



EUROPEAN
EVERYDAY of SPORT

HOW TO BE ACTIVE EVERYDAY

for working people #BeActive

Good practices manual



Co-funded by the
Erasmus+ Programme
of the European Union

#BEACTIVE

Project European everyday of sport /572647-EPP-1-2016-1-BG-SP0-SCP/





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1 Introduction



European everyday of sport project is designed to improve sharing of good practices, priority of Erasmus+ programme, to find and promote good practices from first and second edition of European Week of Sport and to encourage participation in sport and physical activity. The most specific topic this strategic partnership has been focused is the development, identification, promotion and sharing of good practices.

The present Manual is part of the products, elaborated during the project activities, implemented by an international consortium from seven countries and including the following open educational resources:

- ★ How to be active every day for kids;
- ★ How to be active every day for youth;
- ★ How to be active every day in school;



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- ★ How to be active every day for working people;
- ★ How to be active every day for active aging people;
- ★ How to be active every day in the city;
- ★ How to be active every day in small village;
- ★ Good practice manual of EWoS 2015 and 2016.

The mentioned good practices are also available in the communication channels of the project that you can find easily in the way that is most convenient for you:



Web
eusport.org



FB group
Everydaysport



Twitter
#EUEverydaySport



**Iphone
app**



**Android
app**

Project “European everyday of sport” is co-funded by the European Commission Erasmus+ – Sports – Collaborative partnerships in the sport field and Not-for-profit European sport events. The partnership between Bulgaria, Italy, Croatia, Hungary, Lithuania, Poland, Slovakia is a combination of sports and youth organizations youth and educational institutions.



2 Physical activity for working people

Physical activity is essential for good health. Workplaces can help increase physical activity levels, and by thus improve the health of employees, reduce sickness absence and increase productivity. Physical inactivity has been linked to an increased risk of a range of health conditions, including coronary heart disease (CHD), stroke, osteoporosis, cancer, type 2 diabetes, obesity and mental health problems. On the other hand, evidence shows that undertaking physical activity can help to prevent disease, maintain a healthy weight and promote mental health and wellbeing.

Employee's lack of health has cost implications for businesses through loss of production, early retirement, staff turnover and absenteeism (both through long term sick pay and the cost of temporary staff).

Back pain is the most common cause of sickness absence from work in some of the European countries. Meanwhile, evidence shows that physical activity can reduce a person's risk from suffering from back pain and can also aid recovery from back pain and other musculoskeletal disorders.

Work related stress, depression and anxiety form the second most common reasons for work related sickness absence. However, physical activity has been shown to have an anxiety-reducing effect and single sessions of moderate intensity exercise have been shown to reduce short term reactions to stress and enhance recovery from stressors.

Evidence suggests that physical activity can benefit an organisation, because active workforces tend to:

- ★ report less illness and recover more quickly from the illnesses they do get;
- ★ experience less work absence;
- ★ experience lower staff turnover;
- ★ be more productive;
- ★ have fewer industrial injuries;
- ★ report higher levels of satisfaction with their work;
- ★ create a positive corporate image.



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In adults (18 – 64), physical activity includes leisure time physical activity, transportation (eg walking or cycling), occupational (ie work), household chores, play, games, sports or planned exercise, in the context of daily, family and community activities. The World Health Organisation (WHO) Global Recommendations state that in order to improve cardio respiratory and muscular fitness, bone health, reduce the risk of non-communicable diseases and depression:

- ★ Adults aged 18 – 64 should do at least 150 minutes of moderate intensity aerobic physical activity throughout the week or do at least 75 minutes of vigorous intensive aerobic physical activity throughout the week or an equivalent combination of moderate and vigorous intensity activity.
- ★ Aerobic activity should be performed in bouts of at least 10 minutes of duration.
- ★ For additional health benefits, adults should increase their moderate intensity aerobic physical activity to 300 minutes per week, or engage in 150 minutes of vigorous intensity aerobic physical activity per week, or an equivalent combination of moderate and vigorous intensity activity.
- ★ Muscle strengthening activities should be done involving major muscle groups on two or more days a week.

Employers can promote and encourage increased levels of activity in a number of ways. It is recommended that employers develop an organisational wide plan or policy to support employees to be more physically active.

Suggestions on how to encourage employees to be more physically active include:

- ★ Encouraging employees to walk, cycle or jog part or all of the journey into work. This can be encouraged in a number of ways, such as by offering secure cycle parking, developing a travel plan and providing information on, and actively promoting, local walking and cycle routes;
- ★ Allowing staff to work flexible hours that can accommodate physical activity, such as longer lunch breaks;
- ★ Joining a corporate membership scheme with local leisure services and promoting this with staff;
- ★ Encouraging participation in local and national events such as sponsored walks and fun runs;
- ★ Arranging a team gathering or corporate away day that involves some form of physical activity that most staff would be able to participate in, such as a short organizer led walk;
- ★ Encouraging the use of stairs by displaying the healthy working lives with stair walking posters;
- ★ Arranging a corporate challenge with prizes or incentives that involves physical activity. For example, assigning staff into teams to compete to see who can walk/jog/run/swim/cycle the most miles in a given time period;
- ★ Providing staff with information on the benefits of physical activity and asking them what types of activities they would be interested in participating in.



Tips and ideas

Aerobic activity – what counts?

Aerobic activity or “cardio” gets you breathing harder and your heart beating faster. From pushing a lawn mower, to taking a dance class or biking to the store — all types of activities counts. As long as you’re doing them at a moderate or vigorous intensity for **at least 10 minutes at a time**.

Intensity is how hard your body is working during aerobic activity.

How do you know if you’re doing light, moderate or vigorous intensity aerobic activities? For most people, light daily activities such as shopping, cooking or doing the laundry doesn’t count toward the guidelines. Why? Your body isn’t working hard enough to get your heart rate up.

Moderate-intensity aerobic activity means you’re working hard enough to raise your heart rate and break a sweat. One way to tell is that you’ll be able to talk, but not sing the words to your favorite song. Here are some examples of activities that require moderate effort:

- ★ Walking fast;
- ★ Doing water aerobics;
- ★ Riding a bike on level ground or with few hills;
- ★ Playing doubles tennis;
- ★ Pushing a lawn mower.

Build Up Over Time

If you want to do more vigorous-level activities, slowly replace those that take moderate effort like brisk walking, with more vigorous activities like jogging.

Vigorous-intensity aerobic activity means you’re breathing hard and fast, and your heart rate has gone up quite a bit. If you’re working at this level, you won’t be able to say more than a few words without pausing for a breath. Here are some examples of activities that require vigorous effort:

- ★ Jogging or running;
- ★ Swimming laps;
- ★ Riding a bike fast or on hills;
- ★ Playing singles tennis;
- ★ Playing basketball.



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You can do moderate — or vigorous-intensity aerobic activity, or a mix of the two each week. A rule of thumb is that **1 minute of vigorous — intensity activity is about the same as 2 minutes of moderate-intensity activity.**

Some people like to do vigorous types of activity because it gives them about the same health benefits in half the time. If you haven't been very active lately, increase your activity level slowly. You need to feel comfortable doing moderate-intensity activities before you move on to more vigorous ones. The recommendation is to do physical activity that is right for you.

