



# SKILLS

## THE EUROPEAN SPORT AND PHYSICAL ACTIVITY LABOUR MARKET STATISTICS



**YEAR  
2020**



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# 1

## THE SKILLS PROJECT

### THE SKILLS PROJECT

The need for the SKILLS project was demonstrated from the main findings and conclusions of the recent 3-year transnational EU funded initiative entitled “*European Sector Skills Alliance for the sport and physical activity sector*”, also known as ESSA-Sport.

Coordinated by EOSE with the strong support of its network of members and partners all over Europe, the project finished at the end of 2019.

ESSA-Sport responded to a direct need expressed by the sector and was developed as the first step of a long and challenging journey to reform and modernise training and qualifications and re-skill the workforce of paid staff and volunteers in the sport and physical activity sector.

The work carried out was successful and provided a unique opportunity to undertake a series of research activities to quantify and describe in detail the labour market for the full breadth of the sport sector which is still young and developing.

ESSA-Sport brought new data and knowledge to the sport sector through several research activities such as a desk research focusing on collating and analysing official available employment statistics at both the European and national levels. This was very important as such data have been missing for the sector for many years despite the fact that they are essential to understand the characteristics, realities and trends of the labour market.

The ESSA-Sport project also delivered the first ever Europe-wide online employer skills survey covering the whole sport and physical activity sector which gathered nearly 4,000 responses from sport employers in Europe. The overall ambition was to consult the widest variety of employers from the sector and collate data on the labour market, skills needs, gaps and shortages, future tendencies and perspectives, and realities and difficulties to recruit and retain staff and volunteers

This was complemented by a series of consultations with stakeholders at both the national and European levels to discuss and agree concrete conclusions and recommendations/priority actions for implementation in line with the realities and challenges of the sector.

All final outputs of this innovative project can be found and downloaded at [www.essa-sport.eu](http://www.essa-sport.eu).

The SKILLS project can be considered as a direct follow-up of ESSA-Sport to ensure continuity and maintain the momentum in researching, networking, implementing actions and improving skills in the sport sector in Europe.

The overall aim of SKILLS is to continue developing the level of knowledge and understanding of the sport labour market and skills needs for the sector in Europe through a series of concrete activities:

- 🌀 A yearly summary fact sheet on the sport labour market in Europe (latest statistics)
- 🌀 A summary paper with visuals on skills needs and challenges expressed by sport employers
- 🌀 A compendium of good practice examples towards a skilled workforce for the sector
- 🌀 An annual workshop gathering European Sport organisations to discuss skills and workforce issues



During the first months of the SKILLS initiative, the consortium, coordinated by EOSE, used the same methodology as ESSA-Sport to carry out efficient desk research for available statistics on the sport labour market from Eurostat and National Statistic Offices and provide a update for 2019. These statistics have been received, extrapolated, analysed and are now presented in this report through a series of graphs.

The added value of the SKILLS project is to establish a sustained dialogue with Eurostat and National Statistics Offices to be in the position to report each year on the characteristics and tendencies of the sport labour market in Europe.

Funded by the European Commission under the Erasmus+ Sport programme (small collaborative partnership), the 24-month SKILLS project brings a consortium composed of six partners from six different Member States having a recognised interest in and experience and knowledge of sport labour market issues:

	European Observatoire of Sport and Employment (EOSE) – Coordinator France	 
	Université Catholique de Louvain (UCL) Belgium	
	National Sports Academy “Vassil Levski” (NSA) Bulgaria	
	SportMalta Malta	
	Croatian Association for Sport Management (CASM) Croatia	
	Académico Futebol Clube (Academic Football Club) Portugal	





# 2

## STATISTICAL DEFINITION AND WORKING METHODOLOGY

### 2.1 OBJECTIVE

The overall objective of the first step of the SKILLS work programme was to collate available data and statistics on the sport and physical activity labour market in all EU Member States (EU-28). Indeed, in order to make an impact on the sector and allow it to unlock its potential to improve people's lives and have an impact on health, employment and the economy, it is necessary to have a proper understanding of the size and characteristics of the labour market, and information about its changes and tendencies.

Contacts were already initiated with sport analysts from Eurostat through ESSA-Sport, so the SKILLS project presents a concrete and unique opportunity to maintain this relationship and collate latest available statistics for the year 2019.

Eurostat collate annual employment data from National Statistics Offices from all over Europe coming from the national Labour Force Survey. These data are raw and most of the time incomplete so a deep analysis has been carried out by EOSE to elaborate and publish such graphs and findings on employment for our sector.

The ambition has been to analyse the available statistics to identify the annual total employment within the sector and then to try to break it down by gender, age, level of education, type of employment (employed or self-employed) and type of working contract (full-time or part-time).

### 2.2 WORKING METHODOLOGY

The overall scope of the work through the SKILLS project follows the Council of Europe (2001) definition of sport as *"all forms of physical activity which, through casual or organised participation, aim at expressing or improving physical fitness and mental well-being, forming social relationships or obtaining results in competition at all levels"*. In the report, we will use the word *"sport sector"* having the meaning of the broad sector of *"Sport and Physical Activity"*.

EOSE has entered into dialogue with senior researchers from Eurostat to present the work carried out through ESSA-Sport, particularly the analysis of the sport labour market, and to officially ask them for collecting all available statistics which exist for the sport sector at the European level.

National EOSE members and partners have worked in parallel to supplement this data with additional statistics from their National Statistics Office (NSO).



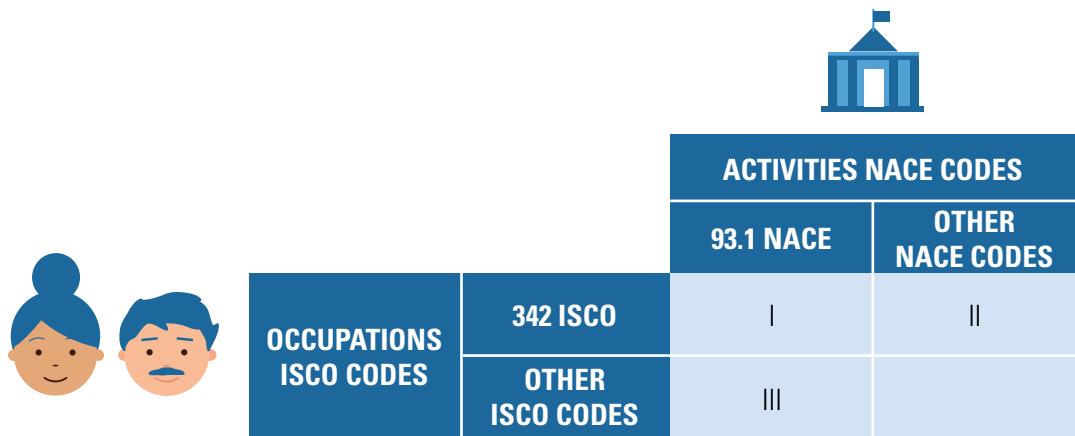
2.3 TARGETED STATISTICS (STATISTICAL DEFINITION)

To summarise the overall process, the work carried out through the SKILLS desk research and in collaboration with Eurostat and some National Statistics Offices (NSO) was to collate available statistics on the number of:

- Persons having a sport and fitness occupation (ISCO 342) in an organisation whose main business is the provision of sport (NACE 93.1), *e.g. professional athletes, coaches, instructors*
- Persons having a non-sport and fitness occupation (Other ISCO codes) in an organisation whose main business is the provision of sport (NACE 93.1), *e.g. managers, receptionists*
- Persons having a sport and fitness occupation (ISCO 342) in an organisation whose main business is not the provision of sport (Other NACE codes), *e.g. a fitness instructor working in a hotel*

In terms of time period and to continue the work from ESSA-Sport, statistics have been collated and analysed from 2011 to 2019 in order to identify the evolution and tendencies of the sector in terms of employment.

The statistical definition used by the SKILLS project for the collection of available statistics for the sport sector:



- Box I** = Total number of persons having a sport and fitness occupation (ISCO 342) within a sport organisation (NACE 93.1)
- Box II** = Total number of persons having a sport and fitness occupation (ISCO 342) within an organisation whose main business is not the provision of sport (Other NACE codes)
- Box III** = Total number of persons having a non-sport and fitness occupation (Other ISCO 342) within a sport organisation (NACE 93.1)

The addition of the 3 boxes I + II + III would then provide the total employment for the sport sector based on our statistical definition ( = the sport labour market).

2.4 NACE AND ISCO CLASSIFICATIONS

All registered organisations across Europe are classified under a NACE code. The goal of the desk research was to interrogate these codes to identify organisations whose main business is the provision of sport (NACE 93.1).

NACE is the “statistical classification of economic activities in the European Community” and is the subject of legislation at the European Union level, which imposes the use of the classification uniformly within all the Member States.

NACE is a four-digit classification<sup>1</sup> providing the framework for collecting and presenting a large range of reliable and comparable statistical data according to economic activity in the fields of economic statistics (e.g., production, employment and national accounts) and in other statistical domains developed within the European Statistical System (ESS).

