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Sporthochschule Köln  
German Sport University Cologne

Institut für Europäische  
Sportentwicklung und Freizeitforschung  
Institute of European Sport Development  
and Leisure Studies

# Employment Relations within the Olympic Movement: Consequences of the Monopoly Power of Organized Sport

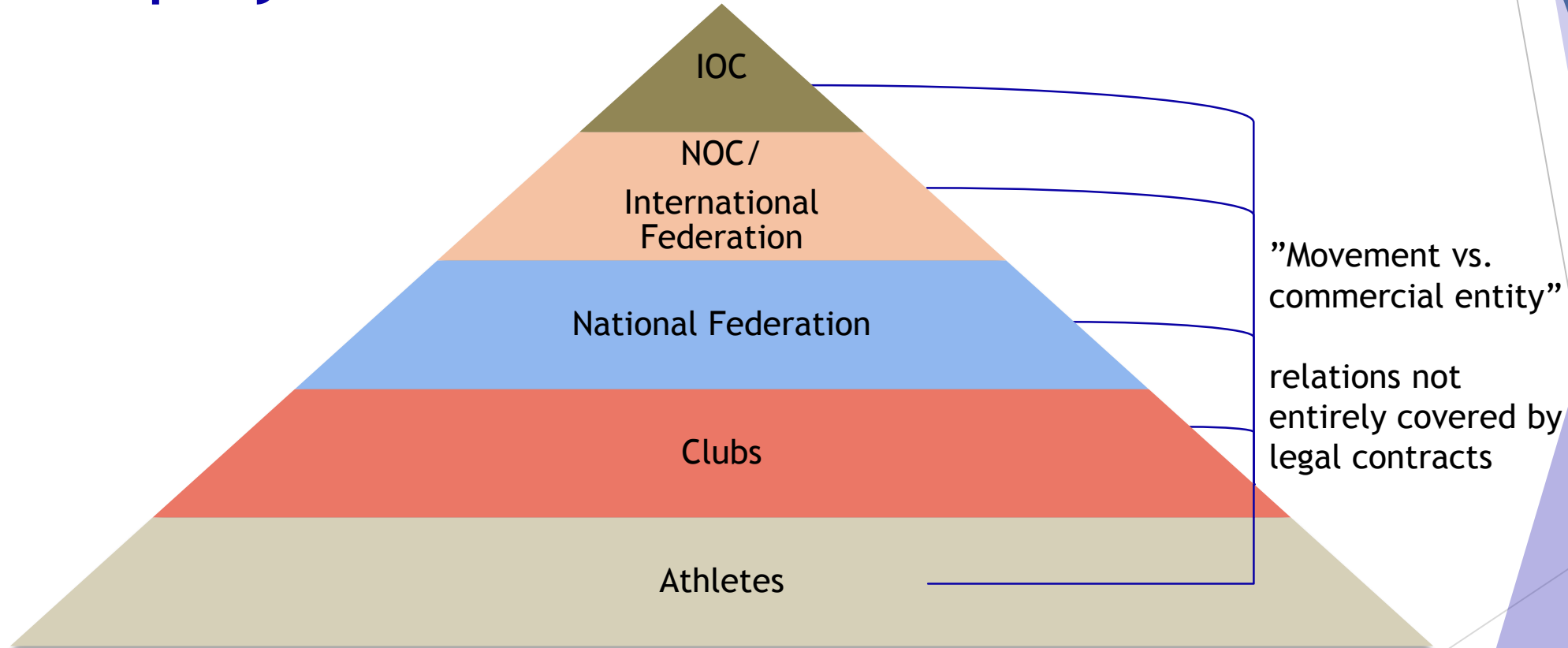
Maximilian Seltmann

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German Sport University Cologne