Moderate Intensity

- ★ Brisk Walking.
- ★ Bicycling.
- ★ Swimming.
- ★ Mowing the grass, heavy yard work.
- ★ Doubles tennis.
- ★ Social dancing.
- ★ Conditioning Machines (e.g., stair climbers, elliptical, stationary bike).
- ★ Tai Chi, yoga.
- ★ Sports (e.g., softball, baseball, volleyball).
- ★ Skiing, roller and ice skating.

Vigorous Intensity

- ★ Jogging/running.
- ★ Singles tennis.
- ★ Swimming.
- ★ Jumping rope.
- ★ Conditioning Machines (e.g., stair climbers, elliptical, stationary bike).
- ★ Sports (e.g., soccer, basketball, football, racquetball).
- ★ Aerobic dance or spinning classes.

Muscle-strengthening activities – what counts?

Besides aerobic activity, you need to do things to strengthen your muscles at least 2 days a week. These activities should work all the major muscle groups of your body (legs, hips, back, chest, abdomen, shoulders and arms).

To gain health benefits, muscle-strengthening activities need to be done to the point where it's hard for you to do another repetition without help. A **repetition** is one complete movement of an activity, like lifting a weight or doing a sit-up. Try to do 8 – 12 repetitions per activity that count as 1 **set**. Try to do at least 1 set of muscle-strengthening activities, but to gain even more benefits, do 2 or 3 sets.



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You can do activities that strengthen your muscles on the same or different days that you do aerobic activity, whatever works best. Just keep in mind that muscle-strengthening activities don't count toward your aerobic activity total.

There are many ways you can strengthen your muscles, whether it's at home or the gym. You may want to try the following:

- ★ Lifting weights;
- ★ Working with resistance bands;
- ★ Doing exercises that use your body weight for resistance (i.e., push ups, sit ups);
- ★ Heavy gardening (i.e., digging, shoveling);
- ★ Yoga.

Let's #BeActive!





3

Good practices – How to be active everyday for working people

Physical activity for working people

If you are an office worker, sitting at a desk all day, why not try some of these simple tips to increase your movement at work:

- ★ Never eat at your desk, always move to another area during your lunch break. Try going for a 10 minute walk to a park or mall to eat.
- ★ Keep printers and faxes out of reach so that you need to get up to collect your documents.
- ★ Keep your phone out of reach so that your body has the chance to move about when you get up to answer it.
- ★ Rather than communicating via phone or email, get up and speak to someone face to face.
- ★ Occasionally pull your chair out from your desk and stretch your back muscles — simply flop over your knees and touch your toes to maximise the stretch.
- ★ If your desk chair has arms, use your arms to lift your body off the chair and hold. This movement exercises both your stomach and arm muscles.
- ★ Be aware of good posture: sit up straight with your shoulders back and stomach muscles pulled in.
- ★ Rotate your shoulders and neck periodically to release tension.
- ★ Every time you come back to your chair, try and hold your stomach muscles in for as long as possible.
- ★ Encourage yourself to use the stairs whenever possible.
- ★ If possible, park your car further from the office so that you have to walk an extra ten minutes each way. Think of this as an opportunity to increase your level of incidental activity, instead of an inconvenience.



3.1. Events

Name:	ZILLERTAL STEINBOCK MARCH		
When:	20.08.2016	Where:	Nature Park Ginzling, Austria 
Who:	Ginzling Sports Club	Reach:	290 participants
Description:	<p>The Zillertal Steinbock March is a day-long hike through the Zillertal Alps Nature Park. The Steinbock March is well known and has firmly established itself as a classic amongst the Alpine hikes.</p> <p>The participants to the event are presented with a challenging 30 km long route with an ascent of 1.871 m. The route should be passed for not more than 8 hours. During the route there are several stands offering refreshments and they are located at the various checkpoints.</p> <p>The participants should validate their March card with a stamp from every checkpoint. Only those who have all stamps receive an award.</p> <p>The participants can take part as individuals and as a group. The groups should consist at least from 10 people. The five largest groups received a carved "Steinbock" trophy. All of the participants received T-shirts.</p> <p>Highlighted as a good practice: This event can be implemented in every company that have a nice hiking route nearby or they can create a team-building opportunity for their team and spent some time together in the mountains.</p>		





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Name:	20 KM OF BRUSSELS		
When:	28.05.2017	Where:	Brussels, Belgium 
Who:	Municipality of Brussels Capital Region with the support of the Institutions of the European Union	Reach:	237 000 participants

Description:

The **20 km of Brussels** (French: **20 km de Bruxelles**, Dutch: **20 km door Brussel**) is a 20.1 km race that has been held each year in Brussels since 1980, usually in May. It used to have a maximum number of 25 000 entries, which were normally sold out quite quickly after places go on sale in March, but in 2010 a staggered start-time approach led to an increased maximum number of entries of 40 000.

The race is a major event in Brussels, with a large turnout of supporters. The course is quite challenging, particularly due to the gentle, long overall climb and several tunnels between kilometer three and seven as well as the long and steep climb on Avenue de Tervueren towards the end of the race.

The exact course distance has varied over time. The 2014 course officially covers 20.1km. The course often did not cover a complete 20 km circuit in its early history. The 2000 race was significantly shorter than the full distance and both the men's and women's winners finished the race more than three minutes ahead of the world records at the time.

Highlighted as good practice:

Every participant who crosses the finish line has received a medal and can download a certificate from the Internet. Overall results as well as results for women, for men, for "handisport wheelchair" and for specific teams were made available online. The rankings has also been published in the "DH" newspaper on Monday, May 29th, 2017.

Highlighted as a good practice: The "team challenge" aims at boosting the company's team spirit and helps support a "charity cross" project. The company must have at least 10 members to qualify as a team; the team's ranking will be determined on the basis of the top five team members' times.



Name:	ALBENA CUP		
When:	08 – 11.06.2017	Where:	Albena resort, Bulgaria 
Who:	Albena AD	Reach:	More than 400 participants

Description:

During the sixth edition of Albena cup has been organized two main events, focused on the working people – Amateur football tournament and Youth Balkan Table tennis championships. Organizers has provided price money 15 000 BGN (7 500 EUR), that has been separated between the events. Every participant in the football event will receive also a sport equipment of Albena cup. Will be provided also a space for Corporate social responsibility and the companies, that would like to join has been able to create their own team, with branding of the team members and the possibility to advertise, while their employees are moving and having fun together. The event in 2016 have been followed and announced by all national televisions in Bulgaria and have participated teams from municipalities and state agencies, banks, insurance companies, food suppliers, hotels. The event has been also open to supporters that can enjoy the sport emotions of their friends, colleagues or family members that are participating in the sport competitions.

Highlighted as a good practice:

This kind of events, that are gathering people in the sea resorts to have an active holidays are more than inspiring and perfect for working people with busy schedule. With joining such kind of event, one can #BeActive and also enjoy an amazing moments in the sea side with family and friends.