In terms of NACE codes for which data were targeted through the desk research, the goal was to ask for all available data with a 4-digit breakdown as follows:

- 93: Sports activities and amusement and recreation activities
  - 93.1 Sports activities (3 digits)
    - 93.11 Operation of sports facilities (4 digits)
    - 93.12 Activities of sport clubs
    - 93.13 Fitness facilities
    - 93.19 Other sports activities

The codes under 93.1 define the organisations whose main business is the provision of sport (NACE 93.1).











Once data had been collected on the number of persons working in a sport organisation (NACE 93.1), there was then a need to source data on the sport-related occupations that exist both under the NACE 93.1 codes but also within other organisations classified under other NACE codes from outside the sport sector.

In doing so, the partnership wanted to collect data and statistics on people having a sport and fitness occupation but employed in organisations with a broader role than just sport and whose main business is not the provision of sport e.g. local authorities, hotels, residential activity centres, universities and schools.

This was achieved through the cross-matching of ISCO-08<sup>4</sup> (occupational codes) with additional NACE codes (not just NACE code 93.1).

The International Standard Classification of Occupations (ISCO-08) was adopted through a resolution of a Tripartite Meeting of Experts on Labour Statistics held in December 2007. This resolution was subsequently endorsed by the Governing Body of the ILO (International Labour Organisation) in March 2008.

<sup>1</sup> Source: [http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Statistical\\_classification\\_of\\_economic\\_activities\\_in\\_the\\_European\\_Community\\_%28NACE%29](http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Statistical_classification_of_economic_activities_in_the_European_Community_%28NACE%29)


The ISCO-08 divides jobs into 10 major groups:		
	<b>ISCO 1</b>	Managers
	<b>ISCO 2</b>	Professionals
	<b>ISCO 3</b>	Technicians and associate professionals 34 - Legal, Social, Cultural and Related Associate professionals (main heading) 342 - Sport and Fitness Workers 3421 - Athletes and Sports Players 3422 - Sports Coaches, Instructors and Officials 3423 - Fitness and Recreation Instructors and Programme Leaders
	<b>ISCO 4</b>	Clerical support workers
	<b>ISCO 5</b>	Service and sales workers
	<b>ISCO 6</b>	Skilled agricultural, forestry and fishery workers
	<b>ISCO 7</b>	Craft and related trades workers
	<b>ISCO 8</b>	Plant and machine operators and assemblers
	<b>ISCO 9</b>	Elementary occupations
	<b>ISCO 0</b>	Armed forces occupations

- Each major group is further organised into sub-major, minor and unit groups.
- In the context of the SKILLS project, the desk research involved the collation and summary analysis of existing statistics from Eurostat and National Statistic Offices (NSO) and this report provides a summary of the main findings and statistics for the sector.

## 2.5 NOTE ON THE STATISTICS


- This report presents the analysis of the main statistics collated at both the national and European level and this data can be used to communicate the realities and challenges of the sport labour market, to implement consultation activities and discuss with the main stakeholders, to prepare some research articles about the sport labour market and other activities valuable to the sector.
- The collection of statistics has been a challenge in most of the EU Member States but through this report we can provide main figures and percentages as well as graphs from the statistics collated from Eurostat and/or the National Statistics Office. The report contains data for both NACE and ISCO at 3-digit level (NACE 93.1 and ISCO 342) because of the inconsistency of statistics and lack of data at 4-digit level for many countries.
- It is important to highlight that what follows in the report is the best information from available sources about the sport labour market and should not necessary be seen as the exact reality of the sector. The ambition was to collate a maximum of available statistics to underline main findings and tendencies and to help create discussions and debates with stakeholders.
- We have made use of various sources such as Eurostat and National Statistics Offices (NSO) which means methodologies of collection might differ slightly in some cases and statistics should be considered carefully.

## 2.6 STRUCTURE OF THE PRESENTED DATA ON THE SPORT LABOUR MARKET

- The next section of the report includes three sub-parts of content from the analysis of the available statistics on the European sport labour market
  -  **The first part** highlights the best possible estimation of the total employment in the sport sector based on our statistical definition (I + II + III) and presents the composition and characteristics of the total sport labour market.
 

In order to reach the estimation of total employment, it has been possible to identify the number of people having a sport and fitness occupation (ISCO 342) within a sport organisation (NACE 93.1), and those having a sport and fitness occupation within an organisation whose main business is NOT the provision of sport (Other NACE codes).

This was the basis for producing a total figure for the sport labour market, for the purposes of this study being the addition of I + II + III.

We also include a graph underlining the proportion of the total employment in the sport sector compared to the overall total employment in EU-28.
  -  **The second part** focuses on the sport-specific occupations defined as ISCO 342.
 


Through this section, information is presented about the number of people having a sport and fitness occupation (ISCO 342).

The ISCO category 342 includes all sport and fitness workers which means professional athletes and sport players, sport coaches, sport instructors, sport officials, fitness instructors, etc.

*On the summary chart, that corresponds to the boxes I and II.*

<sup>2</sup> Source: [http://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms\\_172572.pdf](http://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_172572.pdf)



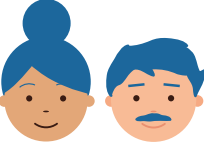
 **The third part** is about the persons involved in organisations whose main business is the provision of sport defined as NACE 93.1.

Through this section, information is presented about the size, evolution and characteristics of the workforce from those sport organisations as it is defined in our statistical approach.

That includes people having any type of occupation within a sport organisation (NACE 93.1) so working in a sport facility, a sport club, a fitness centre etc.

These people can have a sport and fitness occupation (e.g., a coach) but also a non-sport and fitness occupation (e.g., administrator, receptionist).

*On the summary chart, that corresponds to the boxes I and III.*



		ACTIVITIES NACE CODES	
		93.1 NACE	OTHER NACE CODES
OCCUPATIONS ISCO CODES	342 ISCO	I	II
	OTHER ISCO CODES	III	





# 3

## THE SPORT SECTOR AND ITS EUROPEAN LABOUR MARKET

- The following sub-sections of the report summarises and highlights some of the main findings of the EU<sup>3</sup> statistical research using Eurostat data for the period from 2011 to 2019 (latest available official statistics). Data for the United Kingdom are included in all figures and graphs presented.

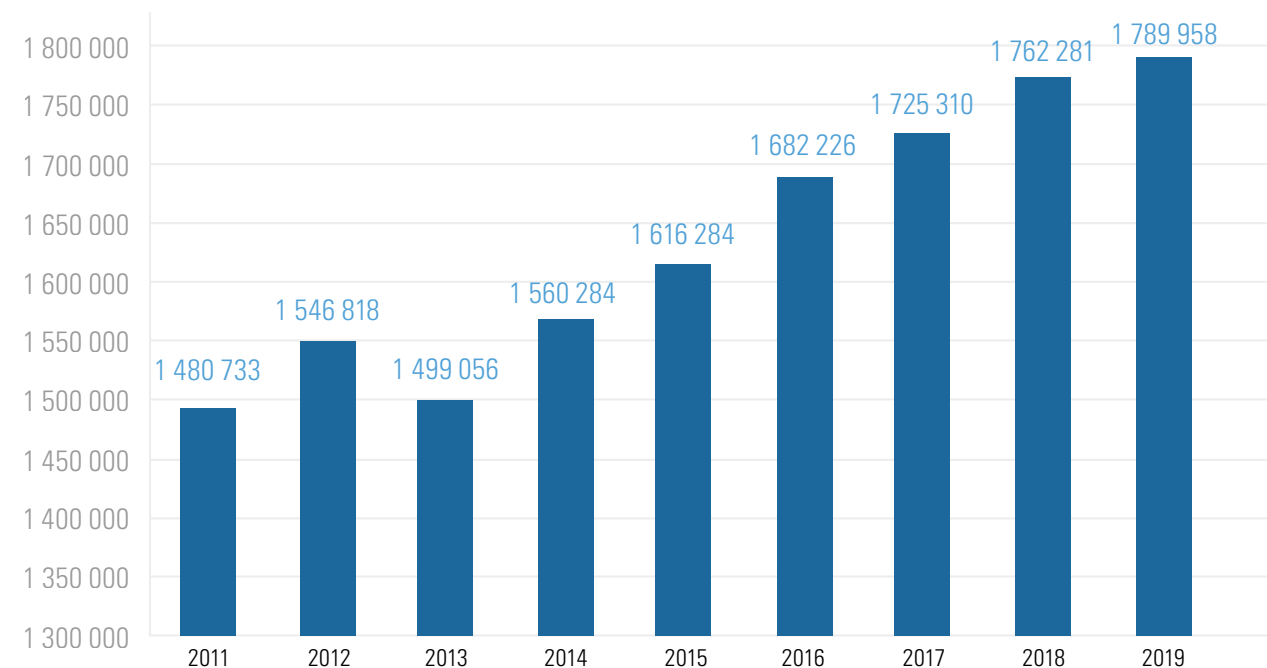
### 3.1 SIZE AND CHARACTERISTICS OF THE EUROPEAN SPORT LABOUR MARKET

- This sub-section provides statistics about the overall European sport labour market based on our statistical definition presented earlier in the report. This can be considered as the total employment data for the sport sector.

