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INVOLVEMENT AND COMMITMENT OF MEMBERS AND VOLUNTEERS IN EUROPEAN SPORTS CLUBS

Jan-Willem van der Roest, Harold van der Werff and Karsten Elmose-Østerlund

SIVSCE REPORT

SOCIAL INCLUSION AND VOLUNTEERING IN SPORTS CLUBS IN EUROPE

Involvement and commitment of members and volunteers in European sports clubs

A comparison of the affiliation, voluntary work, social integration and characteristics of members and volunteers in sports clubs across ten European countries

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Summary

The results presented in this report stem from the largest comparative study of sports clubs in Europe, the SIVSCE project. As part of the project, a questionnaire was developed and translated into the national languages of the ten countries included in the project. The survey targeted adult members and volunteers (16+ years) in 642 sports clubs, and a total number of 13,082 members and volunteers ended up participating in the survey. In each country, at least thirty sports clubs were included, and the number of answers from members and volunteers ranged from 445 (from Spain) to 3,163 (from Denmark). The four main topics of the questionnaire were: affiliation, voluntary work, social integration and characteristics of members and volunteers. The summary – as well as the report – will be structured according to these topics.

Affiliation

On average across the ten participating countries, almost three quarters of the respondents (74%) actually participate in sport in their club, while 83 percent are members. Over one third (38%) do voluntary work in the club on a regular basis, and half of the respondents are doing that on an ad hoc basis. In that connection, it should be noted that there is some overlap between the two groups of volunteers, which means that, on average, almost two thirds of the people affiliated with sports clubs do voluntary work – regular or occasional. This figure seems to overestimate the proportion of volunteers relative to members, which should not exceed one third on average. The highest density of volunteers is found in Norway, where 50% report that they do voluntary work on a regular basis and 73% report that they do so occasionally. These figures are far lower in Denmark, where 27% report that they are regular volunteers and 37% that they are occasional volunteers.

The loyalty of sports club affiliates seems to be quite strong. On average, 60% of the respondents have been affiliated with their club for five years or more. The fewest members with longstanding affiliation can be found in Spain, Poland and Hungary, but this is likely to be explained by the population of sports clubs on average being younger in these countries.

Although many respondents are active as sports participants in their respective sports clubs, there is a large variation in the frequency in which they participate. Nevertheless, almost six out of ten (59%) do sport in their club at least two times a week. This figure is by far the highest in Poland (84%) and Norway (74%), and is much lower in Denmark (49%) and Belgium (Flanders) (53%).

Sports participation in sports clubs often takes place in teams or in groups, which is reflected in the fact that only a few respondents (4%) indicated that they practice their sport alone. Conversely, more than half (56%) practice sport in teams or in groups with more than ten others. Participation in competitive sport is also often tied to sports club participation. A little more than six out of ten (62%) of the sports-active respondents participate in competitive sport – a percentage which is particularly high in England (81%) and Poland (78%) and comparatively low in Belgium (Flanders) and Denmark (both 36%).

Many sports club affiliates also take part in sports activities outside of their sports clubs. The most popular form of doing sports outside of the sports clubs is to do it outside any form of organised setting, individually. More than half of the respondents (55%) participate in sports this way. Another popular way to do sport outside of the sports club is to attend a privately owned gym or fitness centre. Almost one in four respondents (23%) stated that they do this.

Voluntary work

Voluntary work is an important prerequisite for the way in which sports clubs manage their activities. Volunteers in sports clubs perform a variety of tasks. More than one third (38%) are involved in the organisation of and/or contribution to club activities, events, tournaments, or the like. These tasks are relatively popular with the Hungarian and Polish volunteers and less common for the Danes, the Dutch, the Norwegians and the Swiss. A little less than one third (31%) are coaches or instructors. In that connection, Hungary stands out in having a significantly lower proportion of volunteers (18%) working as coaches or instructors compared to the other countries. About one quarter (24%) of the volunteers work as board members. The highest proportion can be found in Spain (39%) and Poland (33%), which corresponds to the tradition of having many small clubs and thus a relatively high demand for board members. Conversely, there are relatively few board members among the volunteers in England (13%), the Netherlands (16%), Denmark (17%) and Hungary (18%).

The volunteers do not vary much when it comes to the frequency of performing voluntary work in the club across the ten countries. More than four out of ten volunteers (42%) are active at least once a week as a volunteer, a little more than one fifth (22%) are active one or two times a month, and a little more than one third (38%) are active only a few times a year. The most involved volunteers can be found in Poland, Norway, the Netherlands, Germany and Spain.

On average, the volunteers spend 173 hours (approximately a full working month) on voluntary work in the club per year or season. The Polish volunteers, displaying an average of 292 hours, are by far the most active. When comparing the mean values with the median values, the median value is considerably lower in all countries than the mean value. This indicates that a core of very engaged volunteers spend a lot of hours on voluntary work, while a larger group of volunteers spend considerably less time working for their respective clubs.

Overall, volunteers in sports clubs in Europe are rather satisfied with the circumstances in which they operate. In all countries, at least 60% of the volunteers are (very) satisfied with the circumstances in the club. In Spain and Hungary, dissatisfaction is highest, with respectively 12% and 14% of the volunteers being (very) dissatisfied.

A majority of the volunteers (62%) mainly (totally or partially) agree that the club honours them for their voluntary work. On the other side, less than half of them (46%) mainly agree that they are not getting constructive feedback from the club management and board. Though they are volunteers, 15% receive some payment for their activities. In England (4%) and Norway (7%), getting paid is less common for volunteers than in the other countries. Almost a

quarter of the volunteers (23%) receive fringe benefits. Fringe benefits are relatively common in Switzerland (42%).

On average, 40% of the volunteers became a volunteer in their club by putting themselves forward, 29% were approached by the club board and 23% were motivated by other people from the club, while the remaining 8% came to volunteer in their respective clubs for other reasons. England shows the highest percentage (48%) of volunteers who put themselves forward, followed by Germany (46%), whereas volunteers in Switzerland were relatively more often approached by the club board (41%).

Even though volunteers in general seem quite satisfied with the circumstances in which they perform their activities, there are of course still members who do not participate in voluntary work in their clubs. About a quarter (26%) of these non-volunteers are simply not interested at all, and the same percentage think the activities are too time-consuming for them. The highest number of people who think volunteering costs too much time can be found in the Netherlands and Switzerland. In Poland and Denmark, the largest proportion of members who are not at all interested in doing voluntary work can be found. 13% of the non-volunteers do not know how volunteering can be accessed. In Hungary, close to a quarter of the non-volunteers (24%) have indicated that they do not know what kinds of volunteers are sought in the club. In England, almost a quarter of the non-volunteers (22%) do not feel qualified enough to volunteer.

Apart from volunteering in sports clubs, some members and volunteers work as volunteers outside of their respective sports clubs. For some of the non-volunteers, this might be part of the explanation, in that they are active in a range of other organisations than the sports club. On average, more than half of the respondents (57%) are doing or have performed voluntary work outside the club. Norway tops the list (76%), followed by England (62%) and Switzerland (61%). Fewer than a quarter of the Polish respondents (22%) do voluntary work outside the club, which is the lowest figure across the ten countries, followed by Spain (25%) and Hungary (28%).

Social integration

Sports clubs are democratically organised, and therefore members are invited to participate in democratic decision making. In most countries, the attendance at the annual general meeting was lower than 50%. Only in Spain (64%) and Switzerland (57%) did more than half of the respondents indicate that they attended the last annual general meeting. In the Nordic countries, the attendance was much lower, with Denmark and Norway only having respectively 22% and 35% of the respondents indicating that they attended the last annual general meeting.

Across the ten countries, a large group (ranging from 31% to 54%) never tries to influence decision making in their respective clubs. Spain and Poland have the largest proportions of respondents who are most active in these kinds of democratic procedures, while Denmark and Switzerland have relatively few respondents that seek to influence decision making – whether formally, through the annual general assembly and other meetings, or informally, by talking to key persons and other people from the club about club affairs.

The social function of sports clubs is often mentioned as one of the most important features of these organisations. However, participation in social gatherings is not for all sports club affiliates. More than one third (38%) of the members and volunteers in sports clubs only participate in the social gatherings within their respective clubs once a year at most. Participation is highest in Spain and Poland, while the Scandinavian countries have a relative high proportion of members and volunteers who never participate or only participate once a year or less.

In some countries, the 'third half' of sports matches is said to be the most important half. In that connection, more than a third of the members and volunteers in European sports clubs (36%) stay in the club after training or a match to talk to other people from the club at least once a week. In Belgium (Flanders) (51%) and the Netherlands (46%), this percentage is highest. The Scandinavian countries have the highest proportion of respondents who never stay in the club after training, matches or tournaments (23% in Denmark and 17% in Norway).

One aspect of social integration is the participation of members and volunteers, and another is their emotional commitment with the club and with other people from the club. In connection to the latter, the results show that almost nine out of ten respondents (88%) report to have made new friends through their participation in the club, something that is most common in English sports clubs (95%) and least common in Danish sports clubs (78%). However, the question is whether sports clubs also help to build social networks that are utilised outside of the club, or if the socialisation with new acquaintances is limited to the club context. Looking at the answers from the respondents, the former seems to be the most frequent reply. Almost two out of three respondents (64%) stated that they socialise with people outside the club that they did not know before joining their respective clubs, a figure that is remarkably high in Spain (90%) and relatively low in Denmark (41%).

One thing is the depth of the relationships formed within sports clubs, and another issue has to do with the breadth of the socialisation within clubs. Here, respondents were asked to report how many people from the club they know by name, and, in fact, more than half (58%) reported that they know more than twenty by name. Only 2% did not know any other people from the club by name, and a further 5% knew one to two other people by name. So the vast majority of people affiliated with a sports club seem to be acquainted with relatively many people.

Among members and volunteers, there seems to be a relatively uniform conception that the atmosphere in European sports clubs is quite good. The vast majority of respondents are even proud to say that they belong to their respective clubs. As a continuation of this, the respondents were asked to rate the importance of their sports club relative to other social groups. For almost six out of ten respondents (59%), the club is one of the most important social groups they belong to. Spain (74%) and Poland (72%) represent the highest percentages of agreement, whereas Denmark (41%) and the Netherlands (45%) reported significantly lower values. Zooming in on the Nordic countries, the percentages that disagree are relatively high. Especially Danish respondents strongly disagree with this statement (21%). This result can be interpreted in two ways. On the one hand, having a sports club as the most important social group one belongs to could be an indicator of social integration. On the other hand, people who have other important social groups next to the sports club could be socially integrated

very well too.

Sports clubs are frequently described as mutual support organisations. This claim has some merit given that more than six out of ten respondents (61%) mainly agree that within their respective clubs, they help and support each other in private matters if necessary. For sports clubs in Eastern Europe, this is certainly the case. The vast majority of members and volunteers in Poland and Hungary (both 78%) indicated that they support each other in private matters, if necessary. In Denmark (22%), Switzerland (20%), Germany (19%) and the Netherlands (19%), most people disagreed with this statement.

A potential explanation for the high level of participation and emotional commitment found among people affiliated with sports clubs could be that sports clubs are to some extent arenas in which people who share a number of common traits meet. To examine this, the respondents were asked to indicate the degree to which they (dis)agree with the statement that 'I mainly socialize with people from the club that are similar to me (in terms of gender, ethnicity, employment, etc.)'. The results show that members and volunteers from the ten European countries differ quite a lot in who they socialize with from the club. On average, two out of five respondents mainly agree with the statement, while almost as many – a little more than one third (34%) – mainly disagree. Spanish members and volunteers are most inclined to answer that they mainly socialize with people who are similar to themselves (78%), whereas most German members and volunteers – a little more than half (51%) – mainly disagree with the statement.

Characteristics of members and volunteers

In all ten countries, men are overrepresented in sports clubs. On average, a little more than three out of five of the respondents (61%) were male. This indicates that activities within sports clubs are more appealing to men than women. A remarkable outlier with regard to the gender distribution is found within Spanish sports clubs, where more than three quarters of the respondents (77%) were male. Conversely, the most equal gender distribution is found in Denmark with 48% women.

Turning to the age of the members and volunteers, more than half (53%) are between 16 and 45 years old. 17% are between 16 and 25 years old at one end of the continuum, while 10% are older than 65 years. There are some quite large differences in the age distribution between the countries. In Poland, sports clubs mainly seem to appeal to young people in that almost two out of five members and volunteers (39%) are between 16 and 25 years of age, while only 4% are over 65 years old. Conversely, in Denmark only 7% of the members and volunteers are between 16 and 25 years old, while close to a quarter (23%) are over 65 years old.

The household composition of members and volunteers shows largely the same pattern across countries. On average, two thirds of the respondents (66%) reported that they live with a partner, husband or wife, and a little more than two out of five (42%) live together with their child or children. 16% live with one or both parents, while 9% live with other family members (such as siblings). A little more than one in ten (11%) of the respondents live alone,

while 4% share their household with other non-relatives. Among the members and volunteers who have children living at home, it is quite common that the children do sport in the same club as the parent. On average, three out of five members and volunteers (59%) reported this to be the case. In Norway, Germany and England, this is even the case for at least 70% of the respondents, while in Belgium (Flanders) this is only the case for 42%.

As part of the characteristic of members and volunteers in European sports clubs, questions about disability and ethnicity were also included. On average, 87% of the respondents reported not to have any form of disability. The most common forms of disability are chronical diseases (6%) and physical disabilities (4%), followed by visual or hearing impairments (both 2%). Least common are intellectual disabilities (< 1%). On average, 70% of all the respondents with at least one disability only practice sport in a group together with people without disabilities, while a small minority of 7% only participate in sport in a group consisting solely of people with disabilities. The remaining quarter practise sport in both types of settings. Hence, the vast majority of people with a disability (93%) – at least partly – practice their sport in a group together with people without disabilities.

A very large majority of the respondents (96%) were born in the European country in which they now live. This is consistent across all countries. England (8%), Switzerland (8%) and Norway (7%) have a slightly higher percentage of respondents who were not born in the country they now live in compared to the other European countries. In the Polish case, all respondents were born in Poland. One thing is whether a respondent has a migration background, and another aspect is whether a member or volunteer feels that he or she belongs to an ethnic and/or cultural minority group. This is the case for 4% of all respondents. The number is consistently low across countries, but relatively high in Spain (9%), England (7%) and Poland (7%). Hence, even though relatively few Polish members and volunteers have a migration background, relatively many feel that they belong to an ethnic and/or cultural minority group.

When it comes to practising sport in a group consisting of people with the same or different ethnic and/or cultural backgrounds, a little more than one fifth of all respondents (22%) practise sport in a group consisting of people from the same minority group only. Conversely, more than two out of five respondents (44%) only practise sport in a group together with people from different ethnic and/or cultural backgrounds. Finally, 35% of the members and volunteers reported that they do both. There are some variations between the ten countries. Half of the Belgian respondents and about a third of the Hungarian (36%) and Danish (33%) respondents practise sports in a group consisting of people from the same minority group only. These are relatively high figures compared to the other seven countries. On the contrary, in England and Germany, it is barely reported by respondents (only 5% and 6% respectively).

A short introduction to the SIVSCE-project

The 'Social Inclusion and Volunteering in Sports Clubs in Europe' (SIVSCE) project is a collaborative partnership co-funded by the Erasmus+ Programme of the European Union. The project has been, and will be, implemented in 2015, 2016 and 2017. This chapter provides a brief overview of the project.

Purpose

There is only a limited amount of knowledge on the political conditions for, and structural characteristics of, sports clubs that promote social inclusion and volunteering in sport. Most of the existing knowledge is, furthermore, context-specifically tied to individual member states within the European Union. This project seeks to provide comparative knowledge across ten European countries, convert it into specific suggestions for action, and disseminate this knowledge to politicians and sports professionals across Europe. The main aim is to promote social inclusion and volunteering in sports clubs in Europe.

Work packages and project output

The project is implemented in seven work packages (WPs):

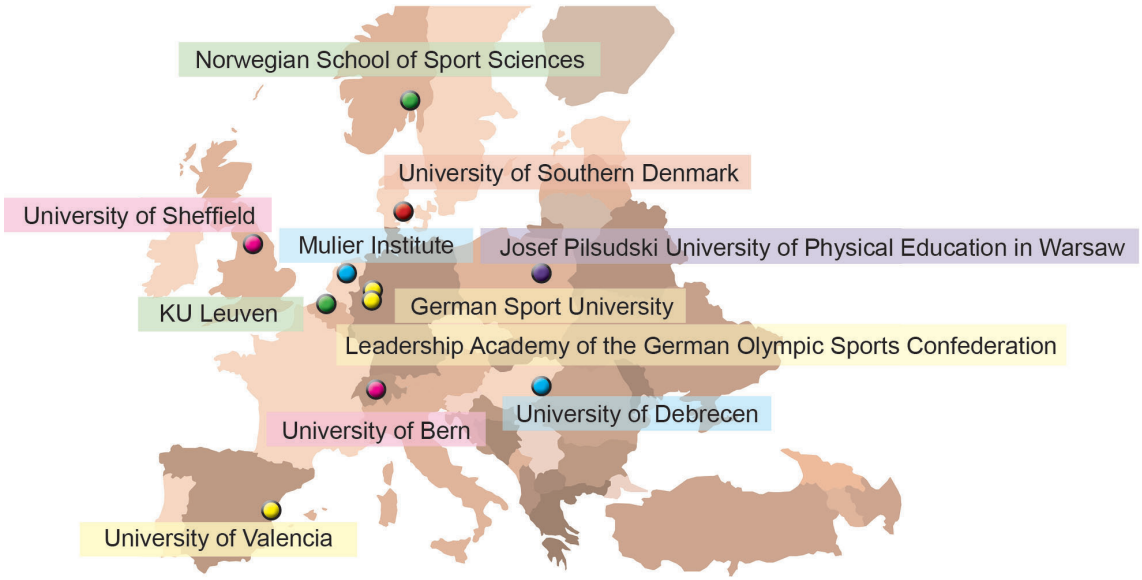
- WP1: A collection of sports club policies in the participating countries.
- WP2: An online sports club survey conducted in each of the participating countries.
- WP3: An online member and volunteer survey conducted in at least 30 sports clubs in each country.
- WP4: Overall analysis of the results from the three studies conducted in WP1, WP2 and WP3.
- WP5: A collection of examples of best practice in relation to social inclusion and volunteering.
- WP6: Creation of a handbook with suggestions for sports policies, club management and the like, capable of promoting social inclusion and volunteering in sports clubs.
- WP7: A broad dissemination of findings and suggestions (e.g. European and national conferences).

The project generates the following output:

- 5 reports (one for each WP 1 to 5)
- A handbook (WP6)
- A European conference and ten national conferences (WP7)

Partners

The project includes eleven partners from ten countries dispersed across Europe, as illustrated in the map below. The representation of countries from different parts of Europe ensures that project findings will be of broad relevance to nations across Europe.



Map of partners in the SIVSCE project.

Jointly, the group of partners in the project represents vast knowledge about and experience with studies within the research field of sports participation, sports policies, sports organisations and sports clubs. For basic information about the project partners and their roles please consult the introductory report to the project (Elmose-Østerlund et al., 2016).

Central concepts

Particularly central to the project are the following three concepts: Sports clubs, social integration, and volunteering. These are described below.

Sports clubs

Sports clubs are generally considered to be participated in voluntarily, and led by volunteers, as opposed to paid employees. They are therefore part of the voluntary sector of leisure provision; in contrast to the private and public sectors. Even though they share this common characteristic, the population of sports clubs in Europe is highly diverse on a number of structural characteristics and it is therefore extremely difficult to present a clear and unambiguous

definition. Instead, researchers have suggested seven characteristics of an 'ideal type' sports club: 1) voluntary membership, 2) orientation towards the interests of members, 3) democratic decision-making structure, 4) voluntary work, 5) autonomy, 6) a non-profit orientation and 7) solidarity (Heinemann & Horch, 1981; Ibsen, 1992).

Social integration

In the project we have used the concept 'social integration' as a more broad term than social inclusion. We distinguish between three – interrelated – dimensions of social integration that draw attention to different aspects of the concept that are relevant to sports clubs (Elling, De Knop & Knoppers, 2001; Esser, 2009).

1. *Structural integration*: The representation of various social groups in the membership, relative to the population.
2. *Socio-cultural integration*: The ability of individuals to know and master dominant values and norms (assimilation) and the acceptance of multiculturalism (pluralism).
3. *Socio-affective integration*: Participation in social life and the formation of social networks (interaction) and the degree of identification and emotional devotion (identification).

Volunteering

In this project, we define volunteering or voluntary work by five central characteristics: 1) voluntary activities, 2) unpaid or paid for with a symbolic amount, 3) carried out for people other than one's own family, 4) for the benefit of other people 5) and having a formal character (organised or agreed) (Ibsen 1992).

Theoretical framework

This project is not guided by a single theoretical approach to the study of sports clubs. However, it does subscribe to the understanding that sports clubs are relevant objects of study themselves. In order to understand how sports clubs function and why, it is necessary to study the central characteristics of clubs. At the same time, sports clubs cannot be understood as detached from their environment, since the environment sets the framework in which sports clubs function and develop. Finally, sports clubs have come to exist due to members combining their resources to realize shared interests, which means that sports clubs primarily exist to serve the interests of their members.

In light of the above, this project departs from a multilevel model for the analysis of sports clubs (Nagel, 2007). The multilevel model takes into account the environment of sports clubs (macro level), sports club characteristics (meso level) and the characteristics of members and volunteers (micro level).

More information

Project progress, publications, articles and information about conferences can be found at the project website: http://www.sdu.dk/SIVSCE. For more detailed information about the project, please consult the introductory report (Elmose-Østerlund et al., 2016), which is also available on the project website.

1 Introduction

This report represents the third output from the project 'Social Inclusion and Volunteering in Sports Clubs in Europe' (SIVSCE). The first report (WP1) built on a collection of sports club policies in the ten participating countries, with the aim of elucidating potential associations between the conditions that the governmental and political framework establishes on the one hand and social integration and volunteering in sports clubs on the other hand (Ibsen et al., 2016). The second report (WP2) sought to investigate and compare characteristics of European sports clubs. The report builds on data collected through an online survey carried out among 35,790 sports clubs in Europe. In the survey, the participating clubs were invited to answer questions on structural characteristics, the general management of their club and specific goals and plans for promoting social integration and volunteering (Breuer et al., 2017).

With this report (WP3), the attention turns from sports policies (WP1) and sports clubs (WP2) to members and volunteers within selected sports clubs in the ten European countries that are part of the SIVSCE project. The aim is to examine the involvement and commitment of adult (16+ years) members and volunteers in their respective sports clubs. The data for the report was gathered through an online survey carried out in at least thirty sports clubs in each country. It is the first time in Europe that a comparative survey study of members and volunteers has been conducted, and, in some of the countries that participated, it even was the first time ever that members and volunteers in sports clubs were invited to participate in survey research.

Members and volunteers in 642 sports clubs in ten European countries participated in the data collection, and a total number of 13,082 members and volunteers ended up taking part in the survey. In Table 1, the dispersion of answers between countries is displayed.

Table 1: Number of respondents in each country.

Country	Number of respondents
Belgium (Flanders)	762
Denmark	3,163
England	717
Germany	2,455
Hungary	716
The Netherlands	1,965
Norway	1,330
Poland	570
Spain	445
Switzerland	959
Total	13,082

It should be noted that the participating sports clubs were not selected to be representative for sports clubs in Europe, but rather to represent the variation within sports clubs in each country. Thus, sports clubs that offer team sports as well as clubs that offer (semi-)individual sports were selected in each country. In the countries in which it was possible, football, tennis and swimming clubs were oversampled in order to be able to compare the participation and commitment of members and volunteers within specific sports. Other than that, variation on the structural characteristics and context of sports clubs was central to the selection procedure. In particular, variation with regard to club size and the degree of urbanization in the area in which the club is located was central, as was also the representation of both single sport and multisport clubs. Therefore, the sample of clubs represents a large part of the variation within the population of sports clubs in Europe – and in each of the ten participating country.

The survey data was collected in the spring of 2016 (April to July), and the fieldwork was conducted by the University of Southern Denmark that had the responsibility for setting up the survey, sending out invitations to members and volunteers and creating links to be used by clubs. Some of the participating clubs passed on contact information on their members and volunteers to be used for the survey contact, but most clubs chose to send out invitations to participate in the survey to their own members and volunteers. More elaborate information about the method can be found in Chapter 6 and specific information for each country can be found in Chapter 7.

In the report, the descriptive results from the survey study are presented in tables and figures that show the answer distribution for members and volunteers in each country. However, an average number is also presented. This average is calculated as the mean of the outcome in each country. This means that every country has the same weight in the calculation, regardless of the size of the country and the number of respondents in each country.

The report is structured as follows: in Chapter 2, the affiliation with sports clubs and the sports participation are described. In Chapter 3, information about voluntary work in sports clubs is provided, including information about voluntary tasks, time use and volunteer satisfaction. In Chapter 4, the attention turns to social integration with a focus on first participation – in the member democracy and social life – and then on the emotional commitment of members and volunteers, followed by information about member composition, respect and understanding. In Chapter 5, characteristics of members and volunteers in sports clubs are provided. Chapters 6 and 7 present the methodological details of the survey.

2 Affiliation with sports clubs and sports participation

2.1. Type and duration of involvement in sports clubs

A large proportion of the sports participation in Europe takes place in sports clubs. In some countries, sports clubs even have the largest 'market share' of active sports participants. However, apart from taking part in sports activities, sports clubs offer social activities, volunteering and community work. Sports clubs can therefore be seen as also having a social significance (cf. Seippel, 2006). As a result, even people who are not active in a sports club as a sports participant can choose to become a member or volunteer.

In the ten participating countries, almost three quarters of the people affiliated to sports clubs (74%) actually participate in sports in the club, while 83 percent are a member. Over one third do voluntary work in the club on a regular basis and half of the people are doing that on an ad hoc basis. In that connection, it should be noted that there is some overlap between the two groups of volunteers, which means that on average, almost two thirds of the people affiliated with sports clubs do voluntary work – regularly or occasionally.

The density of volunteers in this study is somewhat higher than what could be expected from the estimation of the sports clubs in the ten countries with regard to the same topic. On average, the clubs estimate that there is approximately one volunteer in a fixed position for every five members, and approximately one volunteer in no fixed position for every six members (Breuer et al., 2017). The figures would indicate that the number of volunteers in clubs relative to members should not exceed one third.

Table 2: How are you connected to the club? (in %)

	Average	Bel	Den	Eng	Ger	Hun	Neth	Nor	Pol	Spa	Swi
I do sport in the club	74	81	81	66	81	81	70	60	66	71	82
I am a member of the club	88	89	84	89	94		86	91	70	92	94
I do voluntary work in the club on a regular basis	38	33	27	39	42	26	46	50	30	50	39
I do voluntary work in the club occasionally	54	53	37	62	53	54	55	73	40	60	56

Though the ten countries have a lot in common, Table 2 shows some interesting differences. In comparison to other countries, many Norwegians participate in voluntary work. Within Danish clubs, the percentage of volunteers is relatively low. In Hungary, the option 'I am a member of the club' was not provided, as all sports participants and volunteers are members of the club.

In all countries, the percentage of people who are members of a sports club is higher than the percentage who do sports in the club. This is indicative of the social significance of sports clubs. Apparently, people are also involved in clubs for reasons other than the clubs' original purpose.

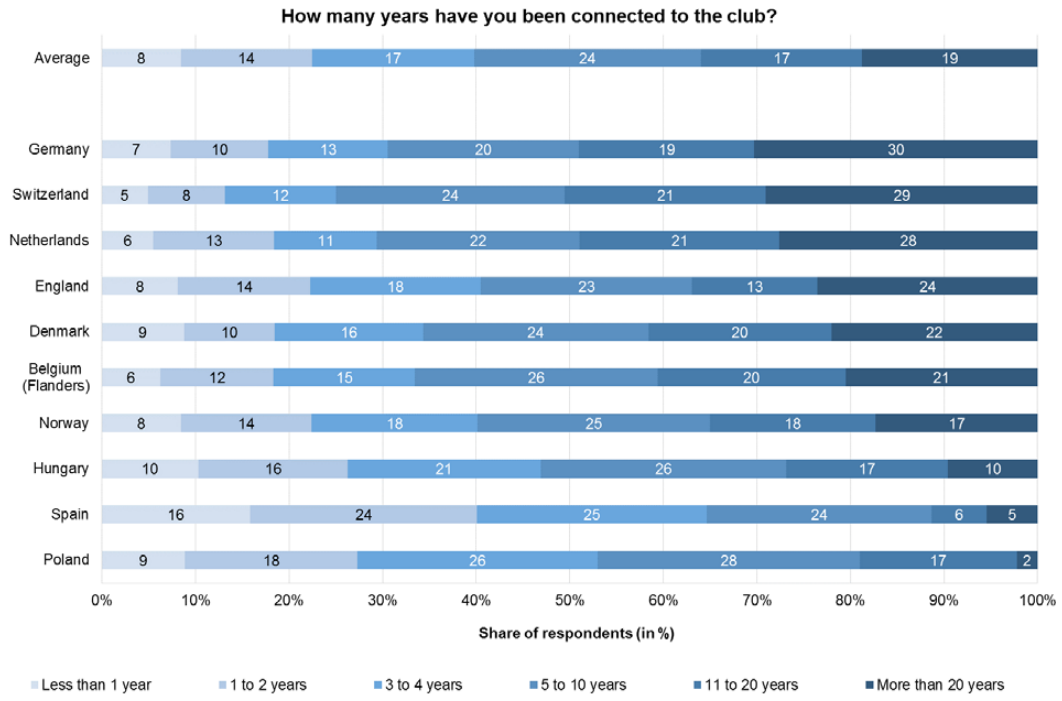


Figure 1: Duration of involvement in the club.