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Name:	NAISTEN KYMPPI - WOMEN'S FUN RUN		
When:	20 – 21.05 every year	Where:	Finland 
Who:	CEO	Reach:	15 000 women

Description:

Women's Ten is Finland's largest women jogging and well-being of the event, which began in 1984.

The event brings together every year the women of all ages together. They can run, jog or walk about 10 kilometres the route at their own pace, in good spirits and without competition.

The innovative part of the event is that during these two days the organizers make Wellness days. During these days the participants have the opportunity to attend and listen interesting and topical lectures. They also can participate in a variety of sports classes and lessons such as soothing yoga and Bollywood dance. In addition, they can also test the fitness area of the event.

Highlighted as good practice: This event is focused on woman participation in active events and is combining physical activity for woman with wellness days with many useful information. Perfect "escape" for working ladies.



Name:		AOK BLADE NIGHT	
When:	Every Monday from May until September	Where:	Munich, Germany 
Who:	Green City Projekt GmbH	Reach:	10 000 inline skaters, quad skaters and skateboarders
Description:	<p>The AOK Blade Night closes down particular streets to conventional traffic and opens pre-selected routes for the skaters.</p> <p>All of the skaters start at the same time and at the same starting point. The route is approximately around 90 minutes. After returning to the starting point the skaters have the opportunity to share their experience with their fellow skaters at a small get-together.</p> <p>The AOK Night is free of charge, but the organizers appreciate the support of the participants. The innovative thing in this sport event is that the organizers offer bracelets to the skaters with which they receive discounts to some of the partners of the sports event.</p> <p>The AOK Blade Night stands for alternative way of experiencing the city. By combining a fun activity that is not only good for the health but also great for the environment. This event actively participates in the process of improving Munich's quality of living.</p> <p>Highlighted as a good practice: Skating is very easy to be done in city environment. And skating together is funny, easy and affordable. Great for #BeActive and funny experience, can be joined with your friends or family and can be organized even from an individuals for their friends or co-workers.</p>		





Name:		Tenting Days	
When:	08 – 12.06	Where:	Netherlands, Noordoostpolder 
Who:	The organization of the Tenting Days cooperates with local partners, camping sites, the Society for the Preservation of Natural Monuments in the Netherlands and the Forestry Commission	Reach:	More than 150 participants
Description:	<p>The Tenting Days lure people out of their tents to experience the Noordoostpolder in the areas of arts, culture, theatre, music, dance, nature, open gardens, sports & games, farm visits and a tasty food sampling event. You can also enjoy the peace and quiet by walking or cycling along ditches, fields, woods and dikes. The camping itself costs only a few euros.</p> <p>The Tenting Days will give everyone a chance to spend a weekend in the Noordoostpolder. You can choose a sleeping place that suits you from a list of existing camping sites and unique camping sites that have been created especially for this weekend. You can find a campsite in the World Heritage site of Schokland, in a vineyard, in the middle of nature or in a bamboo grove. You can go camping with your horse or your boat as well.</p> <p>This practice is great because you can make a full relaxing weekend in the nature with so many other people. Do a lot of different things and forget about the city.</p> <p>Highlighted as a good practice: Spending time in the nature, without computer or phone can be once in a lifetime experience with your co-worker. Spending nice time together at open air will straighten the team relationships, but will also make you feel more and more empathic one to each other while moving the whole day together.</p>		



Name:	4 DAYS CYCLING THE ACHTERHOEK		
When:	01 – 04.08.2017	Where:	Netherlands, Achterhoek 
Who:	Tourist office and the ANWB, the Royal Dutch Tourist Alliance	Reach:	More than 100 participants
Description:	<p>The people cycling by the most beautiful spots of the Achterhoek and Salland every day. The tour takes you past castles, windmills, farmhouses that are characteristic of the Achterhoek, as well as forests, farmlands and rural vistas. Often a piece of Twente is included in the tour.</p> <p>The welcoming villages of the Achterhoek organize all sorts of activities during the four-day cycling event. Fairs, exhibitions, summer festivals, museums and folkloric events, such as dance groups are just a few examples. On cosy terraces and village squares, you can enjoy the local cuisine and a relaxed atmosphere.</p> <p>This practice fits for every country because there is a lot to see everywhere. Usually people go with their cars and they can't see the real gorgeous of the nature. This way you can see beautiful places and the most important – you can be a part of them.</p> <p>Highlighted as a good practice: During the cycling tour in beautiful landscape places, one can enjoy the time with co-workers and even create a small competition between them. After the ride, the group can explore the night program and create sustainability in the working team.</p>		





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Name:	THE COLOR RUN		
When:	03. 2011 – present	Where:	Coimbra, Portugal 
Who:	The Color Run	Reach:	More than 1000 participants

Description:

The Color Run is a five kilometres un-timed event in which thousands of participants or “Color runners” are doused from head to toe in different colours at each kilometre. The marathon has only two rules:

- ★ Wear white at the starting line;
- ★ Finish plastered in colour.

After Color Runners complete the race, the festival continues with an unforgettable Finish Festival.

The Color Run is a sport event which is organized in more than 35 countries in all over the world.

Highlighted as a good practice: Event like this may inspire the co-workers to have one unforgettable moment together, enjoy being active and become much more than a working team – become real friends. Moving is the nice part of the event, as well as the colourful side, that can be remembered by the amazing pictures you can take together.



Name:	BRITISH 10K LONDON RUN		
When:	Every year	Where:	London, United Kingdom 
Who:	Virgin Money London Marathon	Reach:	25 000 participants

Description:

The British 10 K London Run is a marathon event which is organized every year and reaches a big amount of working people. The specific things of this race are that it is staged on the world's greatest route through the heart of central London. The runners who take part in the event have to opportunity to run through many of the country's greatest landmarks.

This kind of sports event could be organized in a different country. The innovative thing is that the organizers of the marathon give money for different kind of charities. On the 10 K London Run there are a lot of people who suffers from different disease and take part into the sport event, showing that disabilities are not stronger than them.

Highlighted as a good practice: Running in event like this allows you to enjoy all the sightseeing in the area, together with fighting for a good cause. Find co-workers, that wants to join you, find your common cause and run for it!





3.2. Work/life balance

What are work/life balance initiatives?

Work/life balance initiatives are any benefits, policies or programs that helps create better balance between the demands of the job and the healthy management (and enjoyment) of life outside work.

Work/life initiatives can potentially deal with a wide range of issues including:

- ★ Fitness facilities, or fitness membership assistance (financial);
- ★ Corporate sport and physical activity events;
- ★ On-site childcare;
- ★ Eldercare initiatives (may range from referral program, eldercare assessment, case management, a list of local organizations or businesses that can help with information or products, or seminars and support groups);
- ★ Referral program to care services, local organizations, etc.;
- ★ Flexible working arrangements;
- ★ Family leave policies;
- ★ On-site seminars and workshops (on such topics as stress, nutrition, smoking, communication etc);
- ★ Internal and/or external educational or training opportunities.

Why should a workplace consider these programs?