#### 3.1.1 EU-28 sport labour market (= Total sport employment)

- Figure 1 reveals that the total number of people working in paid employment in the sport sector in the EU at the end of 2019 was 1 789 958. This is a rise from 1 480 733 in 2011 and represents a growth of 20.9% over the nine-year period.
- These totals do not include unpaid staff/volunteers.

**Figure 1: EU-28 sport labour market (= total sport employment)**



- It is important to mention that statistics collated by NSO and Eurostat might have been impacted by some changes of methodologies which applied on the Labour Force Survey (LFS) in 2012 with for example the update of the sampling frame and the weighting procedure.
- This is not sure but these changes could provide an explanation to the sudden decrease of the total number of employees in the sport sector in 2013.

<sup>3</sup> Where the report refers to "EU" it means the EU-28 which is the 28 Member States of the European Union including the United Kingdom

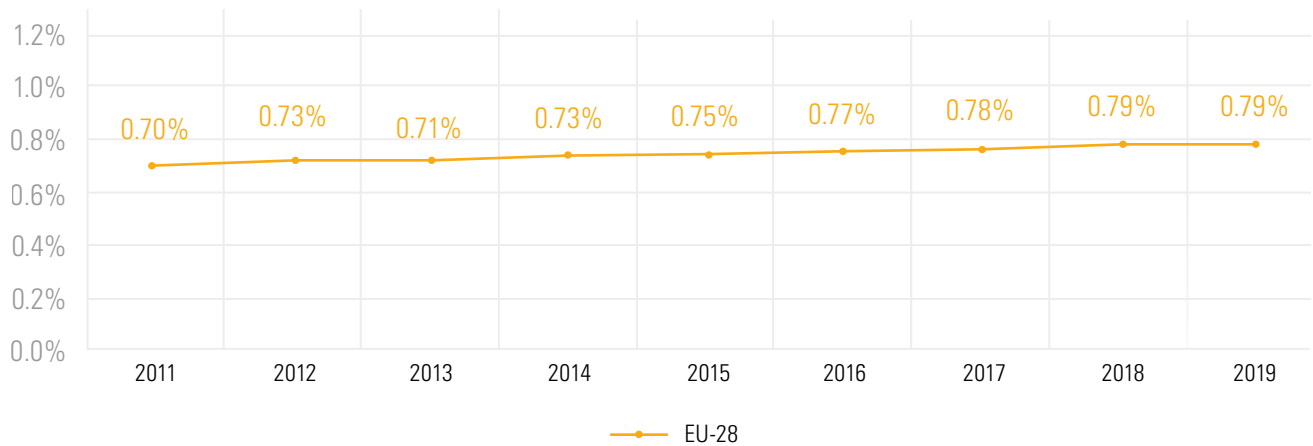


3.1.2 EU-28 sport labour market as a share of total EU employment

Figure 2 shows the EU-28 sport labour market as a percentage of the total EU-28 employment (all sectors) for the period from 2011 to 2019.

Not only has the EU sport labour market increased in terms of number of employees to reach 0.79% of the total EU labour market, it has also steadily taken a greater share of overall employment in the EU by about 0.09 percentage points over the nine-year period. That means the sport labour market's share of the overall EU-28 labour market has increased by 12.9% over that period.

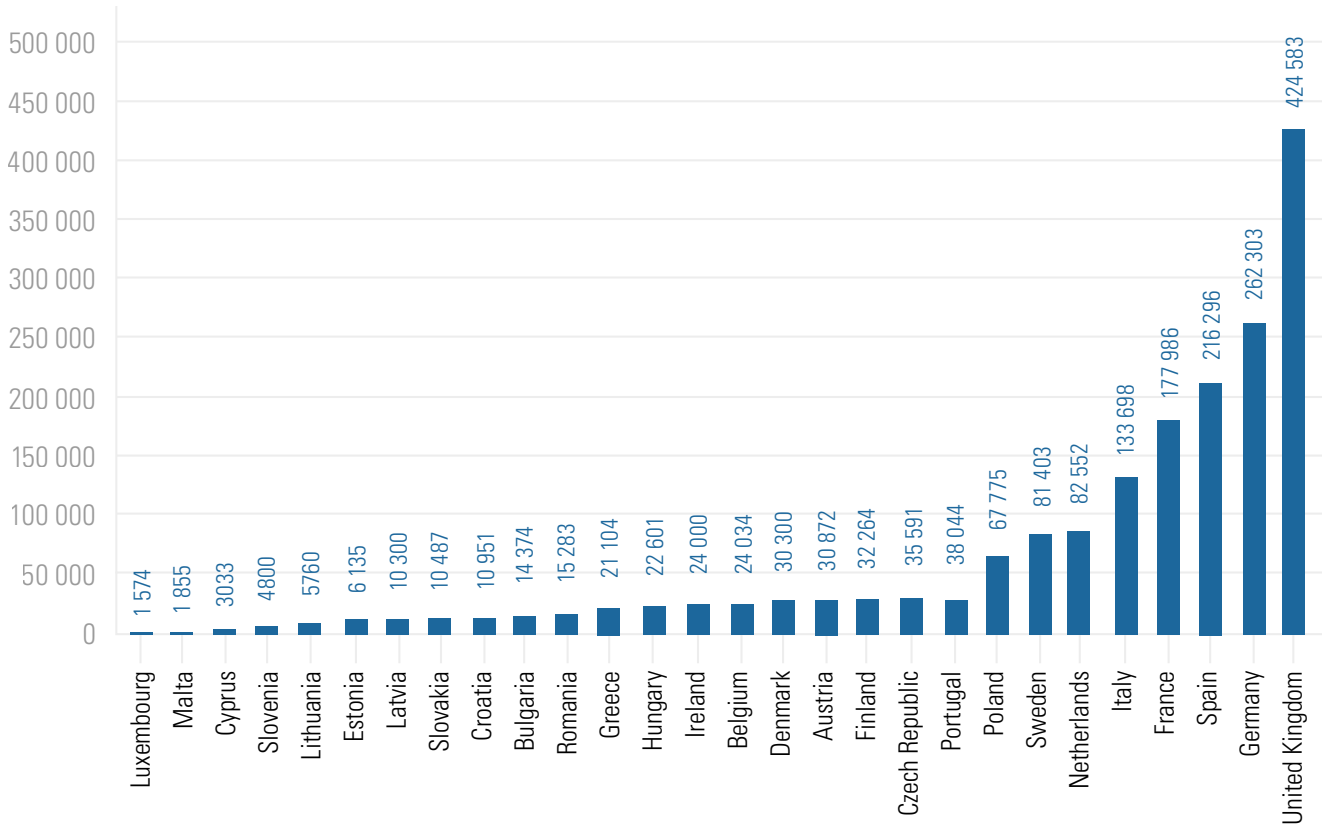
Figure 2: Total EU-28 sport labour market as a share of the total EU-28 employment (all sectors)



