

### ■ Equipment

62. Does your team provide practice gear?  YES  NO
63. Are you required to wear this gear during practice?  YES  NO
64. Please rate the practice gear and equipment of your team on a scale of 1-10?  
low quality  1  2  3  4  5  6  7  8  9  10 excellent quality
65. Do you receive basketball and running shoes?  YES  NO  
If so, how many pairs?

### ■ Scheduling

66. Do you ever work on Sundays?  YES  NO
67. Do you ever work nights (after 8pm)?  YES  NO
68. Do you take paid vacation during your contract?  YES  NO
69. Do you have Christmas or other holidays free?  YES  NO
70. Do changes in your work schedule occur regularly?  YES  NO
71. Typically, how much time in advance do you know of a change?
72. In general, do your working hours fit in well with your family or social commitments?  YES  NO
73. Are you satisfied with the way games are scheduled and with the length of the season?  YES  NO
74. Please briefly describe below what changes should be made?

### ■ Discipline

75. Are you familiar with your league's disciplinary rules?  YES  NO
76. Are you familiar with FIBA disciplinary procedures?  YES  NO
77. Are you fined by your team when you get a technical foul?  YES  NO
78. If yes, what is the amount of the fine (in Euros)?
79. Did you and your team agree to the level of the fine?  YES  NO
80. Did you receive a copy of your team/league's disciplinary rules?  YES  NO

■ If you wish to receive the results, please don't forget to fill in your email on the back of this form

### WHY A SURVEY OF PROFESSIONAL BASKETBALL PLAYERS?

For most players, our only sources of information on working conditions in different leagues are our agents or word of mouth from other players. A survey on the working conditions for players in Europe will help the entire basketball community - teams, players, leagues, federations, agents - and national governmental and European institutions to become informed about where conditions are good and where improvement is needed. It is our hope that this study will make our industry more transparent for the benefit of all of us.

This survey is being undertaken by UBE, the European Basketball Players Association with funding support from the European Commission. UBE is a federation of basketball players unions that represents professional basketball players at the European level. Members of UBE include the associations in Israel, Greece, Italy, Spain, France, Germany, the Netherlands, Belgium, Portugal and Russia.

Every five years since 1991, the European Foundation for the Improvement of Working and Living Conditions (EUROFOUND) has surveyed working conditions in the European Union. Although this study is important as a general study, the rapid professionalization of sport necessitates a more specific analysis.

With the expansion of the European Union more information is needed about the conditions of players in countries where no players association exists. In order to make a comparison, information is also needed about current working conditions in countries with long established associations.

Collective Bargaining Agreements in basketball exist in Greece, Italy, Spain, France and Israel. These agreements establish standards for the treatment of players as employees within their respective leagues.

Thank you for your participation!

**Giuseppe Cassi**

UBE President

### 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:

First name:

Email address:

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European  
Basketball Players  
Association



Survey on the Working Conditions  
of Professional Basketball Players in Europe  
VP/2008/001/0561



Funded by a grant from the European Commission  
DG Employment, Social Affairs and Equal Opportunities  
Industrial Relations and Social Dialogue  
Project VP/2008/001/0561

