

2014-2020



Cross-border Programme
Serbia - Bosnia and Herzegovina



1
STEP

Strengthening Employment Perspective in Disability Sport Sector

Research on the Current State and Needs in the
Disability Sport Sector



Project Co-funded by European Union

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INTRODUCTION

01

Persons with physical and intellectual disabilities are involved in parasport or disability sport, existing for more than 100 years. Parasport is generally divided into three broad disability groups: the deaf, people with physical disabilities, and people with intellectual disabilities. Each group has its own history, organisation and approach and each group has made significant contributions to what is considered modern-day parasport. Interestingly, in the 19th century, research into parasport proved sporting activity was very important for the re-education and rehabilitation of people with a disability although it was not until 1924 that the first deaf sport - the 'Paris Silent Games' - took place. Let us remind ourselves that the Games were organised by the International Committee of Sports for the Deaf (CISS) and eventually evolved into the modern Deaflympics which is today governed by the CISS.

The Paralympic movement truly began as recently as the 1940s, shortly after the end of World War II. The war took its toll and with a large number of injured soldiers and civilians disabled during combat, parasport offered a fantastic method of treatment and rehabilitation. Not to be forgotten, the man behind the Paralympic movement was a German neurologist named Ludwig Guttmann, a leading pre-World War II neurologist. As a huge "believer in sport" he introduced sport as a method of rehabilitation for the disabled. Doctor Guttmann established the Stoke Mandeville Games on July 28th 1948 to coincide with the starting date of the Opening Ceremony of the 1948 Olympic Games in London. In so doing Guttmann brought about the first parasport competition for wheelchair athletes.

In this regard, the related term "entrepreneurship in parasport" means exactly the same synergy. Providing equal opportunities and creating such programmes, projects, jobs, skills, knowledge that will help athletes develop their skills and become competitive in the labour market.

With the emergence of a market economy, entrepreneurial activities, such as certain capital investments and risk taking, are becoming increasingly interesting and business oriented. The root of the term means the foundation of the development of a better society. The goal of any entrepreneurship is to find new ideas, creations, and to create and open up opportunities for new knowledge.

The term itself is also more associated with social entrepreneurship, where the goal is not to increase profits, but to create social values, including by helping those groups in society that are at risk of social exclusion.

Generally speaking, there is little general social responsibility towards these and similar groups, which varies in particular from one state system to another. Accordingly, the opportunities have opened up for qualitative improvement of these ideas through entrepreneurial management.

STEPin project is specifically designed to address the priority need for employment promotion, in particular by addressing the problem of poor employment prospects for young people through education in the sports industry of people with disabilities. Given that this sector has not been sufficiently explored in Bosnia and Herzegovina, the very intention has been to, through survey, identify the areas necessary for the realisation of an overall project objective aiming at:

- a) strengthening the prospects of employability for young people through education in the field of professional services in sports industry for people with disabilities;
- b) creation of new jobs for persons with disabilities in the sports industry by providing courses for acquiring new skills and competencies;
- c) building a STEPin platform for the promotion of newly acquired skills and job opportunities for persons with disabilities in the sports industry.

It is important to note that the Paralympic Committee in Bosnia and Herzegovina was founded in 1995 with the aim of contributing to the resocialization of a large number of people with disabilities through sport and, through the training process, help them make sporting achievements and thus worthily represent our country at international sports events.

The same year, the Paralympic Committee was recognized by the International Paralympic Committee (IPC) and the European Paralympic Committee (EPC).

METHODOLOGY

The survey was conducted using a questionnaire-based survey (see attachment no. 1). The purpose of the survey was to determine the position and active involvement of persons with disabilities in sports (professional and recreational ones) on the territory of Bosnia and Herzegovina.

SAMPLE VARIABLES

Sports associations and sports clubs from Bosnia and Herzegovina (Sarajevo, Mostar, Tuzla, Brcko, Siroki Brijeg, Zenica, etc.) participated in a specifically designed questionnaire-based survey. A total of 40 clubs/associations answered 30 questions specifically structured for survey purposes.

DATA PROCESSING

Data analysis was done in the Microsoft Excel software program, so frequencies were calculated for all variables, and central dispersion parameters calculated for parametric variables. The results are presented as percent values of observed frequencies in the total number of observed frequencies. Graphical representations of percentages in observed frequencies have also been prepared for all results.