The involvement of affiliates to sports clubs can vary to a large extent. Because many sports clubs offer sports for many age groups, one can stay connected to a sports club for a long time. New initiatives in sports clubs, like walking football or football fitness (cf. Bennike, Wikman & Ottesen, 2014), currently even promote sports activities for seniors as well. Figure 1 shows that the loyalty of the respondents is indeed quite strong. On average, 60 percent of members and volunteers have been affiliated with their respective clubs for five years or more[1].

The number of years that people have been connected to their sports club has roughly the same pattern in all the countries. In Germany, Switzerland and the Netherlands, half of the respondents have been connected to their club for more than ten years. In Spain (11%) and Poland (19%), that percentage is much lower, which relates to the relatively short history of the clubs (Breuer et al., 2017).

1 Children and youth members are not included in this number, as respondents in this research are aged 16 years and older.

2.2. Sports participation

Although many people are active as sports participants in sports clubs, there is a large variation in the frequency in which they participate. Where some only participate sporadically in their sports club, others are intensively involved in sports activities. In Figure 2, it is clear that a lot of respondents take part very frequently. On average, almost six out of ten (59%) do sport at least two times a week.

It is striking to see that in Poland, 84% of all the respondents that reported to be active in sports take part at least two times a week in a sports activity in their sports club. The difference with the other Eastern European country in our research is remarkable: in Hungary more than one third only take part a few times a month. In Belgium (Flanders), Denmark and the Netherlands, less than one fifth of the respondents participate three times a week or more.

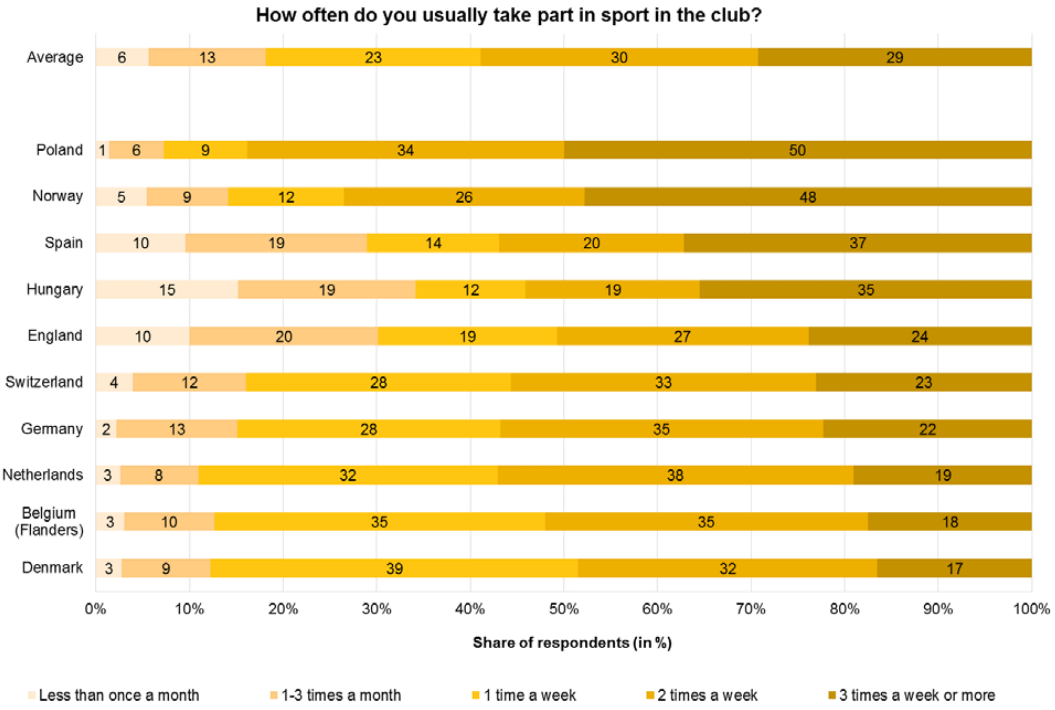


Figure 2: Frequency of sports participation in sports clubs.

Sports participation in sports clubs often takes place in teams or in groups. For many sports club affiliates, the social interaction with others is part of the reason to choose a sports club over another form of practising sports. Figure 3 presents the number of people that are in the same group/team as the respondent. Only a few respondents (4%) indicated that they practise their sports alone.

The pattern in Figure 3 looks quite similar for all countries. In Norway, the highest percentage of individual sports participants can be found (8%). Spain (51%) and England (45%) stand out as the countries in which many respondents practise their sports in very large groups with more than twenty others.

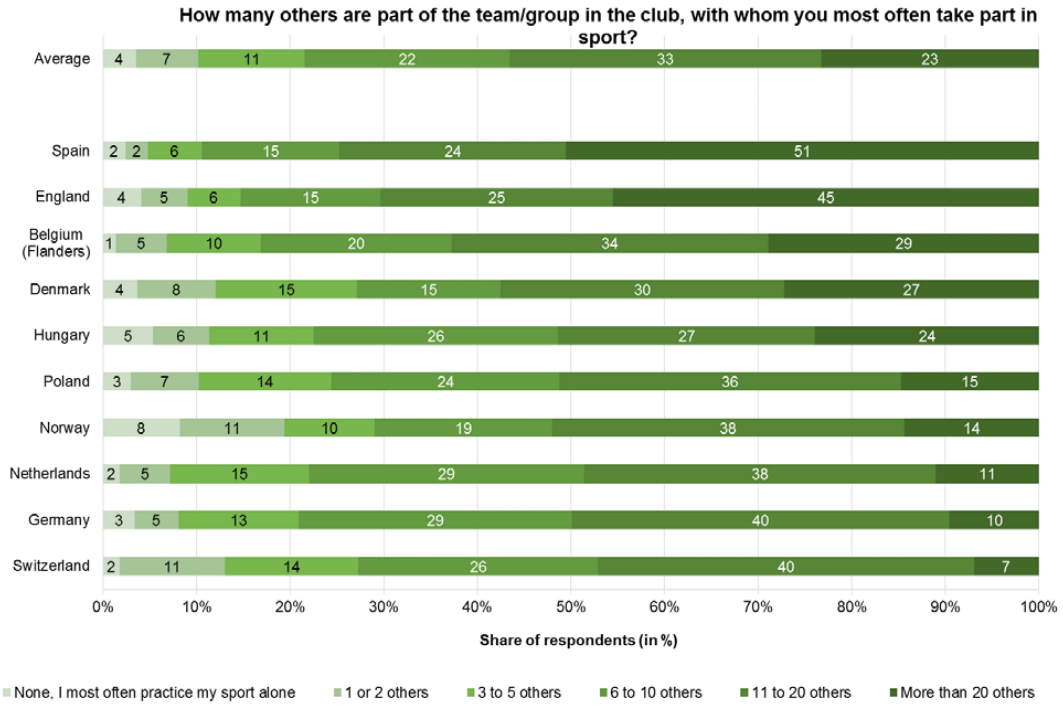


Figure 3: Number of other members in the same team/group as the respondent.

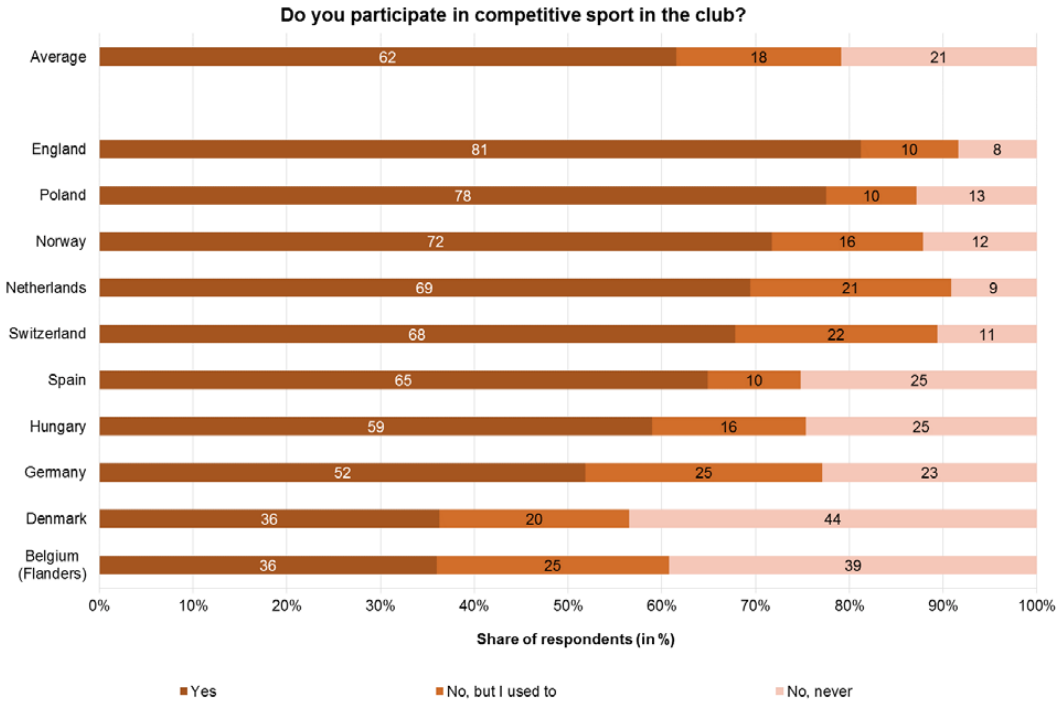


Figure 4: Share of respondents active in competitive sports.

Apart from the social aspect, sports clubs also have a history in competitive sports. Many sports clubs were founded to take part in some sort of competition, although recreational sports and sporting activities aimed at health have become more popular over the course of the years (Scheerder, Vandermeerschen, Borgers, Thibault & Vos, 2013; Scheerder, Zintz & Delheye, 2011). On average, a little more than six out of ten (62%) of the sports-active respondents participate in competitive sport (see Figure 4).

The percentage of sports-active respondents who have never participated in competitive sports shows a large variation. While in Denmark and Belgium (Flanders), around 40% of the sports-active respondents have never participated in competitive sports, this is the case for less than 10% in England and the Netherlands.

Many sports club affiliates also take part in sports activities outside of their sports clubs. The most popular form of doing sport outside of the sports clubs is to do it individually outside any form of organised setting. More than half of the respondents (55%) participate in sports this way (see Table 3). Norway and Switzerland stand out in informal sports participation. Around two thirds of the Norwegian and the Swiss respondents practise their sports this way, apart from their participation in their sports clubs.

Another popular way to do sport outside of the sports club is to attend a privately owned gym or fitness centre. Almost one in four respondents (23%) state that they do this. Here, Belgium (Flanders) stands out with only one in ten respondents attending a privately owned gym or fitness centre, while in Spain, Norway and Poland, this is the case for at least three in ten.

Table 3: Sports participation patterns of the respondents (in %).

	Average	Bel	Den	Eng	Ger	Hun	Neth	Nor	Pol	Spa	Swi
I do sports outside of organised settings on my own (e.g. by going for a run or bike ride alone)	55	50	53	55	54	40	48	70	61	49	65
I do sports outside of organised settings with my friends and/or family (e.g. by going for a run together, playing football in the park, etc.)	33	25	26	34	35	38	19	39	33	30	50
In a privately owned gym/ fitness centre	23	10	22	25	17	17	19	33	30	36	22
In another sports club (than the one I am answering questions in relation to here)	20	24	25	29	23	13	16	20	10	17	25
At the school or workplace (e.g. in a fitness facility, in exercise breaks, by doing company sports, etc.)	13	8	10	13	13	13	7	20	20	4	20
In other organised settings	11	7	5	18	10	13	7	9	18	10	11
I only do sports/exercise in the club	11	15	13	9	12	15	14	5	8	12	5
I do not do sports/exercise at all	5	6	3	7	4	6	8	4	6	5	1

Jointly the results indicate that the vast majority of people affiliated with sports clubs are sports-active in numerous different ways, and that for most of them, the sports club is one arena among several others in which they practise sport. With the figures reported here, it is not possible to rate the different arenas in which the respondents practise sport with regard to their relative importance to the individuals (e.g. in relation to where they are most active, most socially committed, etc.).

3 Voluntary work in sports clubs

Volunteers form the core of sports clubs, and in all the ten countries, volunteers far outnumber paid employees (Breuer et al., 2017). As can be seen in Table 4, the volunteers perform a variety of tasks. More than one third (38%) are involved in the organisation of and/or contribution to club activities, events, tournaments, or the like. These tasks are relatively popular with the Hungarian and Polish volunteers and less common for the Danes, the Dutch, the Norwegians and the Swiss.

A little less than one third (31%) are coaches or instructors. In that connection, Hungary stands out in having a significantly lower proportion of volunteers (18%) working as a coach or instructor compared to the other countries. About a quarter (24%) of the volunteers work as board members. The highest proportion can be found in Spain (39%) and Poland (33%), which corresponds with the tradition of having many small clubs and thus a relatively higher demand for board members (Breuer et al., 2017). Conversely, there are relatively few board members among the volunteers in England (13%), the Netherlands (16%), Denmark (17%) and Hungary (18%).

Table 4: 'Which of the following tasks come closest to describing the work you do in the club?' (respondents had the option to pick multiple answers) (in %).

	Average	Bel	Den	Eng	Ger	Hun	Neth	Nor	Pol	Spa	Swi
TASKS CONNECTED TO THE SPORTS ACTIVITY											
Coach/instructor	31	31	31	28	39	18	31	32	31	37	34
Referee/official	12	8	6	14	10	10	21	15	16	10	9
Other tasks connected to the sports activity (e.g. coaching assistant, team leader, or the like)	19	9	20	25	18	17	11	27	23	16	16
TASKS CONNECTED TO CLUB LEADERSHIP											
Board member	24	26	17	13	29	18	16	29	33	39	25
Member of one or more committee(s)	16	11	22	29	15	7	25	20	6	9	13
Other forms of club leadership/ management (e.g. volunteer coordinator)	10	10	6	16	6	14	7	11	15	14	4
EPISODIC AND IRREGULAR TASKS											
Organisation of and/or contribution to club activities, events, tournaments, or the like	38	39	25	38	38	55	28	30	49	43	33
Driving to matches, events, tournaments or the like	23	13	29	27	24	24	18	37	17	17	17
Administration, office work, or the like	15	15	9	17	16	18	9	14	22	17	12
Communication	14	12	10	14	17	12	10	13	18	18	11
Technical work and services	13	25	19	12	13	13	14	19	12	8	8
Funding activities	12	7	11	12	7	14	4	15	20	14	7
Other tasks	10	8	11	15	10	5	11	10	8	9	13

Another popular task among the volunteers is driving other sports club affiliates to matches, events, tournaments or the like, which about a quarter of the volunteers (23%) reported to be involved in. This task is most popular among Norwegian volunteers (37%) and least among Belgian (Flemish) volunteers (13%).

3.1. Time spent on voluntary work

The volunteers in the ten countries do not vary much when it comes to the frequency of performing voluntary work in the club. More than four out of ten volunteers (42%) are active at least once a week as a volunteer, a little more than one fifth (22%) are active one or two times a month for the club and a little more than one third (38%) are active only a few times per year as a volunteer. The most involved volunteers can be found in Poland, Norway, the Netherlands, Germany and Spain.

Table 5: 'How often do you typically do voluntary work in the club?' (in %).

	Average	Bel	Den	Eng	Ger	Hun	Neth	Nor	Pol	Spa	Swi
Approximately once a year or less	10	8	9	8	8	14	4	9	14	13	11
Approximately once every six months	14	16	11	10	13	19	8	12	14	14	20
Approximately once every quarter	14	15	13	19	12	18	11	14	10	14	16
Approximately once a month	14	14	14	16	12	18	14	14	11	13	12
Approximately every other week	8	7	10	8	8	7	7	8	6	7	8
Approximately once a week	16	19	22	16	17	10	25	14	11	10	14
2-4 days a week	20	16	17	18	24	10	26	25	22	21	16
5 days a week or more	6	5	4	4	6	5	4	5	12	8	2

On average, the volunteers spend 173 hours (approximately a full working month) on voluntary work in the club per year or season. The Polish volunteers, using 292 hours on volunteer activities per year or season, are by far the most active.

In Table 6, it is also possible to compare the mean values with the median values, and for all countries, the median value is significantly lower than the mean value. This indicates that for all ten countries, a core of very engaged volunteers spend a lot of hours on voluntary work, while a larger group of volunteers spend significantly less time working for their respective clubs.

Table 6: 'How many hours do you spend on voluntary work in the club per year / season?'.

	Average	Bel	Den	Eng	Ger	Hun	Neth	Nor	Pol	Spa	Swi
Hours (average)	173	143	138	155	167	155	179	186	292	192	119
Hours median	60	60	60	50	90	30	84	72	100	60	40

3.2. Circumstances and conditions for volunteers

The average values reported in Table 7 show that on average the volunteers find their tasks interesting and challenging and that their work as a volunteer is appreciated. In general they can carry out their work autonomously, are informed about major club affairs and are supported in their voluntary work by other club members.

Table 7: Circumstances in which volunteers are active for the sports club (average values reported that were calculated based on the scale applied in the survey ranging from 1 = strongly disagree to 5 = strongly agree).

	Average	Bel	Den	Eng	Ger	Hun	Neth	Nor	Pol	Spa	Swi
My work as a volunteer is appreciated	4.2	4.2	4.3	4.5	4.1	4.4	4.1	4.3	4.0	4.0	4.2
The tasks are interesting and challenging	4.0	3.9	4	4.1	4.0	4.2	3.7	4.1	4.0	4.2	4.0
I can carry out my work autonomously	3.9	4.0	3.3	3.8	4.3	4.2	3.9	3.6	3.9	3.9	4.3
I am informed about major club affairs	3.9	3.9	3.5	4.2	3.9	4.3	3.6	3.8	3.9	4.1	4.1
Other club members support my work as a volunteer	3.9	3.8	4.0	4.2	3.7	3.8	3.7	4.0	3.9	4.1	3.9
My problems and concerns as a volunteer are taken seriously	3.8	3.7	3.8	3.9	3.8	3.9	3.5	3.6	3.7	4.0	3.8
The club honours me for my voluntary work	3.6	4.2	4.1	3.1	3.1	2.8	4.0	4.0	3.4	3.9	3.3
I get constructive feedback from the club management/ board	3.4	3.5	3.3	3.3	3.2	3.8	2.9	3.3	3.6	3.9	3.2
I get fringe benefits (e.g. reduced membership fee)	2.3	2.5	2.5	2.2	1.8	1.9	2.1	1.9	2.5	2.3	2.9
I get some payment for my voluntary work	1.9	2.2	1.7	1.4	2.0	1.9	1.9	1.4	2.5	2.2	2.2

A majority of the volunteers (62%) mainly agree that the club honours them for their voluntary work. On the other side, less than half of them (46%) mainly agree that they are not getting constructive feedback from the club management and board. Though they are volunteers, 15% receive some payment for their activities. In England (4%) and Norway (7%), getting

paid is less common for volunteers than in the other countries. Almost a quarter of the volunteers (23%) receive fringe benefits. Fringe benefits are relatively common in Switzerland (42%).

Overall, volunteers in sports clubs in Europe are rather satisfied with the circumstances in which they operate. In all countries, at least 60% of the respondents are (very) satisfied with the circumstances in the club. In Spain and Hungary, dissatisfaction is highest, with 12% and 14% of people being (very) unsatisfied respectively.

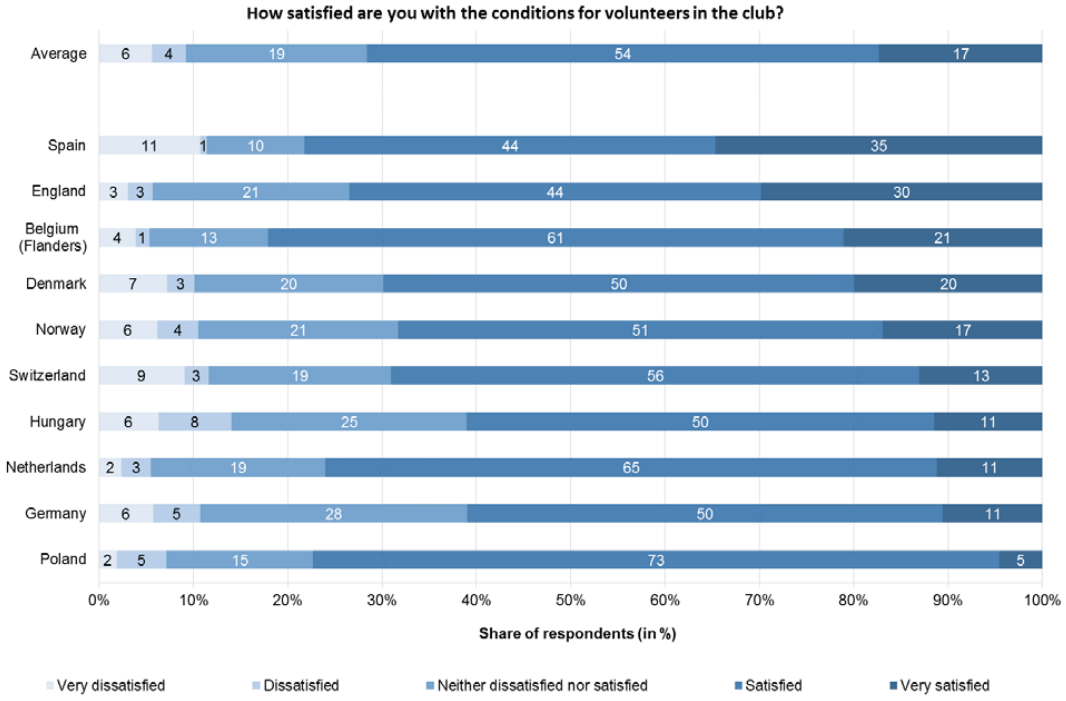


Figure 5: Satisfaction with conditions for volunteers.

Socialisation of new members in a club seems to be an important prerequisite to get people active as volunteers. The precise motive for volunteering across cultures and contexts is, however, unclear; researchers and theorists discuss motivation in terms of extrinsic motivation and intrinsic motivation. Extrinsic motivation is linked to drivers of external affirmation, such as financial gain or social approval. Intrinsic motivation relates to behaviour that is encouraged by internal factors, such as doing an activity for the inherent satisfaction of the activity itself (Ryan & Deci, 2000).

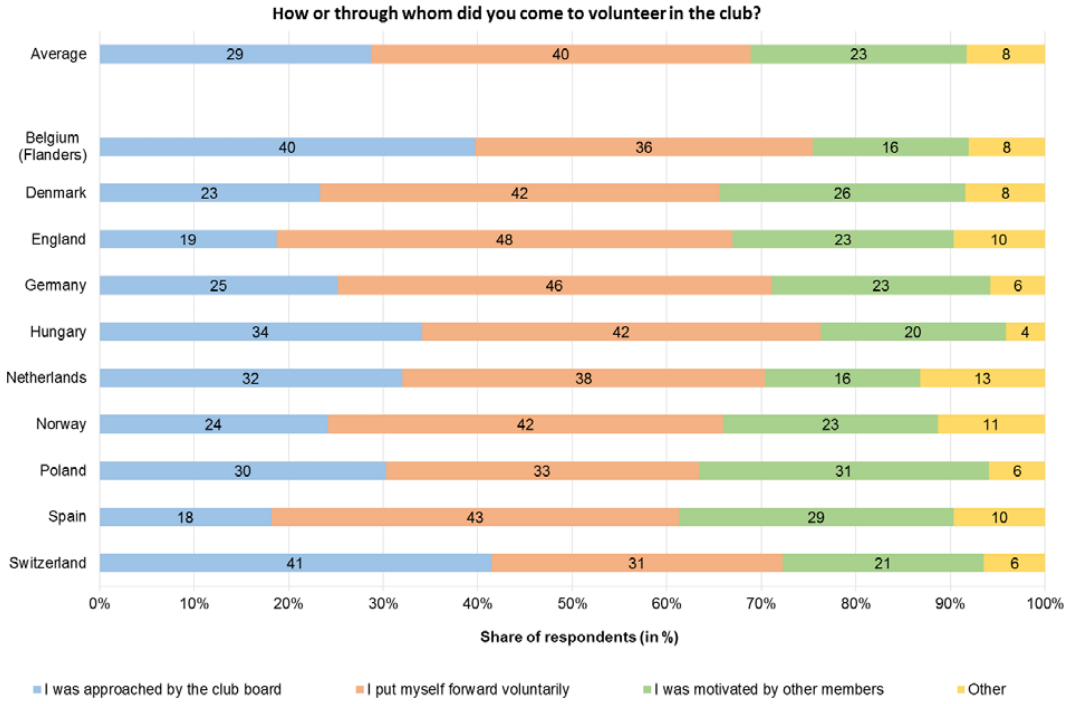


Figure 6: 'How or through whom did you come to volunteer in the club?'.

On average, 40% of the volunteers of the ten European countries became a volonteer in their club by putting themselves forward, 29% were approached by the club board and 23% were motivated by other members, while the remaining 8% came to volunteer in their respective clubs for other reasons.

England shows the highest percentage (48%) of members who put themselves forward to volunteer, followed by Germany (46%), whereas volunteers in Switzerland were relatively more often approached by the club board (41%). Spain stands out as the country in which only 18% were approached by the club board, and almost one third of the volunteers (29%) were motivated to volunteer by other members.

Even though the results seem to indicate that most volunteers are quite satisfied with the circumstances in which they perform their activities, there are of course still members who do not participate in volunteering in the club (Table 8). For a large proportion of the members who do not volunteer, it could prove to be difficult to get them to enrol in volunteering activities. About a quarter (26%) are simply not interested at all, and the same percentage think the activities are too time-consuming for them. In the Netherlands and Switzerland, the highest number of people can be found who think volunteering costs too much time. In Poland and Denmark, the largest proportion of members can be found who are not interested at all in doing voluntary work in their respective clubs. These respondents are likely to be more inclined just to have a membership to practise their sport in the club (cf. Van der Roest, 2015).

Table 8: Main reasons not to volunteer in sports clubs (respondents had the option to pick multiple answers) (in %).

	Average	Bel	Den	Eng	Ger	Hun	Neth	Nor	Pol	Spa	Swi
I find the tasks to be too time-consuming	26	28	23	30	24	26	36	32	10	20	35
I am not at all interested	26	31	41	13	29	20	32	22	43	7	23
I do not feel qualified to take on any of the tasks	14	7	12	22	13	13	4	14	19	15	16
I do not know what kind of volunteers the club is looking for/ where to sign up	13	9	7	18	13	24	6	11	17	12	10
I do not feel that I know the other members well enough	9	9	6	11	12	8	5	16	5	10	12
The club does not have volunteers	8	5		4	2	7	1	6	17	21	
I would need to be economically compensated	3	2	1	1	5	3	2	3	5	3	6
Other reason(s)	28	29	27	30	32	15	35	36	13	28	39

Other reasons for not volunteering in sports clubs can be found in reasons that can be changed by the clubs. For example, thirteen percent of people who do not volunteer do not know how volunteering can be accessed. In Hungary, close to a quarter of the non-volunteers (24%) have indicated that they do not know what kinds of volunteer are sought in the club. In England, almost a quarter of the non-volunteers (22%) do not feel qualified enough to volunteer. Clubs might be able to gain new volunteers from these groups of people if they provide more information about volunteering and promote it in their club.

Apart from volunteering in sports clubs, some respondents work as volunteers outside of their respective sports clubs. For some of the respondents that do not volunteer in their respective sports clubs, this might be part of the explanation, in that they are active in a range of organisations(Figure 7). On average, more than half of the respondents (57%) are doing or have performed voluntary work outside the club. Norway tops the list (76%), followed by England (62%) and Switzerland (61%). Of all the countries, Denmark shows the highest percentage of respondents who used to do voluntary work outside the club, but who are currently not active outside of the club (28%).

Almost six out of ten Spanish respondents (59%) have never performed voluntary work outside their respective clubs, which is a striking difference from Norway, in which this is the case for less than one in four (24%). Fewer than a quarter of the Polish respondents (22%) do voluntary work outside the club, which is the lowest figure across the ten countries, followed by Spain (25%) and Hungary (28%).

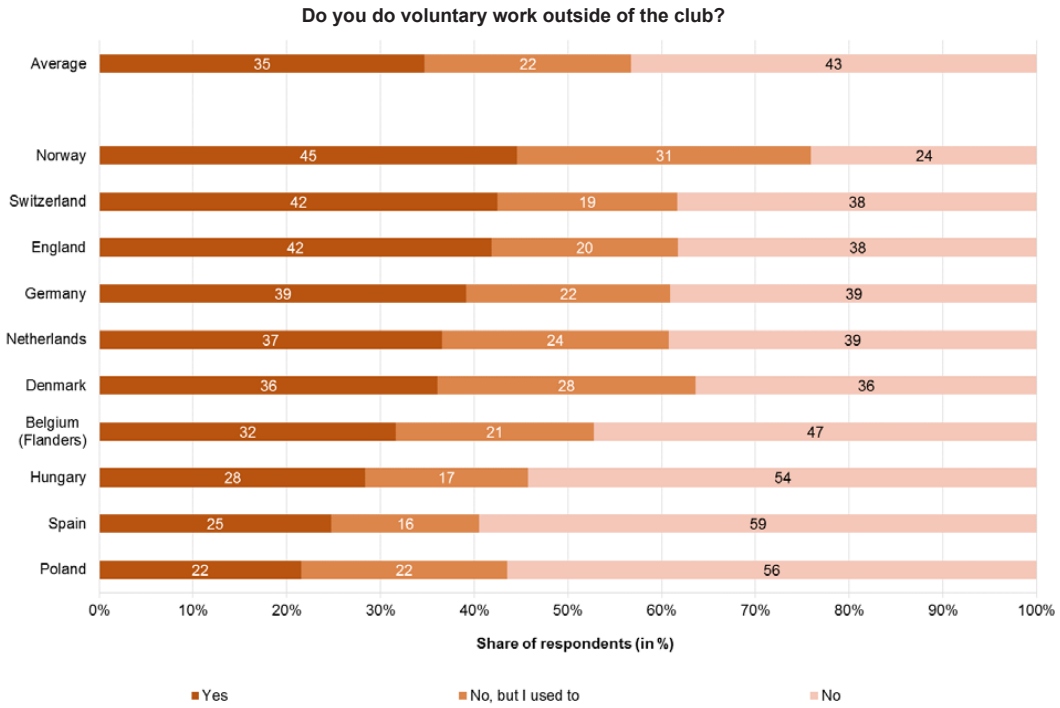


Figure 7: Voluntary work outside the club.