3.1.3 Size of the sport labour market by EU Member state in 2019

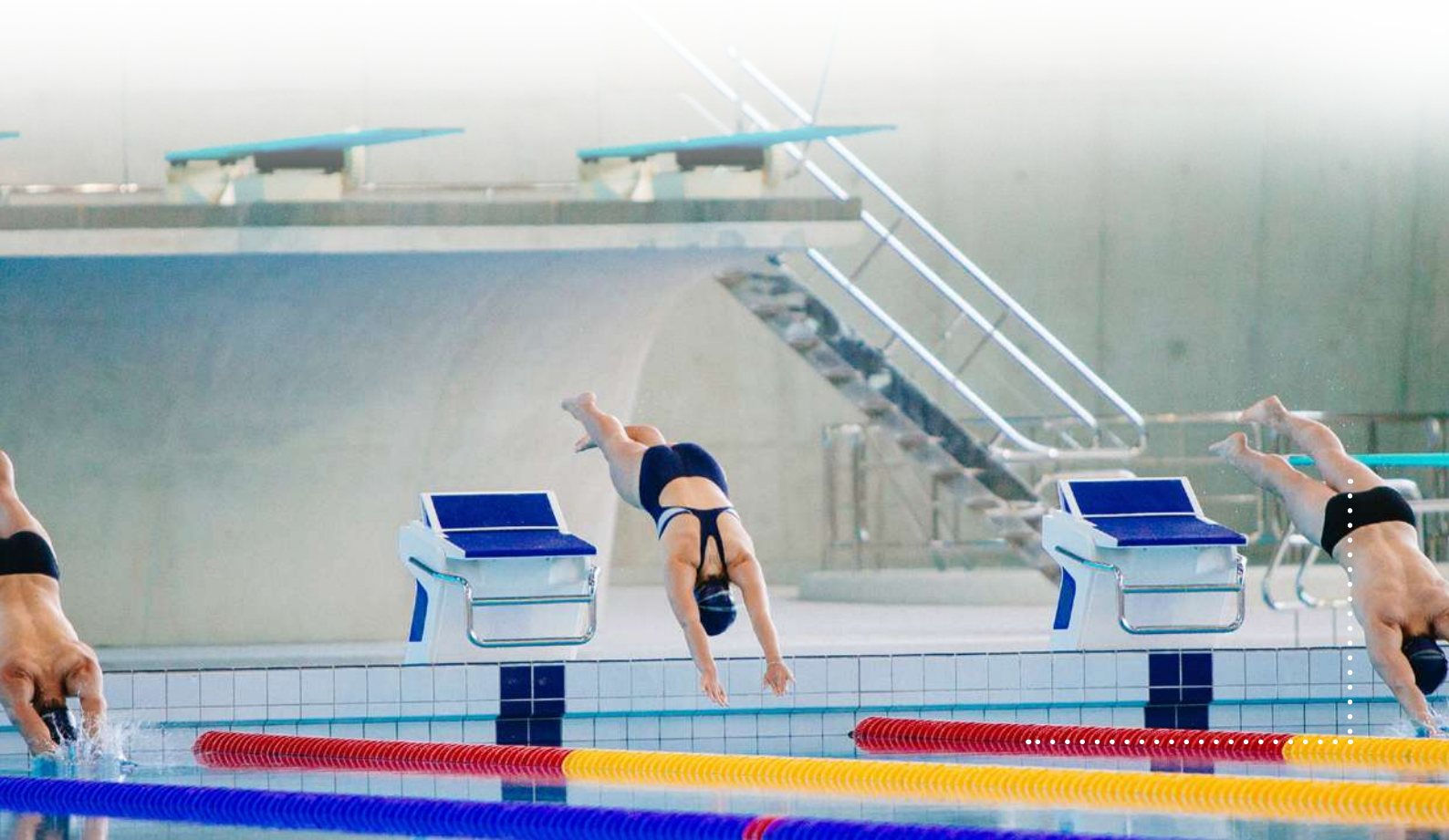
Figure 3 shows the size of each EU nation's sport labour market in terms of number of employees. As previously mentioned, that includes the total number of people having a sport and fitness occupation in a sport organisation (e.g., a coach in a sport club), those having a non-sport and fitness occupation in a sport organisation (e.g., an administrator or a receptionist in a sport federation), and those having a sport and fitness occupation in an organisation whose main business is not sport (e.g., a fitness instructor in a hotel).

Figure 3: Size of the sport labour market per EU Member state in 2019



As it might be expected, the largest sport labour markets in Europe can be found in the most populous nations. Indeed, the top 4 countries in terms of the size of their sport labour market represent a total of 62% of the total sport employment in Europe in 2019. The United Kingdom represents 23.7%, Germany 14.7%, Spain 12.1% and France 9.1%.

However, as the next sub-section shows, there are variations in terms of the sport labour market as a percentage of each country's total employment (all sectors).

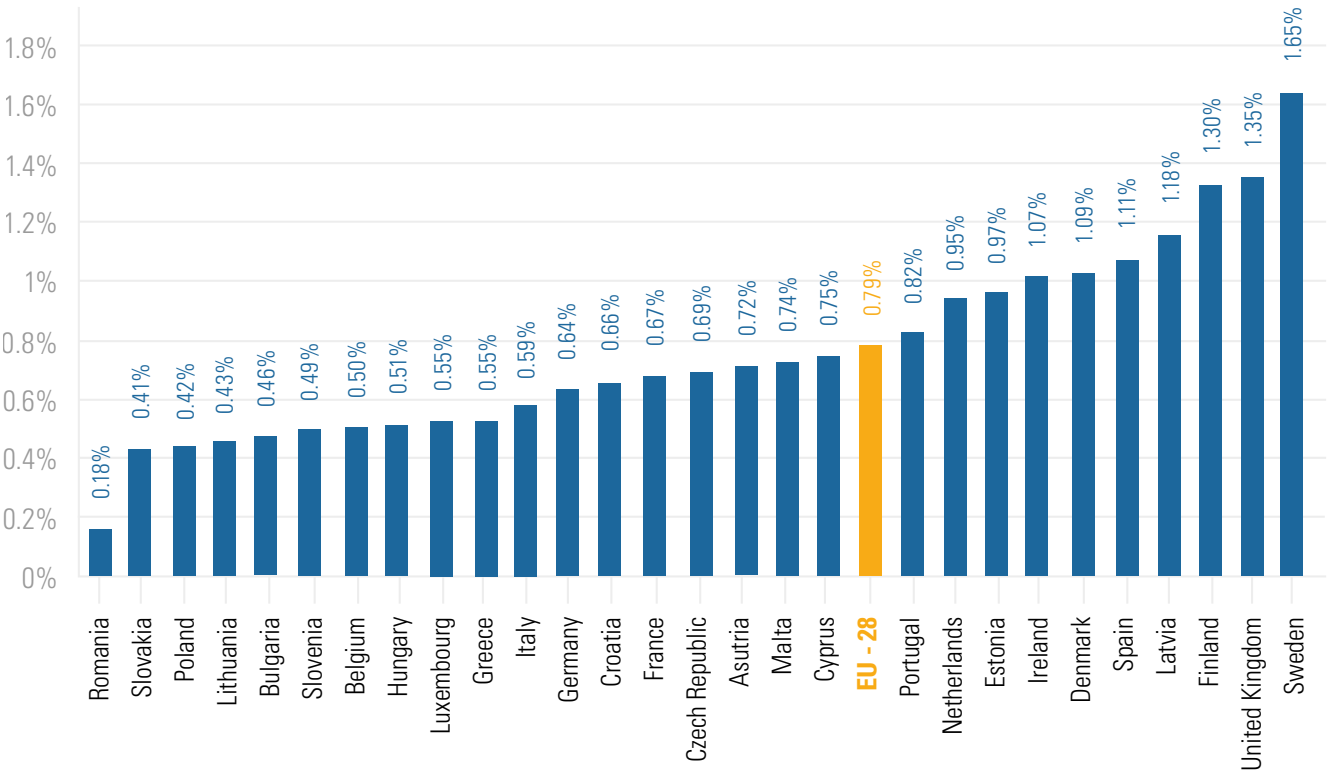




3.1.4 The sport labour market as a share of total employment in each EU Member state in 2019

Figure 4 shows the wide variation in the share of each national sport labour market as a percentage of that country's total paid employment (all sectors) and the average for the EU as a whole for end of 2019. Thus, Sweden has the largest percentage of sport workers in its overall labour market (1.65%). The average for all EU member countries is 0.79%.

Figure 4: The sport labour market as a share of the total employment (all sectors) in each EU Member state in 2019

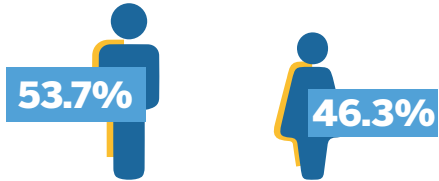


3.1.5 EU-28 sport labour market by gender

Figure 5 shows the percentage share of females and males in paid employment in the total EU-28 sport labour market from 2011 to 2019. In 2011, 47.9% of the sport labour market were female. By 2019 the percentage of females had declined to 45.8%. This is summarised in the infographics and graph below.



This compares with the overall EU workforce (all sectors):



Thus, the statistics underlined that the paid employment of females in the EU sport labour market is slightly below the average for all sectors.