In conclusion, the statistical package SPSS 28.0.1 was used in processing, where qualitative variables were first quantified, then basic statistics calculated (the mentioned central and dispersion parameters), as well as partial and cumulative frequencies.

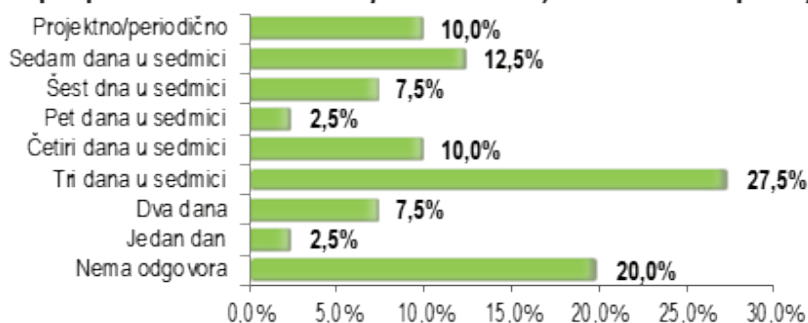
RESULTS

02

The following tables show graphical representations of percentages in observed frequencies according to the questions from the questionnaire-based survey. The process matrix of reported frequencies starts from question 3.

3. If people with disabilities are your members, what is the frequency of sports activities you offer to them:		
	Number of responses	%
No responses	8	20.0
One day	1	2.5
Two days	3	7.5
Three days a week	11	27.5
Four days a week	4	10.0
Five days a week	1	2.5
Six days a week	3	7.5
Seven days a week	5	12.5
Project-based /periodically	4	10.0
Total	40	100.0

3. If people with disabilities are your members, what is the frequency of sports activities you offer



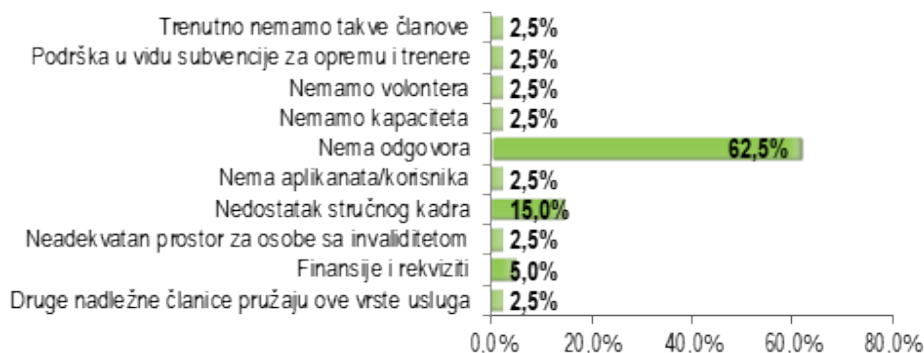
4. What sports services you do not provide, even though you have the capacity to do so?		
	Number of responses	%
Group physical activities	1	2.5
We have trained personnel in the club	1	2.5
Corrective gymnastics and basics of running	1	2.5
n/a	3	7.5
No responses	24	60.0
None	1	2.5
Disability football and fitness	1	2.5
Certain athletic disciplines	3	7.5
We offer all services	1	2.5
Skiing	2	5.0
Sports schools	1	2.5
Water polo	1	2.5
Total	40	100.0

4. What sports services you do not provide, even though you have the capacity to do so?



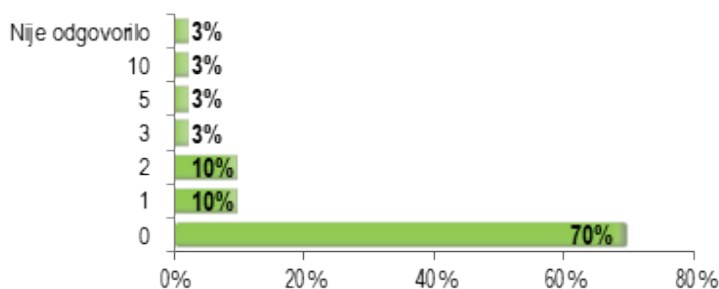
5. If there are such services, please state the reason for not offering them?		
	Number of responses	%
There are other competent members offering this type of services	1	2.5
Finances and props	2	5.0
Inadequate space for people with disabilities	1	2.5
Lack of qualified staff	6	15.0
No applicants/users	1	2.5
No responses	25	62.5
Lack of capacities	1	2.5
Lack of volunteers	1	2.5
Support in the form of subsidies for equipment and coaches	1	2.5
We currently have no such members	1	2.5
Total	40	100.0