In general, volunteering in sports clubs in Europe is still an important prerequisite for the way in which clubs manage their activities. Without volunteering, sports clubs in Europe simply could not exist. Overall, volunteers are quite happy with the volunteering they do and they feel that their work is appreciated by others.

4 Social integration in sports clubs

4.1. Democratic participation

Apart from participation in sport and voluntary activities, sports clubs normally also offer their affiliates a range of social activities, along with opportunities for participating in democratic decision making. They do so by offering formal options like the annual general meeting, or through informal forms of trying to influence key persons in their respective clubs.

In Figure 8, the presence of members at the annual general meeting is presented. In most countries, the attendance is lower than 50%. Only in Spain (64%) and Switzerland (57%) do more than half of the members indicate that they have attended the last annual general meeting. Furthermore, it shows that the Nordic countries generally have the lowest attendance, with Denmark and Norway only having 22% and 35% respectively of the members attending the last meeting.

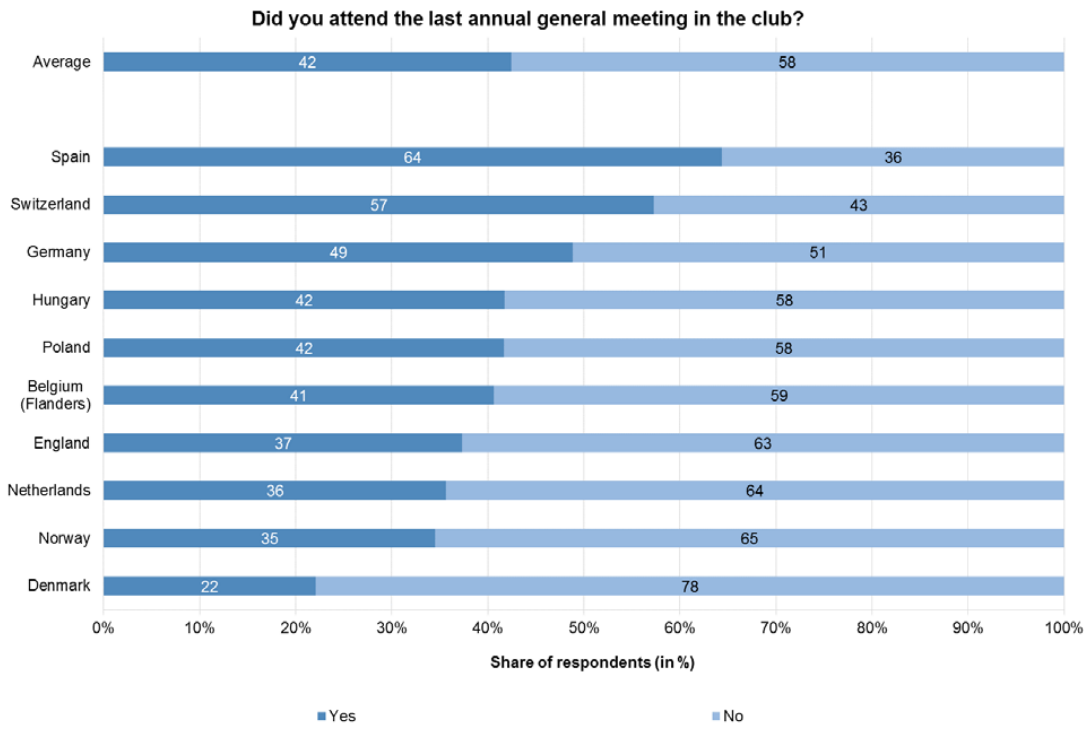


Figure 8: Presence at last annual general meeting.

Apart from the formal annual general meeting, respondents can also participate in other meetings to express their opinions about the club's development. For example, this could be done in member and/or club meetings (Figure 9). On average, more than one fourth of the respondents (28%) participate in these kinds of meetings at least once every three months,

while an additional 15% participate once every half year. These figures could be an indication of the relatively effective way that sports clubs encourage people to participate in democratic decision making.

At the same time, the figures show that more than half of the respondents (57%) participate in member and/or club meetings either once a year or less or never. From within this group, almost one third (29%) reported that they never took part in these sorts of meetings. Denmark has the highest proportion of sports club affiliates who never participate in member and/or club meetings (46%). Conversely, in Spain (28%) and Poland (29%), almost a third of the respondents participate at least once a month in member meetings or club meetings.

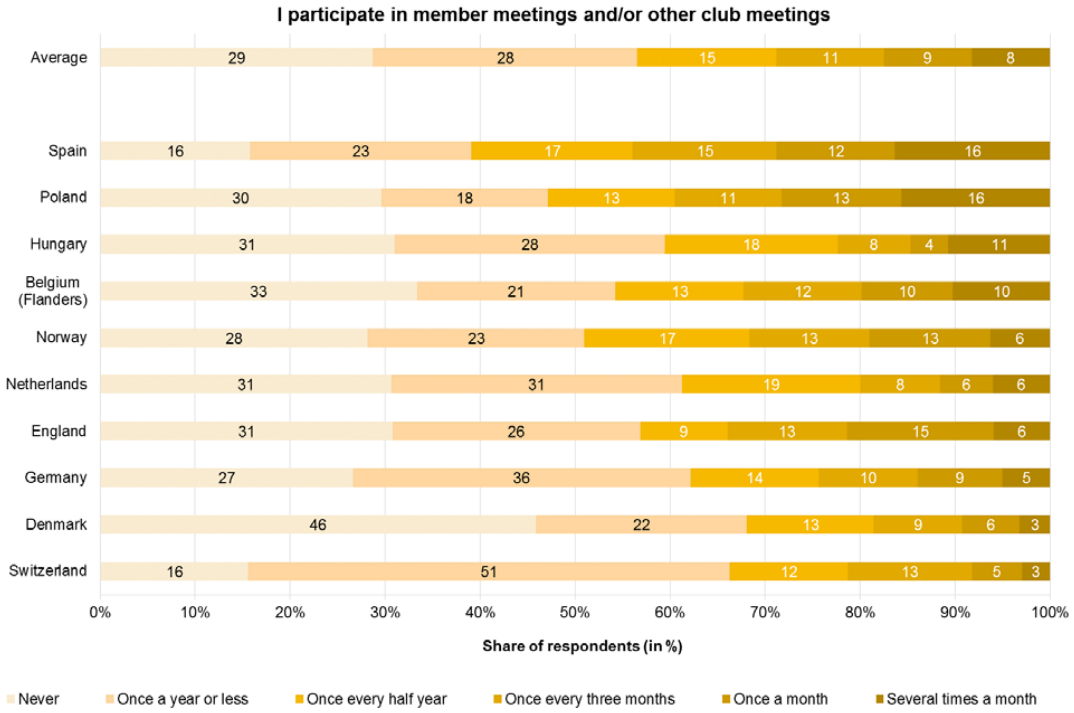


Figure 9: Participation in member and/or club meetings.

Another way of influencing the club's course is to speak one's mind to key persons in the club. This is a more informal way of dealing with the course of the club. It also might be more accessible, as key persons often walk around in clubs, or can be found in easily accessible places in the sports club (Figure 10). Spain and Poland again top the list of countries in which this happens the most. In Denmark and Switzerland, relatively few people often speak their minds to key persons in the clubs.

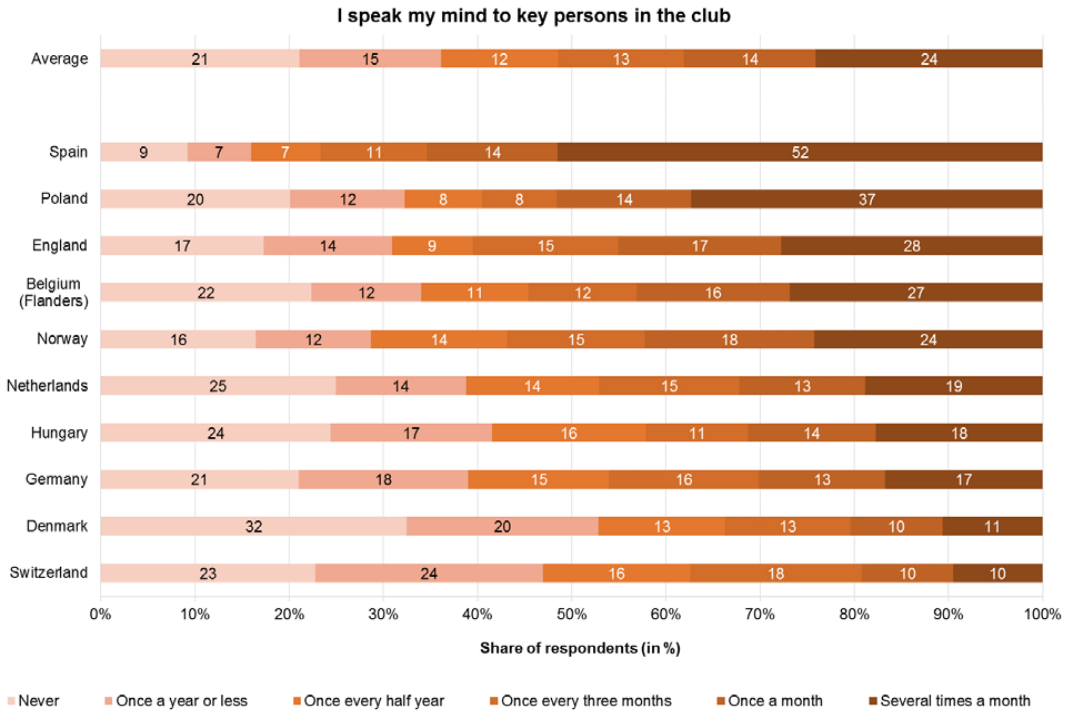


Figure 10: Speaking to key persons in the club.

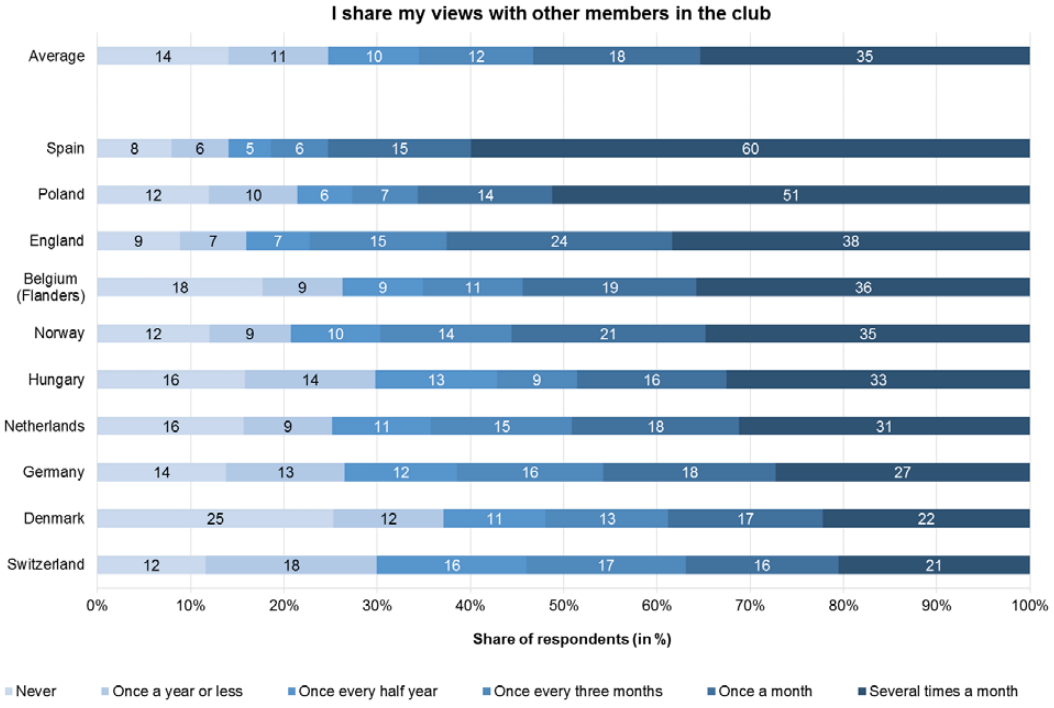


Figure 11: Sharing views with other members in the club.

Other than speaking to key persons, one can also try to influence the club's course by talking to other members about the club. Sharing one's view on club matters can be seen as a sign of interest in matters within the club (Figure 11). This type of social interaction is the interaction that led Putnam (2000) to conclude that sports clubs might be schools for democracy. By discussing small-scale issues within a local voluntary organisation, people are encouraged to take a political interest and get involved with democratic participation in society. Provided that these observations are correct, sports clubs in Europe seem to have this function. On average, more than half of the respondents (53%) share their views with others at least monthly. Only fourteen percent of respondents never share their views. As in the other questions on informal democratic participation, Spain and Poland top the list, while Denmark and Switzerland are to be found at the bottom of the list.

Although the proportion of people who share their views with others is quite high, the number of people who try to influence decision making within the club is relatively low. Figure 12 shows how in many European countries, a large group in the club (ranging from 31% to 54%) never tries to influence decision making in the club. Spain and Poland again have the largest proportions of respondents who are most active in these kinds of democratic procedures. Switzerland's position is remarkable. In this country, a quite large proportion was present at the last annual general meeting, but in this figure they are at the bottom of the list of countries, with thirteen percent of the respondents having tried to influence decision making in the last month.

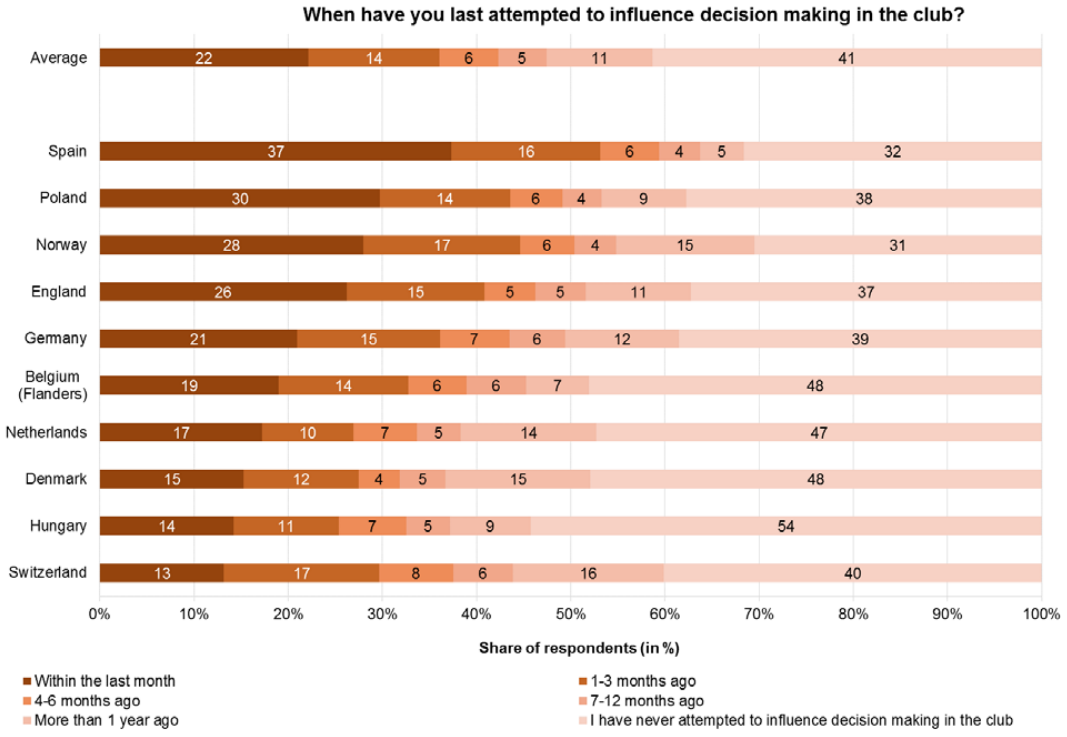


Figure 12: Last attempt to influence decision making.

4.2. Social participation

The social function of sports clubs is often mentioned as one of the most important features of these organisations. However, participation in social gatherings is not for all respondents. A large minority (38%) only participate in the social gatherings within their respective clubs once a year at most. Participation is again highest in Spain and Poland, while the Scandinavian countries have a relatively high proportion of respondents who never participate, or only participate once a year or less in social gatherings (Figure 13).

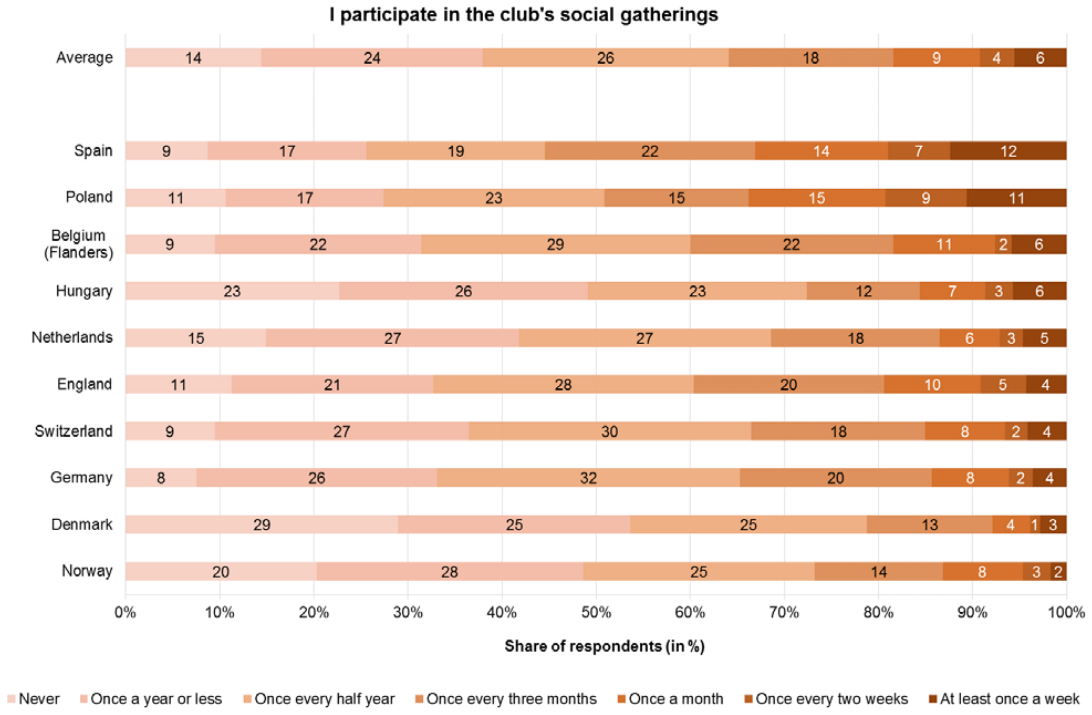


Figure 13: Participation in the club's social gatherings.

In many sports clubs, teams or (training) groups are the most important social group for sport participants within sports clubs. Interaction with other members and volunteers thus often occurs in these groups. Therefore, interaction with people outside the team or group could be seen as a form of broader social integration in sports clubs (Figure 14). This occurs most often in Spain and Belgium (Flanders). In these countries, 45% of the respondents interact with people outside their team or group at least once a week. In Denmark and Norway, we find the relatively highest proportion of respondents that never interact with other members and volunteers (18% in Norway and 14% in Denmark).

In some countries, the 'third half' of sports matches is said to be the most important half (Figure 15). In that connection, more than a third of the respondents (36%) stay in the club after a training or a match to talk to other people from the club at least once a week. This percentage is highest in Belgium (Flanders) (51%) and the Netherlands (46%). The Scandina-

vian countries have the highest proportion of members and volunteers who never stay behind after training, matches or tournaments (23% in Denmark and 17% in Norway). Hungary has the lowest percentage of respondents that participate in this sort of socialisation at least once a week.

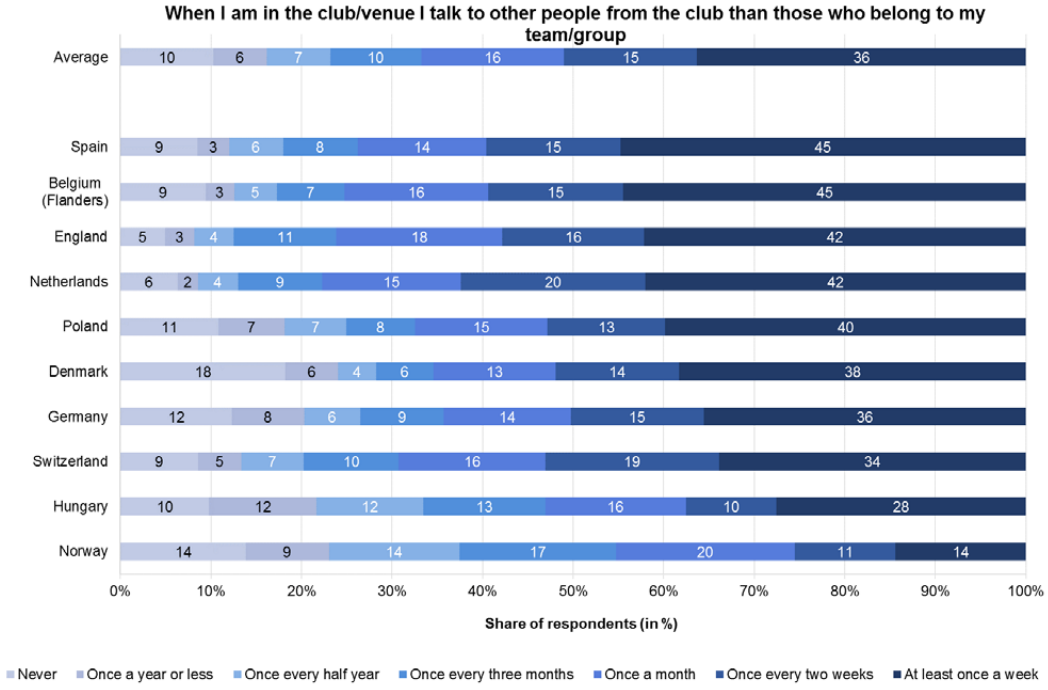


Figure 14: Talking to other people from outside one's own team/group.

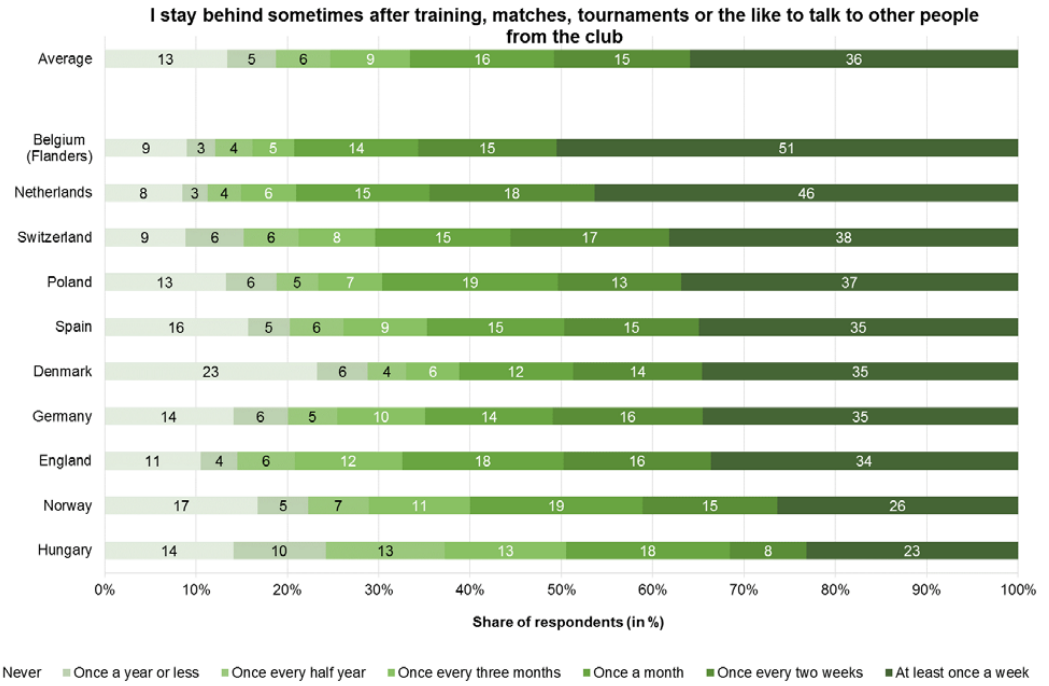


Figure 15: Staying behind to talk to other people from the club.

Overall, the democratic and social participation in sports clubs is most active in countries with relatively many 'young' sports clubs, like Poland and Spain (Breuer et al., 2017). In these countries, members and volunteers are more inclined to be actively involved in decision making. For the countries with a longer tradition in voluntary organised sports, this participation is less frequent among a larger number of people. The social participation in sports clubs is also high in Poland and Spain, but sports clubs in the low countries (Belgium (Flanders) and the Netherlands) also seem to have a big social function. However, the question is whether the participation in sports clubs also leads to emotional commitment with the club and with other members and volunteers from the club.

4.3. Emotional commitment

One way that high emotional commitment with (a selection of) other members can be built within sports clubs is if member recruitment happens through existing networks within the club. As Figure 16 shows, this is quite often the case in European sports clubs. In fact, seven out of ten members on average indicate that they know one or more members before joining their sports club. This figure is relatively low in England (57%) and Belgium (Flanders) (61%), and relatively high in Denmark (75%), Spain (75%), Switzerland (74%) and Poland (74%).

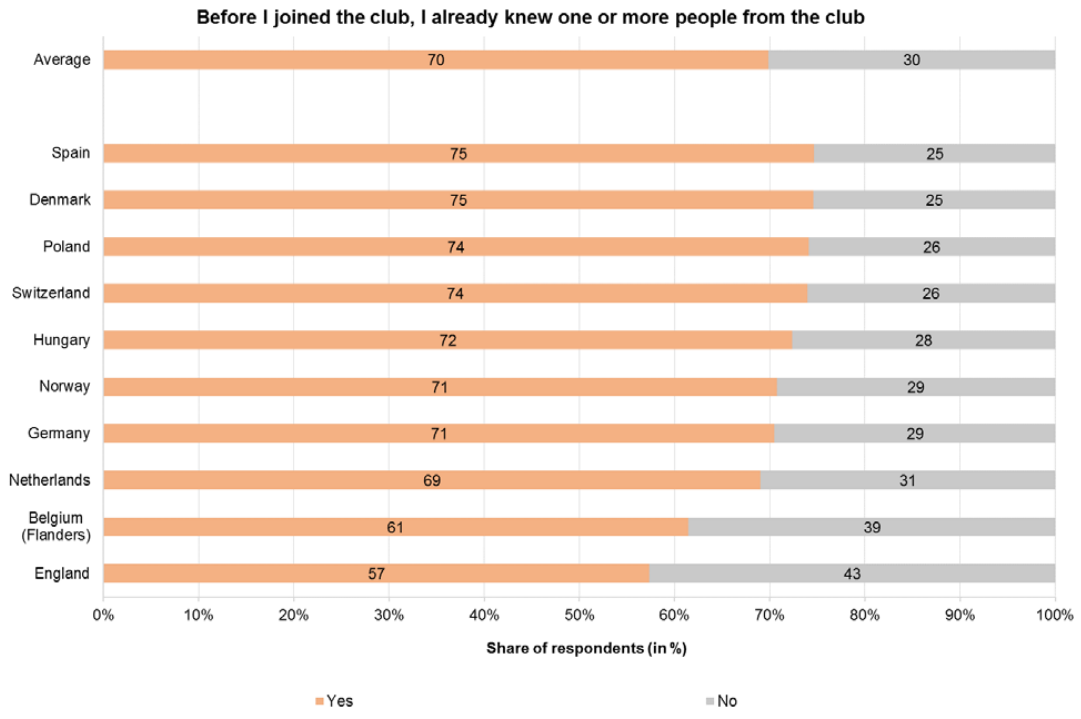


Figure 16: Knew one or more people from the club before joining it.

Apart from being mediums for the socialisation and emotional commitment among people who already know each other, sports clubs also seem to be important arenas for the formation of new social relationships. Figure 17 shows how almost nine out of ten members (88%) reported that they had made new friends through their participation in the club, something that is most common in English sports clubs (95%) and least common in Danish sports clubs (78%).

