

LEGAL REGULATION OF THE ACTIVITIES OF SPORTS REPRESENTATIVES

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*Article history:**Received: 06th March., 2022**Accepted: 07th March., 2022**Published: 08th March., 2022*

Abstract: *This article analyzes the processes of legal assessment of the work activities of Representatives (employees) of sports activities in the field of sports and the contractual and legal regulation of these processes. Also, suggestions are made based on the analytical results obtained.*

Keywords: *Athlete, professional athlete, Olympic athlete, Paralympic athlete, staff schedule, employment contract, working time.*

Currently, the world community is focusing more on professional sports. Sensational doping scandals have shown the imperfection of the current legislation on professional sports, including legislation regulating the labor of athletes (since they are now concluding labor contracts with sports organizations). Therefore, it is very important to solve the problems of concluding, changing and canceling an employment contract with an athlete.

The activities of Professional athletes are also regulated by norms, developed on the basis of labor legislation and the rules of international physical education sports organizations and approved by Professional Physical Education and sports associations, in agreement with the sports federations of the world.

As the main source of legal regulation of the labor of athletes, the International Olympiad (IOC) also includes norms of reference to other sources of law that determine and develop their rules for the purpose of more complete legal regulation of the labor of athletes adopted by international federations and sports leagues.

Workers whose job consists in preparing and participating in sports competitions according to a certain type (types) of sports, are recognized as athletes.

Currently, in the international law on physical education and sports, there is no official definition of “professional athlete”. The legislator combined all athletes with one concession and, at the same time, caused the problem of the uncertainty of this definition, which in turn becomes a problem of the separation of professional athletes from amateur athletes.

A Professional athlete is a person who is engaged in selected sports (types), is trained and participates in sports competitions, receives a salary (reward) for it.

Paralympic athlete – a person with a constant violation of the functions of the organism caused by a disease, consequences of injury or a defect that leads to a restriction of vital activity and leads to the need for its social protection; officially recognized as a disabled person; professionally engaged in one or more types of Paralympic sports; regularly serves for wages in Paralympic competitions.

The employer can be an individual or a legal entity (organization) that has entered into labor relations with an employee in the labor relations with athletes, as well as in cases provided for by law

and another subject that has the right to conclude labor contracts. The exception is established only for employers — individuals who are not individual entrepreneurs.

In the legal regulation of the labor of athletes, collective agreements, local normative acts of the sports organization are also established in many ways.

These rules determine the specific characteristics for athletes:

- Working Time Mode;
- works at night;
- on weekends and non-working holidays;
- as well as various aspects of remuneration for athletes.

The choice of a special section in the Labor Code, which is devoted to the features of regulating the work of athletes, is associated with the peculiarity and specificity of their work.

This is in the first place:

- with increased physical and psychological stress, both in the process of preparing for sports competitions and during their participation;
- lack of a clearly defined place of work;
- lack of mobility associated with preparation and participation in competitions;
- carrying out professional activities mainly on weekends and holidays.

The peculiarities of the employment contracts of athletes are reflected in different ways in the cocktail legislation of foreign countries.

The main condition of such an employment contract is the labor duty of the athlete (that is, the name of his specialty, qualification, position), which is determined by the personnel schedule of the sports organization.

In order to formulate the staff schedule and determine the name of the positions of athletes, sports organizations must comply with the appropriate professional standards. Thus, possible positions are indicated, such as an athlete, an athlete-instructor, an athlete-lead, an assistant coach.

Professional standards define the general functions, qualification level, labor tasks and actions that athletes perform within the professional sphere, as well as the required knowledge and skills, education and work experience.

It should be taken into account that professional standards should be applied only to athletes who work in physical education and sports organizations.

The introduction of Professional standards makes it easier for athletes who have the same positions to combine professional requirements, to check the compliance of athletes with the position they occupy by assessing the independent qualification.

A distinctive feature of the implementation of the Labor function of the athlete is the obligation of the employer to carry out the sports activities of each professional athlete participating in the group of improvement of professional skills or high professional skills in accordance with the requirements of the standard of sports training for the relevant sports under the guidance of a qualified

State standards are set for each sport separately (not an Olympian and not an Olympian). The state sports standards play an important role in sports actions, since in the first place they equate the conditions of competition for all participants. The norms and restrictions set by the standards guarantee each athlete a worthy competition with equal opponents.