5. If there are such services, please state the reason for not offering them?



6. Number of personnel in the club/association employed under an indefinite-term contract		
	Number of responses	%
0	28	70.0
1	4	10.0
2	4	10.0
3	1	2.5
5	1	2.5
10	1	2.5
No response	1	2.5
Total	40	100.0

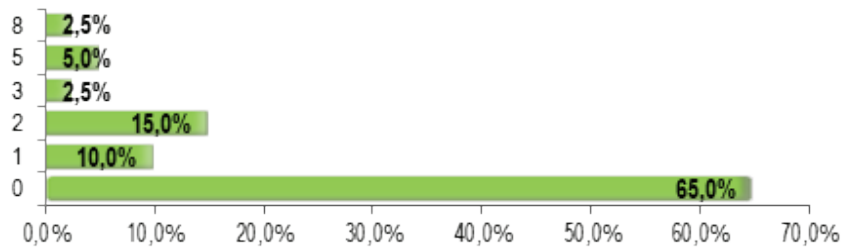
6. Number of personnel in the club/association employed under an i



7. Number of personnel in the club/association employed under a fixed-term contract

	Number of responses	%
0	26	65.0
1	4	10.0
2	6	15.0
3	1	2.5
5	2	5.0
8	1	2.5
Total	40	100.0

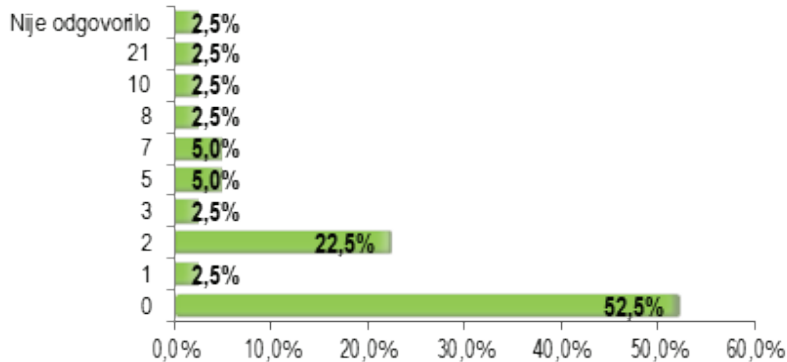
7. Number of personnel in the club/association employed under a fixed-term contract



8. Number of personnel in the club/association employed under other types of contract

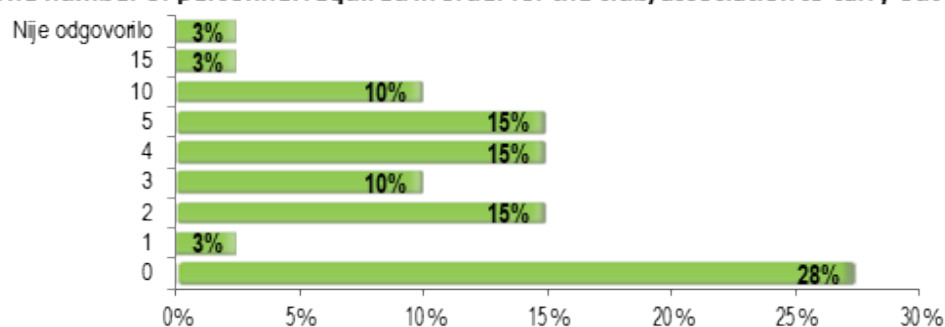
	Number of responses	%
0	21	52.5
1	1	2.5
2	9	22.5
3	1	2.5
5	2	5.0
7	2	5.0
8	1	2.5
10	1	2.5
21	1	2.5
No response	1	2.5
Total	40	100.0