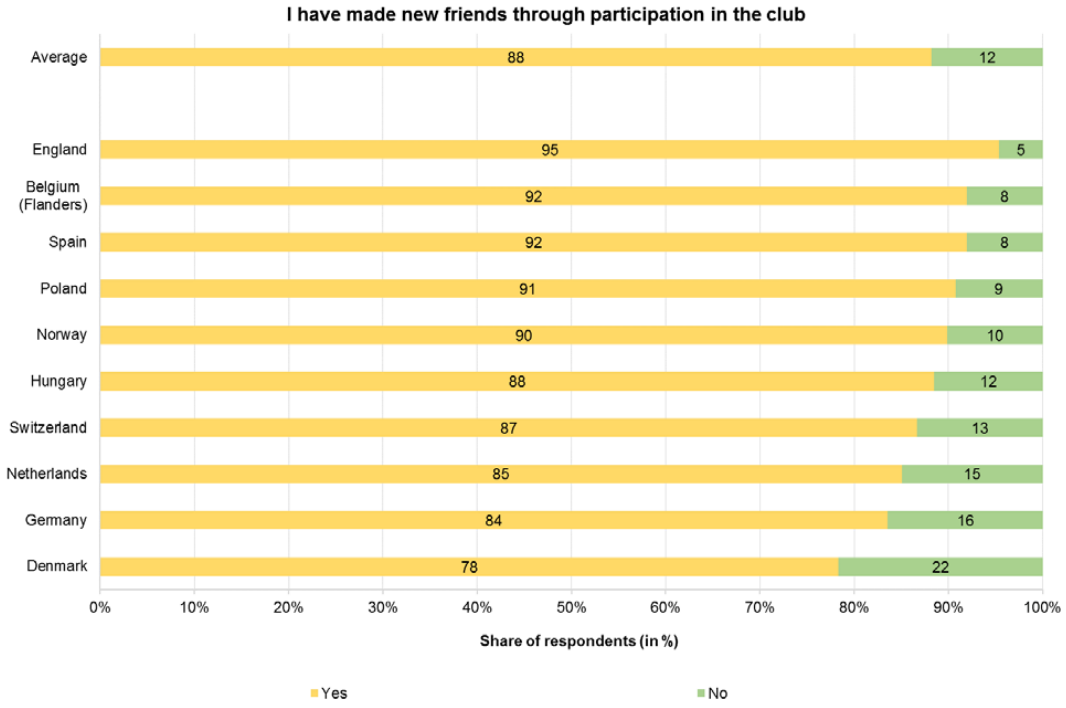


Figure 17: Have made new friends through participation in the club.

In effect, sports clubs seem to be arenas in which friendships are both maintained and developed. However, the question that remains is whether sports clubs also help build social networks that are utilised outside of the club – or if the socialisation with new acquaintances is limited to the club context. Looking at Figure 18, the latter seems to be the reply for most of the respondents. Almost two out of three respondents (64%) stated that they socialize outside of the club with people they did not know before joining their respective clubs. This figure is remarkably high in Spain (90%) and relatively low in Denmark (41%).

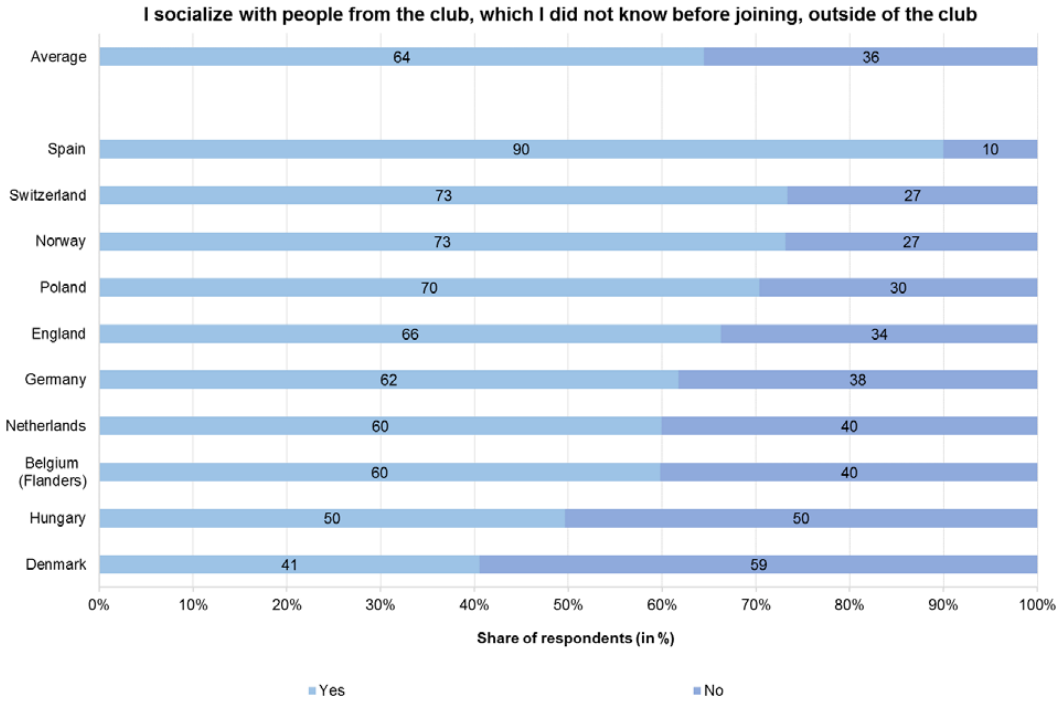


Figure 18: Socialise outside of the club with new acquaintances from the club.

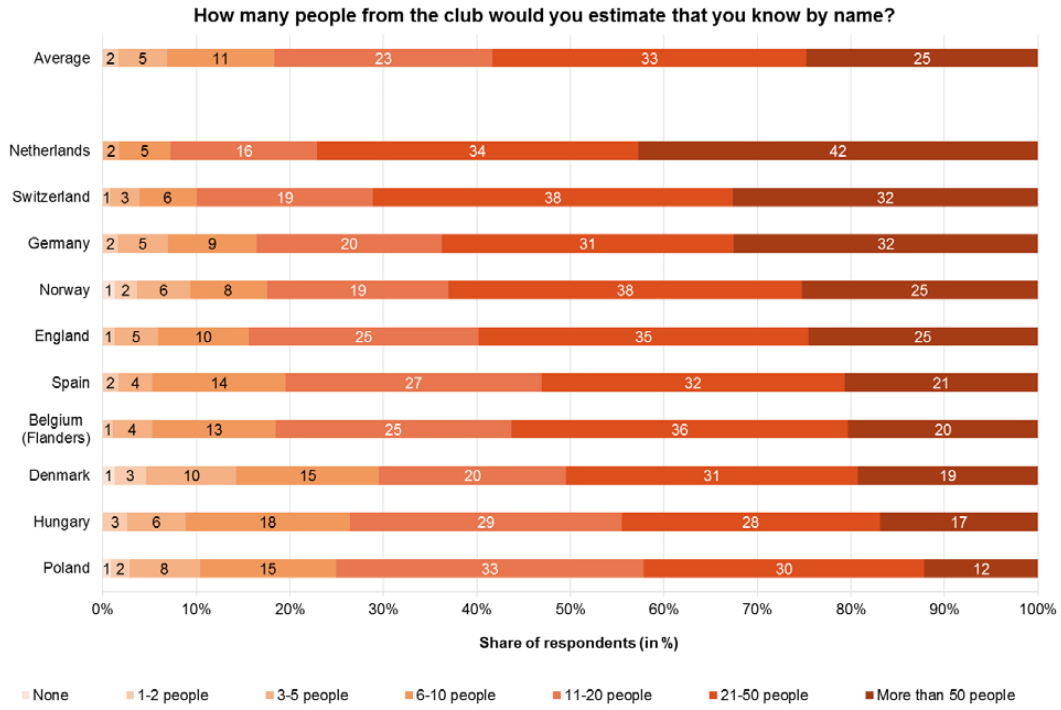


Figure 19: Number of people that respondents know by name.

One thing is the depth of the relationships formed within the sports clubs examined above, and another issue has to do with the breadth of the socialisation within clubs. Here, respondents were asked to report how many people from the club they know by name, and in fact more than half (58%) reported that they know more than twenty by name (Figure 19). Only 2% know no other people from the club by name, and a further 5% know one to two other people by name. So, the vast majority of people affiliated with a sports club seem to be acquainted with relatively many people.

A large part of the variation among countries with regard to the breadth of networks within clubs is presented by the percentage of respondents who know more than 50 people by name. In that respect, it is striking to see that the Netherlands tops the list with a remarkable percentage of 42% of respondents knowing more than 50 people by name, followed by Switzerland and Germany (both 32%). The difference with Poland is quite large. Only 12% of the Polish respondents reported that they know more than 50 people by name. Moreover, Poland's percentage of knowing more than 20 people by name (42%) is also considerably lower than the Netherlands (76%). In this statistic, the sizes of the sports clubs in the two countries are likely to present part of the explanation for the differences, as the Netherlands has the largest club size and Poland the smallest (Breuer et al., 2017). The position of Switzerland in this statistic is remarkable. They rank second with regard to the percentage of respondents claiming to know more than 50 people by name, but they rank second to last (after Poland) when it comes to the average club size (Breuer et al., 2017).

Having examined the depth and the breadth of the social networks formed within sports clubs, the next focus point will be the attitudes of members and volunteers towards their respective clubs and the other people from the club. A first aspect of this is shown in Figure 20, where the respondents were asked to indicate their (lack of) agreement with the statement that 'there is a good atmosphere in the club'. More than half of the respondents (56%) strongly agree with this statement and a further 31% partially agree – making for a total of almost nine out of ten respondents (87%) mainly agreeing that there is a good atmosphere in their respective clubs.

England, Hungary and Poland lead the way with around two thirds of the respondents in these countries strongly agreeing that there is a good atmosphere in the club. Conversely, it has to be marked that the Dutch showed a more moderated response, in that 50% partially agree and only one third (34%) of the Dutch respondents strongly agree with this statement. The main differences between countries are generally to be found in the percentage of respondents that either strongly or partially agree with the statement, but there are also some variations among countries as to the percentage of respondents that disagree. Surprisingly, the highest percentage of respondents not finding the atmosphere in their club to be good can be found in Poland (13%), despite there being relatively many Polish respondents that strongly agree with the statement. Hence, the Polish respondents seem to be the most polarised in the study.

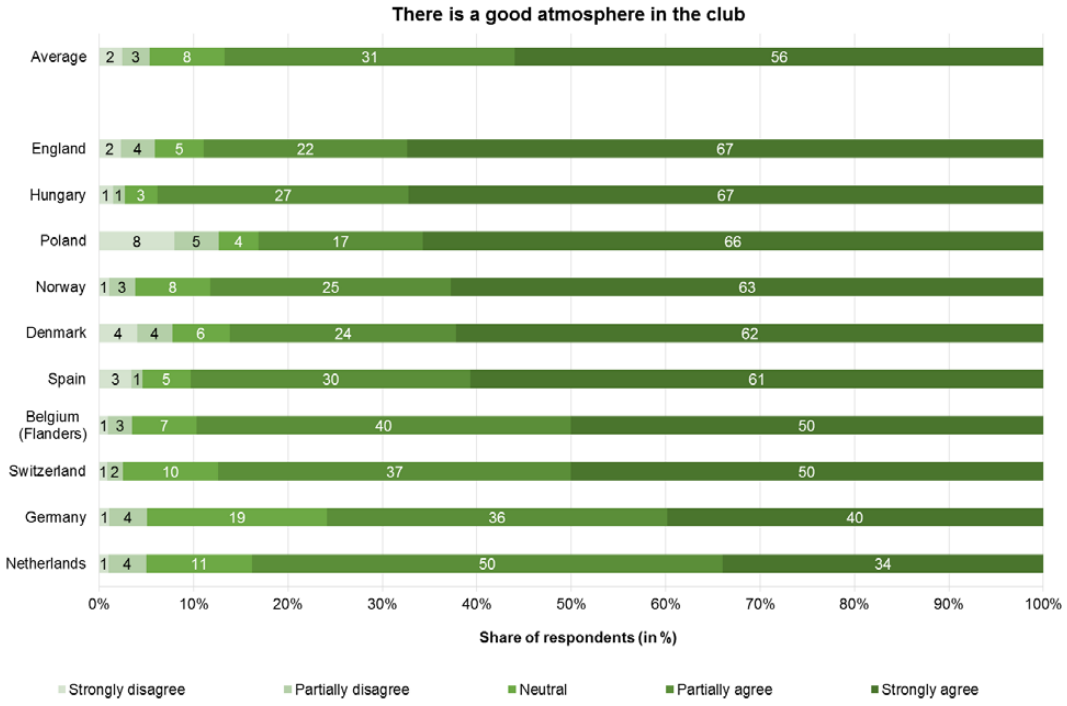


Figure 20: Good atmosphere in the club.

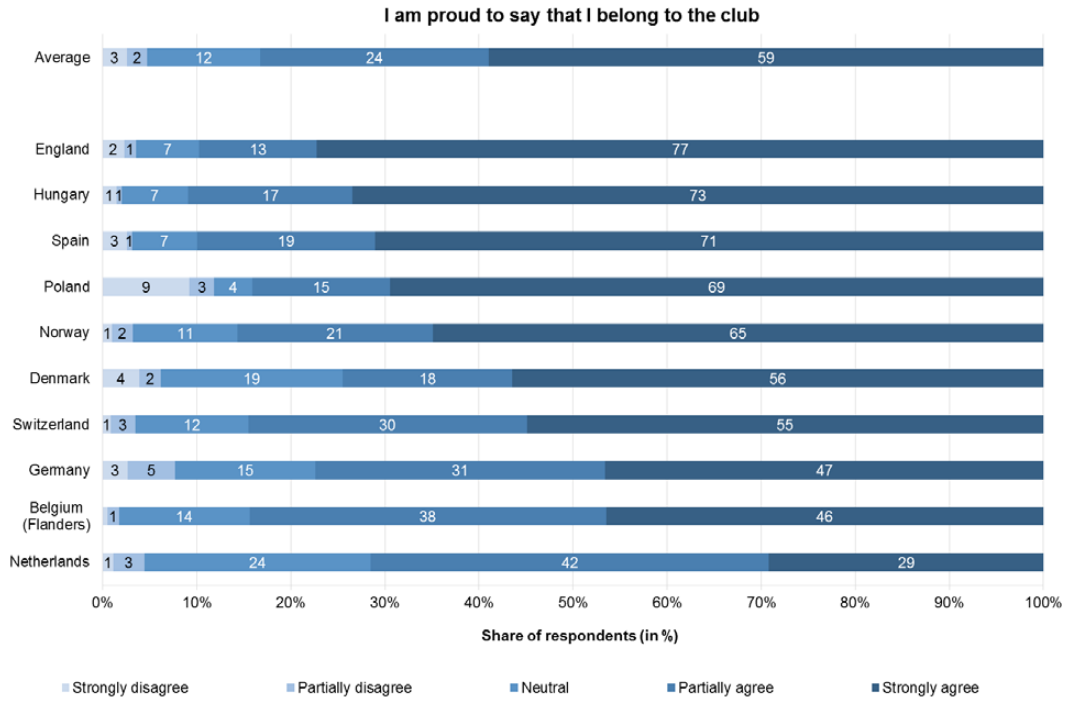


Figure 21: Proud to belong to the club.

More or less in line with the relatively uniform conception that the atmosphere in European sports clubs is quite good, Figure 21 shows how the vast majority of respondents are also proud to say that they belong to their respective clubs. Almost six out of ten (59%) strongly agree with this, while 24% partially agree, making a total of 83% mainly agreeing. England tops the list as the country in which most respondents (77%) strongly agree with the statement that they are proud to say that they belong to the club. As was also the case with regard to the atmosphere in the club, the Dutch respondents once again show a positive, but more moderate response than what is found in most of the other countries, with only 29% strongly agreeing with the statement and 42% partially agreeing. A relatively large proportion of Polish respondents (12%) are not proud to belong to their club, which seems to relate to the results in Figure 20 in which the Polish are more divided about the atmosphere in the club than the respondents in the other countries.

The importance of socializing with other people in sports clubs can be viewed as a sign of social integration. In the previous section, we already presented figures to illustrate the extent to which sports club members and volunteers socialize with people both from within and outside of their respective teams or groups. However, this did not inform us about the importance that the respondents ascribe to this socialisation. Figure 22 addresses this limitation.

Overall, a little more than three out of four respondents (76%) find it important to socialize with other people from the club, in that they partially or strongly agree with the statement. Spain (88%), Belgium (Flanders) (86%) and Poland (83%) top the list of countries in which most respondents mainly agree that they find it important to socialize with other people from the club. Again, Poland is the country with the largest polarisation, in that a relatively high

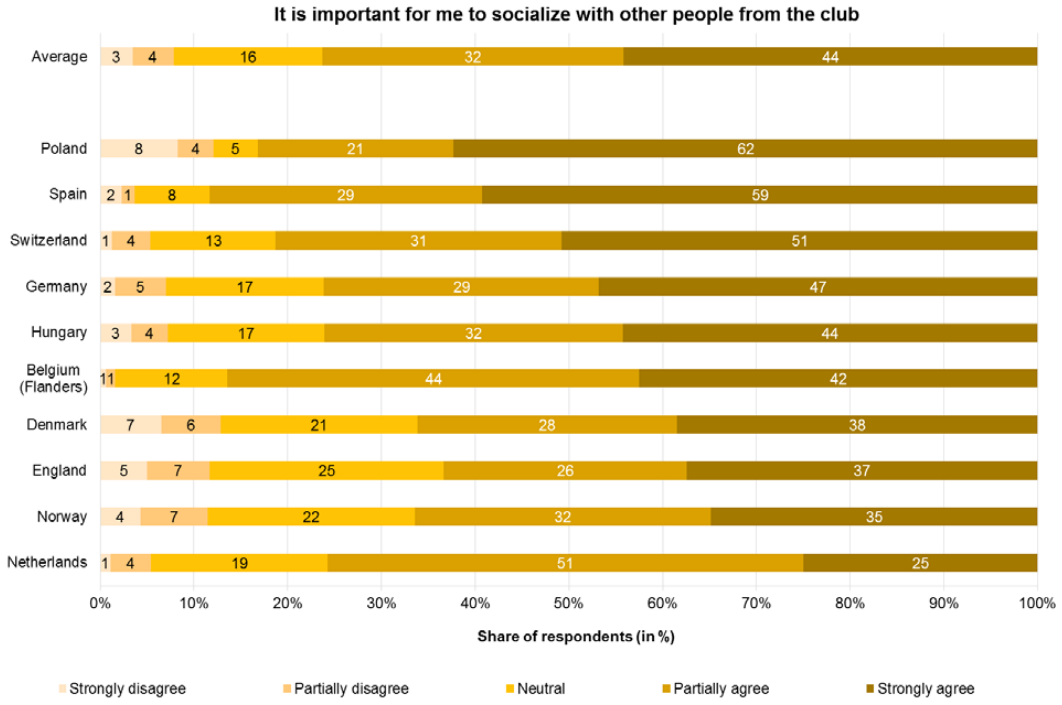


Figure 22: Importance of socializing with other people from the club.

percentage mainly disagrees with the statement (12%). Danish (13%), English (12%) and Norwegian (11%) respondents also reported a relatively higher disagreement than can be found in most of the other countries.

Besides being asked about the importance that the respondents ascribe to socializing with other people from the club, they were also asked to rate the importance of the sports club relative to other social groups. The results are displayed in Figure 23. For almost six out of ten respondents (59%), the club is one of the most important groups they belong to. Spain (74%) and Poland (72%) represent the highest percentages of agreement, whereas Denmark (41%) and the Netherlands (45%) report significantly lower values.

Zooming in on the Nordic countries, the percentages that disagree are relatively high. Especially Danish respondents strongly disagree with this statement (21%). This statistic can be read in two ways. On the one hand, having a sports club as the most important social group one belongs to could be an indicator of social integration. On the other hand, people who have other important social groups in addition to the sports club could be socially integrated very well too. However, from a sociological perspective, the question is how other social groups are defined by these people. If they belong to other societal groups or voluntary organisations, this might reflect their excellent integration into different layers of society. But if they define their own families and close friend groups as most important, this could also be a sign of individualisation and processes of social stratification.

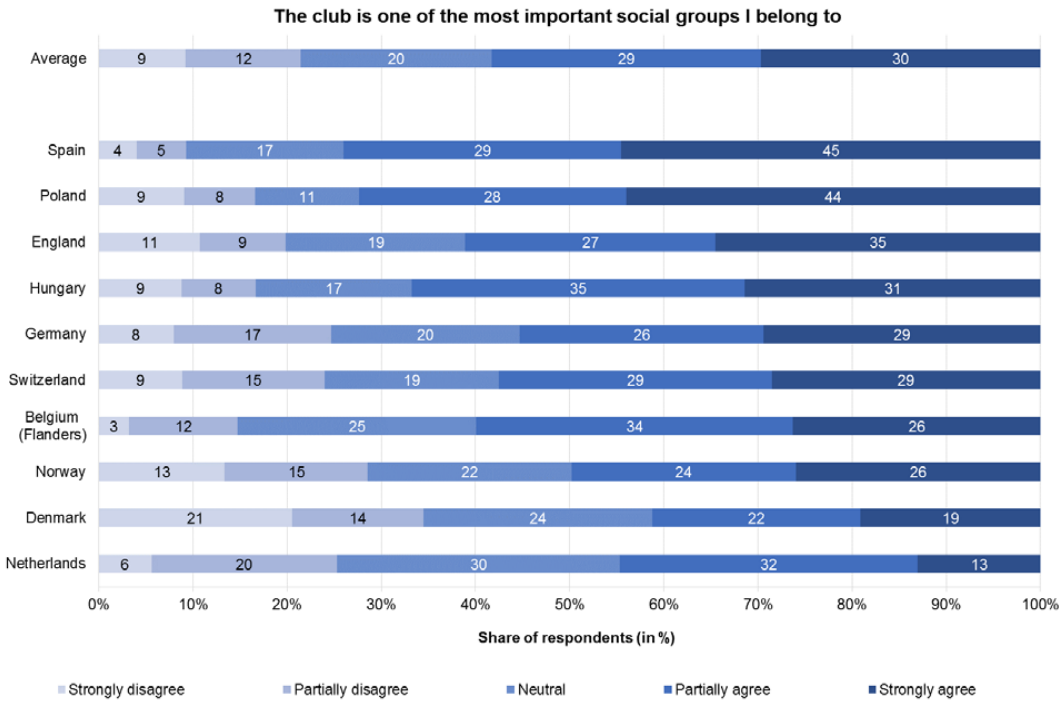


Figure 23: Club as one of the most important social groups.

Sports clubs are frequently described as important mutual-support organisations (cf. Handy, 1988; Meijs, 1997). In clubs, people interact with each other around a given interest or hobby, and, as we have seen, many members and volunteers form social networks or even communities with other people from the club. In these networks or communities, the claim that sports clubs are mutual-support organisations seems to have some merit (Table 24). More than six out of ten respondents (61%) mainly agree that within their respective clubs, they help and support each other in private matters if necessary. For sports clubs in Eastern Europe, this is certainly the case. The vast majority of members and volunteers in Poland and Hungary (both 78%) indicate that they support each other in private matters if necessary. In Denmark (22%), Switzerland (20%), Germany (19%) and the Netherlands (19%), relatively the most people disagree with this statement.

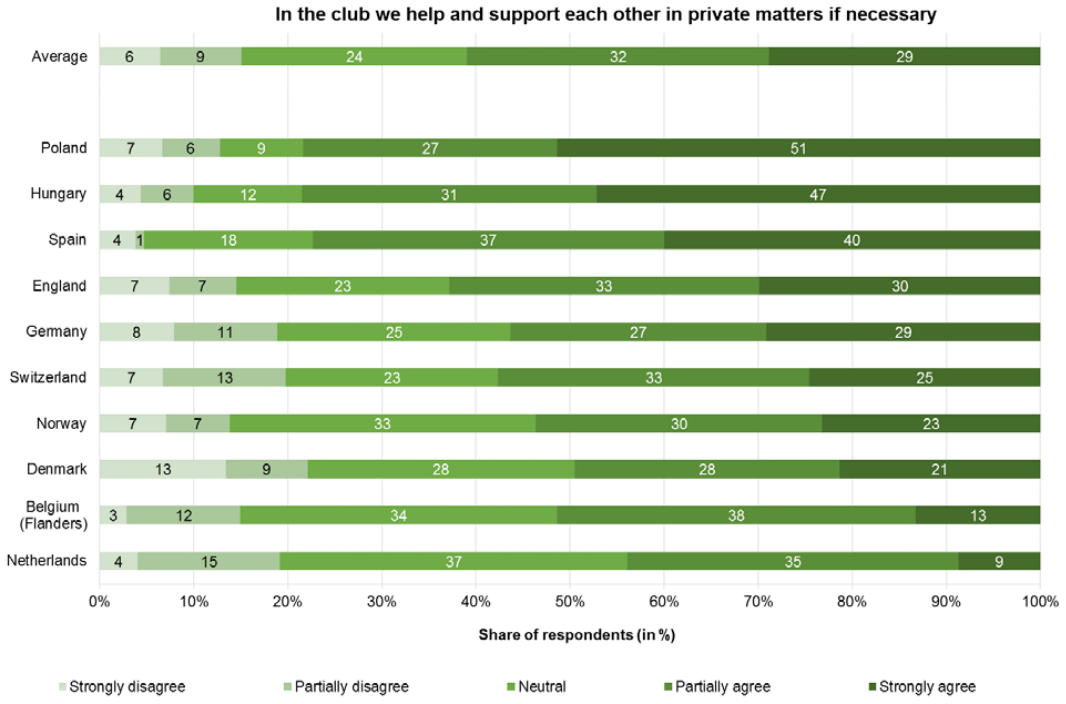


Figure 24: Support from other members in private matters

4.4. Member composition, respect and understanding

Having dealt so far with the socio-affective aspect of social integration by examining the participation and emotional commitment of members and volunteers, we now turn the attention to the socio-cultural aspect, meaning that the focus turns to the cultural climate within sports clubs. This includes whether there is a climate of multiculturalism and whether this is accepted (pluralism) and whether members and volunteers have successfully assimilated the values and norms found in the sports clubs – here operationalised by knowledge about how a sports

club functions (for more information about terminology, see Elmose-Østerlund et al., 2016).

A potential explanation for the relatively high level of participation and emotional commitment found among people affiliated with sports clubs in the previous paragraph could be that sports clubs are to some extent arenas in which people meet who are relatively similar. This could potentially lead to more tightly knit social networks within clubs.

To examine this, the respondents were asked in the questionnaire to indicate the degree to which they (dis)agree with the statement that 'I mainly socialize with people from the club that are similar to me (in terms of gender, ethnicity, employment, etc.)'. The results show that members and volunteers from the ten European countries differ quite a lot in who they socialize with from the club (Figure 25). On average, two out of five respondents mainly agree with the statement, while almost as many – a little more than one third (34%) – mainly disagree. Spanish members and volunteers are the ones that are most inclined to answer that they mainly socialize with people who are similar to themselves (78%), whereas most German members and volunteers – a little more than half (51%) – mainly disagree with the statement.

In effect, there are large variations with regard to the question on homogeneity vs. heterogeneity, both within and between countries. Jointly, the results indicate that sports club socialisation is to a certain extent homogeneous, but there are also many members and volunteers that socialize more broadly – across classical social divides, such as gender, ethnicity, employment, etc.

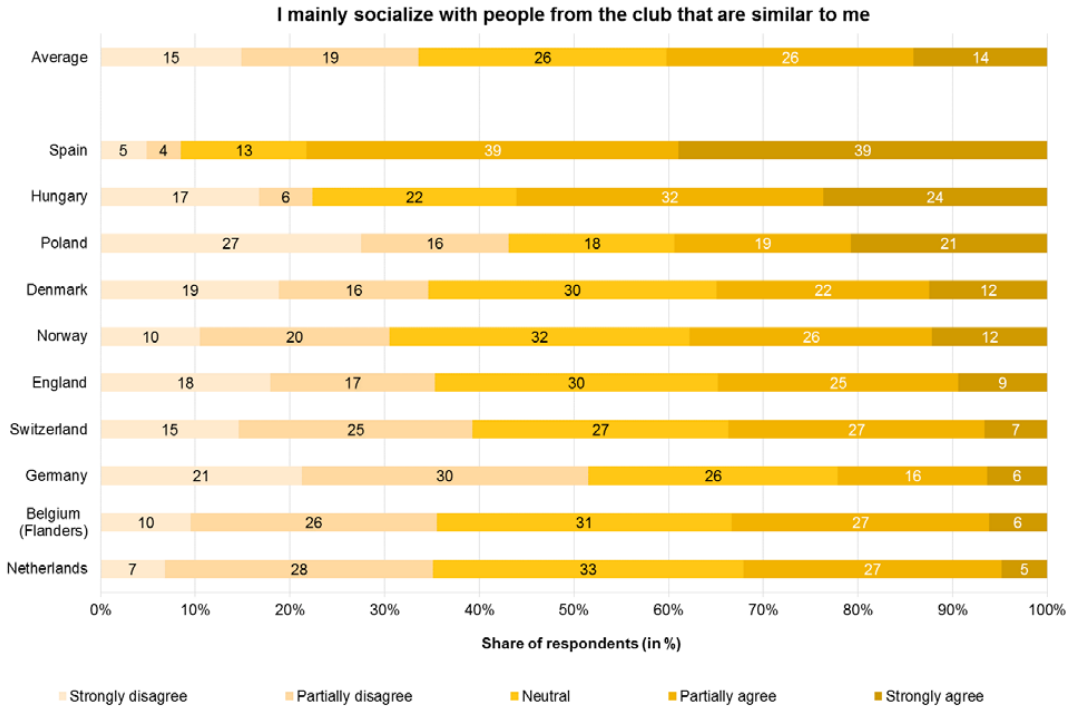


Figure 25: Socialising with similar people.

An important aspect of pluralism within sports clubs is whether the people affiliated with sports clubs feel respected for who they are by the other people from the club. In that regard, there is little disagreement (Figure 26). The vast majority of members and volunteers (82%) mainly agree that they feel respected for who they are, while only 4% mainly disagree. In Poland, relatively the most people mainly disagree with the statement (10%), while the rest of the countries all fall under five percent that disagree. Hungary is the country in which the highest proportion of respondents feels respected by other people from their respective clubs (88%). The largest proportion of undecided members and volunteers (23%) is found in England.