Figure 5: Total EU-28 sport labour market; percentage by gender

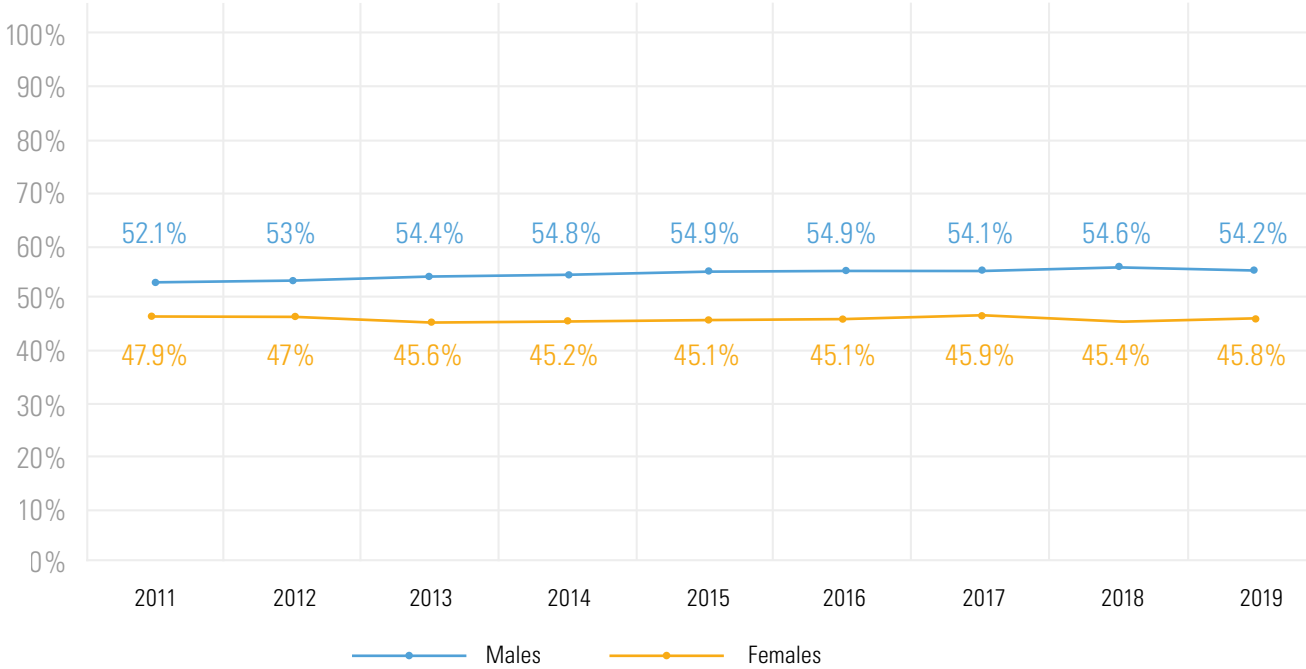
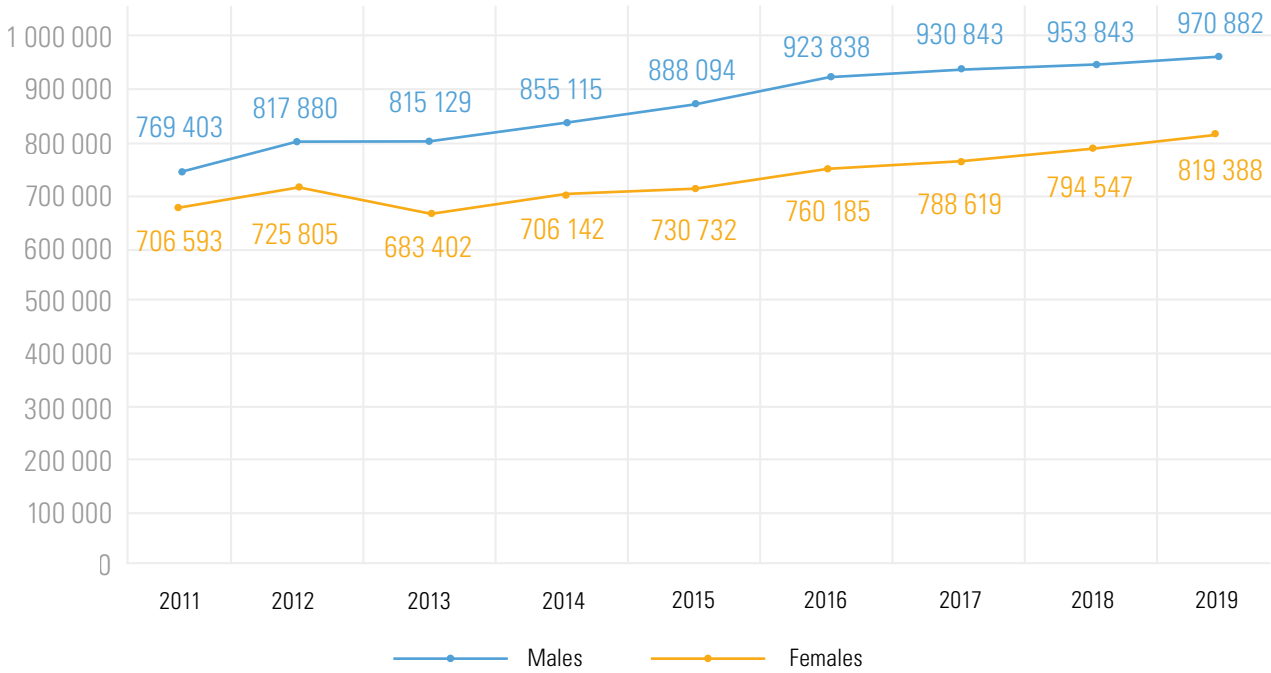


Figure 6 shows the actual numbers of females and males employed in the total EU-28 sport labour market over the nine-year period. Whereas more women continue to join the labour market (growth of 16%), the gap between females and males has widened in favour of male employment (growth of 26.2%). This should be of concern to an industry which favours diversity and equality in its workforce.

Figure 6: Total numbers of males and females in the EU-28 sport labour market

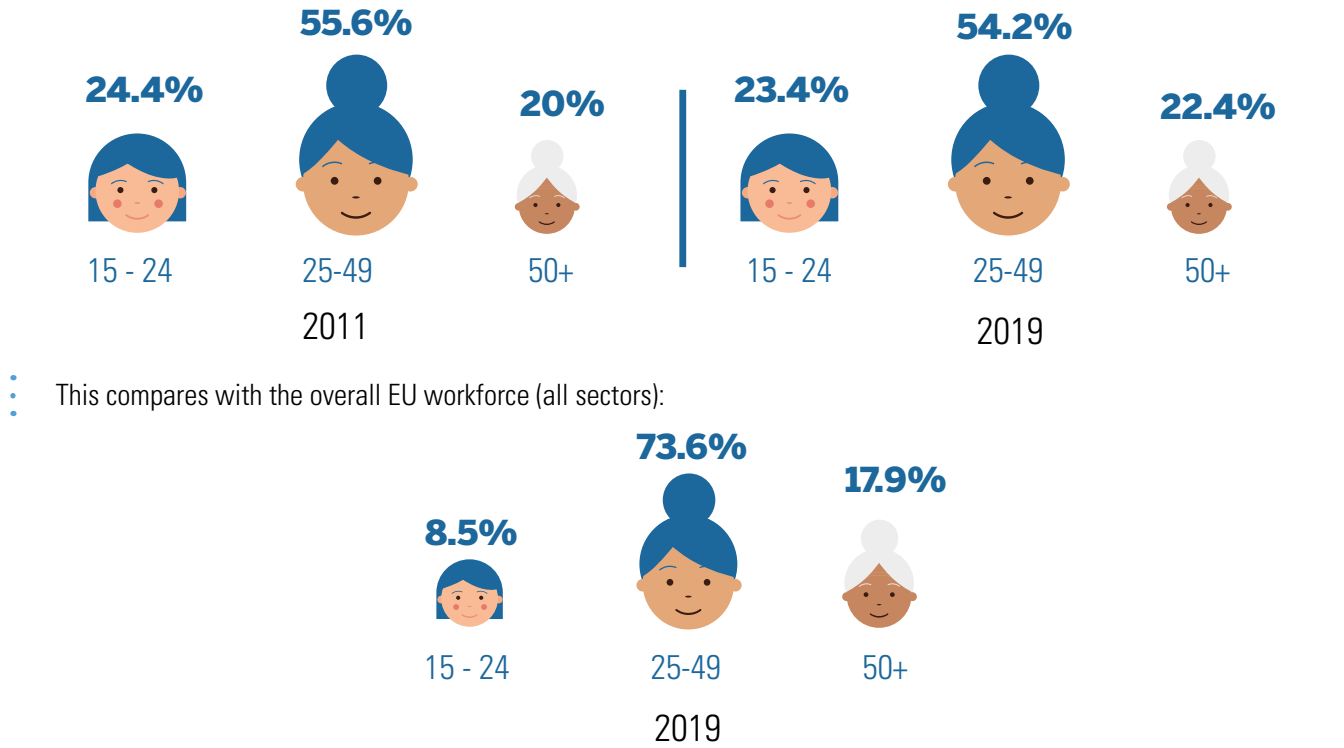


**Note:** For some countries the breakdown by gender was not available so the numbers which appear in the above figures have been calculated from the following sample of the EU-28 sport labour market:

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
Size of the sample (% of the EU-28 Sport Labour Market)	99.7%	99.8%	99.9%	100%	100%	100%	99.7%	99.2%	100%

### 3.1.6 EU-28 sport labour market by age

Figure 7 below shows the percentage breakdown of the total EU-28 paid sport labour market by age using three age bands. These are the age bands used by Eurostat. The majority of the workforce falls into the 25-49 age bracket, but it is interesting to highlight that the percentages of young sport workers (15-24 years old) as well as workers over 50 have increased through the period from 2011 to 2019. This is summarised in the infographics and graph below.



This compares with the overall EU workforce (all sectors):

Thus, another characteristic is that the EU-28 sport labour market has by far a larger representation of both the younger and older age groups by comparison with all sectors.