8. Number of personnel in the club/association employed under other types of contract



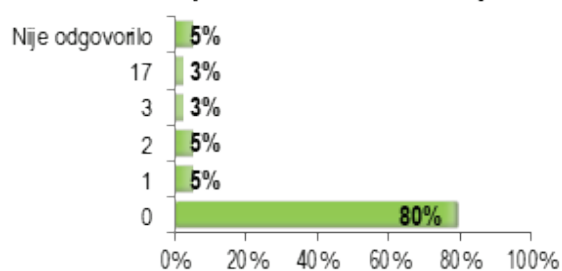
9. The number of personnel required in order for the club/association to carry out its activities smoothly		
	Number of responses	%
0	11	27.5
1	1	2.5
2	6	15.0
3	4	10.0
4	6	15.0
5	6	15.0
10	4	10.0
15	1	2.5
No response	1	2.5
Total	40	100.0

9. The number of personnel required in order for the club/association to carry out its activities smoothly



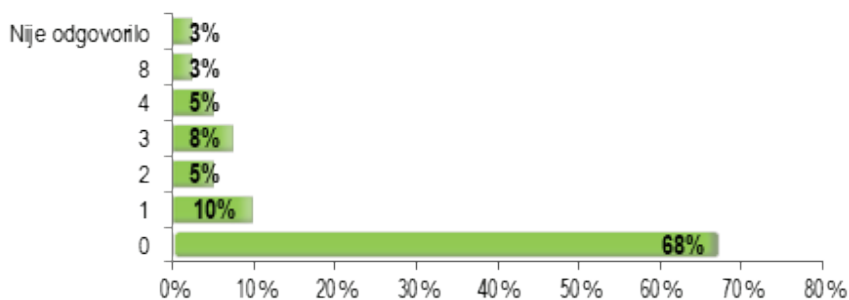
10. Number of personnel with disability		
	Number of responses	%
0	32	80.0
1	2	5.0
2	2	5.0
3	1	2.5
17	1	2.5
No response	2	5.0
Total	40	100.0

10. Number of personnel with disability



11. Number of personnel (any type of employment contract) trained to work with persons with disabilities		
	Number of responses	%
0	27	67.5
1	4	10.0
2	2	5.0
3	3	7.5
4	2	5.0
8	1	2.5
No response	1	2.5
Total	40	100.0

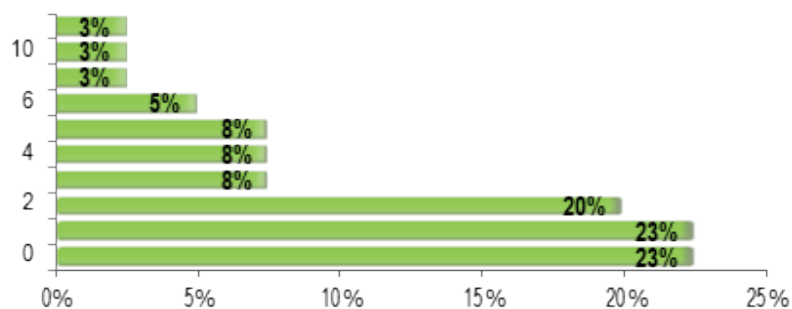
11. Number of personnel (any type of employment contract) trained to work with persons with disabilities



12. Number of sports personnel needed to provide sports programs for persons with disabilities

	Number of responses	%
0	9	22.5
1	9	22.5
2	8	20.0
3	3	7.5
4	3	7.5
5	3	7.5
6	2	5.0
7	1	2.5
10	1	2.5
No response	1	2.5
Total	40	100.0

12. Number of sports personnel needed to provide sports programs for persons with



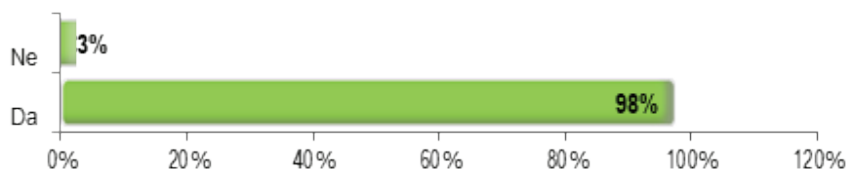
13. Please list the educational/training needs of your personnel who work or would work with people with disabilities?