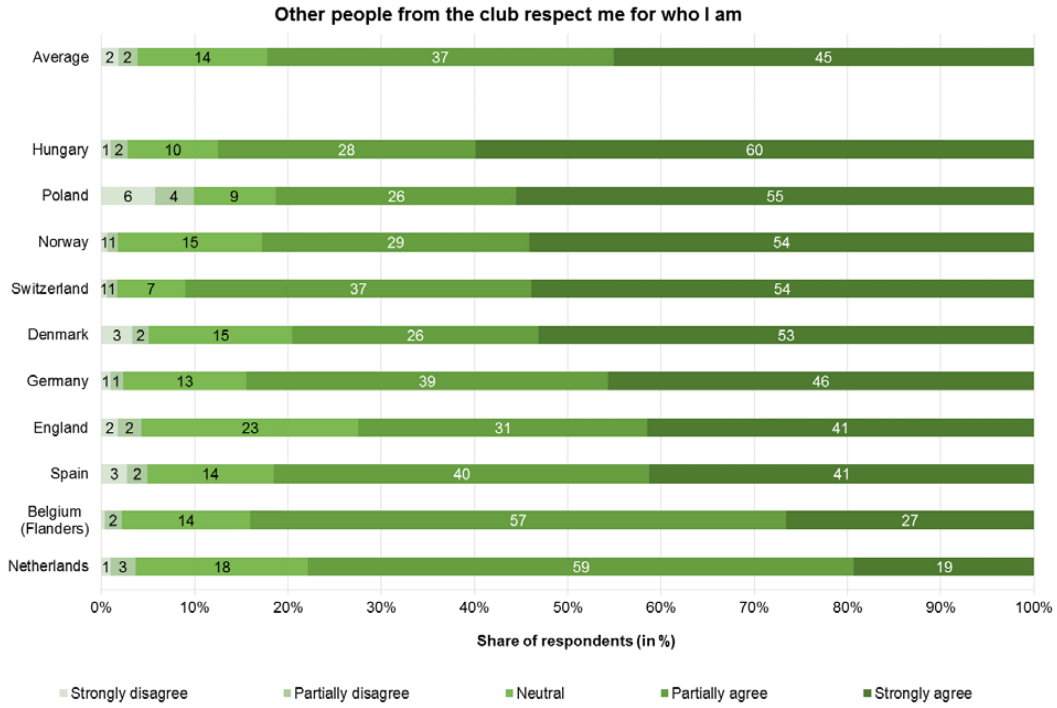


Figure 26: Feeling respected for who I am.

Two important aspects of successful assimilation into a sports club are knowing how the club functions and how to influence decision making. This is particularly relevant because sports clubs are democratically organised, which means that members and volunteers have the opportunity to decide on how the club should be run. Both of the aforementioned aspects have been examined in the survey (Figure 27).

On average, almost eight out of ten respondents (79%) mainly agree that they understand how their club is run. Only 8% mainly disagree. This is a result that could be interpreted as an element of successful assimilation of members and volunteers into their respective clubs. The main variation between countries is with regard to the percentage that strongly agrees to the statement. In Poland, more than half (55%) strongly agree, which is significantly higher than in the Netherlands, where less than one quarter (23%) strongly agree.

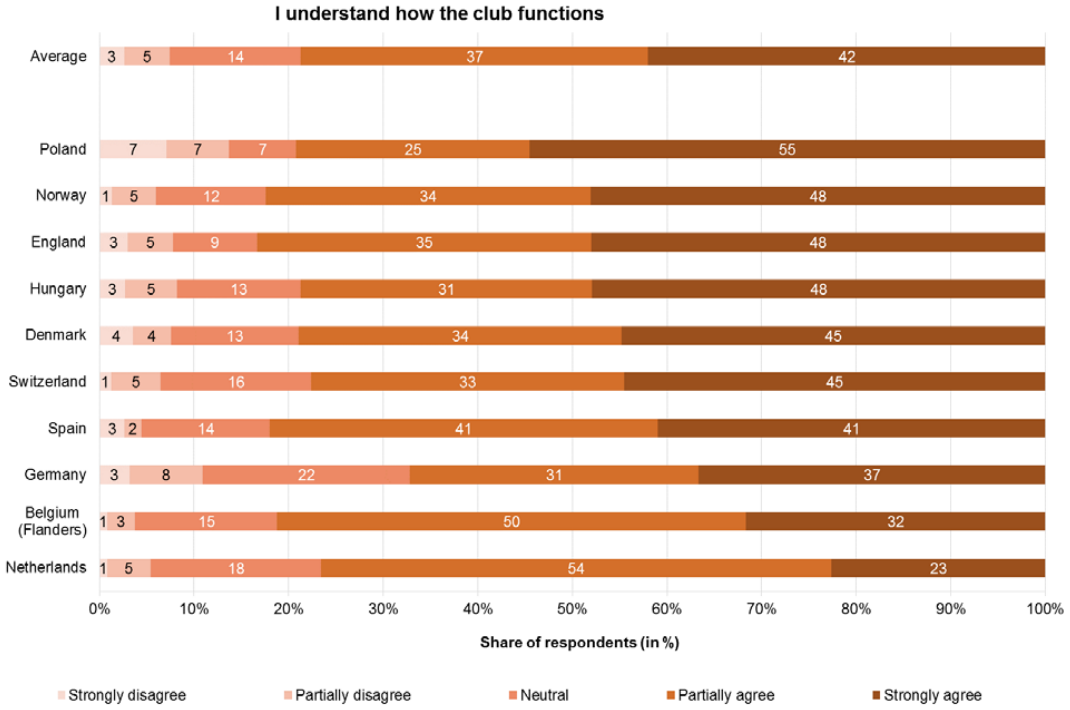


Figure 27: Understanding how the club functions.

On a similar note, the respondents were also asked to indicate whether they know when and how to give their opinion when decisions are made in the club. Perhaps not surprisingly, the pattern of replies shown in Figure 28 is quite similar to that of the previous question displayed in Figure 27. Overall, 75% of the respondents mainly agree that they know when and how to give their opinion when decisions are made in the club.

The differences between countries are again relatively small, but with some variation in the percentage that strongly agrees. This time Poland shares first place with Hungary, in that 54% strongly agree with the statement, while, again, the Netherlands is at the bottom of the list with only 19% of the respondents strongly agreeing that they know when and how to give their opinion.

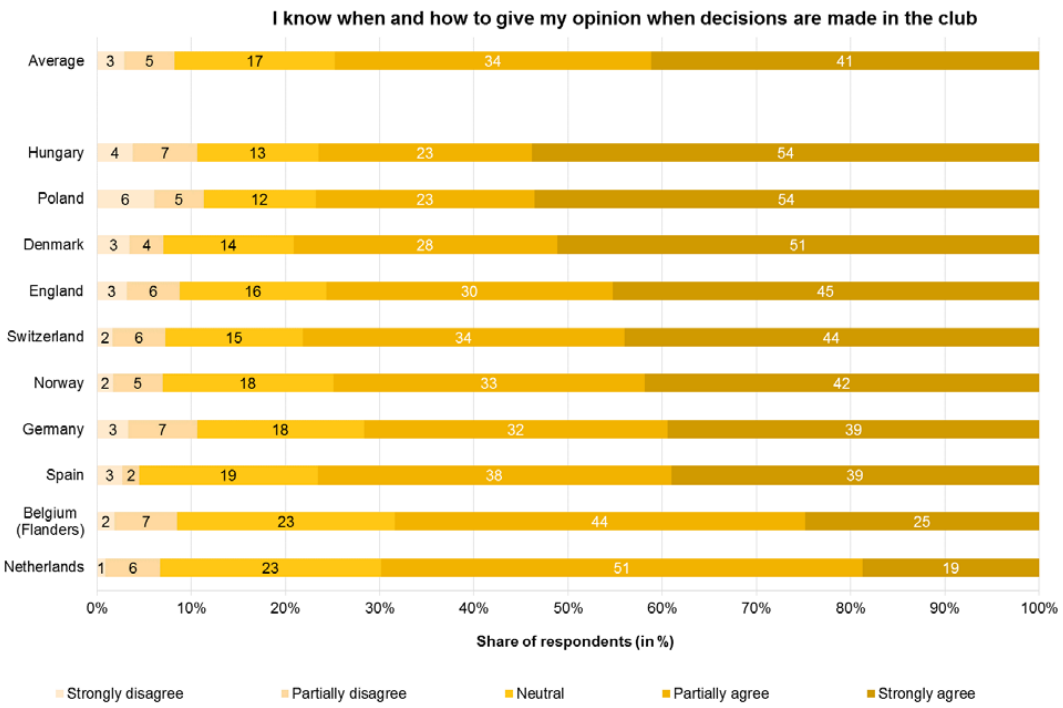


Figure 28: Knowing when and how to give my opinion when decisions are made.

5 Characteristics of members and volunteers in sports clubs

In the following, we examine the characteristics of members and volunteers in European sports clubs. Firstly, members and volunteers are described with respect to socioeconomic characteristics, then the focus turns to the household composition and children, and finally, there is a special focus on disability and ethnicity.

5.1. Socioeconomic characteristics

Figure 29 shows the distribution of the respondents according to gender. In every country, men are overrepresented. On average, a little more than three out of five of the respondents (61%) are male. This indicates that activities within sports clubs are more appealing to men than women. A remarkable outlier with regard to the gender distribution is found within Spanish sports clubs, where more than three quarters of the respondents (77%) are male. Conversely, the most equal gender distribution is found in Denmark with 48% female members and volunteers, followed by Poland with 46% women.

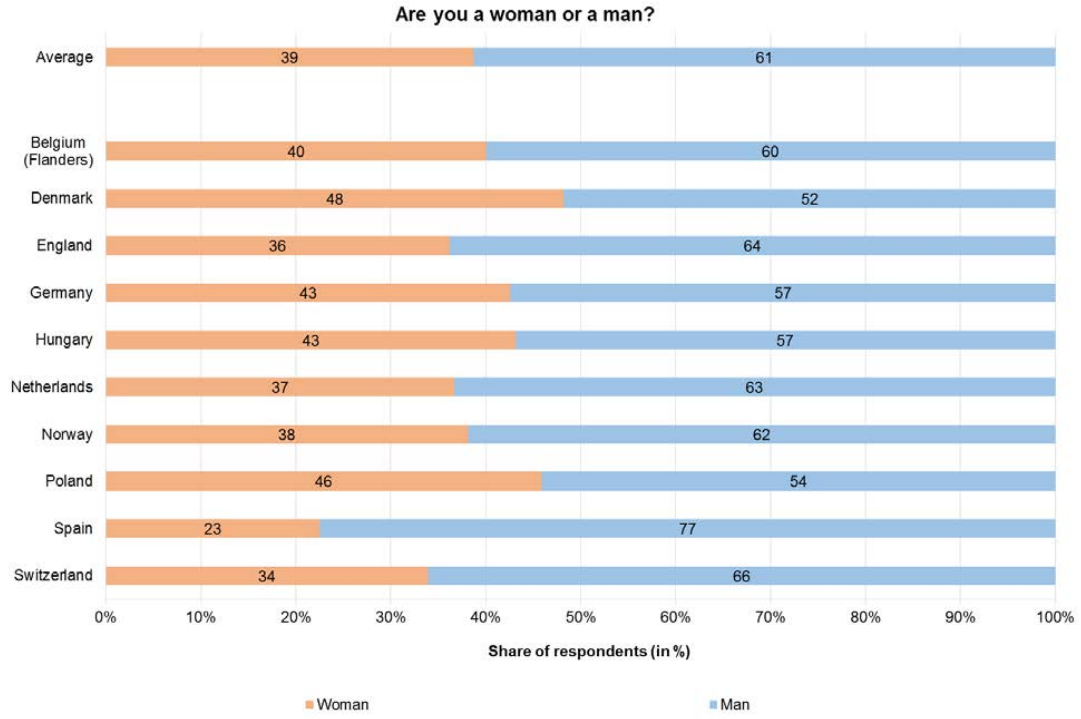


Figure 29: Gender distribution.

The gender distribution found in the member and volunteer survey does not exactly match the figures from the sports club survey. In the sports club survey, clubs in Poland were found to have the highest proportion of male members (72%), while Spain were in second place with 70%. The highest gender equality was found in Norway with 40% female respondents and in Denmark with 39% (Breuer et al., 2017). Most likely, the differences within the results from the two surveys reflect that the clubs participating in the member and volunteer survey were not selected to be representative of the population of sports clubs in each country. Hence, the gender distribution found in the sports club survey is likely to be the best picture of the gender distribution within sports clubs in each country.

Turning to the age of the members and volunteers, Figure 30 shows how more than half (53%) are between 16 and 45 years old. 17% are between 16 and 25 years old at one end of the continuum, while 10% are older than 65 years of age.

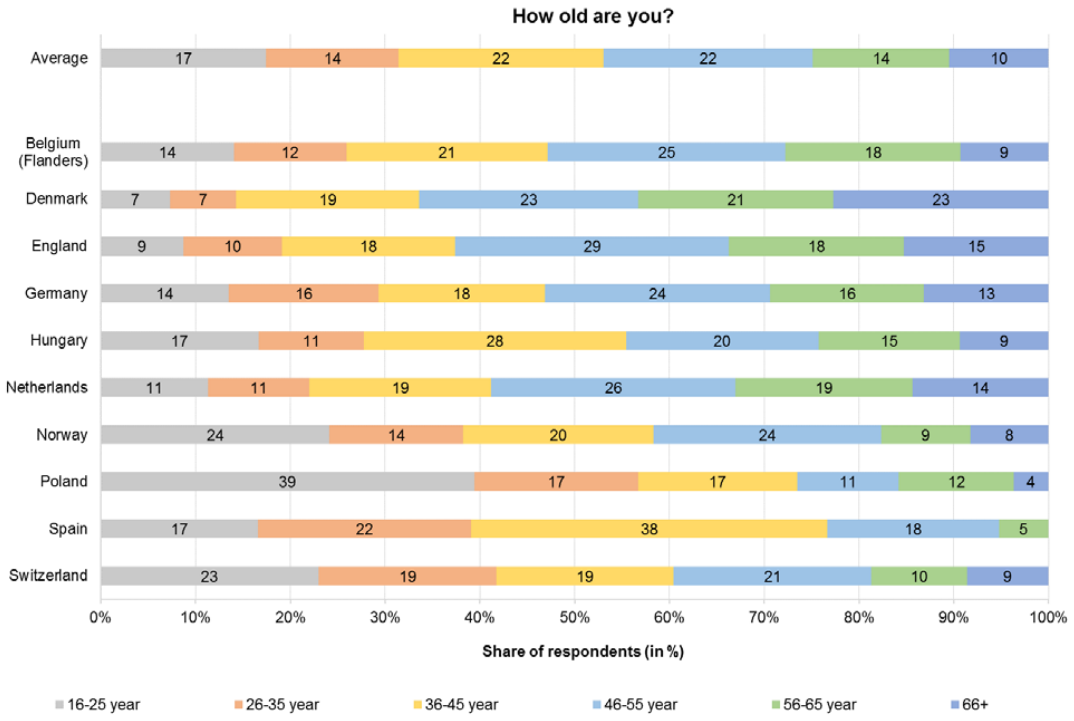


Figure 30: Age distribution.

Figure 30 reveals some quite large differences in the age distribution between the countries. In Poland, sports clubs mainly seem to appeal to young people in that almost two out of five members and volunteers (39%) are between 16 and 25 years of age, while only 4% are over 65 years old. Conversely, in Denmark only 7% of the members and volunteers are between 16 and 25 years old, while close to one quarter (23%) are over 65 years old.

Related to the age of the respondents is their current occupational status, shown in Figure 31. Overall, almost half of the respondents (46%) are full time employees, close to one in ten

(9%) are working part time, and the same percentage (9%) are self-employed. This means that close to two thirds of the members and volunteers (64%) are currently on the labour market. Among those who are not currently on the labour market, 19% are not working (anymore), which means that they are on some form of pension or out of work, while 17% are students.

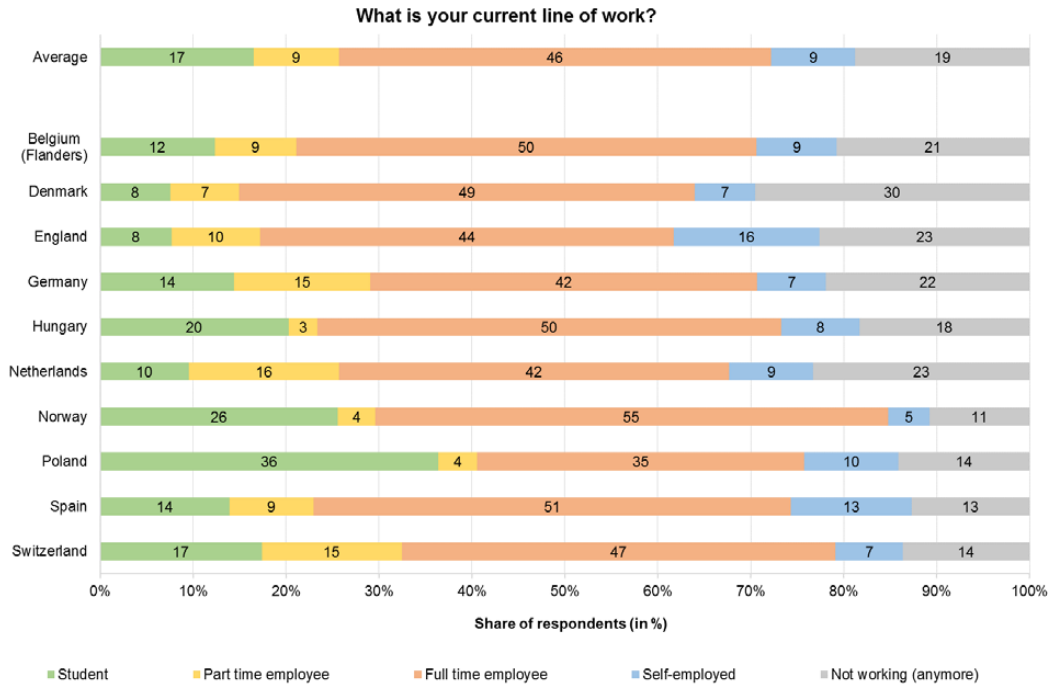


Figure 31: Current occupational status.

The distribution with regard to occupational status is relatively uniform among the ten countries, but there are some differences that can be tied to the age differences shown in Figure 30. Poland has a relatively high percentage of young people as members and volunteers, and they also have a relatively high percentage of students (36%). Conversely, sports clubs in Denmark have many seniors (over the age of 65 years), which corresponds with the relatively high percentage (30%) that report not to be working (anymore). Other than that, England tops the list when it comes to self-employed respondents (16%), followed by Spain (13%), and the Netherlands reported the highest percentage of part time employees (16%), followed by Germany and Switzerland (both 15%).

5.2. Household composition and children

The household composition of members and volunteers in the ten European countries shows largely the same pattern, which is displayed in Table 9. On average, two thirds of the respondents (66%) reported that they live with a partner, husband or wife, and a little more than two

out of five (42%) live together with their child or children. 16% live with one or both parents, while 9% live with other family members (such as siblings). A little more than one in ten (11%) of the respondents live alone, while 4% share their household with other non-relatives.

Table 9: Who, apart from you, is living in your household? (in %).

	Average	Bel	Den	Eng	Ger	Hun	Neth	Nor	Pol	Spa	Swi
Partner, husband or wife	66	72	77	78	68	57	73	63	51	57	62
Child(ren)	42	48	41	46	40	42	47	44	30	45	34
Parent(s)	16	15	6	8	14	23	12	4	37	27	19
Other family members	9	8	3	7	9	7	7	4	12	14	15
Other non-relatives like friends, student buddies, etc.	4	<1	1	4	3	1	1	17	6	3	6
Nobody, I live alone	11	9	12	8	13	14	10	12	10	8	10

Household composition also seems to be closely related to the age distribution among members and volunteers. In that connection, we find relatively many respondents that live with a partner, husband or wife in countries where relatively few members and volunteers are young (between 16 and 25 years of age), such as England (78%) and Denmark (77%). Conversely, in Poland, where a relatively high proportion of the respondents are young, only a little more than half of the respondents (51%) live with a partner, husband and wife. Instead, significantly more Polish members and volunteers (37%) live with their parent(s).

In line with the above, it is also among Polish respondents that we find the lowest percentage of respondents (30%) who have one or more children living in their household, followed by Switzerland (34%). In all the other countries, at least two out of five members and volunteers live with one or more children – the most being in Belgium (Flanders) (48%), the Netherlands (47%) and England (46%).

Among the members and volunteers who reported having children, the highest proportion (38%) have children between 4 and 11 years old (Figure 32). Somewhat more than a quarter of the children (27%) are between 12 and 17 years old and one fifth of the children are 18 years old and older while still living at home. Less common are households with children between 0 and 3 years old (15%).

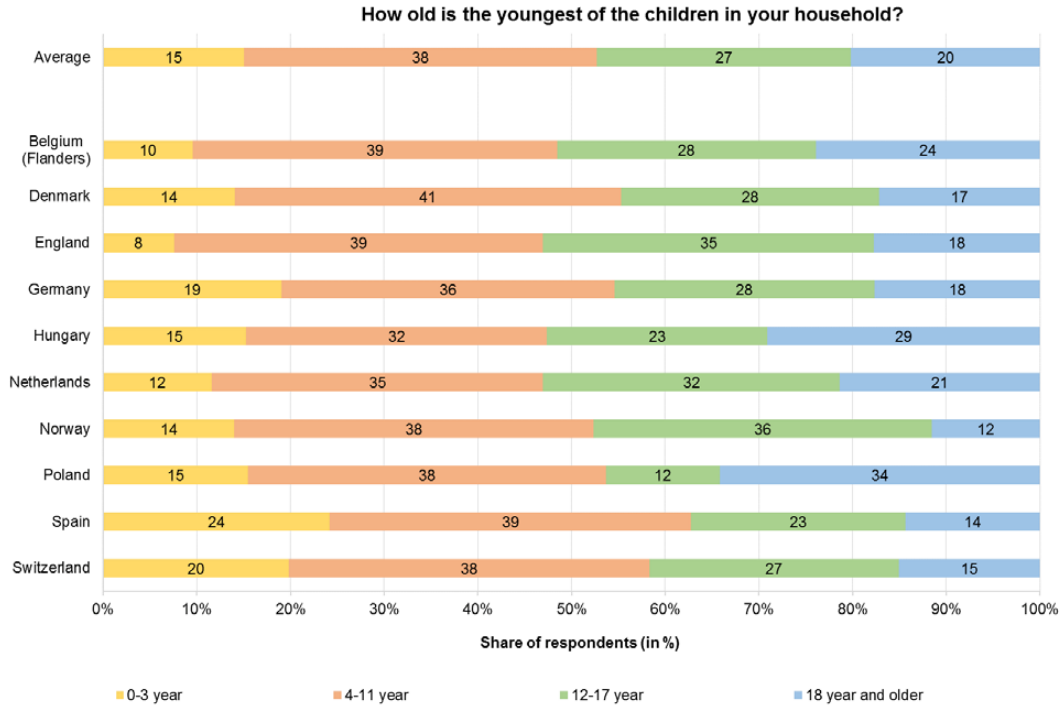


Figure 32: Youngest child in household (% within 'children in household').

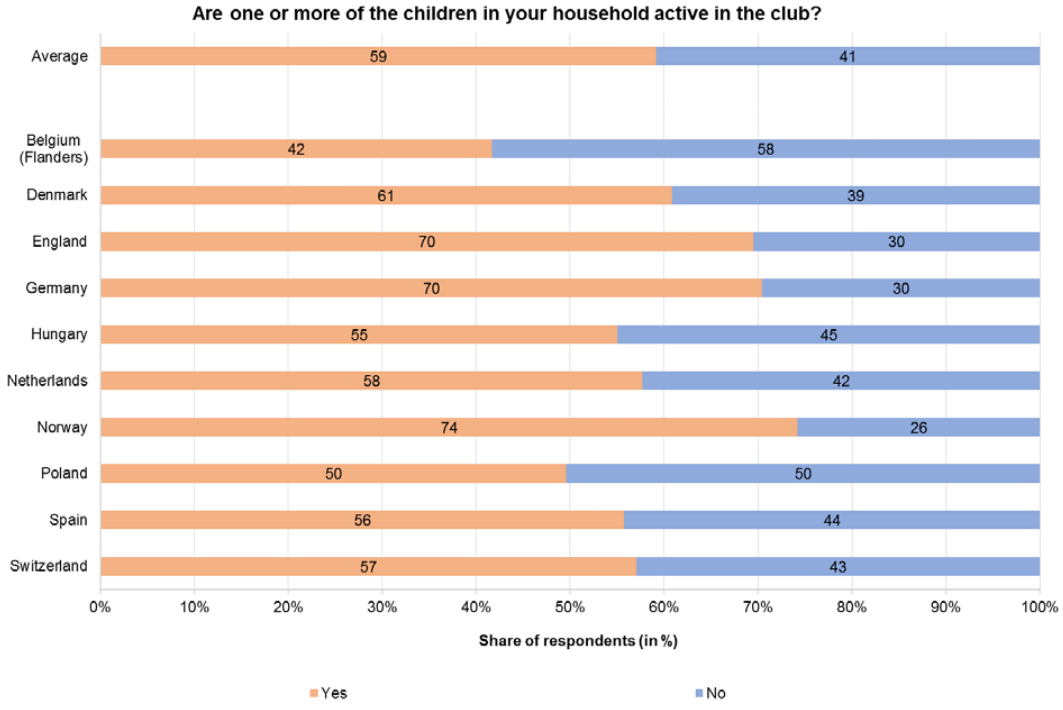


Figure 33: Child(ren) active in the same sports club (% within 'children in household').

Spanish respondents stand out from respondents from the other countries in relation to having children aged 0-3 years, as almost a quarter of the Spanish respondents (24%) do have those younger children. Hungarian and Polish members and volunteers stand out by having relatively high percentages (29% and 34% respectively) of their households consisting of children 18 years old and older as the youngest. Norway reported a relatively low percentage in this category (12%), but they top the list when it comes to having children between 12 and 17 years old as the youngest, followed by England (36% and 35% respectively).

Among the members and volunteers who have children living at home, it is quite common, as shown in Figure 33, to have a child or children doing sport in the same club as the parent. On average, three out of five members and volunteers (59%) reported this to be the case. In Norway, Germany and England, this is even the case for at least 70% of the respondents, while in Belgium (Flanders) this is only the case for 42%.

5.3. Disability and ethnicity

As part of the characteristic of members and volunteers in European sports clubs, questions about disability and ethnicity have also been included. In connection to the former, Table 10 shows for each of the ten participating countries the percentages of respondents who report that they have any form of disability. On average, 87% of all respondents across the ten countries reported that they do not have to deal with any form of disability, and hence it is only a minority of members and volunteers who reported that they have at least one disability. The most common forms of disability are chronic diseases (6%) and physical disabilities (4%), followed by visual or hearing impairments (both 2%). Least common are intellectual disabilities (< 1%).

Table 10: Forms of disability among respondents (in %).

	Average	Bel	Den	Eng	Ger	Hun	Neth	Nor	Pol	Spa	Swi
A physical disability	4	3	11	4	6	4	3	4	3	2	2
A visual impairment	2	1	2	1	2	3	1	2	9	1	2
A hearing impairment	2	1	3	3	2	5	1	2	1	<1	1
A chronic disease	6	5	7	9	8	6	6	6	4	3	3
An intellectual disability	<1	<1	<1	<1	<1	1	<1	<1	<1	<1	<1
A psychosocial/behavioural problem	1	1	1	1	1	<1	1	1	<1	2	1
No disability	87	91	81	85	85	85	89	88	85	92	93

Relatively many members and volunteers from Denmark reported that they have a physical disability (11%), while relatively many Polish respondents have a visual impairment (9%). England tops the list of countries with the highest percentage of respondents with a chronic disease (9%).

As can be seen in Table 11, the results for the ten European countries vary a lot with regard to the type of special adjustment needed by respondents who reported to need at least one form of adjustment in order to be able to participate in sports activities. The main reason for this is that relatively few members and volunteers with at least one disability reported a need for special adjustments in order to participate in the sports activity. In some countries, less than five people indicated that they need special adjustments. Customized sports material is overall the most necessary special adjustment (34%), followed by special playing rules (27%) and customized sports wheelchairs (16%).

Table 11: Types of special adjustments needed because of disability (in % of those respondents in need of special adjustments).

	Average	Bel	Den	Eng	Ger	Hun	Neth	Nor	Pol	Spa	Swi
Customized sports wheelchair	16	0	5	0	5	19	22	22	0	0	20
Customized sports material	34	0	24	0	25	38	22	28	33	67	0
Customized sports arm or leg prosthesis	13	25	3	0	10	15	11	11	0	0	0
Guide dog, service dog	11	0	3	0	0	4	0	6	0	33	0
Buddy (for people with a visual impairment)	15	0	5	0	5	31	0	17	17	0	0
Special playing rules	27	0	13	0	20	46	0	22	17	33	40
Other special adjustments	56	75	61	100	60	12	67	56	33	33	60

As can be seen in Table 12, two thirds of the respondents with at least one disability (66%) are not in any way restricted in the sports setting. Among those who feel restricted, the most frequently reported restrictions are that their disability acts very differently depending on the (moment of the) day (20%), followed by 'It is hard for me to find sports activities that suit me' and 'I have difficulty breathing, I get tired easily' (both 12%). Again, there are large variations between countries, which will not be commented on here, as part of the explanation for the large variation is to be found in the low number of respondents that experience restrictions as a result of their disability or health problem.