The need for balance is essential. Studies on work/life balance programs have reported such benefits as:

- ★ Attracting new employees;
- ★ Helping to retain staff;
- ★ Building diversity in skills and personnel;
- ★ Improving moral;
- ★ Reducing sickness and absenteeism;
- ★ Enhancing working relationships between colleagues;
- ★ Encouraging employees to show more initiative and teamwork;

- ★ Increasing levels of production and satisfaction;
- ★ Decreasing stress and burn-out.

Work/life balance plans cannot be a “one size fits all” model. There are many factors to consider such as the different generations at work, age, culture, family needs and socioeconomic status.

Work/life balance initiatives can be part of a complete health and safety and/or a health promotion program in the workplace. The initiatives can be written as part of existing health and safety policy, or particular guidelines can be referenced in the overall company human resources policy or the collective agreement (if applicable).

Some good practices, from companies across Europe will show us a tip how to create such program or what kind of a program to exist from our employers:

“At Ebersdcher they don’t just talk about values, they live them.”

Georg Mentor, Key Account Manager (Sales Heaters)

Ebersdcher wants to offer an attractive balance to everyday professional life. This is why we want to bring work, health, fitness and well-being into harmony and to strengthen the feeling of community. You can therefore share not only work with your wonderful colleagues but also sporting fun. A myriad of company sports groups are waiting to welcome you at each location.

In addition to the fitness classes such as fit-mix, pilates, back strengthening, yoga and business qigong in our own sports facilities and, in summer time, walks along the Neckar, Esslingen also boasts company sports clubs for table tennis, aikido, bowling and football, while in Neunkirchen, there are football, tennis, running, cycling and inline skating clubs to offer you a sporting challenge.

Our employees are enthusiastic participants

“I have been attending the fitness classes from the very beginning. Of the courses offered, my favorite is the cardiovascular and strength training class, ‘fit-mix’. It offers a great counterbalance to work in the office. I think it’s great that Eberspdcher offers these classes.” H. Christian Seethaler, Test Engineer Development Exhaust Technology, Esslingen

“Our cycling club in Neunkirchen has been on the road since 2001. We started with twelve members and met regularly for training trips and cycling events throughout the region. Now there are around 30 members. Recent highlights include the two cycle meets with our Esslingen colleagues here in Neunkirchen and then in Esslingen, and our training camp in the south of France. This year’s high point was the company championship in the mountain bike marathon. Our two and four-person teams each took first place. In my opinion, being involved in a sport together after work is great fun, keeps you really fit and also gives you the opportunity to really get to know new co-workers.” Walter Schulz, Internet Coordinator, Neunkirchen.



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“We have been participating in the fitness courses since the very start and have been attending the pilates class on Tuesdays between 4 and 5 p.m. It provides a great counterbalance to sitting down at our desks. Another advantage of having these courses here in-house is the proximity to the workplace, we don't have to drive to them. We would be delighted if this offer were to be continued.” Jutta Wagner and Sindy Schwarz, Sales Administrators Exhaust Technology, Esslingen.

Source: <https://www.eberspaecher.com/en/jobs-career/family-delights/worklife-balance/company-sports-program.html>

In keeping with the adage “prevention is better than cure”, our associates have launched a range of activities that are designed to promote their physical and spiritual well-being. These include a series of “heal yourself” programs — some geared to a set of physical exercises in the work breaks, others to relaxation sessions or towards exercises that train the back muscles. There are also opportunities to take part in yoga, qi-gong, dancing lessons — and more recently a drama group.

It goes without saying that a company like Gore, which is known throughout the world for its GORE-TEX® products for outdoor enthusiasts and people with an active lifestyle, also provides recreational activities of a sporting nature. Anyone wishing to try out an activity along such lines can choose between badminton, body tuning, keep-fit, football, inline skating, jogging, climbing, mountain-biking, pilates, tennis, taekwon-do and yoga.

Most of our plants have facilities for showers and changing rooms. Some even have designated sports rooms that can be used for a variety of activities.

There is one thing that all the activities of the associates at Gore have in common — whether they are sports oriented, exercises to relax mind and body or participation in a drama group: they raise the feeling of physical and spiritual well-being and promote a sense of team spirit amongst the associates.”

Source: https://www.gore.com/en_gb/careers/whoweare/worklifebalance/1251586293402.html

Tips for employers: Employee wellness program ideas for your office

Employee wellness programs have become a staple in many companies as a way to attract top talent, keep them happy and productive, and decrease employee turnover.

In fact, 80% of employees at companies with robust health and wellness programs feel engaged and cared for by their employers.

The key to having a successful corporate wellness program is encouraging overall wellbeing while still keeping it fun. If you can't get your team engaged then your wellness program ideas will quickly lose steam. So make your initiatives fun, try new ideas and see what your team values the most.



Below is a list of the best employee wellness program ideas that you can easily implement at your office. A lot of the wellness ideas listed here are ones we've used ourselves and have seen the benefits firsthand. Many others were contributed from awesome companies that know how to take care of their teams.

Here's a quick list of employee wellness program ideas:

What's your favorite wellness program idea?

- ★ Create a healthy office cookbook;
- ★ Provide employees with healthy office snacks;
- ★ Publish a workplace wellness newsletter;
- ★ Create standing desks;
- ★ Incentivize smoking cessation;
- ★ Create flexible work hours;
- ★ Offer one remote working day each week;
- ★ Join a local sports league;
- ★ Host on-site yoga classes.

Whether you're a small startup or large corporation, there's bound to be something here that will fit for your organization.

Nutrition and General Health

*** Create a healthy office cookbook:**

Ask employees to share their favorite healthy recipes. Compile the best ones into a collection and share around the office via a downloadable document in email or a simple printed booklet.

*** Monthly healthy potluck:**

Create a sign-up sheet with 2 columns (name and what you're bringing) and post it to the fridge in the main break room for people to list what they're bringing.

*** Provide your employees with healthy office snacks:**

Healthy snacks aid in weight control, improve mood, and boost energy, making it a no brainer to provide for your office. If you're already providing snacks to your employees, consider making the switch to healthier alternatives by becoming a member of an office snack delivery service.



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*** Bring in a chef to teach people an easy cooking recipe:**

Hire a chef who specializes in healthy food to come in for a cooking demonstration.

*** Offer almond milk in addition to regular creamers and milk:**

Be mindful of the vegans and dairy intolerant co-workers.

*** Debunk the common healthy eating myths:**

There's a lot of marketing around the food industry that tricks people into thinking certain foods or diets are healthy, when in fact they are not. Address some of the most common nutrition mistakes that you can share with your team.

*** Publish a workplace wellness newsletter highlighting the best fitness, nutrition and educational content from around the web:**

Setup separate google alerts for "fitness", "nutrition" and "wellness education" and select "only the best results". Compile the best articles each week or month into one email and send out for your employees to enjoy.

*** Stop offering low quality snacks:**

If you offer your team snacks or meals with no nutritional value, make the switch to healthier alternatives. At the very least provide a majority of healthy items for your office and just a few traditional junk food items.