	Number of responses	%
To provide accessible entrance for people with disabilities	1	2.5
Additional training for working with people with disabilities	1	2.5
Proposal writing training for EU/European projects	1	2.5
Professional development through seminars and mastering modern terminology in the field of sports and rehabilitation	1	2.5
No responses	17	42.5
We have no trained personnel	1	2.5
We have no need for theoretical educational programs, what we need is practical training and programs that take place outside of Bosnia and Herzegovina.	1	2.5
The educational system in our country offers no education or training for working with people with disabilities. We have sent our coaches for training in Zagreb, Belgrade, Berlin, Nis.	1	2.5
Basic training for working with people with disabilities	1	2.5
Psychotherapist education, expanding knowledge about motor development	1	2.5
Various forms of professional development. We have not considered this topic specifically so we do not have a definitive answer.	1	2.5
All work is done on a voluntary basis, so what we lack is continuity.	1	2.5
Seminar on how to work with people with disabilities	1	2.5
Seminar for Para Cheer organized by the International Federation of Cheerleading	1	2.5
Secondary education	1	2.5
Professional training in working with people with disabilities (coaching and other professions)	1	2.5
Professional development, education, training courses, obtaining certificates	1	2.5
All training courses/ seminars for children and adults with disabilities in that particular field.	1	2.5
Physical training for people with disabilities; procurement of necessary exercise equipment for people with disabilities	1	2.5
Water polo training for persons with disabilities; classifier	1	2.5
Inclusion of persons with disabilities in all shooting disciplines	1	2.5
Learning about the needs of people with disabilities through various seminars; additional practical training	1	2.5
Working conditions -- support from society	1	2.5
VSS	1	2.5
Total	40	100.0

14. Are you interested in cooperating with associations (for associations: with other associations) of people with disabilities from your local community?

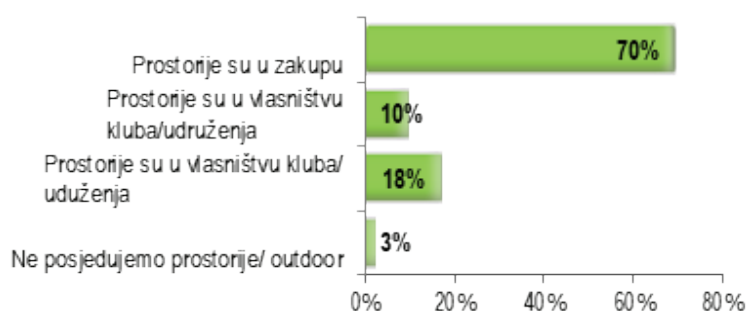
	Number of responses	%
Yes	39	97.5
No	1	2.5
Total	40	100.0

14. Are you interested in cooperating with associations (for associations: with other associations) of



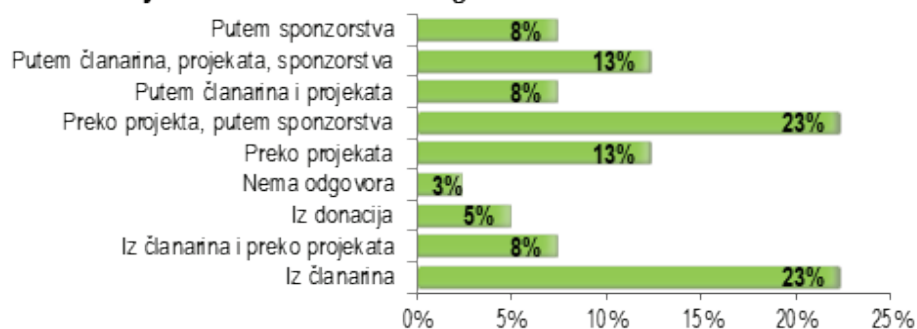
15. On what basis you use the premises in which you work?		
	Number of responses	%
We have no premises/ outdoor	1	2.5
The premises are owned by the club/association	7	17.5
The premises are owned by the club/association	4	10.0
We rent the premises	28	70.0
Total	40	100.0

15. On what basis you use the premises in which you work ?



16. What is your main source of funding?		
	Number of responses	%
Membership fees	9	22.5
Membership fees and projects	3	7.5
Donations	2	5.0
No responses	1	2.5
Projects	5	12.5
Projects, sponsorship	9	22.5
Membership fees and projects	3	7.5
Membership fees and projects, sponsorship	5	12.5
Sponsorship	3	7.5
Total	40	100.0

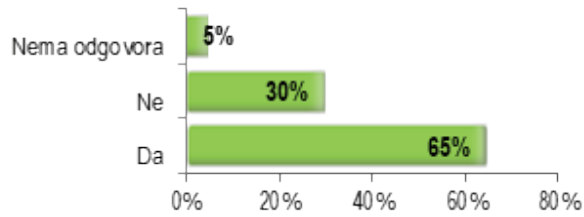
16. What is your main source of funding?