# The Olympic Movement as an employment field



own graphic, adapted from Ferrand et al. 2012, p. 32



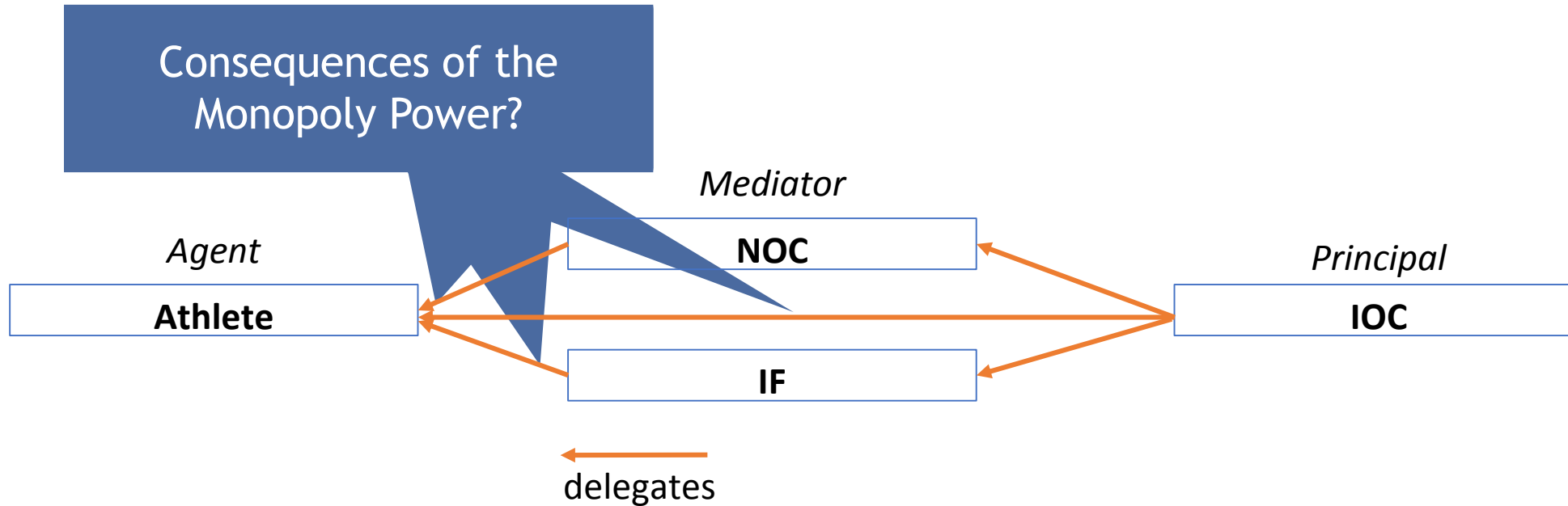
# Good of the industry and the role of athletes



own graphic, adapted from Nufer et al. 2010, p. 9



# Chain of Delegation in the Olympic Movement

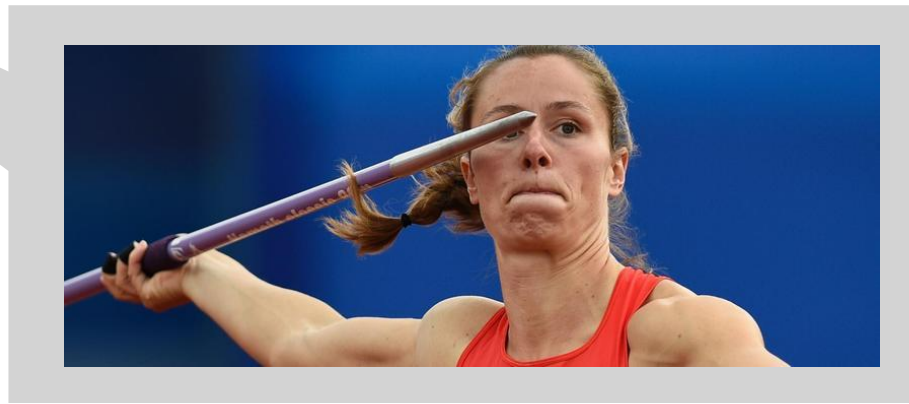
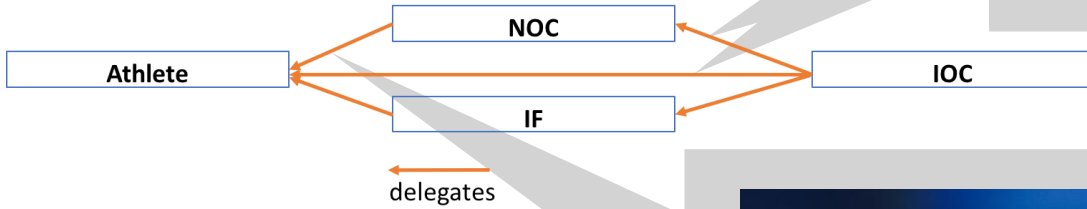
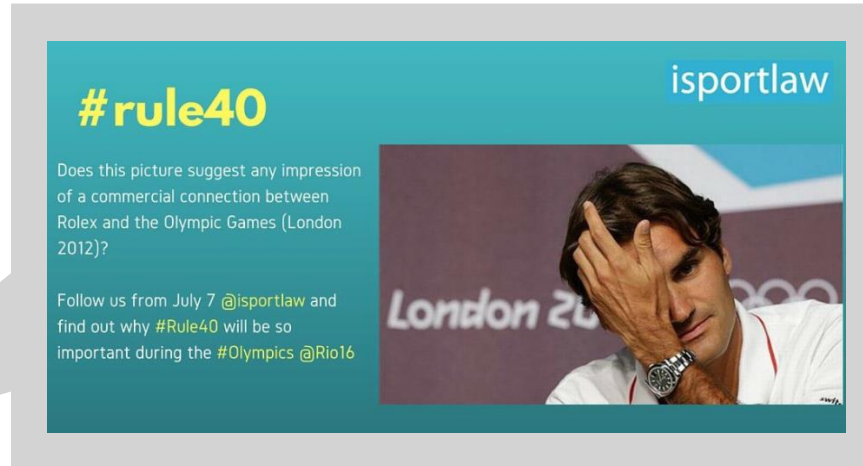


own graphic



# Unfavorable rules for athletes

*Agency Slack:  
Agent's behavior that is  
unpleasant to or  
undesired by the  
Principal*