*** Stop offering soda and sugar-laden drinks:**

Regular consumption of sugar-filled and artificially sweetened beverages is detrimental to our health. Make the switch to healthier alternatives like minimally sweetened teas and flavored waters. If you're afraid of alienating the Diet Coke lovers, impose a "tax" on soda by charging 0.25 euro.

*** Create standing desks:**

Some furniture companies offer adjustable-height standing desks that allow users to easily switch between standing and sitting while working.

*** Visit a local farmer's market for lunch:**

Offer to pay for all organic produce employees decide to purchase.

*** Order in lunch for the office, especially during crunch time on big projects:**

Reward your team for putting in the extra hours by ordering in lunch for them.



* **Community Supported Agriculture:**

A lot of larger farms offer community supported agriculture programs where you invest in their farm, and they bring you fresh produce weekly. Many companies actually do this for their employees, and if you get enough people from your company signed up they might deliver right to your office. It's a convenient way to get some fresh, healthy food in your fridge while supporting local farmers.

* **Swap the old junk food vending machines for a healthy micro market:**

Companies across the nation are replacing their old vending machines with new, healthy micro markets. Micro markets are unattended, self-checkout mini-convenience stores built right into an office's breakroom. Employees have the added benefit of fresh meals and produce, in addition to being able to view nutritional information before making a purchase.

* **Show your employees how they can improve their health:**

Bring in a specialist who offers biometric screenings and health assessments, and more importantly, can give people a roadmap to improved health.

* **Hold a health fair:**

Invite local vendors and companies to your office for a day to talk about nutrition and wellness activities. You should have no problem at all persuading local businesses to attend, as it's a great way for them to promote their service.

* **Incentivize smoking cessation:**

In a study conducted by The University of Pennsylvania School of Medicine and Wharton School, employees who were financially incentivized to quit smoking were **3 times** more successful at ditching the habit than non-incentivized employees.

* **Post tips for relieving back pain and eye strain:**

Sitting at a desk staring at a computer for hours on end is the fast track to back pain and eye strain. Not only this, but strong confident postures affect testosterone and cortisol levels in the brain, allowing you to be taken more seriously. Print out and post infographic for better posture and for eye strain on your company's bulletin board.

* **Survey your employees to find out what is working and what is not:**

Don't waste time and energy on corporate wellness initiatives that employees don't find engaging or beneficial. Use Survey Monkey or Google Forms to create a survey to collect feedback from employees.



Productivity

* Encourage creativity with collaboration spaces:

Find an empty office or unused area around your office and turn it into a place where people can meet and collaborate on projects. Install some comfortable furniture so people can set up shop away from their desks and let the creativity flow.

* Create flexible work hours:

Everyone likes more flexibility with work because it allows him or her to structure their day to their lifestyle. Kick the habit of mandated working hours (i.e. 9am — 5pm with a half hour for lunch) and focus more on effectiveness. What matters most is the quality and effectiveness of someone's work.

* Offer one remote working day each week:

Give your responsible and reliable team members the option of working remotely 1 day out of the week. Remote work allows people to work more productively, eliminate long commutes, and spend more time with their family.

* Share personal goals on a whiteboard:

Get a whiteboard where people only write their non-work related wellness goals. Things like “Go to the gym 3 times per week”, “play basketball 4 times per month”, or “read 10 books this year” are some good ones to get people started.

* 20% time:

Google used to offer “20% time”, which allowed employees to take one day a week to work on side projects (provided it advanced Google in some way). The program led to the developments of Gmail and AdSense, so it could give your team some time to let their true creative genius shine and also — to find more time to be physically active.

Fitness and Physical Activity

* Join a local sports league:

Find softball, kickball, basketball or indoor soccer league in your city to see which organizations offer co-ed sports leagues. Offer to pay for some or all of the league's entrance fee for people interested in participating.

* On-site yoga classes to relieve stress:

Invite a yoga instructor into your office every couple of weeks to guide the team through a yoga class.

*** Participate in a 5K run:**

Find a 5K in your community and offer to cover entry fee for anyone who chooses to participate.

*** Turn meetings into walking meetings:**

You sit all day, so why not make your meetings a walking meeting instead? Research has suggested that walking makes people more creative.

*** Put some scooters in the office:**

Scooters encourage people to move around the office. And let's be honest, when was the last time you saw someone ride a scooter with a frown?

*** Keep some footballs, hula hoops, and volleyballs around the office:**

Make the office fun and encourage people to take a break and rejuvenate.

*** Start large group meetings with some physical activity:**

20 air squats or jumping-jacks should do the trick, and it'll get the blood flowing for a more productive meeting.

*** Subsidize wearable technology that helps employees track their activity:**

Wearable technologies can help people monitor their fitness levels, track their sleep, and challenge friends who also have the device.

*** Post a note near the elevator reminding people to take the stairs instead:**

Taking the stairs is easy and reachable physical activity, available at almost all buildings.

*** Offer discounts to a local gym:**

Many gyms will offer a discount if you sign-up enough employees. Reach out to some local gyms in the area and ask for discounted group rates.

Challenges and Contests

*** The Mile-A-Day Challenge:**

For 30 days, employees track how many days they ran at least 1 mile. The winner at the end of the month gets a prize.



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* **The 7 Hours of Sleep Challenge:**

For 30 days, employees track how many nights they slept at least 7 hours. The winner at the end of the month gets a prize.

* **The 8 Glasses of Water Challenge:**

For 30 days, employees track how many days they drank at least 8 glasses (8 ounces) of water. The winner at the end of the month gets a prize.

* **Monthly and weekly fitness challenges:**

Throw down a challenge of the month — most push-ups, most miles run, most miles biked.

* **Healthy cooking contests:**

Have your staff make their favorite healthy recipes and bring them into work for a cooking contest voted on by the rest of the office.

* **Hold impromptu contests:**

Encourage healthier lifestyles with impromptu contests. Who brought the healthiest lunch or who can do the most pushups?

* **Schedule recess:**

Pick a 15 time-slot in the afternoon for everyone to get away from his or her desk. Go outside, socialize with each other, and enjoy some fresh air!

* **Encourage employees to schedule break time hourly:**

Studies have shown that taking breaks is a good thing for our productivity, so encourage people to schedule a small 5 – 10 minute break every 90 minutes to rejuvenate and come back strong.

Just For Fun

* **Attire themed days of the week:**

Pick a day of the week for people to dress up in a certain theme. Our office recently started something called “Aloha Fridays” where team members wear their favorite Hawaiian shirts to work. Theme days are a great way to boost employee morale and engagement.



*** Put on some tunes:**

Play some music through speakers around the office. Studies show that music improves mood, which can help boost productivity and creativity. Opt for music without lyrics at an ambient noise level.

*** Encourage public transportation, walking or biking:**

A company that deals with mobile marketplace for auto, sport, and hobby enthusiasts, doesn't provide parking spaces to associates who live within 2 miles of their office in order to promote biking and walking. In inclement weather the company covers the cost of a taxi, Lyft, or Uber ride for the walkers and bikers.

*** Incorporate plants around the office:**

There are many health benefits associated with having a "Green office", including fresher air, improved emotional state, and a reduction of office illnesses.