17. Do you need any special equipment for working with persons with disabilities?

	Number of responses	%
Yes	26	65.0
No	12	30.0
No responses	2	5.0
Total	40	100.0

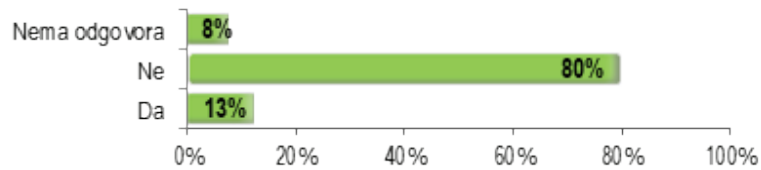
17. Do you need any special equipment for working with persons with disabilities?



18. Do you have any special equipment for working with persons with disabilities?

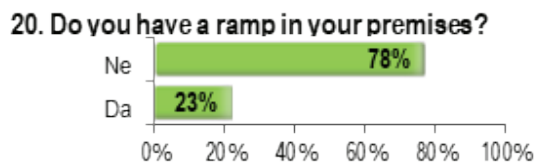
	Number of responses	%
Yes	5	12.5
No	32	80.0
No responses	3	7.5
Total	40	100.0

18. Do you have any special equipment for working with persons with



19. What kind of special equipment do you need to improve or start working with people with disabilities?		
	Number of responses	%
Additional mono skis for those participating in sit skiing discipline	1	2.5
Landing pads, mats, hands and feet floor markers	1	2.5
Wheelchairs	1	2.5
Lift, disability aids, all necessary equipment	1	2.5
No responses	16	40.0
Nothing	1	2.5
Equipment that needs to be adapted for working with people with disabilities	1	2.5
Adaptive equipment for people with disabilities	1	2.5
Shooting equipment for people with disabilities	1	2.5
Special tables and chairs and wheelchair entrance	1	2.5
In the first place, a swimming pool access ramp, specific props such as adaptive floatation devices, swimming spaghetti, figure eights, snorkel equipment, airplanes, fins, balls, special carbon suits.	1	2.5
Disability access to the swimming pool	1	2.5
The first thing we need is a dedicated facility for judo training. Now we rent the facility on a 90-minute basis and it is impossible to do more than what can be done in 90 minutes, which is the minimum amount of time you need.	1	2.5
Various sports props for different types of sport	1	2.5
Swimming aids	1	2.5
Props-mats	1	2.5
Equipment for disabled athletes	1	2.5
Ski equipment, training equipment	1	2.5
Upper limb exercise equipment	1	2.5
Vojta table	1	2.5
Shooting tables, rifles for both national and international programs and shooting sports equipment and electronic targets for the standard rifle	1	2.5
Shooting sports equipment and sports weapons	1	2.5
Cheer mats for cheerleading training for people with disabilities	1	2.5
Posts for nets, nets, antennas, teraflex playing surfaces for sitting volleyball, Gala V5000 balls	1	2.5
Trainers, racks and other adaptive shooting equipment for people with disabilities	1	2.5
Total	40	100.0

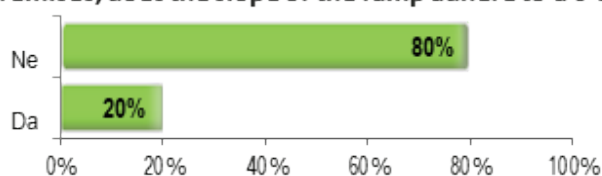
20. Do you have a ramp in your premises?		
	Number of responses	%
Yes	9	22.5
No	31	77.5
Total	40	100.0



21. If you have a disability ramp for access to your premises, does the slope of the ramp adhere to a 6-8% standard?

	Number of responses	%
Yes	8	20.0
No	32	80.0
Total	40	100.0

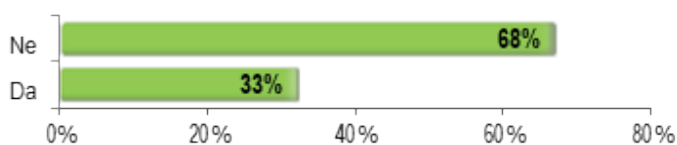
21. If you have a disability ramp for access to your premises, does the slope of the ramp adhere to a 6-8% standard?