Figure 7: EU-28 sport labour market; percentage by age band

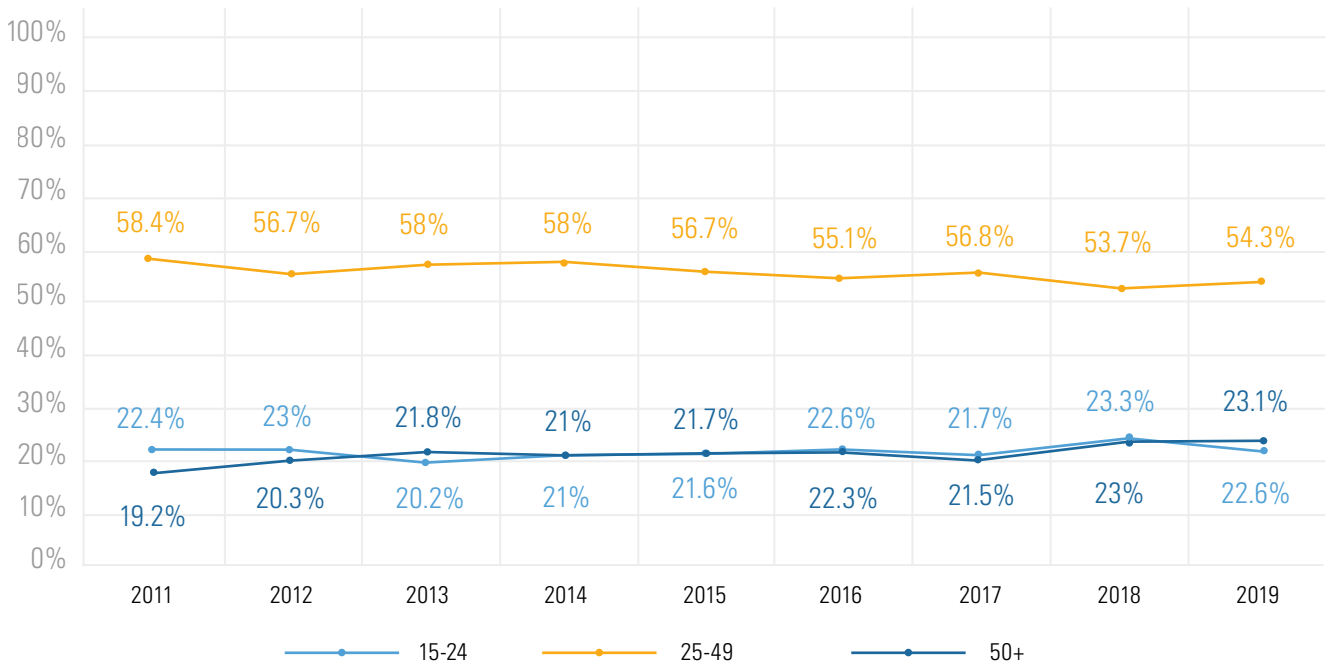
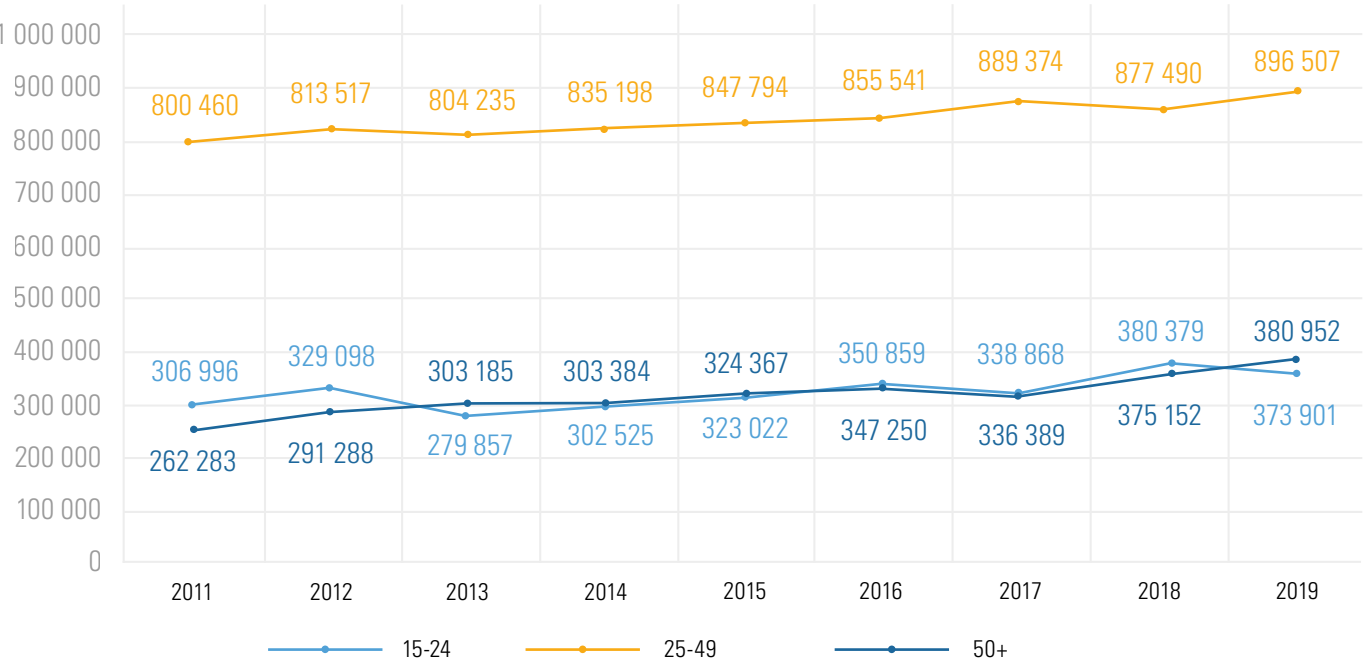




Figure 8 shows the actual numbers employed in each age band. Whereas numbers of sport workers in all age groups have grown, the trend over the last nine years has been for the older age group to increase their share of the overall labour market at the expense of the middle group.

The number of older (50+) and younger (15-24) workers is now almost equal. However, the sharpest growth rate is in the 50+ age group (+45.2%) by comparison with the workforce as a whole (20.9%) and the 15-24 age group (21.8%). Thus, the workforce is showing an aging tendency.

**Figure 8: Total number of people in each age band in the EU-28 sport labour market; by age groups**



**Note:** For some countries the breakdown by age group was not available so the numbers which appear in the above figures have been calculated from the following sample of the European Sport Labour Market:

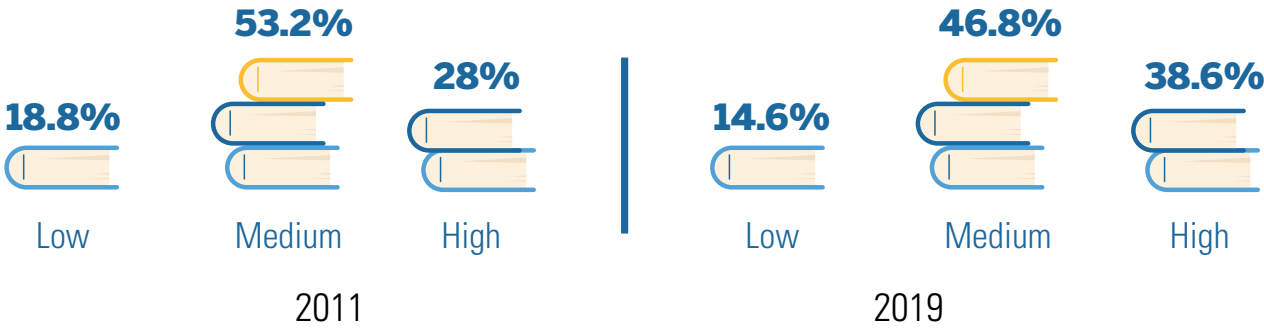
Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
Size of the sample (% of the EU-28 Sport Labour Market)	92.5%	92.7%	92.5%	92.4%	92.5%	92.4%	90.7%	92.7%	92.3%

### 3.1.7 EU-28 sport labour market by level of education

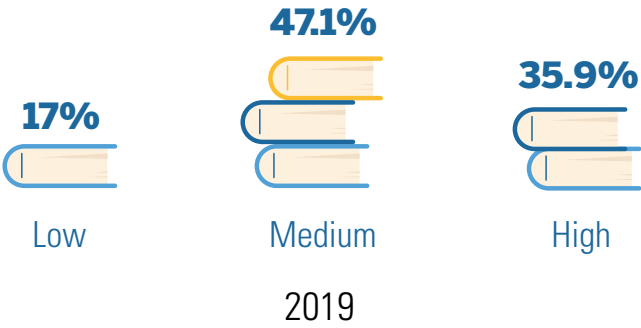
Figure 9 shows the EU-28 sport labour market broken down by levels of education. The levels here are those taken from UNESCO's International Classification of Education (ISCED) which align fairly closely with the European Qualifications Framework (EQF).

	ISCED 2011 (data from 2014 onwards)	ISCED 1997 (data up to 2013)
Low education	Levels 0-2	Levels 0-2
Medium education	Levels 3-4	Levels 3-4
High education	Levels 5-8	Levels 5-6

The breakdown by education level in the EU-28 sport labour market is summarised in the infographics and graph below.



This compares with the overall EU workforce (all sectors):



This suggests the EU-28 sport labour market is slightly better educated than the EU workforce as a whole with more workers who have higher education achievement and fewer with low education.