Table 12: Ways how disability or health problems restrict respondents in a sports setting (in % of people with a disability)

Statement	Total	Bel	Den	Eng	Ger	Hun	Neth	Nor	Pol	Spa	Swi
It is hard for me to find sports activities that suit me	12	14	11	12	13	21	7	13	9	14	10
I have difficulty breathing, I get tired easily	12	18	8	6	16	9	14	16	17	9	10
I am dependent on sign language	1	0	0	0	0	16	0	1	2	0	0
It is difficult for me to concentrate	4	8	3	4	4	4	6	6	0	23	4
My disability acts very differently depending on the (moment of the) day	20	32	12	30	22	15	31	31	15	45	8
It is difficult for me to be around many people at the same time	6	12	5	9	3	6	6	9	4	9	6
It is difficult for me to be part of a team	4	2	3	7	2	11	4	10	4	5	6
I do not have a buddy (in case of blind or partially sighted)	1	0	0	0	1	6	1	2	2	9	2
It is hard to find people with whom I can do sports on an equal footing	6	10	4	7	5	18	3	11	4	5	4
People have trouble with my disability, they do not accept me, I do not feel welcome	2	2	1	2	1	6	2	2	2	0	2
The special sports material I require (wheelchair, prostheses, etc.) is not available to me	1	0	1	0	0	3	1	2	0	0	0
Playing rules are not adapted for people with a disability/health problem	2	0	1	4	2	8	1	3	0	9	0
The staff (at the sports club) are not (adequately) trained to attend to people with a disability or health problem	2	0	2	2	2	8	1	1	0	5	2
Sports activities (training, matches, etc.) are not (adequately) adapted for people with a disability or health problem	2	0	2	2	2	6	2	4	2	5	4
The sports facility is not (adequately) adapted for people with a disability or health problem	2	2	2	0	2	13	1	3	0	5	4
I need to use special transport to the place where I do sports, and transport is difficult	1	0	1	0	1	3	1	3	0	0	0
Due to my disability or health problem, participating in sports activities is expensive	2	4	2	2	1	10	1	1	2	0	2
Other restriction(s)	9	12	10	5	6	5	16	11	4	5	15
I am not in any way restricted in a sports setting	66	40	73	74	68	65	51	63	74	59	67

On average, 70% of all the respondents with at least one disability only practise sport in a group together with people without disabilities, while a small minority of 7% only participate in sport in a group consisting solely of people with disabilities (Figure 34). The remaining

quarter practise sport in both types of settings. Hence, the vast majority of people with a disability (93%) – at least partly – practise their sport in a group together with people without disabilities.

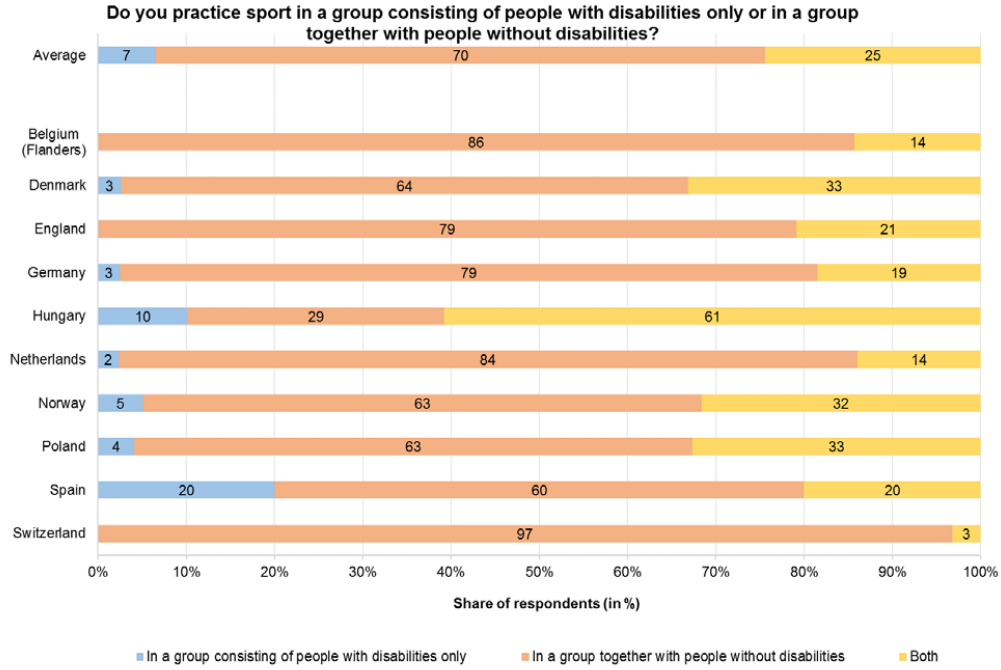


Figure 34: Group characteristics (in % of people with a disability).

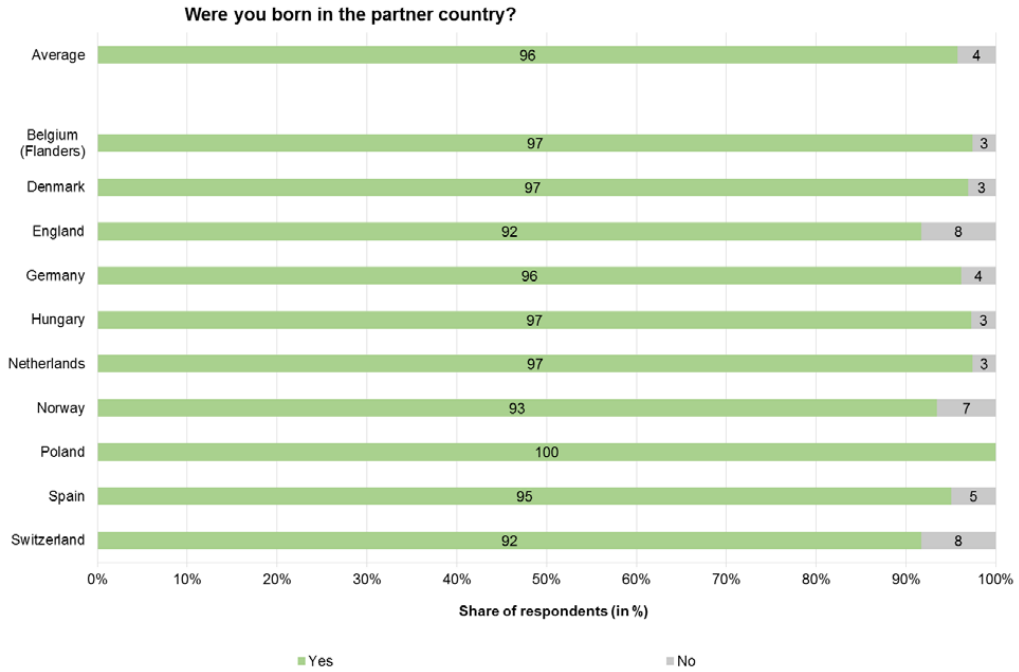


Figure 35: Born in the partner country.

There are some quite large differences among countries. For example, one fifth of the Spanish respondents with at least one disability practise sport in a group consisting of people with disabilities only, which is a relatively high score. On the contrary, almost all Swiss respondents with a disability (97%) practise sport in a group together with people without disabilities, and a very small minority of 3% do both, while no respondents practise sport in a group only consisting of people with disabilities.

A very large majority of the respondents (96%) were born in the European country in which they now live (Figure 35). This is consistent across all countries. England (8%), Switzerland (8%) and Norway (7%) have a slightly higher percentage of respondents who were not born in the country they now live in compared to the other European countries. In the Polish case, all respondents were born in Poland.

These figures fit well with the data from the sports club survey, in which relatively few Polish clubs claim to have people with a migration background in their membership, while this is more often the case in Norway, the Netherlands, Germany, England and Switzerland (Breuer et al., 2017).

If we expand the discussion about the representation of people with a migration background to include the parents of migrants, it is still the vast majority of the members and volunteers (90%) who reported that they, and also their parents, were born in the European country in which they currently live (Figure 36). In Poland, almost all respondents (99%) reported this, while in Switzerland the figure is significantly lower (79%), meaning that in Swiss sports clubs there are relatively many members and volunteers with a migration background.

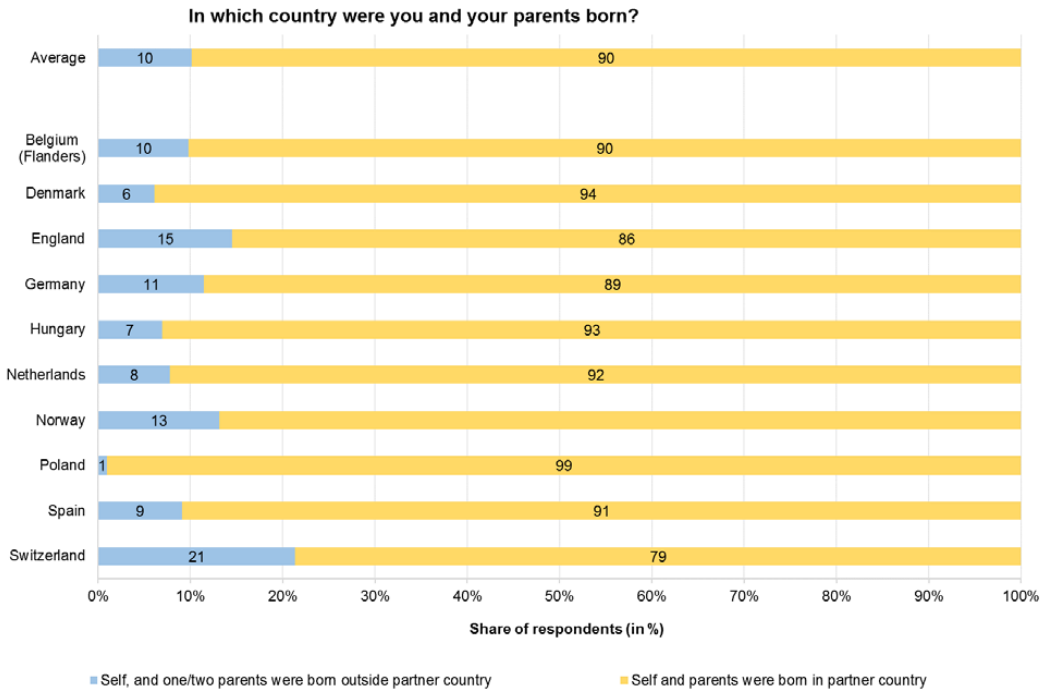


Figure 36: Birth country of respondent and of respondents' parents.

The respondents that were born outside the country in which they are now living and doing sport were asked to report when they immigrated to the country in which they currently live (Figure 37). On average, more than one quarter (27%) immigrated before 1980, more than two out of five (44%) immigrated between 1980 and 1999, while the remaining more than one third (36%) had immigrated after the turn of the millennium. The Netherlands show the highest percentage of immigration before 1979 (43%), whereas in Hungary, the majority of the respondents came to live there between 1980 and 1999 (73%). In Spain, the respondents reported mainly to have immigrated from the year 2000 onwards (59%).

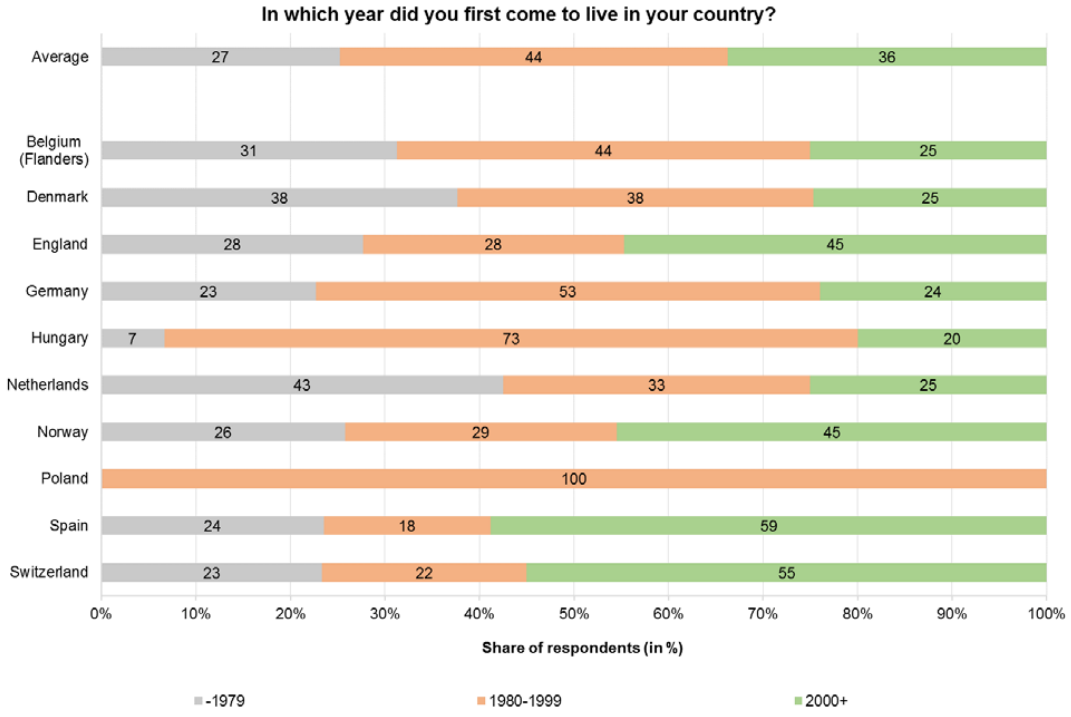


Figure 37: Year came to live in country (in % of born outside current country).

One thing is whether a respondent has a migration background, and another aspect is whether a member or volunteer feels that they belong to an ethnic and/or cultural minority group (Figure 38). This is the case for 4% of all respondents. This number is consistently low across countries, but relatively high in Spain (9%), England (7%) and Poland (7%). Hence, even though relatively few Polish members and volunteers have a migration background, relatively many feel that they belong to an ethnic and/or cultural minority group.

When it comes to practising sport in a group consisting of people with the same or different ethnic and/or cultural backgrounds, a little more than one fifth of all respondents (22%) practise sport in a group consisting of people from the same minority group only (Figure 39). Conversely, more than two out of five respondents (44%) only practise sport in a group

together with people from different ethnic and/or cultural backgrounds. Finally, 35% of the members and volunteers reported that they do both.

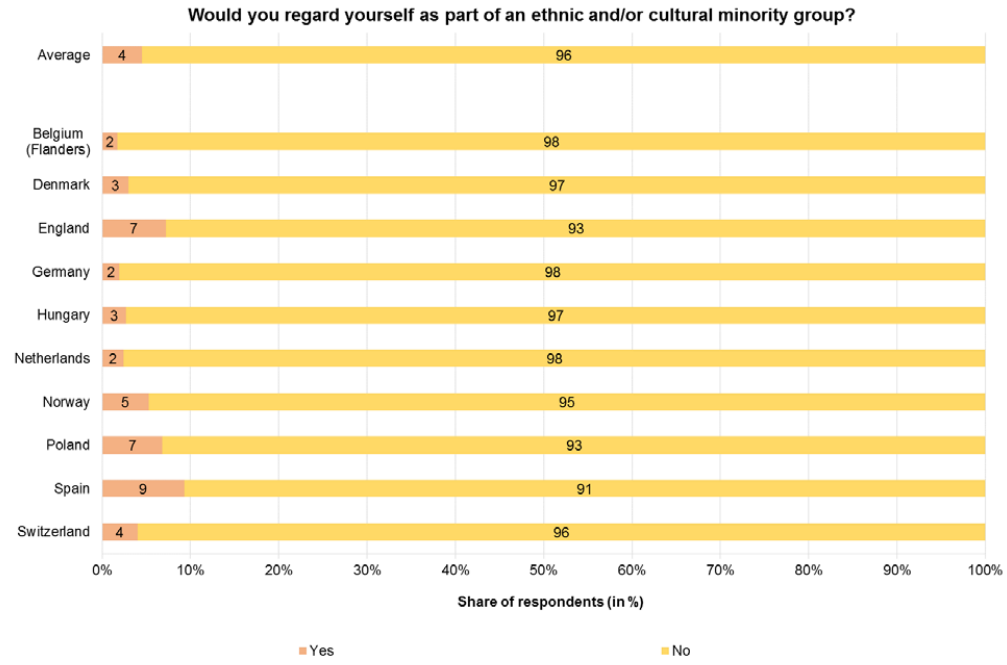


Figure 38: Part of an ethnic or cultural minority group.

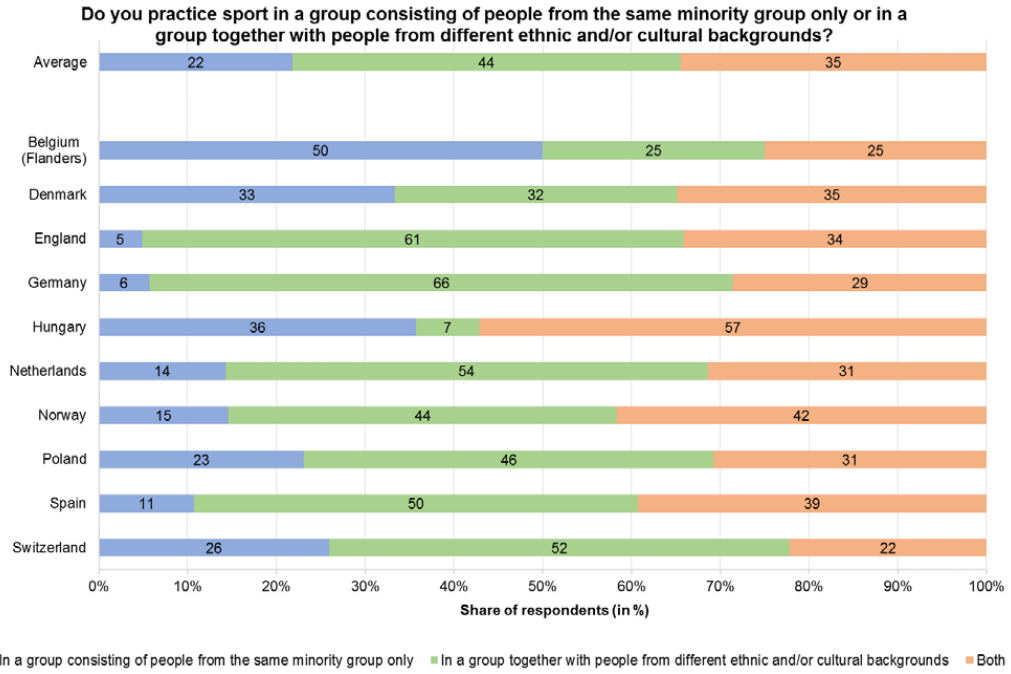


Figure 39: Group characteristics (in % of people belonging to a minority group).

There are some variations between the ten countries, as can be seen in Figure 39. Half of the Belgian respondents and about a third of the Hungarian (36%) and Danish (33%) respondents practise sports in a group consisting of people from the same minority group only. These are relatively high figures compared to the other seven countries. On the contrary, in England and Germany it is barely reported by respondents (only 5% and 6% respectively). The majority of the German (66%) and English (61%) respondents participate in sport only in a group together with people from different ethnic and/or cultural backgrounds. This is quite different from the Hungarian members and volunteers, where only 7% practise sport only in a group together with people from different ethnic and/or cultural backgrounds. However, Hungary also stands out as a country where respondents participate in sports groups consisting of both people from the same minority group and also people from different ethnic and/or cultural backgrounds.

6 Method

6.1. Online questionnaire

To obtain the desired data on members and volunteers in European sports clubs, these groups were invited to fill out an online questionnaire. Several measures were taken to guarantee that the data collected by the partner countries were comparable. Firstly, the ten partner countries all used the same questionnaire. The coordinators constructed the concept questionnaire and the partners gave their comments on this draft during a partner meeting and afterwards by e-mail. Secondly, the questionnaire was programmed by the Danish coordinator, the University of Southern Denmark. Thirdly, the partners provided their own translations. Although experts in sports club research translated the questionnaire carefully into their mother language, we have to consider that there might be slight semantic differences between the questions in the different languages.

6.2. Sampling

In addition, the coordinators provided a format on how to select the clubs and their members and volunteers. It was agreed that within each country, at least 30 sports clubs had to be selected for the member and volunteer survey. These clubs should be willing to let all young and adult members (aged 16 or above) in the clubs participate in the survey, so that the entire population of members relevant to the survey in each club was included. In clubs that have contact data on volunteers in the clubs who are not members, these people should also be invited to participate in the survey.

Countries that expected a low response rate (e.g. because of earlier experiences with surveys within this area, such as with the sports club survey), and/or had higher ambitions for their sample, were free to include larger samples of clubs and thereby members and volunteers to get a higher number of responses (completed surveys), which would allow for more sophisticated statistical analyses.

The main sampling criterion was variation with regard to sports. It was agreed that out of 30 clubs, ten should offer team sports (especially team ballgames such as football, handball, volleyball, basketball, etc.), of which five of those should be football clubs. Twenty sports clubs should offer (semi-)individual sports, mainly sports where the game itself is not played in a team – this includes most other sports than the aforementioned team ballgames. Five of those should be tennis clubs and if this was not possible, other racket sports, such as badminton, squash, table tennis, etc., could be selected. In addition, five out of those twenty clubs should be swimming clubs. If this was not possible, other individual exercise sports, such as running, cycling, fitness, etc., could be selected. By using this sampling procedure, fifteen of the thirty clubs were “locked” for specific sports (football, tennis and swimming), but fifteen sports could be chosen more or less freely, with the only restriction being that five clubs should offer team sports and ten should offer (semi-)individual sports.

In the sample of clubs, it was also suggested that for each country a large part of the variation in the population of sports clubs on a number of structural characteristics should be reflected. For the sample, the following variables were taken into account: single sport vs. multisport clubs, club size (number of members) and degree of urbanization in the area in which the club is located.

Furthermore, the coordinator provided an invitation letter and a reminder letter. Partner countries were allowed to alter the text in the letters, provided that the core of the message remained the same. The partners could send the invitation and reminders themselves, or the coordinator could send the letters for them. With the latter option, a unique code could be embedded that made it possible to keep track of who had finished the questionnaire, who started it but did not finish it at a certain moment, and who did not start at all. Though each partner was given the possibility to include unique codes for individual respondents, the vast majority of partners chose the option in which an individual unique link was used for and sent to each sports club, which then distributed its link directly to its members and volunteers.

6.3. Responses

The survey data was collected in the spring of 2016 (April to July). Members and volunteers in 642 sports clubs in ten European countries participated in the data collection, and a total number of 13,082 members and volunteers ended up taking part in the survey. In Table 13, the dispersion of answers between countries is displayed.

Table 13: Number of respondents in each country.

Country	Number of respondents
Belgium (Flanders)	762
Denmark	3,163
England	717
Germany	2,455
Hungary	716
The Netherlands	1,965
Norway	1,330
Poland	570
Spain	445
Switzerland	959
Total	13,082

Due to the choice with regard to the distribution of invitations to participate in the member and volunteer survey, it is very difficult to calculate even approximate response rates for the surveys in most of the ten countries. In Denmark and Norway, where invitations to participate in the survey were solely sent out by the coordinator, we can calculate precise response rates. In Denmark 28% responded, and in Norway half of that responded (14%). This indicates that in most countries, we are likely to have a relatively low response rate, which could potentially mean that the respondents are a select group to some extent. It is likely that the most engaged members and volunteers will have been more inclined to complete the survey than less engaged members and volunteers.

With this in mind, it seems reasonable to assume that the response rate in most of the ten countries is relatively low. This should be taken into account when reading and interpreting the results that stem from this study. Some selection is likely to have happened, which means that the most engaged and motivated members and volunteers are most likely to have replied to the survey. If this is indeed the case, this group will be somewhat overrepresented in the final survey sample.

For transparency, more specific information about the sampling procedure, data collection and representativity of the selected clubs can be found in the next chapter of the report – Chapter 7.

7 Appendix: Details on sampling procedures and comments on representativity of all participating countries

7.1. Belgium (Flanders)

Jeroen Scheerder & Elien Claes

Sampling population

During the first phase of contacting sport clubs to participate in the survey, 40 sport clubs from the SIVSCE WP2 survey were sampled that are representative regarding sports (locking half of the clubs for specific sports: football, tennis and swimming), single sport versus multisport, clubs size and degree of urbanization. The contacts were made via email. The WP2 survey in Flanders did not include a recruitment question for participation in WP3, as was included in most other countries. During this first phase there was little response, therefore a second round of 40 sport clubs were invited to participate. The second phase also resulted in little response. In order to reach a sufficient number of clubs in due time, it was decided to invite all sport clubs from the WP2 survey from which data on the sampling criteria were available. So a total of 714 clubs were invited to be part of the survey, of which 47 sport clubs agreed to participate. This final sample of clubs was ready before the survey period started. All clubs were asked to approach their members and volunteers aged 16 or above. However, some clubs indicated that it is not possible for them to filter in their member list and therefore sent out the invitation to all their members and volunteers.

Sampling criteria

From the 47 participating clubs, 40 clubs are single sport clubs and 7 are multisport clubs. From the single sport clubs, 9 clubs offer a team sport and 31 a (semi)individual sport. The sample includes 5 single sport clubs that offer football, 4 clubs that offer swimming (of which 1 single sport club and 3 multisport clubs) and 3 clubs that offer tennis (of which 2 single sport clubs and 1 multisport club). Six clubs offer fighting/combat sports, five clubs offer cycling and another five table tennis, four club offer badminton and another four dancing. All participating clubs were selected from the WP2 survey database. In the two first phases of our sampling procedure, we did take the structural characteristics into account, however, this was not the case when inviting all clubs from the WP2 survey afterwards.

Data collection

Of the 47 clubs in the final sample, 9 clubs send contact information (emails) of members and volunteers to the researchers in Flanders, who forwarded the information to the WP leader in Denmark. The remaining 38 clubs decided to spread the invitation emails to their members and volunteers. The main reason for clubs to send out the invitations themselves was because of privacy regulations. The survey period in Flanders followed the schedule of the coordination in Denmark. The survey started on the 6th of April 2016 and ended on the 15th of June

2016. The coordinator in Denmark sent two reminders to members and volunteers of whom contact information was available on the 25th of April and the 6th of May 2016. The clubs who spread the invitations themselves were asked to send out a reminder to their members and volunteer on the 29th of April 2016.

Representativity

Although the clubs in the member and volunteer survey were never selected to be representative for all clubs in Flanders, we did a representativity check comparing the WP2 sample with the WP3 sample for three structural characteristics, namely club size, type of sport club and community size.

The results in Table 14 indicate that the distribution in the WP3 sample regarding club size is quite similar with the sample of WP2. Small clubs with 100 members or less are a little underrepresented, while clubs with 101-300 members and very large clubs with 1001-2500 members are a little overrepresented. The share of multisport clubs in WP3 corresponds to the proportion in the population and in WP2 sample (see Table 15). Regarding community size, sport clubs located in the larger cities of 500,000 inhabitants and more are overrepresented in the WP3 sample (see Table 16).

Table 14. Club size of sport clubs in the WP2 sample compared to the WP3 sample

Club size	WP2 (N=789)	WP3 (N=47)
Less than 50 members	35%	32%
51-100	24%	21%
101-300	27%	34%
301-500	9%	9%
501-800	3%	0%
801-1000	1%	0%
1001-2500	1%	4%
2500 +	0%	0%

Table 15. Single sport clubs versus multisport clubs in the WP2 sample compared to the WP3 sample

Type of sport club	WP2 (N=967)	WP3 (N=47)
Single sport club	87%	89%
Multisport club	13%	11%

Table 16. Community size of sport clubs in the WP2 sample compared to the WP3 sample

Community size	WP2 (N=967)	WP3 (N=47)
Less than 500	0%	0%
500-4,999 inhabitants	0%	0%
5,000-19,999 inhabitants	44%	32%
20,000-49,999 inhabitants	34%	36%
50,000-99,999 inhabitants	10%	9%
100,000-499,999 inhabitants	2%	0%
500,000 inhabitants and more	10%	23%

7.2. Denmark

Karsten Elmose-Østerlund & Bjarne Ibsen

Sampling population

In the sampling of clubs for the Danish member and volunteer survey, a total of 77 clubs were approached. 60 of these clubs were initially selected for the sample; the remaining 17 were added in the sampling process as "replacements" for clubs that had declined to participate. All of the clubs were first contacted by email based on contact information given in the WP2 survey. In the email, they were briefly explained why they were contacted and they were asked to indicate if they would be willing to receive a phone call explaining further the purpose and procedure for the study.

Following the phone conversations, emails with precise information about how the survey would be conducted – and what clubs were to deliver in order to participate – were sent to those who indicated to be interested. Based on this, clubs were asked to feedback – by phone or email – if they accepted or declined to participate. A total of 36 clubs decided to participate, and jointly they make up the final sample of Danish clubs. No additional clubs were added during the survey period.

In all of the 36 clubs, the contact person agreed that they would do their best to allow for the survey to reach its target group – all members and volunteers aged 16 or above in the respective clubs. A few of the clubs did not have contact information (emails) for all members and volunteers – and in some clubs they had contact information on members, but not on volunteers, who are not members, which was also targeted in the survey. In these clubs, the survey went out to all the members and volunteers for which the clubs had contact information (emails).

Sampling criteria

All of the clubs included in the member and volunteer survey in Denmark were selected from the club survey (WP2 in the SIVSCE-project). The sampling of clubs followed the general guidelines for sampling agreed upon by the project group. This means that 1) at least five clubs were selected within each of the following three sports: football, tennis and swimming, and 2) the clubs were selected to represent the diversity found in the population of sports clubs in Denmark. With regard to the latter, diversity was, in accordance with the criteria agreed upon by the project group, prioritized with regard to club size, single-sport vs. multisport clubs, and degree of urbanization.