*** Setup a chair race:**

Organize an impromptu chair race. What's the worst that could happen?

*** Use holidays as an excuse to get healthy:**

The holidays always seem to be an excuse to eat food that's not good for us. Instead of the traditional junk food, offer green juices/smoothies on St. Patrick's Day, red bell peppers and hummus on Valentine's Day, turkey jerky around Thanksgiving, blackberry and orange fruit salad on Halloween.

*** Appoint an Employee Wellness "Governor":**

Make it fun and hold an election every quarter, 6 months or year where the whole office gets to vote on the new woman or man in charge

*** Tea for the soul:**

Lay out some hot water, tea bags and some healthy treats. Google "inspirational quotes" and write them down on strips of paper. Put all the quotes in a bowl. Invite people to take a 15-minute break to enjoy a cup of tea and snack and have everyone grab 1 quote from the bowl.

*** Start a facebook group that highlights hikes around your city:**

Ask people to submit photos from their hikes and highlight trails they walked. A facebook group will also easily allow people to organize group hikes.



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*** Put up a wellness wall:**

Create a wellness wall in the office where employees can post things like healthy eating tips, exercise routines, etc.

*** Bring in a guest speaker to talk wellness:**

Hire a speaker to come in and discuss a corporate wellness initiative like meditation, nutrition, exercise, or personal development. People are much more likely to buy-in when the advice comes from a professional.

*** Ask employees to share their successes with the team:**

At the end of each quarter, ask employees to submit their biggest wins for the quarter. Compile the best ones by department and publish it to the entire team.

Conclusion

Regardless of the size of your business, there are several reasons you and your employees can benefit from an increased focus on employee health and happiness. Employee wellness programs are a vital component in attracting top talent, keeping them happy, and decreasing employee turnover and absenteeism. Many of the best companies to work for already offer their employees the awesome wellness ideas listed above. Now it's your turn to improve the well-being of your workspace.

Source: <http://www.snacknation.com/blog/employee-wellness-program-ideas/>



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About European everyday of sport project



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www.eusport.org

European everyday of sport project is designed to improve sharing of good practices, priority of Erasmus+ programme, to find and promote good practices from first and second edition of European Week of Sport and to encourage participation in sport and physical activity. The most specific topic this strategic partnership has been focused is the development, identification, promotion and sharing of good practices.

In 2007, the White Paper on Sport was issued by the European Commission as the first policy document addressing sport on behalf of the European Union. The Lisbon Treaty (2009) introduced a specific article which gave the EU a new supporting competence for sport. In 2011, the Commission adopted a Communication entitled „Developing the European Dimension in Sport“ providing for specific actions regarding the societal role of sport, sport’s economic dimension and the organisation of sport. Based on this Communication, the Council adopted a Resolution on an EU Work Plan for Sport 2011 – 2014, which further strengthened European cooperation on sport by setting priorities for EU level work engaging the EU Member States and the Commission. In 2012, the Council adopted conclusions on promoting health-enhancing physical activity and on strengthening the evidence-base for sport policy making. Following a proposal from the Commission, for the first time, financial support for sport is now included in form of a specific chapter in Erasmus for the period 2014 – 2020, which decision is warmly welcomed by all partner organisations of this current project.



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Despite the growing importance attached to the promotion of physical activity in EU Member States, the “Eurobarometer” survey in 2009 identified “alarmingly high” rates of physical inactivity in the EU and found that the vast majority of Europeans (60%) never exercise or play sport. The last published “Eurobarometer” survey in 2014 stated very similar data, as in 41% of Europeans exercise or play sport at least once a week, while 59% of EU citizens never or seldom do so.

Based on the gap, stated in the aforementioned analysis, it is more than visible that the importance of highlighting and promoting sport and physical activity is a priority of all European organizations, working on local, national or European level. This is why the current project is aiming to find the way of analyzing, collecting and promoting the good practices in the different target groups — kids, youth, in school, working people, active aging people, in the city, in small village. We believe that the added value from the opportunity to create awareness of the importance of physical activities through increased participation in and equal access to sport for all, will contribute to the increasing the number of people who exercise or play sport at regular basis and all project products are resourceful to support this aim for the specialists in sport, health, youth policy, educational institutions, local authorities, NGO’s, national authorities in their daily work.

The current collaborative partnership has implemented various activities on local, national and international level; focused in collecting, development, identification, analyzing, promotion and sharing good practices from Europe and the World that can be easily implemented in the work of the experts in the mentioned fields. Project also has focused in the activities, held by the first and second edition of “European week of sport” and will collect all good practices, realized in 2015 and 2016 in the Member countries. These tools will be very useful in the planning of next editions of the EWoS and other events to promote sport and physical activity through increased participation in, and equal access to, sport for all.

All activities, implemented by this project has been devoted supplying the need of open recourses with detailed focus on specific target groups and opportunities to make the movement part of the daily schedule of more and more people in Europe. As we have mentioned afore, the tools and instruments to make Europe a moving nation are still not the most effective as we are observing the results in the data from both “Eurobarometer” 2009 and 2014. This is the obvious need this consortium has tried to deal with and create a short cut between the target groups (direct — sport, health and youth specialists, educational institutions, local authorities, NGO’s, national authorities and indirect — kids, youth, working people, active aging people, people living in cities and small villages) and physical activity as a “positive medicine” for personal, professional and social development of individuals.

Main objectives, we have focused in the project are:

- ★ Improved sharing and promotion of good practices in the field of sport and physical activity.
- ★ Collection of good practices of the previous editions of European week of sport.
- ★ Strengthen the evidence base for policy making (studies, data gathering, surveys) at local, national and European level.
- ★ Increased knowledge and awareness regarding sport and physical activity, as in the same moment strengthened cooperation between institutions and organizations active in the field of sport and physical activity, not only inside the consortium, but also at local level in the partner organizations countries.



- ★ Promotion of tools for different professional groups to work for motivating more people to do sports in every day life — 8 good practise manuals elaborated (How to be active every day for kids; How to be active every day for youth; How to be active every day in school; How to be active every day for working people; How to be active every day for active aging people; How to be active every day in the city; How to be active every day in small village; Good practice manual of EWoS 2015 and 2016. Each of the manuals has collected the best possible practices from Europe and the world with tips for implementation of each of the topics.) — published as Open Educational Resources, available for NGO's, sport organizations, local/regional/national institutions and other interested.
- ★ Improve good governance in sport with shortcut to resources — Educational platform and Android/iPhone application — innovative database of “sport ideas” — a search engine. In this search engine, you can put your living place (city or village), your occupation (working, student), your age group (kid, youth, adult) and the engine will give you ideas how you can be active every day.
- ★ Create an innovative network of professionals, devoted to active living from different parts of Europe, who will be committed to the project not only during project life, but also after the project end with development and growing good practice database.
- ★ Collection of ideas for the development of the idea of “Everyday of sport” in the daily life of the European citizens.
- ★ Raise awareness on the added value of sport and physical activities in relation to the personal, professional and social development of individuals through all planned project activities.
- ★ Raise awareness on the importance of health-enhancing effects of physical through all planned project activities.
- ★ Increase participation in physical activities and sport by increased number of local actions and events, awareness-raising activities and providing opportunity to individuals to personally experience the benefits of physical activities.
- ★ Disseminate the accumulated knowledge and expertise of the partnership, its newly developed tools and best practices to inspire and promote further collaborations and synergies on the related topics.
- ★ Empower specialists from different fields with the tools and instruments to act freely in their daily work, with the ideas that they can implement directly.