22. If the access to your premises has stairs, do you have a lift, a mobility chair?

	Number of responses	%
Yes	13	32.5
No	27	67.5
Total	40	100.0

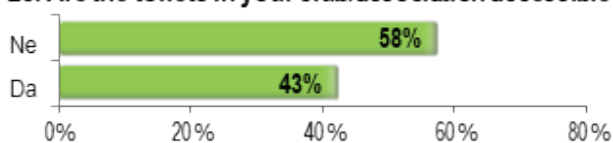
22. If the access to your premises has stairs, do you have a lift, a mobility chair?



23. Are the toilets in your club/association accessible for people with disabilities?

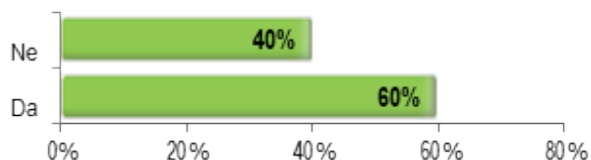
	Number of responses	%
Yes	17	42.5
No	23	57.5
Total	40	100.0

23. Are the toilets in your club/association accessible for people with disabilities?



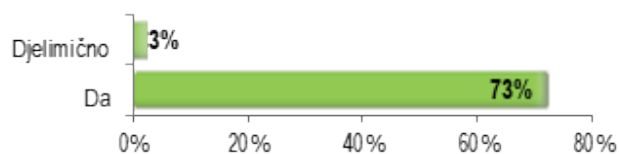
24. Are the changing rooms accessible for people with disabilities?		
	Number of responses	%
Yes	24	60.0
No	16	40.0
Total	40	100.0

24. Are the changing rooms accessible for people with disabilities?



25. Is the space where you perform the sports activity accessible for people with disabilities?		
	Number of responses	%
Yes	29	72.5
Partially	1	2.5
No	10	25.0
Total	40	100.0

25. Is the space where you perform the sports activity accessible for people with disabilities?



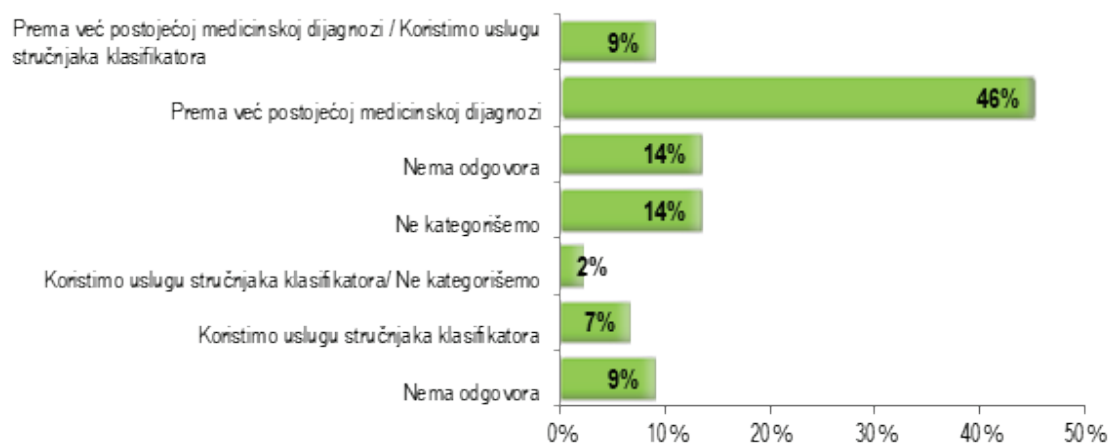
26. Total number of members (users of sports services) in the club/association		
	Number of responses	%
100	3	7.5
11	1	2.5
126	1	2.5
130	1	2.5
150	3	7.5
160	1	2.5
200	1	2.5
230	1	2.5
240	1	2.5
25	1	2.5
250	1	2.5
26	2	5.0
27	1	2.5
29	1	2.5
30	4	10.0
300	2	5.0
32	1	2.5
38	1	2.5
5	1	2.5
50	5	12.5
500	1	2.5
60	3	7.5
70	1	2.5
90	1	2.5
No responses	1	2.5
Total	40	100.0