In the sampling of clubs for the survey, it was also prioritized to have a certain amount of diversity with regard to the sports offered by the clubs. The major sports in a Danish context were all to be represented in the sample, and a selection of "minor" sports – both team sports and (semi)individual sports – were also to be included knowing fully well that full diversity was not possible to obtain in this regard. Information about the sports offered by the clubs included in the sample is shown in Table 17.

Table 17. List of sports represented in the clubs included in the member and volunteer survey (N=36).

Sport	No. of clubs
Archery	1
Badminton	11
Basketball	1
Croquet	1
Cycling	5
Dancing	1
Floorball	1
Football	11
Golf	1
Gym exercise	3
Gymnastics	13
Handball	8
Ice hockey	1
Karate	2
Mind games	1
Petanque	3
Running	4
Sailing	1
Shooting sport	1
Sport for disabled	3
Sport for elderly	2
Squash	2
Swimming	5
Table tennis	1

Tennis	11
Track and field	2
Volleyball	5
Other activities	1

Data collection

For 30 of the 36 sampled clubs for the Danish member and volunteer survey, the clubs agreed to send email addresses of members and volunteers to the team responsible for the data collection in Denmark. In all of these clubs, the members and volunteers received invitations with unique links to participate in the survey sent out centrally from the University of Southern Denmark. Furthermore, two rounds of reminders were sent out to those that had not completed the survey.

In the remaining six clubs, the contact persons in the respective clubs were responsible for the distribution of invitations to participate in the survey. In three of the clubs, invitations were sent out with unique links, while in the other three clubs, a general link was used. The use of unique links allowed for targeted reminders to be sent out in three of the clubs (two reminders in two of the clubs and one reminder in the last club). In the last three clubs, it was only possible to send out general reminders to the members and volunteers, which was done two times in two of the clubs, while the last club refused to send out any reminders. In Table 18, the approximate timeline of the survey is reproduced.

Table 18. The approximate timeline for the member and volunteer survey in Denmark.

Date	Action
April 6th 2016	Invitation to participate in the survey was sent out
April 25th 2016	First reminder was sent out
May 19th 2016	Second reminder was sent out
June 15th 2016	The survey was closed for answers

Representativity

The clubs selected for the member and volunteer survey was not selected to allow for the sample of members and volunteers to be representative for the population of members and volunteers in Danish clubs. The clubs were not randomly selected, but rather purposely with an overrepresentation of clubs that offer football, tennis and swimming to their members. With regard to structural characteristics, the keyword was diversity on club size, single vs. multisport clubs and degree of urbanization.

Nevertheless, it is – by comparing the sample of clubs in the member and volunteer survey to either the population of sports clubs registered with the three main sports organisations

in Denmark or, alternatively, to the sample of clubs in the club survey – possible to indicate central similarities and differences between the sample of clubs in the member and volunteer survey to the broader population of clubs in Denmark.

With regard to the size of the clubs (Table 19), there is a very clear underrepresentation of small clubs with less than 100 members. These clubs make up 55% in the population of clubs, but only 3% in the sample selected for the member and volunteer survey. As a consequence, medium-sized and large clubs are clearly overrepresented in the sample of clubs included in the member and volunteer survey.

Table 19. Club size of sport clubs in the population of Danish sports clubs compared to the member and volunteer survey.

Club size	Population of clubs (N=11,646)	Member and volunteer survey (N=36)
Less than 50 members	35%	3%
50-99 members	20%	0%
100-199 members	19%	25%
200-499 members	16%	36%
500-999 members	7%	17%
1000+ members	3%	19%

As for the distribution of clubs on single-sport and multisport clubs in the member and volunteer survey (Table 20), this is more similar to that of the club survey. Single-sport clubs are somewhat underrepresented in the member and volunteer survey, but they still make up more than six out of ten clubs in the sample.

Table 20. Single-sport clubs versus multisport clubs in the club survey compared to the member and volunteer survey.

Single-sport vs. multisport	Club survey (N=3,330)	Member and volunteer survey (N=36)
Single-sport	75%	61%
Multisport	25%	39%

Finally, it is possible to compare the distribution of clubs within the two surveys on the size of the community in which the clubs are located (Table 21). The distributions are quite similar, although with some variation in the distribution within the community sizes that range from 500 to 100,000 inhabitants. Both extremes are, however, proportionally represented.

Table 21. Community size of sport clubs in the club survey compared to the member and volunteer survey.

Community size	Club survey (N=3,351)	Member and volunteer survey (N=36)
Less than 500	6%	6%
500-4,999 inhabitants	27%	22%
5,000-19,999 inhabitants	22%	14%
20,000-49,999 inhabitants	19%	25%
50,000-99,999 inhabitants	12%	19%
100,000 inhabitants or more	15%	14%

Overall, the sample of clubs in the member and volunteer survey does to a large extent reflect the diversity found in the population of sports clubs in Denmark on the aforementioned structural characteristics. The only major shortcoming is that among the clubs selected for the member and volunteer survey, there are close to no clubs with less than 100 members included even though these clubs make up more than half of the population of Danish sports clubs.

7.3. England

Geoff Nichols & Matthew James

Sampling population

A total of 150 clubs from the WP2 survey whom indicated a willingness to assist with the next stage of the research project were approached for their assistance with the online survey of members. The approach was made in person by a Research Officer employed by Sheffield University, via phone and email. The club representatives were informed of a prize draw ballot in order to, firstly, encourage them to participate in the WP3 survey, and secondly, encourage individual club members to complete the online questionnaire. Clubs whose members completed 40 or more online surveys entered the ballot to win £500 and a set of All England Wimbledon Tennis Championship tickets, and clubs whose members completed 20 or more responses entered a ballot to win £300. This incentive was introduced to improve the response rate and the winning clubs were notified of their good fortune in July 2016.

Out of the 150 clubs approached, 50 clubs agreed to participate in the online survey of members, whilst 10 clubs refused to do so. The majority of the 150 clubs approached did not respond to the numerous emails and voice mail messages left by the Research Officer over a period of 4-6 weeks. Out of the final sample of 50 clubs, 10 of these were added after the start of the survey period, up to 4 weeks after the survey went live, as additional clubs confirmed that they were willing to participate in the survey.

In England, the survey of adult members included all members aged 18 and above. Members aged 16-18 could not be included in the survey due to the strict '*Safeguarding and Pro-*

tecting Children' regulations that require parental consent to be obtained before children and young people aged under 18 can be invited to participate in surveys and sports club activities in general. Obtaining this consent was not practically possible and club officers would most likely have been opposed to including 16-18 year olds due to the perceived risks.

The 50 clubs in the final sample encouraged all their members to participate in the survey.

Sampling criteria

The initial sample consisted of those 150 clubs involved in WP2 that indicated a willingness to assist in the next stage of the research. Substitute sports were found for football and tennis in the English sample as neither of these sports participated in WP2. Rugby league and rugby union were included as substitutes for football as both are traditional team sports; whilst rowing and sailing were included as substitutes for tennis, as both of these sports typically possess their own clubhouses (social facilities), thus enhancing the social inclusion profile of the sample.

The final sample of 50 clubs that agreed to participate in the online member survey contained 20 different sports – see Table 22. Of these twenty, 6 can be classified as pure team sports (basketball, goalball, rugby league, rugby union, volleyball and wheelchair rugby); 5 as individual sports (gliding, motorsport, mountaineering, running and squash); 8 as offering team and individual pathways (diving, golf, gymnastics & trampolining, orienteering, rowing, sailing, surf lifesaving, and swimming including synchronized swimming), and 1 was a multi-sport club for people with disabilities.

Table 22. The distribution of clubs included in the member survey (WP3) on various sports.

TEAM SPORTS	# CLUBS
Basketball	2
Goalball	1
Rugby League	5
Rugby Union	5
Volleyball	2
Wheelchair Rugby	1
Sub Total	**16**

INDIVIDUAL SPORTS	# CLUBS
Gliding	1
Motorsport	2
Mountaineering	1
Running	1
Squash	1
Sub Total	**6**

INDIVIDUAL/TEAM SPORTS	# CLUBS
Diving	1
Golf	2
Gymnastics, including trampolining	3
Orienteering	3
Rowing	6
Sailing	4
Surf Lifesaving	1
Swimming, including synchronized swimming	7
Sub Total	**27**
Multi-sport (Disability sports club)	1

Data collection

Clubs were presented with two options for distributing the online questionnaire. Option 1 entailed them providing the Research Officer with the email addresses of all their members aged 18 and above, so that a unique personal link to the online survey could be sent to them direct from the Project Coordinators at University of Southern Denmark. Option 2 entailed the Research Officer providing the club contact person with a general weblink to the survey, which they subsequently forward to their database of members aged 18 and above. Every one of the final sample of 50 clubs opted for option 2, citing *Data Protection* regulations as the reason why they were unwilling to provide the Research Officer with members' email addresses. The Research Officer therefore provided each of the 50 clubs with a general weblink, although specific for their club, and an email template outlining the purpose of the research and details of the prize draw ballot. The Research Officer therefore had limited control over the data collection process as he was reliant on the club contact person forwarding this link to club members.

The Research Officer forwarded these links to club contacts of the final sample of 50 clubs during week commencing April 11th 2016. The Research Officer reminded clubs to both send out these links and to remind their members to complete the online survey on 2-3 occasions thereafter.

The representativeness of the sample of WP3 clubs

The clubs who agreed to participate in the survey of club members were a sub-sample of those who responded to the club survey. In the following, some comparisons are included to elaborate on how well the sub-sample of clubs in the member survey (WP3) represents the larger club sample included in the club survey (WP2).

Size: the WP3 clubs over-represent the bigger clubs in WP2, 40.5% being in the size category 301-500. It is not possible to speculate on how this may affect overall results until analysis

shows a relation between size of club and social inclusion / volunteering.

Single / multi-sport: the WP3 clubs accurately represent the clubs in WP2.

Community size: the WP3 clubs over-represent the clubs in WP2 in the categories: Less than 500; 20,000-49,999 inhabitants; and 50,000-99,999 inhabitants. So there is a not a clear pattern of over-representing small or bigger communities.

Table 23. Club size of sport clubs in the WP2 sample compared to the WP3 sample (Share of clubs in %).

Club size	WP2 (N=812)	WP3 (N=37)
Less than 50 members	26.0	16.2
51-100	20.0	13.5
101-300	28.3	18.9
301-500	14.0	40.5
501-800	6.2	2.7
801-1000	2.1	5.4
1001-2500	2.8	2.7
2500 +	0.6	0

Table 24. Single sport clubs versus multisport clubs in the WP2 sample compared to the WP3 sample (Share of clubs in %).

Type of sport club	WP2 (N=812)	WP3 (N=37)
Single sport club	85.2	86.5
Multisport club	14.8	13.5

Table 25. Community size of sport clubs in the WP2 sample compared to the WP3 sample (Share of clubs in %).

Community size	WP2 (N=812)	WP3 (N=37)
Less than 500	3.2	10.8
500-4,999 inhabitants	10.5	2.7
5,000-19,999 inhabitants	19.1	13.5
20,000-49,999 inhabitants	17.6	24.3
50,000-99,999 inhabitants	13.7	18.9
100,000-499,999 inhabitants	22.7	21.6
500,000 inhabitants and more	13.3	8.1

The representativeness of the sample of WP3 club members

Overall, it is likely that the WP3 sample of club members over-represents those who volunteer in the club and feel committed to it; and therefore will overemphasize the contribution of the club to volunteering and social inclusion. The reasons for this and how this can be tested more precisely are discussed below. If the same bias affects the club member surveys in each country, then this will not hinder results which compare countries.

The overall response rate to the club members' survey, of just over 10% of club members, suggests that those with a greater connection to the club are more likely to have responded. These respondents will be more likely to have volunteered in the club and regard it as a source of 'social inclusion'- club membership will be a more important aspect of their lives. This conclusion is supported by the higher than average response rates of the three clubs used as WP5 case studies: Northern hope Gym Club, 38%; Exmouth Swimming and Lifesaving club, 44%; and Market Harborough Squash club, 15%. These were chosen as case studies because they were felt to be good examples of social inclusion and volunteering.

It is worth noting that estimates of response rates had to be based on estimates of how many adult members there were in each club, as the WP2 survey only asked for total membership, including adults and juniors; and the WP3 survey was only directed at adults. Estimates of the proportion of adult members had to assume low proportions in clubs such as swimming (20%) and gymnastics (10%), where previous surveys had shown that junior members predominated. For example, the case study clubs, noted above, included a gym club and a swimming club, where these estimates had to be made.

To examine how representative the club respondents were in relation to club members, by volunteering activity, one could estimate the proportion of club members who volunteered from responses to the WP2 club survey. One could compare this with the proportion of club members who volunteered, as reported in the club member survey, WP3. If the proportion was higher in the club members survey, this would confirm that those club members who volunteered were over-represented in the survey of members.

It might also be possible to consider how representative the club members were by other characteristics. For example, if WP2 showed the proportion of immigrants in any one club, one could compare this to the proportion of immigrants in the sample from this particular club; and aggregate these estimates across the WP3 sample. The most important characteristic for examining the role of the club in promoting social inclusion is probably the length of time of club membership: one would expected those who were members for longest experienced the greatest rewards of inclusion from membership.

A more general measure of club members' representativeness in relation to club members in England could be made by secondary analysis of the 2016 Active Lives Survey. This random survey achieved a sample of 201,579, adults and asked questions about club membership and volunteering. Analysis could show the demographic characteristics of sports club members, and the proportion of them which volunteer. This could be used as a reference point to show how representative the WP3 sample was.

In analyzing WP3 results one also needs to consider the effect of 'non-response' on individual questions. For example, while the overall response rate is just over 10%, the response to a particular question may be less, and this may be bias towards those more likely to respond. Again, estimating the effect of this would need a detailed analysis of the results.

7.4. Germany

Christoph Breuer & Svenja Feiler

Sampling population

Within the club survey in Germany (WP2), one question at the end of the survey asked clubs whether they would be willing to take part in a follow-up member survey. A total of n=2,087 clubs had shown interest in taking part in this member survey. Therefore, all of these clubs were approached through email at the beginning of 2016. Clubs were informed about the SIVSCE project in general as well as about the planned member survey and asked whether they were still interested in taking part in the member survey. Already at this point in time, the options of taking part in the member survey were explained to the clubs, meaning that either members could be approached through the German Sport University or through the club itself with individual links to the survey. The other option was to use one general club link that the clubs could send to their members or put on their website.

Based on the information emails that were sent to the 2,087 clubs, finally n=192 clubs agreed to take part in the member survey. This final sample was set before the member survey started. Clubs had been informed that the survey would address members and volunteers aged 16 years and above. The clubs agreed to this procedure, although it showed to be hard to control whether no children or adolescents had taken part in the survey, especially with those clubs that had decided to use one general club link. Also, if clubs sent out individual links to their members, often the email-address belonged to a whole family which also limited the control of who in the family filled in the survey.

Measuring the number of volunteers that are no members of the clubs appeared to be hard since this is pretty uncommon in Germany. One exception would be parents of children that are members in the clubs. Therefore, clubs were informed that apart from members, parents of children members, although not being members themselves but volunteers, could also be approached as potential survey participants However, no information was made available as to which extent clubs followed this suggested procedure.

Sampling criteria

As explained above, all clubs that were willing to take part in the survey based on their answer in the WP2 survey were given the chance to do so. Therefore, in Germany there were more than the proposed 30 clubs and clubs were not chosen with regard to strict sampling criteria. However, the 192 clubs that are in the final sample fulfil the sampling criteria of including clubs with team and individual sports. From the 192 clubs, 92 clubs, i.e. 47.9 % offer team sports. There are 52 clubs offering football, 42 clubs offering tennis and 21 clubs offering swimming. Moreover, a wide range of other sports (a total of 81 different sports) is offered by the clubs included in the sample. 46.3 % of the clubs in the sample are single sport clubs and 53.7% are multi-sports clubs.

Data collection

As stated above, different options were given to the clubs for taking part in the data collection. The first option was that individual links were sent out to the members directly from the German Sport University. However, this option was only chosen by four clubs (2.1 % of the sample). The second option was also to use individual links, but sent out to the members by the clubs, not the university. This way, clubs did not have to forward the email-addresses of club members to the university. This option was chosen by 34 clubs (17.8 % of the sample) who were given templates with the invitation text and the individual links. The final option was to use one general club link, with the drawback of not having the chance to interrupt the survey, which would be possible using the individual links. Nevertheless, the majority of clubs (about 80 %) decided to use this option. Clubs distributed the general link among their members. The clubs were instructed to either send this link via email to their members and volunteers or to put the link on their website (best in a closed membership section) or on their Facebook profile. However, no final information is available as to how the clubs approached their members. Moreover, some of the clubs that used individual links additionally used a general link to foster participation.

The German member survey started on April 6th 2016 and lasted until July 11th 2016. One reminder was sent out during the survey period, on June 10th 2016. Four clubs were reminded directly through the German Sport University. Clubs that had chosen to approach their members themselves were instructed to send out the reminder and given a text for this reminder mail. For clubs that had chosen the general link, an information email was sent out by the university to these clubs which asked the clubs to remind their members to take part in the survey.

Representativity

With regard to the size of the clubs, the sample of n=192 has an average of M=637 members, whereas the average membership number in the German population of sports clubs (about 90,000 sports clubs exist in Germany) amounts to M=259 members. This shows that the sample over-represents large clubs. A categorization of clubs by membership numbers in the sample and the population also clearly shows that the share of large clubs is bigger in the sample than in the population (see Table 26).

Table 26: Comparison of club size in the German club population and the WP3 sample.

	Population	WP3
CLUB SIZE (number of members)	**Share (in %)**	
Up to 100	47.1	27.2
101-300	29.2	29.8
301-1,000	19.5	23.6
1,001-2,500	3.6	15.2
More than 2,500	0.5	4.2

However, the gender split in the WP3 sample nearly exactly matches the population of German sports clubs (see Table 27). In the sample, 60.39 % of club members are male and 39.61 % are female. In the population, the gender distribution is 60.04 % male and 39.96 % female (DOSB, 2015).

Table 27: Comparison of gender in the German club population and the WP3 sample.

	Population	WP3
GENDER	**Share (in %)**	
Male	60.04	60.39
Female	39.96	39.61

Since there is no information available on the distribution of single sport clubs and multi-sports clubs in the population of German sports clubs, the club structure of clubs that participated in the club survey, i.e. WP2, is compared to the WP3 sample here. Compared to the clubs taking part in WP2 in Germany (from which the clubs for the member survey were sampled), multi-sports clubs are over-represented in the member survey sample of WP3. Whereas the share of multi-sports clubs amounts to 42.1 % in WP2, the share reaches 53.7 % in the sample of WP3 (see Table 28). This corresponds to the overrepresentation of larger clubs in the WP3 sample.

Table 28: Comparison of single sport clubs versus multi-sports clubs in the club survey (WP2) and the member survey sample (WP3).

	WP2	WP3
TYPE OF SPORT CLUB	**Share (in %)**	
Single sport club	57.9	46.3
Multi-sports club	42.1	53.7

With regard to community size, sports clubs that are located in larger communities with 50,000 inhabitants or more are slightly overrepresented in the WP3 sample compared to the club survey participants, whereas clubs in very small communities with less than 5,000 inhabitants are underrepresented in the sample of the member survey (see Table 29).

Table 29: Comparison of community size in the club survey (WP2) and the member survey sample (WP3).

	WP2	WP3
COMMUNITY SIZE (inhabitants)	**Share (in %)**	
Less than 500	0.7	0.0
500-4,999 inhabitants	14.1	6.2
5,000-19,999 inhabitants	31.0	33.9
20,000-49,999 inhabitants	21.4	17.5
50,000-99,999 inhabitants	9.2	13.0
100,000-499,999 inhabitants	13.8	18.1
500,000 inhabitants and more	9.8	11.3

7.5. Hungary

Szilvia Perényi

Sampling population

Due to the pioneer nature of club surveying in Hungary, formal sampling procedure were not possible to be conducted. Therefore, all clubs (718) that participated in the club (WP2) data collection round were invited to take part also in the club member survey (WP3) via personalised invitation letter by email. Clubs that accepted the invitation were sent a club-specific link with the WP3 survey questionnaire. All together 58 sport clubs received links, out of which 47 clubs had members with responses, 11 clubs had no responses from members. All responding clubs had members aged over 16, clubs with younger members did not participate in the survey. As some cases of clubs may not have email addresses of the members, the questionnaire was forwarded via the club's closed social media group; in case of club members not having internet, computer based data gathering was conducted followed by online data entry by club administrative personnel.

Sampling criteria

Both single sport (30) and multisport (16) clubs responded to the questionnaire. Single sports clubs except football and american football mainly represented individual sports with approximately equal distribution (one club participated representing archery, rowing, triathlon, wrestling, fishing, track and field, tennis, swimming, etc, while two or three clubs were in the sample from football and mountain climbing). Multi-sport clubs offered both individual sport and team sport, most of them offered 2 or 3 sports, there was also a club with altogether 7 sport divisions. The criteria set in the draft manual, to include at least five clubs from football, tennis and swimming was satisfied in the sample. Football 13 clubs, swimming 6 and tennis

(5). All the selected clubs in the member questionnaire were sampled from the WP2 survey database. The structural characteristics as selection criteria were not possible to be included in the sampling procedure.

Data collection

The invited sports clubs in Hungary due to personal data protection regulations, were sent open link questionnaires to their members themselves via email, thus Hungary conducted the data collection choosing the C option. Clubs also assisted in sending out reminder letters. Regardless, this kind of survey method was unprecedented to clubs, they showed strong willingness for corporation.

Clubs accepted the invitation were contacted and sent out club specific survey links in two rounds. First round of questionnaire links were sent on April 21th, while the second was sent on May 4th. During the survey period all clubs were sent standardized reminder letters, which they were asked to forward to members. Clubs reported how many club members were invited by them, final reminder were sent on May 22. In case of clubs with no responses of members additional rounds of reminders were sent out with a final date of June 21, 2017. Email and phone contact was maintained throughout the survey period with clubs.

Representativity

SIVSCE project was a first time ever undertake in Hungary in which sports clubs were approached directly by a scientifically designed thematic research using anonymous questionnaires. No pre-existing data basis were available that could have been a basis for formal selection procedures. However, during the club contact collection phase the goal of reaching a geographical balanced distribution for sports clubs may have been successful based on the distribution of clubs completing the survey, as they represent clubs from all size of settlements, and from a very diverse variety of club size and sports types, furthermore, both single and multisport clubs, old and young clubs were represented in the sample. Acknowledging the fact that the sample does not satisfy representativity also the membership survey followed more-or less the original aim for diversity, which can be observed in the Tables 30-32 below.

Considering the three structural characteristics, namely club size, type of sport club and community size there can be differences observed between WP 2 and WP3 results. While the proportion of clubs in the WP2 sample were relatively high in regards to small clubs with members less than 50 (51,8%), these clubs showed low participation in the member-survey phase (4,2%). As indicated in Table 30, clubs with 50-300 members were represented with the highest proportion (17,5%) in the sample for WP3, which showed similarity in proportion with WP2. However, in WP2 also larger clubs are underrepresented. The share of single and multisport clubs in WP3 is similar to WP2, however, clubs not responding to this question is high (Table 31). Regarding community size, the proportion of each settlement size is lower in WP3 except the small cities with the population between 100,000-500,000 (see Table 32).

Table 30. Club size of sport clubs in the WP2 sample compared to the WP3 sample.

Club size	WP2 (N=527)	WP3 (N=57)
Less than 50 members	51,8%	4,2%
51-100	20,7%	17,5%
101-300	18,2%	17,5%
301-500	4,7%	1,8%
501-800	1,1%	0%
801-1000	0,2%	0%
1001-2500	1,1%	1,8%
2500 +	0,4%	0%
missing	1,7%	19,3%

Table 31. Single sport clubs versus multisport clubs in the WP2 sample compared to the WP3 sample.

Type of sport club	WP2 (N=567)	WP3 (N=57)
Single sport club	64,9%	52,6%
Multisport club	27,2%	28,1%
missing	7,9%	20,3%%

Table 32. Community size of sport clubs in the WP2 sample compared to the WP3 sample.

Community size	WP2 (N=567)	WP3 (N=57)
Less than 500	1,7%	0%
500-4,999 inhabitants	16,5%	7,0%
5,000-19,999 inhabitants	19,2%	14,0%
20,000-49,999 inhabitants	15,4%	10,5%
50,000-99,999 inhabitants	13,1%	10,5%
100,000-499,999 inhabitants	16,7%	26,3%
500,000 inhabitants and more	16,1%	12,3%
missing	0,9%	19,3%

7.6. The Netherlands

Jan-Willem van der Roest & Harold van der Werff

Sampling population

The 1,103 Dutch clubs in the second work package of SIVSCE (the club survey) were asked whether they wanted to participate in the survey on members and volunteers. In total, 346 clubs were willing to participate. Thirty-five clubs had indicated that they were willing to send out unique links to their members. In the end, a total of 23 clubs have indeed actively participated in this process. Afterwards, to increase the number of respondents, the invitation to participate was also sent out to the remaining 311 clubs using a general link. From 128 of these clubs, at least one response was returned.

Sampling criteria

All of the clubs included in the member and volunteer survey in the Netherlands were selected from the club survey (WP2 in the SIVSCE-project). The sampling of clubs was intended to follow the general guidelines for sampling agreed upon by the project group. This means that 1) at least five clubs were selected within each of the following three sports: football, tennis and swimming, and 2) the clubs were selected to represent the diversity found in the population of sports clubs in the Netherlands. However, for swimming only four clubs have participated in the survey. The invitation to the remaining 311 clubs was sent out to all clubs who had indicated that they were willing to participate. Hence, no additional sampling criteria were applied.

Data collection

In a small number of cases, the unique links to the participating clubs were sent out by the University of Southern Denmark. This was the case for three clubs only. All the other clubs sent out the invitation email themselves, either using the system for sending out unique links, or sending out general links.

In Table 33, the approximate timeline of the survey is reproduced.

Table 33. The approximate timeline for the member and volunteer survey in the Netherlands.

Date	Action
January 21st 2016	Clubs were invited to participate in members and volunteer survey
February 9th 2016	First reminder was sent out to clubs
February 23th 2016	Second reminder was sent out to clubs
May 25th 2016	Invitation to participate in the survey was sent out
June 8th 2016	First reminder was sent out
June 8th 2016	General link was sent out to other clubs
June 22th 2016	A reminder for the general link was sent out to clubs
June 29th 2016	The survey was closed for answers

Representativity

The survey was not intended to be representative, but was supposed to reflect the diversity of sport clubs that can be found in the Netherlands. This means, for example, that the Dutch sport korfball was represented in the survey. Contrary to the Dutch population of sport clubs, fishing and equestrian sports were not included in the survey.

Table 34. Comparison of type of sports in the Dutch club population and the WP3 sample.

Type of sports	Population		Member and volunteer survey	
	N	%	N	%
Athletics	**280**	**1**	**6**	**6**
Combat sports/martial arts	**1,350**	**5**	**1**	**1**
Judo			1	1
Cycling	**910**	**3**	**2**	**2**
Equestrian sports	**1,690**	**6**	**0**	**0**
Fishing	**1,090**	**4**	**0**	**0**
Football	**2,770**	**10**	**32**	**30**
Golf	**300**	**1**	**1**	**1**
Indoor individual sports	**2,900**	**10**	**8**	**7**
Badminton			1	1
Table tennis			6	6
Turnen			1	1
Indoor team sports	**2,720**	**9**	**15**	**14**
Basketbal			4	4
Handbal			4	4
Volleybal			5	5
Zaalvoetbal			2	2
Other indoor sports	**4,810**	**17**	**4**	**4**
Bowlen			2	2
Schaken			2	2
Other outdoor sports	**5,390**	**19**	**8**	**7**
BMX			1	1
Kolf			1	1
Petanque			3	3
Rowing			1	1
Triathlon			1	1
Multisports			1	1
Outdoor team sports (excl. football)	**1,600**	**6**	**13**	**12**
Honk- en softbal			1	1
Korfbal			10	9
Rugby/American football			2	2

Type of sports	Population		Member and volunteer survey	
	N	%	N	%
Swim sports	**1,230**	**4**	**5**	**5**
Diving			1	1
Swimming			4	4
Tennis	**1,750**	**6**	**12**	**11**
	28,780	**100**	**161**	**100**

Source population data: Statistics Netherlands (2012).

The distribution of the club size of sports clubs in the survey sample is far from representative. Overall, the smaller clubs make out over one third of the Dutch population. However, in the survey only five percent of the clubs has less than fifty members. On the other hand, big clubs are overrepresented in the survey. Unfortunately the club size of 11% of the clubs could not be traced.

Table 35. Comparison of club size in the Dutch club population and the WP3 sample (in %).

Club size	Population (N=28,780)	Member and volunteer survey (N=161)
50 members or less	36	5
51 - 100 members	20	12
101 - 200 members	18	17
201 - 300 members	9	12
301 - 400 members	5	11
401 - 500 members	3	5
501 members or more	9	29
Unknown		11
Total	100	100

Source population data: Statistics Netherlands (2012).

7.7. Norway

Ørnulf Seippel

Sampling population

The clubs participating in the Norwegian part of the club survey were asked whether they were also willing to take part in the survey on the individual level. Based on the SIVSCE-criteria (template), thirty of the clubs having accepted to take part in the club survey were then chosen for the member survey. Given that NIF (The Norwegian Olympic and Paralympic Committee and Confederation of Sports) has registers on individual emails for members of most clubs and the clubs had already accepted to participate, the member survey was simply sent to club members. The clubs (leaders) were informed of the survey in advance. For the quality of NIF's member registers, they should be updated yearly, but there are no real guarantee they are, and some clubs have still not organized to register their members in this still new NIF-system. It is of course difficult to estimate the quality of these registers. Whether people that should have been reached where not reached is impossible to know, but some people returned the survey telling us they were not member of their clubs any longer (in total about 20). The registers only contain names of members and to the extent – which is large – volunteers are not members they were not reached in this survey.

