1998, 22% in 2000 and 16% in 2002). Also, the number of clubs that have written down aims and plans with regard to the organisation of voluntary work has decreased (25% in 1998, 22% in 2000 and 20% in 2002).
- However, it seems that those organisations that have a volunteer shortage put more focus on volunteering policy. It is also the case with larger organisations, clubs with their own canteen and/or sport infrastructure and organisations that are familiar with the VIS campaign. The number of organisations giving attention to effective recruitment of volunteers has increased (17% in 1998, 16% in 2000 and 21% in 2002).
- Focussing during recruitment on specific target groups amongst volunteers has decreased (28% in 1998, 15% in 2000 and 13% in 2002). Specific focus is on +55 years old.

**Regulatory framework**

- One in five organisations have problems with keeping track of the legislation and regulation. Most problematic areas are the drinking and catering law, as well health issues related to legionella. It is perceived as time consuming, burdensome and complex.
Findings from a SCP report\textsuperscript{23} confirm that the issue of recruitment of volunteers is a key concern for organisations.

Furthermore, the report explained that two out of three clubs are worried about ensuring a proper functioning volunteering framework. Clubs have vacancies for volunteers to perform management tasks. Around 57\% of the organisations were still looking for people in 2007. In addition, vacancies were available for teaching and training or coaching (53\%) and to organise activities (38\%). 29\% of clubs were still looking for volunteers to be judges or arbiters.

According to the Ministry of Health, Welfare and Sport the main challenge lies in the fact that even though more people are volunteering in sport, voluntary engagement tends to be short term. There is also a lack of volunteers from vulnerable groups (especially migrant groups and women). Increased legislation and administration has also increased the volunteers' tasks.

### 7.2 Main opportunities

The increased professionalisation is in itself a good thing because it relieves the volunteers and strengthens organisations, rather than replacing volunteers.

The needs of the voluntary sport sectors could be addressed by taking the following steps\textsuperscript{24}:

- Finding (and retaining) more volunteers in sport, especially from vulnerable groups (especially migrant groups and women).
- Raising public awareness of the scope, value and impact of volunteering and highlighting its contribution to the community at all levels.
- Celebrating volunteers in sport for their contribution and to showcase good practices and projects involving volunteers.
- Raising awareness among citizens of the possibilities of volunteering in sport in order to motivate people to become involved.
- Working towards the reduction of barriers and discrimination that people face when wishing to volunteer, especially migrants and third country nationals and the socially excluded.
- Highlighting and recognising the value of local volunteer action in building a national identity and working towards a comprehensive national policy agenda to support, promote and recognise volunteering and its different roles.
- Demonstrating and raising awareness about the need for a volunteer infrastructure at local, regional and national level including a legal framework that foresees the right to participate in society through volunteering for people from all walks of life.
- Decreasing the legislation and administration that often leads to the overburdening of tasks for sport organisations.


\textsuperscript{24} Communication with MVWS
SOURCES

- NOC*NSF Press article "NOC*NSF and NOV sign strategic alliance volunteering” 12 June 2009.
- Promotion of Volunteering in Sport: Questionnaire survey, EU Sport Directors Meeting, Czech Republic, 28-29 April 2009.

Interviews

- Ministry of Health, Welfare and Sport (MVWS)
- NOC*NSF