From 2011 to 2019, the percentage of sport workers with low education has decreased by 4.2 percentage points whereas the percentage of those having a high education level has significantly increased by 10.6 percentage points.

The largest proportion of those involved in the EU-28 sport and physical activity workforce have a middle education level (46.8%). However, the trend is in the direction of higher education levels (short cycle first tertiary education programmes up to doctoral level).

Figure 9: EU-28 sport labour market; percentage by level of education

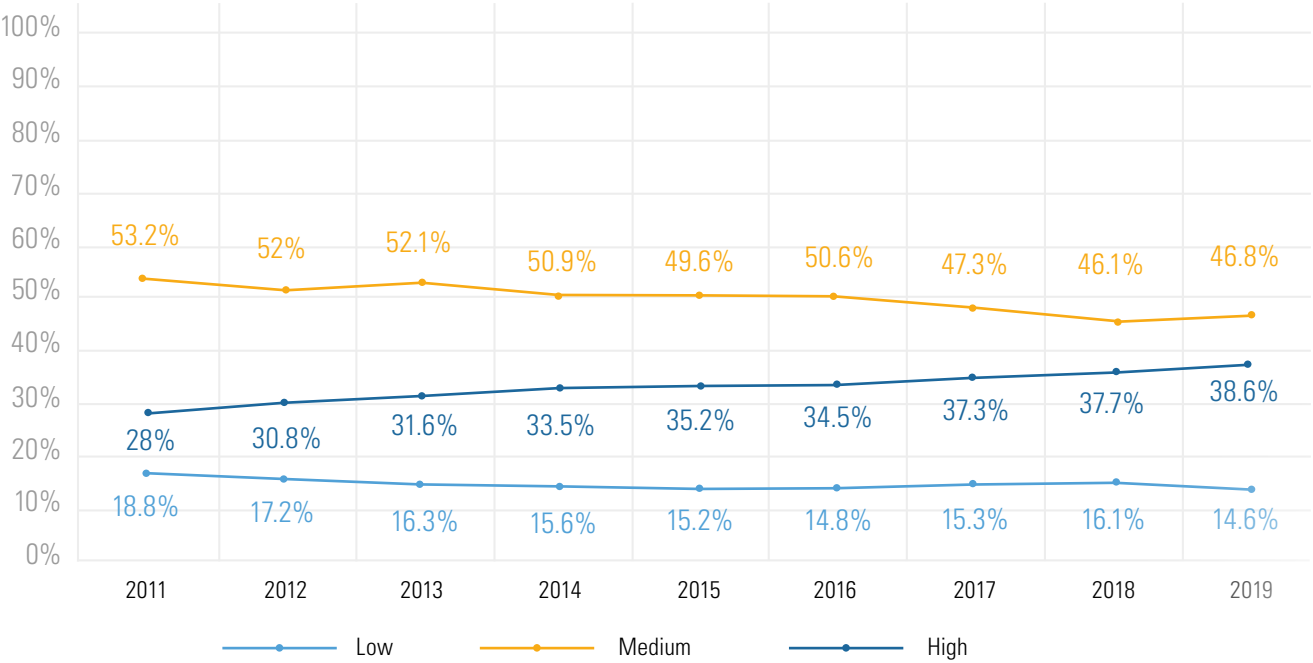
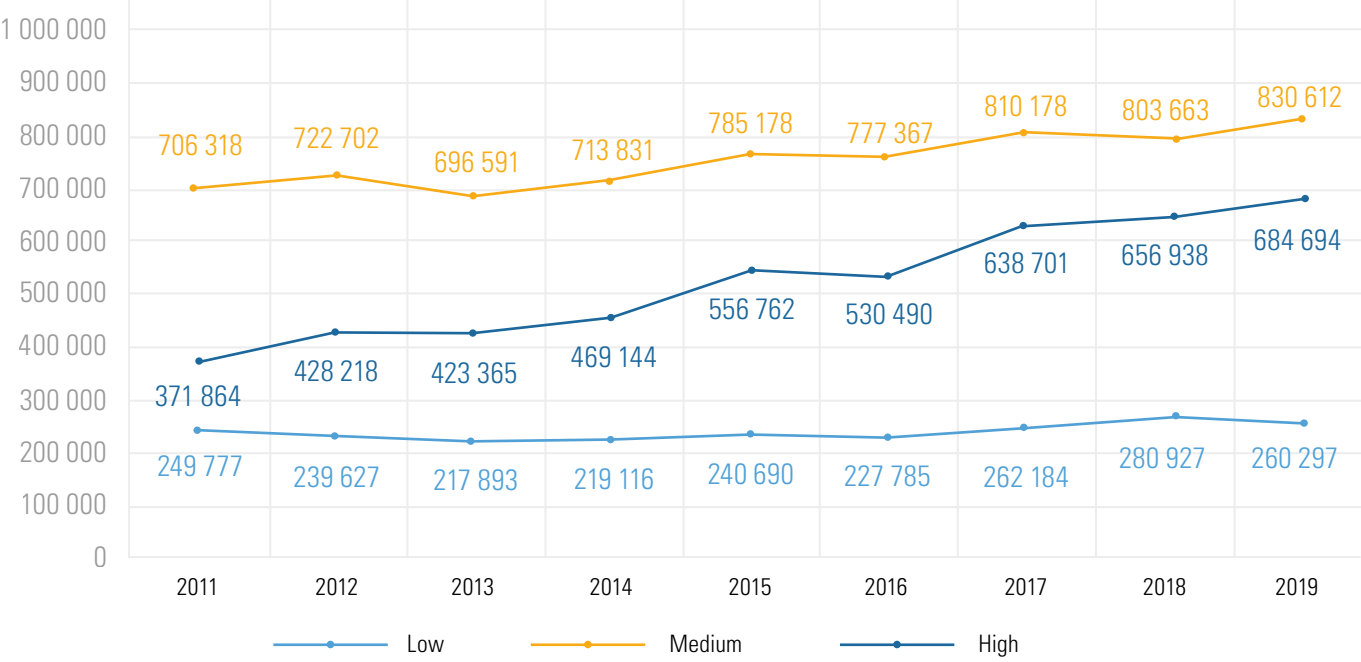


Figure 10 shows the actual numbers of EU-28 sport workers employed over the nine-year period (2011 to 2019) by education level. The strongest growth has been amongst those with high education Levels. This group has grown by 84.1% over the nine-year period, whereas numbers in the other groups (medium and low) have remained relatively static and declined as a share of the workforce as a whole.

Figure 10: Total number of people with each level of education in the EU-28 sport labour market



It appears that the sport workforce is becoming more educated, but we do not know if the outcomes of their education are appropriate to the needs of the industry or if the growing number of higher education graduates may actually be overqualified for the roles they are undertaking.

**Note:** For some countries the breakdown by level of education was not available so the numbers which appear in the above figures have been calculated from the following sample of the EU-28 sport labour market:

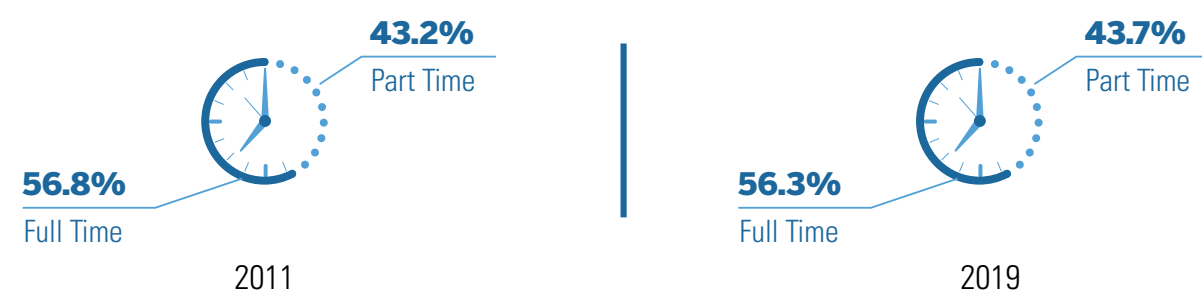
Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
Size of the sample (% of the EU-28 Sport Labour Market)	89.7%	89.9%	89.3%	89.9%	97.9%	91.3%	99.2%	98.8%	99.2%



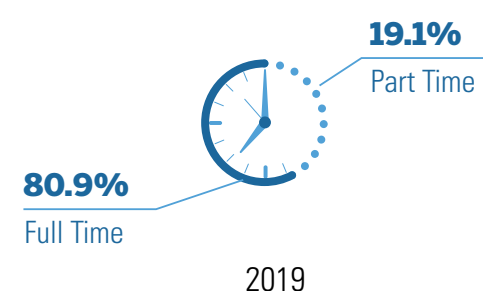


### 3.1.8 EU-28 sport labour market by type of working contract

Figure 11 shows the percentage shares of full and part-time working contracts in the total EU-28 sport labour market at the end of 2019. It appears that most people are employed on full-time contracts, and there is very little change over the last eight years but there has been a slight tendency in favour of part-time workers by about 1.2% (0.5 percentage point). This is summarised in the infographics and graph below.