27. Number of people with disabilities (users of sports services) in the club/association		
	Number of responses	%
0	10	25.0
1	5	12.5
10	3	7.5
2	2	5.0
20	2	5.0
25	2	5.0
3	5	12.5
30	1	2.5
38	1	2.5
4	1	2.5
43	1	2.5
500	1	2.5
6	1	2.5
7	1	2.5
89	1	2.5
No responses	3	7.5
Total	40	100.0

28. How do you classify participants in sports and recreational activities?

	Number of responses	%
No responses	4	9.1
We use the services of classifiers	3	6.8
We use the services of classifiers/ We do not classify them	1	2.3
We do not classify them	6	13.6
No responses	6	13.6
According to the existing medical diagnosis	20	45.5
According to the already existing medical diagnosis / We use the services of classifiers	4	9.1
Total	44	100.0

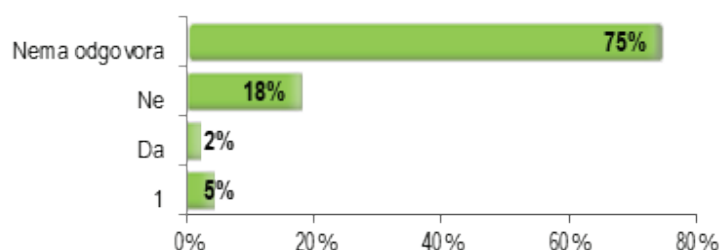
28. How do you classify participants in sports and recreational activities?



29. If you circled option b for the previous question, please indicate whether you have any classifiers in your association/club, and if yes, how many

	Number of responses	%
1	2	4.5
Yes	1	2.3
No	8	18.2
No responses	33	75.0
Total	44	100.0

29. If you circled option b for the previous question, please indicate whether you have any classifiers in your association/club, and if yes, how many?



30. If you answered a or c to the previous question, please indicate whether you think it is necessary for people with disabilities to be classified by a sports expert in order for them to be able to participate in sports and recreational activities

	Number of responses	%
Yes	32	72.7
No	3	6.8
I do not understand	3	6.8
There are no classifiers for paraalpine skiing	1	2.3
No responses	5	11.4
Total	44	100.0

30. If you answered a or c to the previous question, please indicate whether you think it is necessary for people with disabilities to be classified by a sports expert in order for them to be able to participate in sports and recreational activities



CONCLUSION

OR

Based on the draft analysis and review of answers, that is the frequencies of the results obtained from the questions asked, important topics/modules have been proposed that will help enhance competences, create new products and services using the knowledge acquired, and stimulate industrial and commercial processes with the view to opening up new sustainable employment opportunities in the cross-border area.

1. Entrepreneurship in parasport

Entrepreneurship in parasport aims to expand the basic knowledge and understanding of entrepreneurial thinking, and help familiarise with specific tools that can help creating future career opportunities for para-athletes

2. Leadership and teamwork in parasport

Leadership and teamwork aim to qualitatively raise the level of understanding and stress the importance and significance of feedback and a link without which the teamwork loses its meaning. Leadership and teamwork are essential for every association/club.

3. Sports training

Training philosophy is an ever-recurring learning subject. For parasport, it is always a step higher in an effort to enhance performance, but it also describes potential mistakes and dangers in sports training.

4. Sports system in Bosnia and Herzegovina with a focus on parasport

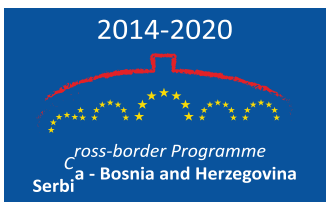
The sports system is the pinnacle and a "sore point" for most athletes and sports associations. Discussions about it and quest for better solutions, strategic thinking and efforts to create changes can only come from athletes. Ignoring it would continue to lead to a vicious circle of dissatisfaction. Therefore, it is of crucial importance to create a module like this that would open Pandora's box, and disclose advantages and

disadvantages of the system, and perhaps also offer a SWOT analysis from the perspective of the athletes themselves.

5. Communications, marketing and PR

The results obtained have shown a general lack of clarity in the communication processes within the parasporters clubs and associations, as well as the lack of transparency towards stakeholders. This is the last link that connects the processes and requires knowledge of clear tools by means of which they should learn how, when and in what way to present themselves and their sports story. Today, in the digital era, without visibility and winning over the target audience, one will not be competitive on the market.





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