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Project “European everyday of sport” is co-funded by the European Commission Erasmus+ — Sports — Collaborative partnerships in the sport field and Not-for-profit European sport events. The partnership between Bulgaria, Italy, Croatia, Hungary, Lithuania, Poland, Slovakia is a combination of sports and youth organizations youth and educational institutions:



Bulgaria:

Bulgarian sports development association

www.bulsport.bg



Bulgarian Sports Development Association was founded in 2010 and is a nonprofit public organization devoted to the development of Bulgarian sport and improving sporting culture in Bulgaria.

Association team is young, creative and full of innovative spirit that works for development of Bulgarian sport and enhance the sport culture in Bulgaria with a desire and motivation. BSDA membership is voluntary and the association involve both physical and legal persons who are willing to help sport development with time, ideas, effort or financial support. Together with sport focused activities, association also organizes different events in the areas of: entrepreneurship, citizenship and active society. The team of the organization consists of professionals from different fields as: sport experts, media specialists, tourism and hospitality, education, marketing and others.

Association believes that sport should be part of a modern life of children and young people and should create in them values such as fair play, team-work, discipline, equal start and non-discrimination. Sport is also be a excellent way to prevent many of the problems of young people such as social exclusion, violence, crime and addictions.

Main goals of the organization are:

1. Sustainable development of physical education and sport in Bulgaria;
2. Develop different strategies and programs for sport tourism;
3. Development, application, implementation and coordination of national, municipal, government, European, international and other projects and programs for development of sport, sports facilities and physical education;
4. Improving the health, physical condition and sports culture of the nation, concerning youth problems as a priority;



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5. Optimization and mobilizing human and material potential in sport and personal development;
6. Creating an enabling environment for sustainable and efficient management and entrepreneurship in sport and tourism;
7. Development of education in physical culture and sport and through sport, and informal continuing education in the field of sport, professional development, business and entrepreneurship;
8. Protection of children, youth, professional athletes, coaches, sports figures and sports organizations;
9. Develop and Stimulate entrepreneurship in sports.

Specific fields, connected to the project:

- ★ More than 20 years of sport field knowledge of the applicant's project team members;
- ★ Coordination for Sofia of Move week 2013 and 2014 with excellent results — campaign, similar to EWoS, that has gave us easier overview of the EWoS campaign and way to analyse comparing both;
- ★ Capacity to lead the collaborative partnership, to find the best possible good practices, to collect them in one single place as open educational resource for all interested players;
- ★ Possibility to sustain the project after the funding, because we believe that the project will have long life and added value to sport for all sector.

Full member of ISCA — International sport and culture association and National Patient Organization Confederation “Health Protection” — Bulgaria. Represented at:

- ★ National Parliament of the Republic of Bulgaria - Commission on cooperation with NGOs and citizens' complaints (April 2015 — January 2017) — Representative in Public Council — sector “Physical Education and sports”.
- ★ Founder of representative body the NGO Forum for support of Bulgarian presidency 2018 (March 2017 — present);
- ★ BSDA has been between first 32 organizations in Europe, that signed the launched from Commissioner Tibor Navracsics pledge of good governance in sport during Sport Forum 2017 in Malta. (March 2017)



Italy

Mine Vaganti NGO

www.minevaganti.org/



Mine Vaganti NGO (MVNGO) was born in Sardinia (Italy) in 2009. MVNGO has 4 offices in Olbia, Sassari, Uri and Tempio Pausania and manages the operation of one youth center (Centro Santa Caterina, Sassari), thus represented in all the North of Sardinia. Mission: MVNGO promotes Intercultural Dialogue, Social Inclusion through Sport and environmental protection using Non Formal Education. MVNGO is part of 3 international networks such as YEE, ISCA and MV International. Services: MVNGO is an educational training provider at local and European level and has a consultant role for public and private bodies in order to promote and develop European and trans-continental projects. Programmes: MVNGO works on Erasmus+, Horizon 2020, Europe for Citizens, Creative Europe, EuropeAid, EaSi, Life+, IEE, the United Nations programmes (UNDEF) and with foundations such as EYF, Anna Lindh and Open Society. Hosting: MVNGO is accredited as hosting institutions in EVS (CODE: 2015-1-IT03-KA110-005863), Erasmus for Entrepreneurs, Erasmus Placement (through University of Sassari), Anna Lindh, National Funds, Azerbaijani Foundation.

General objectives:

- ★ Promote young mobility, intercultural exchange, volunteer and social cooperation among youngsters;
- ★ Stimulate the exchange of ideas and experience, mutual understanding, and equal rights and opportunities among young people in Europe and in the Euromed countries;
- ★ Promote intercultural understanding, equal opportunities, respect, active citizenship and solidarity;
- ★ Fight discrimination, xenophobia and intolerance;
- ★ Promote respect for the nature (ecofriendly attitude) and develop new job opportunities;
- ★ Involve young people with fewer opportunities.



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Activities:

- ★ In the field of non-formal and in-formal education, informing and communication (youth exchanges, training course, study sessions);
- ★ Activities for youth: voluntaries projects in local communities, sportive activities as an healthy lifestyle, sport as a tool for inclusion, eco projects of free expression for young people.

Mine Vaganti NGO has successfully implemented numerous projects related to:

- ★ Sport values, health — Youth Exchange “ExSport ME Import Us”;
- ★ Sport as an educational tool — Youth in Action TC “Inclusive Sport for All”;
- ★ Youth Exchange “Two Islands One Move” related to The European Move Week 2013;
- ★ Sport as a tool for inclusion — European Youth Foundation Pilot Activity “Inclusive Sport in Sardinia”;
- ★ Sport as an educational tool for inclusion using non-formal education — Grundtvig InTraining Service “Education and Sport for All”.

Mine Vaganti NGO established its Sport Branch in 2011, and the current project is largely based on their accumulated experience in the field of Non-formal Education, Sport, Social Inclusion, as well as it builds on the project management skills and experience gained through these years through more than 30 implemented project by the NGO.



Croatia

RIJEKA'S SPORTS ASSOCIATION

www.rss.hr



Rijeka's Sports Association /acronym RSS/, is non government and non profit organisation, allying all sporting clubs within the City of Rijeka and is the promoter of the Programme of public sports programme co-funding in the City of Rijeka which is presented through the City administration department for sports and technical culture to the government of the City of Rijeka.

Operation of Rijeka's Sports Association and its technical services is governed by Sports Act. The Association is in charge of the promotion and stimulation of sports as a whole within the territory of its competence, of coordination among its members' activities, of bringing together and coordinating sports programmes, proposing the programme of public sports programme co-funding and taking care of its development.