Sampling criteria

14 clubs were for individual sports only, 3 were team sports clubs only, and 13 were multisport clubs. Together, there is a sound mix of single- and multisport clubs. Five clubs organized tennis, five swimming and 14 had football activities. At least 7 clubs had handball on their programme and 8 organized cross country skiing. The clubs were not selected on size, and there is a tendency for smaller clubs not to be included in the sample (see below). There are both clubs from more urbanized and rural areas, but it is difficult to estimate whether the sample is representative when it comes to this.

Data collection

The questionnaires were sent out from the University of Southern Denmark, as contact information (emails) of members and volunteers were made available. In the process of data collection, two reminders were sent out to the respondents. In Table 36, the approximate timeline of the survey is reproduced.

Table 36. The approximate timeline for the member and volunteer survey in Norway.

Date	Action
April 19th 2016	Invitation to participate in the survey was sent out
May 4th 2016	First reminder was sent out
May 19th 2016	Second reminder was sent out
June 15th 2016	The survey was closed for answers

Representativity

The clubs are of course not representative of Norwegian sport clubs in general. They are special in first having answered a club survey in which they have also agreed to take part in the member survey. Looking at the size of the clubs taking part in the member survey, we see that there is clear lack of smaller clubs and especially a surplus of clubs with 200-499 members. This comes probably partly from the type of clubs agreeing to take part, partly from the type of clubs having registered properly in the NIF database and partly from the sports required for the sample (if you organize tennis or swimming you have facilities that probably make for more than 50 or even 100 members).

Table 37. Comparison of club size in the Norwegian club population and the member survey.

	Distribution of Clubs (N=8072)	Distribution in club sample (N=2000)	Distribution in final club sample (N=601)	Sample for member survey (N=30)
Less than 50 members	31.2	29.6	37.1	3.3
50-99	18.1	18.5	9.5	10.0
100-199	19.4	20.0	14.1	10.0
200-499	19.2	19.5	23.8	46.7
500-999	8.2	8.8	8.5	10.0
1000 +	4.0	3.7	7.0	20.0

7.8. Poland

Monika Piątkowska & Sylwia Gocłowska

Sampling population

A total number of 181 sport clubs were invited to the WP 3 survey. The contacts were made via email. These clubs received links to the WP3 survey questionnaire. The database of 152 clubs was ready before the start of WP3 study. These were the clubs that expressed their will to take part in further studies after completing WP2 survey, however, in the course of the study realisation, due to an observed low response rate, we established cooperation with additional clubs that decided to participate in the project, and these were additional 29 clubs. In the end, from the whole amount of 181 clubs that links were sent to, 61 organisations took part in the study and sent links to their members. In many of the above organisations, it was not possible to reach all members aged over 16, due to the fact that many sport clubs do not have and run e-mail databases of members, especially volunteers. Thus, links were sent by sports clubs to members and volunteers, e-mail addresses of whom they had.

Sampling criteria

From the 61 participating clubs, 44 clubs were single-sport clubs and 17 are multisport ones. The sample includes 38 clubs that offer team sports (5 clubs with basketball, 24 with football, 4 with handball, and 5 with volleyball sections). Among the other clubs, 7 have swimming sections and 2 have tennis sections. Due to an insufficient amount of tennis clubs, 3 table tennis clubs and 1 badminton club were engaged. After the completion of WP2 stage, 152 clubs were engaged in the study, however, in the course of studies, due to an observed low response rate, cooperation was established with additional clubs, which decided to participate in the project. The total amount of additional clubs was 29. Among the final number of 61 organisations, clubs from both rural and urban neighbourhoods were included. Clubs of all sizes were represented as well.

Data collection

Due to the specificity of the third sector in Poland, a lack of keeping databases of emails of members by clubs as well as the personal data protection, the C option was realised – sports clubs sent out invitation emails and reminders. The survey started on the 6th of April 2016 and ended on the 27th of July 2016. During the whole survey period email and phone contact was established with 61 clubs in order to raise the response rate.

Representativity

Although the clubs in the member and volunteer survey were never selected to be representative for all clubs in Poland, we did a representativity check comparing the WP2 sample with the WP3 sample for three structural characteristics, namely club size, type of sport club and community size.

The results in Table 38 indicate that the distribution in the WP3 sample regarding club size is quite similar with the sample of WP2. Small clubs with less than 50 members are a little overrepresented whereas clubs with 51-100 members are underrepresented. The share of multisport clubs in WP3 does not correspond to the proportion in the population and in WP2 sample as they are much more overrepresented in WP 3 sample (see Table 39). Regarding community size, the share of clubs within all categories is more or less similar comparing WP2 and WP3 samples (see Table 40).

Table 38. Club size of sport clubs in the WP2 sample compared to the WP3 sample.

Club size	WP2 (N=444)	WP3 (N=61)
Less than 50 members	40%	49%
51-100	32%	23%
101-300	22%	23%
301-500	5%	3%
501-800	1%	0%
801-1000	0%	0%
1001-2500	<1%	2%
2500 +	<1%	0%

Table 39. Single sport clubs versus multisport clubs in the WP2 sample compared to the WP3 sample.

Type of sport club	WP2 (N=453)	WP3 (N=61)
Single sport club	73%	28%
Multisport club	27%	72%

Table 40. Community size of sport clubs in the WP2 sample compared to the WP3 sample.

Community size	WP2 (N=457)	WP3 (N=61)
Less than 500	6%	5%
500-4,999 inhabitants	21%	20%
5,000-19,999 inhabitants	17%	13%
20,000-49,999 inhabitants	14%	20%
50,000-99,999 inhabitants	8%	7%
100,000-499,999 inhabitants	17%	21%
500,000 inhabitants and more	17%	15%

7.9. Spain

Ramon Llopis-Goig

Sampling population

434 clubs were approached. First, the 214 clubs that in WP2 accepted to be part of the WP3 survey were contacted. Out of these clubs 39 agreed to participate. Having viewed the number of responses that came from members and volunteers in these clubs, it was decided together with the WP3 team to do an additional approach to more clubs. So, a further 220 clubs were approached (that is, all the clubs that finished WP2 questionnaire excluding those that were originally contacted). Out of these 220 clubs further 39 clubs agreed to participate. So in total 78 clubs accepted to participate in WP3 survey. Out of these 78 clubs 55 answered at least one case. All the clubs participating in the sample send the link to answer the survey to all members of the club aged above 15. Most clubs included volunteers in the sample.

Sampling criteria

Out of the 55 clubs, 18 offer team sports and 35 (semi)individual sports. No information on the rest was provided. In the final sample we got 9 clubs from football, 5 clubs from racquet sports (tennis, badminton, frontennis…) and 2 clubs from swimming. All the clubs included in the WP3 survey were collected from the WP2 survey database as stated in the previous section. Due to a low response rate structural characteristics were not used as guiding principles for the selection of clubs.

Data collection

The model of data collection carried out in Spain was option c (sports clubs sent out invitation emails and reminders). That was the best option considering that most clubs were not going to be willing to provide their members and volunteers' emails due to legal restrictions. The start of the survey was on 13 April 2016 and the end on 15 July 2016. Three reminders to all the clubs participating in the survey were sent in order for the clubs to send out reminders to their members and volunteers.

Representativity

The clubs in the member and volunteer survey were not selected to be representative for all clubs in Spain but according to criteria established by the WP3 coordinators. Anyway the final sample of WP3 survey is representative of the WP2 sample for three structural characteristics, namely club size, type of sport club and community size. The results in Table 41 indicate that the distribution in the WP3 sample regarding club size is quite similar with the sample of WP2, although small clubs with 50 members or less are a little underrepresented in WP3 while clubs with 51-100 and 101-300 members are a little overrepresented. The percentage of multisport clubs in WP3 is eleven points over WP2 sample (see Table 42) and regarding community size, the distribution of clubs in the WP3 sample is quite similar with the sample of WP2 (see Table 43).

Table 41: Club size of sport clubs in the WP2 sample compared to the WP3 sample.

Club size	WP2 (N=528)	WP3 (N=46)
Less than 25 members	32%	24%
26-50	25%	22%
51-100	20%	26%
101-300	18%	24%
301+	5%	4%

Table 42: Single sport clubs versus multisport clubs in the WP2 sample compared to the WP3 sample.

Type of sport club	WP2 (N=561)	WP3 (N=46)
Single sport club	78%	89%
Multisport club	22%	11%

Table 43: Community size of sport clubs in the WP2 sample compared to the WP3 sample.

Community size	WP2 (N=560)	WP3 (N=46)
Less than 500	2%	--
500-4,999 inhabitants	15%	9%
5,000-19,999 inhabitants	24%	26%
20,000-49,999 inhabitants	13%	13%
50,000-99,999 inhabitants	9%	9%
100,000-499,999 inhabitants	21%	32%
500,000 inhabitants and more	16%	11%

7.10. Switzerland

Siegfried Nagel, Julia Albrecht & Jenny Adler-Zwahlen

Sampling population

In Switzerland, a selection of clubs was directly contacted by phone or email, since the clubs couldn't be asked via the club survey. Altogether, 174 clubs were approached by email or by phone. 37 of those clubs rejected to participate and 92 did not answer or were not available via phone. Thus, 45 of the clubs contacted were willing to participate in the SIVSCE member survey. Some of them confirmed the participation after the survey period already started. At the end, the sample consisted of 40 clubs, since five of the recruited clubs finally did not participate in the survey. They did not send out any links nor fill out the club questionnaire.

The clubs of the sample sent out links by email to the members aged 16 or above; except from one club that sent out the links only to approximately half of the teams as email-addresses of all members were not available. In some cases parents filled out the questionnaire for their children.

In Switzerland, clubs usually do not have volunteers who are not members in the club. Thus, the link probably reached only in single cases volunteers who are not members in the clubs. Links were neither specifically sent out to this target group nor was it denied by the clubs to send links to this group.

Sampling criteria

Of the 40 clubs participating finally in the member survey 11 offer only team, 23 only (semi) individual sports and 6 both. The overview in Table 44 shows the rates of offered sports, according to the sampling criteria of the project at least five clubs from each of these sports: Football (n=8), tennis (n=11) and swimming (n=7) are part of the sample.

The clubs could not be selected from the WP2 survey database as the contact data were not available from the national club survey. Consequently, all the clubs were sampled from outside the WP2 survey database. For that an internet research on the websites of the national

federations (for the sports football, swimming and tennis) was conducted to reach the clubs. Additionally personal contacts of the members of the project team were used to recruit clubs. In order to get information about the structural characteristics of the 40 clubs, the contact persons answered a questionnaire quite similar to that of the WP2 club survey.

Since it was difficult to recruit the clubs, the structural sampling characteristics (as stated in the draft manual) were not the first priority at the beginning of the sampling process and we focused more on the kind of sports (football, tennis, swimming). However, when gaining more clubs for participating in the survey, we also tried to focus more on the different structural characteristics while recruiting further clubs. As multisport clubs are rare in Switzerland and small single-sport clubs are more common, we could only recruit seven multisport clubs (between 2 and 9 disciplines). Club sizes and degree of urbanization show a large variation (see below).

Table 44: Overview of the kinds of sports offered by the 40 participating clubs (multiple references possible).

Kind of sport	Number of clubs	From that multisport clubs
Aerobic/Fitness	3	3
Alpine skiing	1	1
American football	1	0
Apparatus gymnastics	2	1
Badminton	1	1
Ball sports	1	1
Basketball	1	1
Cheerleading	1	1
Cross-country skiing	2	1
Dancing	2	2
Diving	1	1
Fitness	2	2
Floorball	1	1
Football	8	0
Handball	1	0
Korfball	2	2
Polysport	1	0
Running	2	2
Sports for the elderly	1	1
Squash	1	0
Swimming	7	3
Tennis	11	0
Track and field	3	2
Triathlon	2	0
Volleyball	2	1
Water polo	3	3

Data collection

Sports clubs sent out invitation emails and reminders to their members with a unique link for each club. This mode of data collection was chosen because this guaranteed a higher data protection as the clubs did not want to pass on the email-addresses of their members. The period of data collection started 06.04.2016 and last respondents took part in the survey 14.06.2016. The survey was closed 30.06.2016. Every club should have sent out one reminder to all members in the respective club sample. Since the club officials/contact persons did not agree to send a second reminder, we abstained from sending out a second reminder.

Representativity

Even though the clubs in the member and volunteer survey were not selected to be representative for all clubs in the country, the sample contains a broad range of clubs regarding the club size (number of members).

Club sizes of the 31 clubs of which additional information is available by the club questionnaire vary between a minimum of 27 and a maximum of 1200 members with an average of 243 (SD=226.7) members. Therefore, club sizes represent the diversity of the population of the clubs in Switzerland. However, as the average clubs size in Switzerland is 130 members (Lamprecht, Fischer & Stamm, 2011), the sample contains more larger clubs. For a more detailed comparison see Table 45 which includes the 31 clubs from which we have a club questionnaire plus 4 additional clubs that participated in the member survey where we could find the missing information on the club's websites. Large and medium clubs are overrepresented in the sample whereas small clubs are clearly underrepresented.

Table 45: Club sizes in Switzerland and of the sample (n=35).

	Sample participating in the WP3 member survey (35 out of 40 clubs)		Switzerland, 2010 (Lamprecht, Fischer & Stamm, 2012)	
Club size	**Number of clubs (%)**	**Number of active members (% of all active members)**	**In % of all club**	**In % of all active members**
Small clubs (up to 100 members)	6 (17.1%)	347 (4.0%)	64.5	21.7
Medium clubs (100 to 300 members)	19 (54.3%)	3449 (39.4%)	27.6	36.3
Large clubs (above 300 members)	10 (28.6%)	4962 (56.7%)	7.9	42.0

Both, clubs from rural and urban neighborhoods (see Table 46) are included in the sample. However, there are more clubs of municipalities with less than 20'000 inhabitants. This corresponds to the settlement structure of Switzerland with its less cities with more than 100'000 inhabitants.

Table 46: Degree of urbanization of the participating clubs (n=40).

Number of inhabitants	Frequency	%
500 – 4'999	11	27.5
5000 – 19'999	13	32.5
20'000 – 49'999	8	20
50'000 – 100'000	1	2.5
> 100'000	7	17.5

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9 Questionnaire

The first questions are concerned with your connection to the club.

1. How are you connected to the club?
(multiple answers possible)
(1) ❑ I do sport in the club
(2) ❑ I am a member of the club
(3) ❑ I do voluntary work in the club on a regular basis (e.g. as a board member, coach/instructor, or the like)
(4) ❑ I do voluntary work in the club occasionally (e.g. by helping at sport events, driving to matches, or the like)
(5) ❑ I am in other ways connected to the club (please specify): _____
Option 2 can be left out in countries where we are absolutely certain that no non-members, who are volunteers, are included in the sample.

2. In your life so far, how many years have you been connected to the club (been a member, done sport and/or worked as a volunteer)?
(1) ❑ Less than 1 year
(2) ❑ 1 to 2 years
(3) ❑ 3 to 4 years
(4) ❑ 5 to 10 years
(5) ❑ 11 to 20 years
(6) ❑ More than 20 years

The following questions are concerned with your participation in sport.

[RESPONDENTS WHO DO SPORT IN THE CLUB]
3. Which sport(s) do you practice in the club?
(multiple answers possible)
<Members choose from a list of sports> (adjusted to the activities each club has)

[RESPONDENTS WHO DO SPORT IN THE CLUB]
There can be large differences on how active people are in different sports depending on the season. We are asking you to reply to the following questions <u>as if it was the middle of the season</u>.

4. How often do you usually take part in sport in the club?
(1) ❑ Less than once a month
(2) ❑ 1-3 times a month
(3) ❑ 1 time a week
(4) ❑ 2 times a week
(5) ❑ 3 times a week or more

[RESPONDENTS WHO DO SPORT IN THE CLUB]
5. How many others would you estimate are part of the team/group in the club, with whom you most often practice sport?
(1) ❑ None – I most often practice my sport alone
(2) ❑ 1 or 2 others
(3) ❑ 3 to 5 others
(4) ❑ 6 to 10 others
(5) ❑ 11 to 20 others
(6) ❑ More than 20 others
(9) ❑ Do not know / not relevant

[RESPONDENTS WHO DO SPORT IN THE CLUB]

6. Do you participate in competitive sport in the club (e.g. play matches against other teams and/or participate in tournaments, displays or the like)?
(1) ❑ Yes
(2) ❑ No, but I used to
(3) ❑ No, never

7. In which other settings than the sports club do you practice sport/exercise?
(multiple answers possible)
(1) ❑ In another sports club (than the one I am answering questions in relation to here)
(2) ❑ In a privately owned gym/fitness centre
(3) ❑ At the school or workplace (e.g. in a fitness facility, in exercise breaks, by doing company sport, etc.)
(4) ❑ In other organised settings
(5) ❑ I do sport outside of organised settings on my own (e.g. by going for a run or bike ride alone)
(6) ❑ I do sport outside of organised settings with my friends and/or family (e.g. by going for a run together, playing football in the park, etc.)
(7) ❑ I only do sport/exercise in the club
(8) ❑ I do not do sport/exercise at all

The following questions are concerned with voluntary work.

[VOLUNTEERS]
8. Which of the following tasks come closest to describing the work you do in the club?
(multiple answers possible)
(1) ❑ Coach/instructor
(2) ❑ Referee/official
(3) ❑ Other tasks connected to the sports activity (e.g. coaching assistant, team leader, or the like)
(4) ❑ Board member
(5) ❑ Member of one or more committee(s)
(6) ❑ Other forms of club leadership/management (e.g. volunteer coordinator)
(7) ❑ Funding activities (e.g. getting sponsors, advertising, etc.)
(8) ❑ Administration, office work, or the like
(9) ❑ Technical work and services (in the club canteen/restaurant, maintenance of sports facilities and equipment, or the like)
(10) ❑ Organisation of and/or contribution to club activities, events, tournaments, or the like
(11) ❑ Communication (website, newsletter, contact with the press, etc.)
(12) ❑ Driving to matches, events, tournaments or the like
(13) ❑ Other tasks (please specify): _____

[VOLUNTEERS]

There can be large differences on how active people are in voluntary work depending on the season. We are asking you to reply to the following questions as if it was the middle of the season.

9. How often do you typically do voluntary work in the club?

(1) ❑ Approximately once a year or less
(2) ❑ Approximately once every six months
(3) ❑ Approximately once every quarter
(4) ❑ Approximately once a month
(5) ❑ Approximately every other week
(6) ❑ Approximately once a week
(7) ❑ 2-4 days a week
(8) ❑ 5 days a week or more

[VOLUNTEERS]

10. How many hours do you spend on voluntary work in the club?
(if you do not know the exact number of hours, please estimate)

a. ___ hours on an average month in the season <regular volunteers: Q8 category 4-8>
b. ___ hours within the last year <incidental volunteers: Q8 category 1-3>

[VOLUNTEERS]

11. To what extent do you agree with the following statements about the work you do as a volunteer in the club?

	Strongly disagree	Partially disagree	Neutral	Partially agree	Strongly agree	Do not know
The tasks are interesting and challenging	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑
I get fringe benefits (e.g. reduced membership fee)	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑
I get constructive feedback from the club management/board	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑
My problems and concerns as a volunteer are taken seriously	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑
My work as a volunteer is appreciated	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑
I can carry out my work autonomously	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑
I get some payment for my voluntary work	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑
I am informed about major club affairs	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑
Other club members support my work as a volunteer	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑
The club honors me for my voluntary work	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑

[VOLUNTEERS]

12. How satisfied are you with the conditions for volunteers in the club?

(1) ❑ Very dissatisfied
(2) ❑ Dissatisfied
(3) ❑ Neither dissatisfied nor satisfied
(4) ❑ Satisfied
(5) ❑ Very satisfied

[VOLUNTEERS]

13. How or through whom did you come to volunteer in the club?

(1) ❑ I was approached by the club board
(2) ❑ I put myself forward voluntarily
(3) ❑ I was motivated by other members
(4) ❑ Other (please specify): _____

[NON-VOLUNTEERS]

14. What is/are the main reason(s) you do not volunteer in the club currently?
(multiple answers possible)

(1) ❑ The club does not have volunteers
(2) ❑ I am not at all interested
(3) ❑ I do not know what kind of volunteers the club is looking for and/or where I can sign up
(4) ❑ I do not feel that I know the other members well enough
(5) ❑ I do not feel qualified to take on any of the tasks
(6) ❑ I find the tasks to be too time-consuming
(7) ❑ I would need to be economically compensated
(8) ❑ Other reason(s) (please specify): _____

15. Do you do voluntary work outside of the club?

(1) ❑ Yes
(2) ❑ No, but I used to
(3) ❑ No

The following questions concern your participation in and attachment to the club and other members.

16. Did you attend the last annual general meeting in the club?

(1) ❑ Yes
(2) ❑ No

17. How often do you use the following possibilities to influence what the club does?

	Never	Once a year or less	Once every half year	Once every three months	Once a month	Several times a month	Do not know / not relevant
I participate in member meetings and/or other club meetings	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(6) ❑	(9) ❑
I speak my mind to key persons in the club	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(6) ❑	(9) ❑
I share my views with other members in the club	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(6) ❑	(9) ❑

18. When have you last attempted to influence decision making in the club (e.g. by speaking at the general assembly, through membership of the board or a committee, by speaking your mind to key persons in the club, or the like)?

(1) ❑ Within the last month
(2) ❑ 1-3 months ago
(3) ❑ 4-6 months ago
(4) ❑ 7-12 months ago
(5) ❑ More than 1 year ago
(6) ❑ I have never attempted to influence decision making in the club

19. How often do you participate in the club's social life?

	Never	Once a year or less	Once every half year	Once every three months	Once a month	Once every two weeks	At least once a week	Do not know / not relevant
I participate in the club's social gatherings (e.g. parties, family days, Christmas dinners, etc.)	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(6) ❑	(7) ❑	(9) ❑
I stay in the club sometime after training, matches, tournaments or the like to talk to other people from the club	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(6) ❑	(7) ❑	(9) ❑
When I am in the club, I talk to other people from the club than those who belong to my team/group	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(6) ❑	(7) ❑	(9) ❑

20. How is your relationship with other members in the club?

	Yes	No	Do not know
Before I joined the club, I already knew one or more people from the club	(1) ❑	(2) ❑	(9) ❑
I have made new friends through participation in the club	(1) ❑	(2) ❑	(9) ❑
I socialize with people from the club, which I did not know before joining, outside of the club	(1) ❑	(2) ❑	(9) ❑

21. How many people from the club would you estimate that you know by name?

(1) ❑ None
(2) ❑ 1-2 people
(3) ❑ 3-5 people
(4) ❑ 6-10 people
(5) ❑ 11-20 people
(6) ❑ 21-50 people
(7) ❑ More than 50 people

22. To what extent do you agree with the following statements about the club and your attachment to the club?

	Strongly disagree	Partially disagree	Neutral	Partially agree	Strongly agree	Do not know
There is a good atmosphere in the club	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑
I am proud to say that I belong to the club	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑
It is important for me to socialize with other people from the club	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑
The club is one of the most important social groups I belong to	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑
In the club we help and support each other in private matters if necessary	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑

23. To what extent do you agree with the following statements about the club and your attachment to the club?

	Strongly disagree	Partially disagree	Neutral	Partially agree	Strongly agree	Do not know
I understand how the club functions	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑
I know when and how to give my opinion when decisions are made in the club	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑
Other people from the club respect me for who I am	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑
I mainly socialize with people from the club that are similar to me (in terms of gender, ethnicity, employment, etc.)	(1) ❑	(2) ❑	(3) ❑	(4) ❑	(5) ❑	(9) ❑

The last questions are concerned with you, your background and your everyday life.

24. Are you a woman or a man?

(1) ❑ Woman
(2) ❑ Man

25. How old are you?

___ years

26. What is your current line of work?
(1) ❑ Student
(2) ❑ Part time employee
(3) ❑ Full time employee
(4) ❑ Self-employed
(5) ❑ Stay at home mother/father
(6) ❑ Unemployed
(7) ❑ Retired/pensioned (including disability pension)
(8) ❑ Other (please specify): _____
Country adaptions might be needed

27. What is the highest level of education you have completed?
(1) ❑ No formal education
(2) ❑ Primary school
(3) ❑ Secondary education: technical/vocational type
(4) ❑ Secondary education: university-preparatory type
(5) ❑ Short-cycle tertiary education (less than 3 years)
(6) ❑ Bachelor or equivalent (3-4 years)
(7) ❑ Master or equivalent (5 years or more)
(8) ❑ Doctoral or equivalent
(9) ❑ Other (please specify): _____
Country adaptions might be needed

28. Who, apart from you, is living in your household?
(multiple answers possible)
(1) ❑ Partner, husband or wife
(2) ❑ Child(ren)
(3) ❑ Parent(s)
(4) ❑ Other family members
(5) ❑ Other non-relative(s) like friends, student buddies, etc.
(6) ❑ Nobody, I live alone

[PEOPLE WITH CHILDREN IN THEIR HOUSEHOLD]
29. How old is the youngest of the children in your household?
___ years

[PEOPLE WITH CHILDREN IN THEIR HOUSEHOLD]
30. Are one or more of the children in your household active in the club?
(1) ❑ Yes
(2) ❑ No

31. Do you have any form of disability?
(multiple answers possible)
(1) ❑ Yes, a physical disability (e.g. mobility impairment, problems in the musculoskeletal system)
(2) ❑ Yes, a visual impairment
(3) ❑ Yes, a hearing impairment
(4) ❑ Yes, a chronical disease (e.g. asthma, diabetes, multiple sclerosis, cardiovascular disease)
(5) ❑ Yes, an intellectual disability (e.g. Down syndrome, mental disability)
(6) ❑ Yes, a psychosocial/behavioral problem (e.g. autism, ADHD)
(7) ❑ No

[PEOPLE WITH AT LEAST ONE DISABILITY]
32. Are any special adjustments necessary for you when participating in sport activities?
(multiple answers possible)
(1) ❑ Customized sports wheel chair
(2) ❑ Customized sports material (e.g. bike, racket, ball, underground)
(3) ❑ Customized sports arm or leg prosthesis
(4) ❑ Guide dog, service dog
(5) ❑ Buddy (for people with a visual impairment)
(6) ❑ Special playing rules
(7) ❑ Other special adjustments (please specify): _____
(8) ❑ No

[PEOPLE WITH AT LEAST ONE DISABILITY]
33. How does your disability or health problem restrict you in a sports setting?
(multiple answers possible)

Personal restrictions
(1) ❑ It is hard for me to find sport activities that suit me
(2) ❑ I have difficulty breathing, I get tired easily
(3) ❑ I am dependent on sign language
(4) ❑ It is difficult for me to concentrate
(5) ❑ My disability acts very differently depending on the (moment of the) day

Social restrictions
(6) ❑ It is difficult for me to be around many people at the same time
(7) ❑ It is difficult for me to be part of a team
(8) ❑ I do not have a buddy (in case of blind or partially sighted)
(9) ❑ It is hard to find people with whom I can do sport on an equal footing
(10) ❑ People have trouble with my disability, they do not accept me, I do not feel welcome

Structural restrictions
(11) ❑ The special sports material I require (wheelchair, prostheses, etc.) is not available to me
(12) ❑ Playing rules are not adapted for people with a disability/health problem
(13) ❑ The staff (at the sports club) are not (adequately) trained to attend to people with a disability or health problem
(14) ❑ Sport activities (training, matches, etc.) are not (adequately) adapted for people with a disability or health problem
(15) ❑ The sport facility is not (adequately) adapted for people with a disability or health problem
(16) ❑ I need to use special transport to the place where I do sport, and transport is difficult
(17) ❑ Due to my disability or health problem participating in sport activities is expensive

(18) ❑ Other restriction(s) (please specify): _____

(19) ❑ I am not in any way restricted in a sports setting

[PEOPLE WITH AT LEAST ONE DISABILITY]
34. Do you practice sport in a group consisting of people with disabilities only or in a group together with people without disabilities?
(1) ❑ In a group consisting of people with disabilities only
(2) ❑ In a group together with people without disabilities
(3) ❑ Both

35. Were you born in [PARTNER COUNTRY]?
(1) ❑ Yes
(2) ❑ No, I am born in: (please choose the country) <alphabetic list, roll down menu>

[PEOPLE NOT BORN IN [PARTNER COUNTRY]]
36. In which year did you first come to live in [PARTNER COUNTRY]? (e.g. 1970)
Year___

37. In which country were your parents born?
Mother
(1) ❑ [PARTNER COUNTRY]
(2) ❑ Other country: (please choose the country) <alphabetic list, roll down menu>

Father
(1) ❑ [PARTNER COUNTRY]
(2) ❑ Other country: (please choose the country) <alphabetic list, roll down menu>

38. Would you regard yourself as part of an ethnic and/or cultural minority group in [PARTNER COUNTRY]?
(1) ❑ Yes
(2) ❑ No
(9) ❑ Do not know / do not want to answer

[PEOPLE WHO REGARD THEMSELVES AS PART OF AN ETHNIC AND/OR CULTURAL MINORITY GROUP]
39. Do you practice sport in a group consisting of people from the same minority group only or in a group together with people from different ethnic and/or cultural backgrounds?
(1) ❑ In a group consisting of people from the same minority group only
(2) ❑ In a group together with people from different ethnic and/or cultural backgrounds
(3) ❑ Both

40. You have come to the end of this questionnaire. We thank you sincerely for your participation. If you have any further comments to make regarding the activities of our club, please feel free to write them down here (praise, criticism, suggestions for improvement, etc.).
_____
_____
_____
_____

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