Secondly, the state standards for sports training provide for safety in sports activities, regulate the age, health of the athlete and other categories of participants.

For individuals with physical disabilities, sports-related disabilities and some state sports standards are being developed.

Sports training organizations ensure compliance with the rules of state standards, as well as develop and implement sports training programs on their basis. In the implementation of sports training programs, the state sports education standards are mandatory for both the sports organization and the athlete.

Thus, the peculiarity of the Labor function of the athlete is that it is determined not only by the professional standard and job descriptions developed by the employer, but also by the state standard of sports education on the relevant sports.

The modern practice of concluding labor contracts with athletes shows that in their essence there are no special instructions for a specific type of sport. At this time, in the first place, the athlete determines the maximum age at which he is allowed to occupy the position. Secondly, the requirements set by the state sports education standards apply only to athletes engaged in the relevant sports.

In this regard, we believe that the text of employment contracts for the recruitment of professional athletes should point to his sports specialty (athlete, hockey player, biathlete, cyclist and other)-this professional athlete gives the status of a self-employed employee, indicating the need to perform a certain Labor function or a certain type of sports activity.

Thus, the consent of the athlete to transfer his personal data to the relevant type or sports federation of the world sports federation must be an obligatory condition for the implementation of his Labor function, since without the inclusion in the employment contract, the whole world will not have relevant information about this athlete, so it is impossible to continue his sports activities.

The obligation of the athlete to comply with the rules (rules) of sports competitions, which are directly related to his labor activity, must also be an obligatory condition of the employment contract, since the athlete is accepted in the first place to participate in sports competitions. If it does not comply with the relevant rules and regulations, the performance of their duties will not be sufficiently ensured.

The law establishes the possibility of concluding a fixed-term employment contract with the athlete by agreement of the parties. Most sports require heavy physical activity, so in practice, participation in competitions (usually) is allowed only to athletes who have not reached the age established for this sport.

Due to the peculiarity of the labor activity of athletes, employers conclude only fixed-term employment contracts with them.

In fact, the labor activity of the athlete is associated with higher education and competitive loads. This approach is very rational, because performing work requires great physical and psychological effort from athletes, as well as looking for new ways to mobilize the functional reserves of the body; secondly, to engage in professional sports almost always depends on the physical abilities of the body and the age of the athlete.

At the same time, the legislation stipulates that the right of the employer to conclude a fixed-term employment contract is more difficult for a sports organization only on the condition that the agreement of the parties is reached, because, for example, a "well-known" athlete (close to the age allowed to engage in appropriate sports) may not agree to conclude a fixed-term. On the other hand, having entered into an eternal contract with him, the sports organization risks the difficulties of obtaining additional "ballast" and dismissal of such an athlete.

In practice, often there will be a problem of determining the time of Labor and rest of the athlete. The norms of the law specify normal (40 h) and shortened (35 h) working hours per week for professional athletes and Paralympic athletes.

The working time of a Professional athlete is very difficult to test shells in the Olympic and Paralympic Games, championships, training that lasts several days before the competition, to protect the honor of the country.

In addition, the employer can not directly monitor the training process, because the training is not always conducted in the same area as the employer and can consist of different parts.

However, due to the latest solution to this problem, the existing practice was partially found. Since the term employment contracts with athletes, including Paralympians, are often concluded for the Olympic (Paralympic) season (that is, depending on the duration of the contract to four years), the coach is obliged to provide the employer with a detailed plan for the preparation for sports competitions, where, among other things, the approximate intensity and duration of training, as well as their periodicity, are indicated.

For athletes with disabilities, this preparatory plan should be associated with an individual program of rehabilitation of the disabled person, which is controlled by a special commission for the approval or processing and processing of the athlete's training plan.

Local normative acts, collective agreements and agreements play a big role in regulating the peculiarities of the Working Time regime and the rest time of a professional athlete. This is due to the peculiarities of the labor activity of employees of this category.

For example, it is difficult to normalize the Working Time regime of an athlete. In addition, the sports federations of the whole world, the rules of certain competitions play an important role in the regulation of the working and leisure time of athletes.

The second problem is that professional athletes spend part of the vacation in repair training according to their personal plans, which contradicts art.

In this regard, the athlete can not fully realize his constitutional right to rest. Taking into account the above, since rehabilitation classes are not subject to types of rest, when conducting control activities in sports organizations, the state labor organization should pay attention to this and punish them for violation of labor legislation.

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