PROGRAMME FIELDS

1. Fostering and promotion of sports;
2. Carrying out sports activities for children, youth and students;
3. Operation of sporting societies, sporting communities and city associations;
4. Sports preparations, national and international championships and general and special health protection for athletes;
5. Employment of professional sporting staff;
6. Sporting and recreational public activities;
7. Utilization of sporting facilities of significance for the local self-governing unit;
8. Development and funding of research and development projects, feasibility studies and surveys in the function of sports development;



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9. Planning, construction, maintenance and utilization of sporting facilities and structures of significance for the local/regional self-governing unit.

Programme fields of public sports programme co-funding within the City of Rijeka comprise all the above mentioned activities, with differences concerning certain programmes timing. Its activities – programme planning, analytics, informatics, legal and human resources related, accounting-financial, programme development surveillance and others – are performed by technical staff within the Association.

These activities are allocated regular and occasional financial support for 182 sports clubs with approx. 18,000 active athletes of different age, out of which 9,500 either registered or unregistered sports club members and over 5,000 students and procreative users.

Since 29th of March 2010 Rijeka's Sports Association has received the certification audit by the Bureau Veritas in all the processes in accordance with the requirements of ISO 9001:2008 procedures and BV.

RSS cooperate with Croatian Olympic Committee, Croatian Paralympic Committee and Croatian Deaf People's Sporting Society.



Hungary

Reményt a Gyermeknek Közhasznú Egyesület / Hope for Children Hungary

www.remenytagyermekeknek.hu/



The main goal of the Association is to advocate and protect children's rights in compliance with the standards and principles of the UN Convention for the Rights of the Child. The Association serves as an intermediary organization between the society (including several actors such as businesses, universities and other non-for-profit organizations) and the children, youngsters and families in need with the aim to facilitate and coordinate the flow of the donations and the human resources (professional and volunteer) between them. The promotion of the human rights education in Hungary is part of this mission in the frames of which workshops and trainings are organized for children and young people. The aims of the awareness raising and informative campaigns are to prevent the violation of rights and to realize and acknowledge the current problems which is essential for an extensive social consultation and action.

Right to health is one of our main topics, which includes education about healthy lifestyles, sports and awareness rising on doping. We recently run "Right to health" programme in 2 institutions we work with and still continuing in during the summer time in the summer camps. The program includes workshops 3 times a week, where our experienced volunteers are using non-formal education elements mixing with sport. Programme had a big success as all the children are enjoying it and they have learned a lot so far.



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Lithuania

Vilniaus kolegija / University of Applied Sciences

<https://en.viko.lt/>



VK is the biggest University of Applied Sciences in Lithuania with more than 7000 learners and 1000 staff. We have hundreds of stakeholders, social partners within private sector, governmental organizations so dissemination and valorisation of results are widely supported within.

VK is higher educational institution, which gives more practical training to the students. Sports facilities serve as an extra curriculum's factor motivating students to be healthy and active during their studies. Sport serves as an educational factor for building positive, healthy attitude, teamwork, good physical condition and motivation.

We have very good competence and infrastructure to organize different kind of sports activities in Lithuania in the sphere of the following sports brunches:

- ★ Bodybuilding;
- ★ Basketball;
- ★ Athletics;
- ★ Football;
- ★ Individual trainings;
- ★ Volleyball;
- ★ Table tennis.

We have excellent relations and agreements with Lithuanian Olympic committee (<http://www.ltok.lt/#>) as well as Lithuanians sports federations (<http://www.lsf.lt/>). We are happy to have full governmental support to disseminate and valorise our project's sports activities



Poland

Stowarzyszenie Instytut Nowych Technologii / Association Institute of Innovative Technologies

www.newtechlodz.com/



**Instytut
Nowych Technologii**

INT has many years of experience in the organization of training courses, conferences, promotion and use of new technologies in education and entrepreneurship. Our activities are aimed at promoting new technologies, innovation and increasing opportunities for participants in the labour market education and equal opportunities. Among the key actions INT there are: researches for authorities and private entities, the organization of the Regional Competition Leader of New Technologies (innovative technologies) in the region of Lodz, numerous conferences, over 350 trainings, workshops, etc. INT leads “NGO Support Centre” in the region and works with more than 100 NGOs. Currently, the INT was established Regional Centre for International Debates (project of the Ministry of Foreign Affairs).

The recipients of our projects are: youth, disadvantaged groups, NGOs, volunteers, employees of companies, entrepreneurs as well as those who are just starting their career path, also elderly people. The organization's activities are adapted to the current needs of the market, hence the continuing need to acquire new knowledge, exchange experiences and increasing competence.

Before the current project, we have realized another sport project which has been coordinated by people who are actively involved in physical activity. Other projects coordinated by our organization has been also connected with sport activities. From many years we have established close cooperation with many NGOs, local authority and many schools – that have impact on our society. Some of our employees are really active in their private life; some even document it by blogs, organizing events, participating in sport events. INT employee's about 10 people with master degree in the field of sociology, pedagogy, management, international relations, law.



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Slovakia

A.D.E.L. – Association for Development, Education and Labour

www.adelslovakia.org/en/



A.D.E.L. is an organization, which creates opportunities for young people who would like to be an active, try and learn something new, gain new experience and knowledge for personal and professional development. We want to enrich the educational, social and cultural life of young people living in our country, mainly young people with fewer opportunities and coming from Eastern Slovakia. We believe that young people must become a driving force in building the society in which they live and therefore we create various opportunities in order to help shape a generation that is determined to change our country/and world for the better.

Our main goals that we promote with a variety of projects and activities are:

- ★ to increase employment of young people and to support their personal and professional development;
- ★ to organize and mediate trainings, youth exchanges, work camps, seminars, study mobilities, internships and volunteering programs abroad;
- ★ to encourage active citizenship, civic participation, voluntary and civic initiatives and to emphasize their importance in the society;
- ★ to stimulate the creation of new and innovative ideas as the basis for entrepreneurial initiatives of young people, to motivate them and support towards his own business;
- ★ to encourage the responsible attitude to the nature and animals, promote a healthy lifestyle and protect the environment;
- ★ to promote constructive debate on the EU, to raise legal awareness of citizens, protect human rights and to watch the transparency in the allocation of public resources;
- ★ to endorse the elimination of gender stereotypes and promote equality of opportunity for all...

Our motto is: *„Youth is not just a temporary state on the way to adulthood, but the space for our own journey, opinions and solutions – and we want to fill in this lack of space!“*



5 Useful links

European commission official web page	http://ec.europa.eu
European week of sport official web page	http://ec.europa.eu/sport/week
Erasmus+ official web page	https://ec.europa.eu/programmes/erasmus-plus/node_en
Eberspächer web page	https://www.eberspaecher.com/en/jobs-career/family-delights/worklife-balance/company-sports-program.html
Gore web page	https://www.gore.com/en_gb/careers/whoweare/worklifebalance/1251586293402.html
Snacknation web page	http://www.snacknation.com/blog/employee-wellness-program-ideas/



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In this manual have been used materials from all project events and public recourses and information.

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