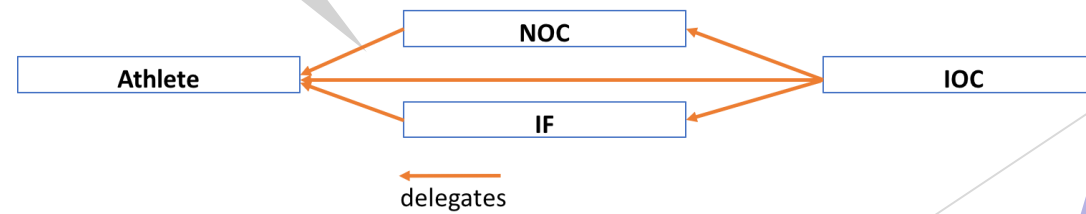


# Regulations to prevent Agency Slack



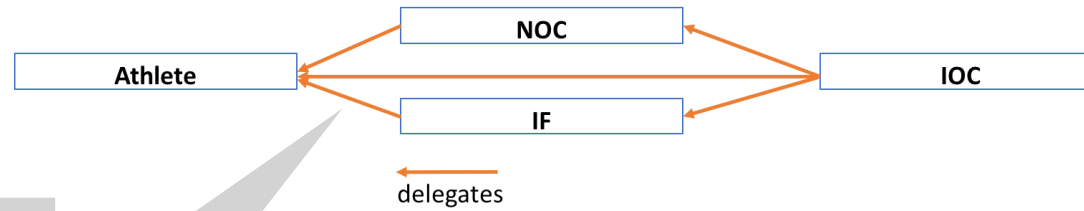
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# Sanctions in case of Agency Slack



*Consequence:*

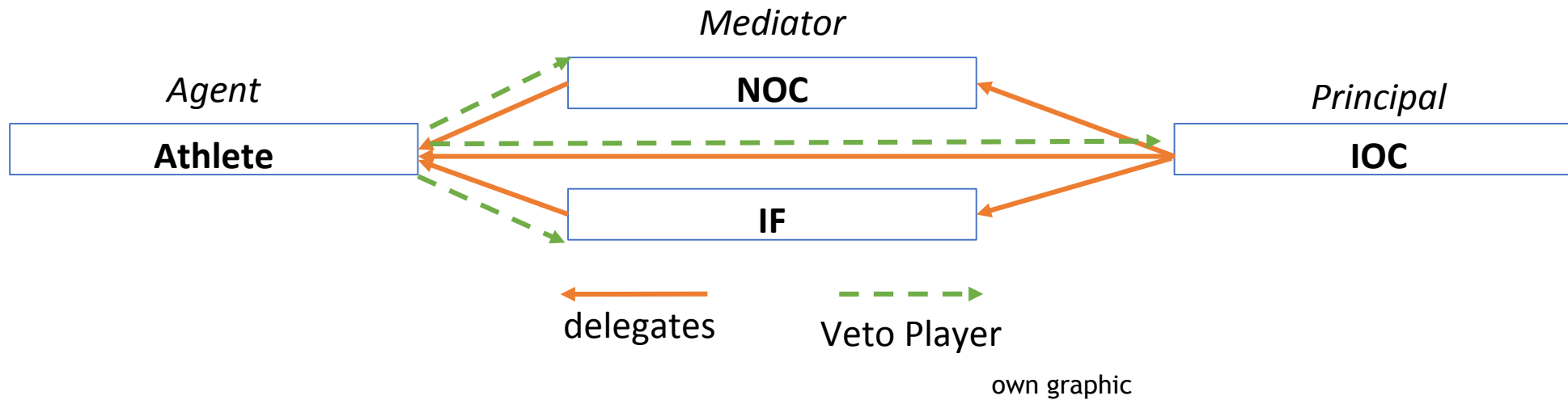
*Infinite costs of Agency  
Slack  
→ Unlikelihood of  
Agency Slack*

# Athletes as Veto Players



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# Athletes as Veto Players: Power of Stars





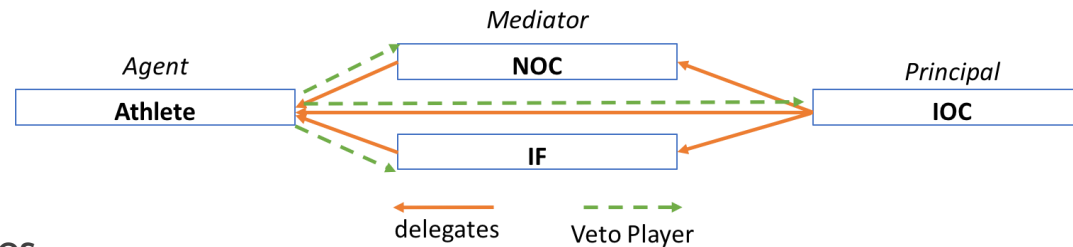
# Monopoly Power & Veto Players

## ▶ Consequences of Monopoly Power

- ▶ unstable system
- ▶ infinite costs of Agency Slack
- ▶ unlikeliness of Agency Slack

## ▶ Athletes as Veto Players

- ▶ commissions and representatives
- ▶ unions
- ▶ power of stars





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# Thank you!

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