This compares with the overall EU workforce (all sectors):



Clearly, from the above figures, the sport and physical activity labour market favours part-time employment more than other industries by quite a wide margin.

**Figure 11: EU-28 sport labour market; percentage by type of working contract**

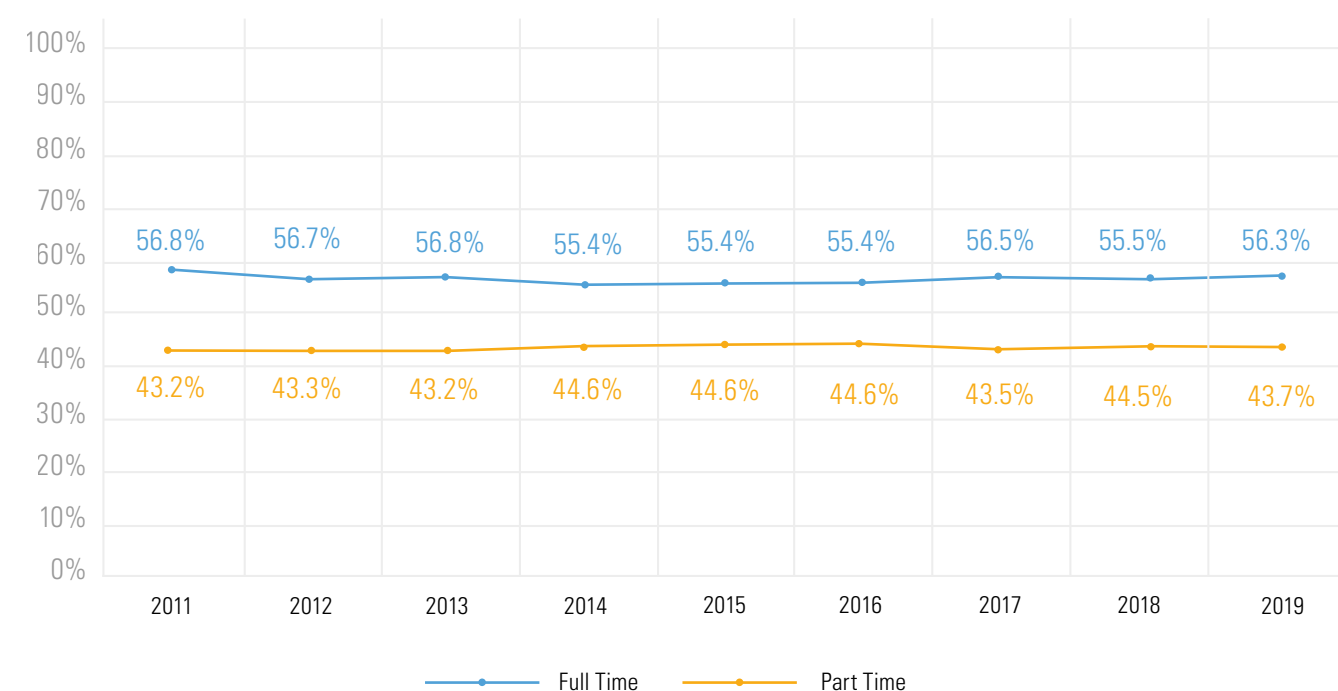
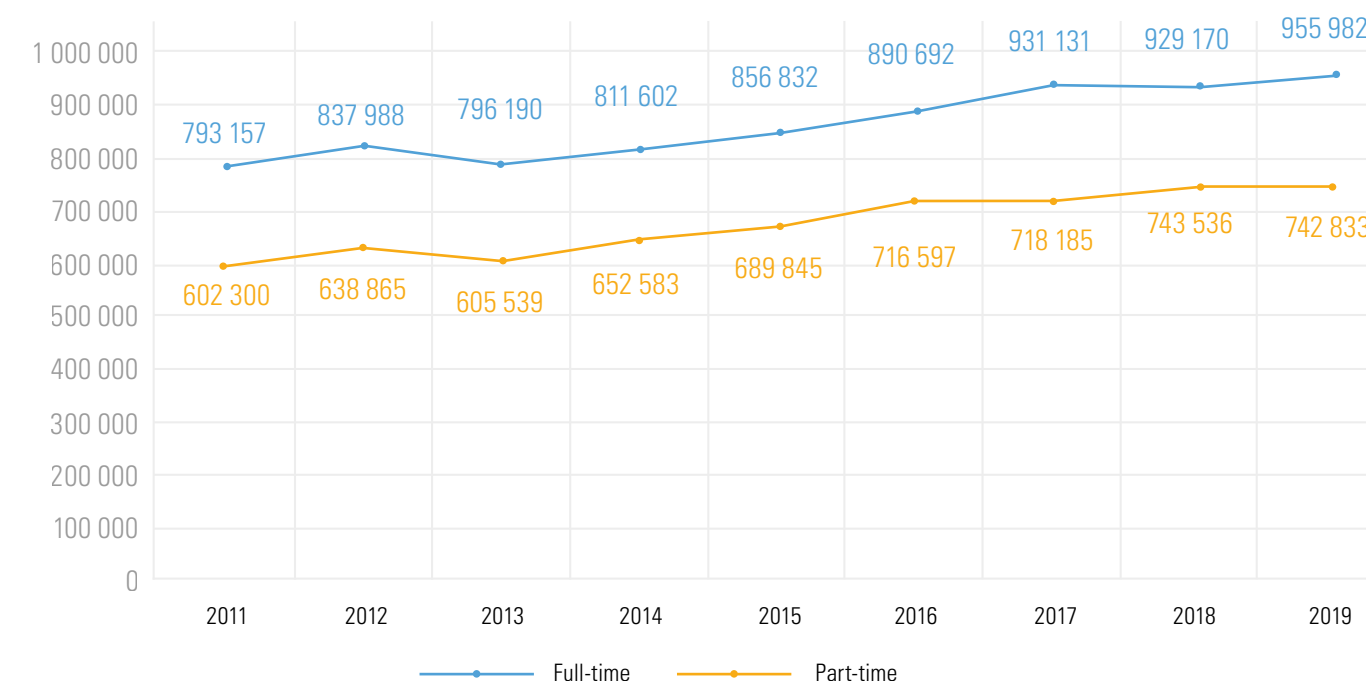


Figure 12 shows the actual numbers of people employed on full and part-time working contracts through the period 2011-2019. The growth of full and part-time contracts has tracked each other very closely over this period.

**Figure 12: Total number of people with each type of working contract in the EU-28 sport labour market**



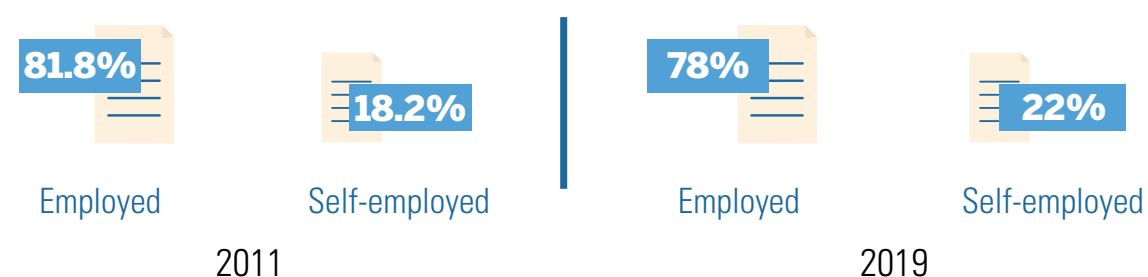
**Note:** For some countries the breakdown by type of working contract (part-time / full-time) was not available so the numbers which appear in the above figures have been calculated from the following sample of the EU-28 sport labour market:

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
<b>Size of the sample</b> (% of the EU-28 Sport Labour Market)	94.2%	95.4%	93.5%	93.8%	95.7%	95.6%	95.6%	94.9%	94.9%

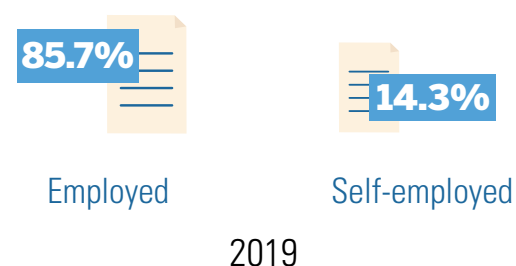


### 3.1.9 EU-28 sport labour market by professional status

This part of the analysis looks at the breakdown between those who are employed (both full-time and part-time) and those who are self-employed. Figure 13 shows the percentages of employed and self-employed sport workers over the nine-year period. In 2019, nearly four fifths of the workforce had employed status, but this has declined by 4.6% over time (decrease of 3.8 percentage points). This is summarised in the infographics and graph below.



This compares with the overall EU workforce (all sectors):



Thus, the EU-28 sport labour market favours self-employment more than other industries, but this tendency is less than its preference for part-time contracts.

**Figure 13: EU-28 sport labour market; percentage by professional status**

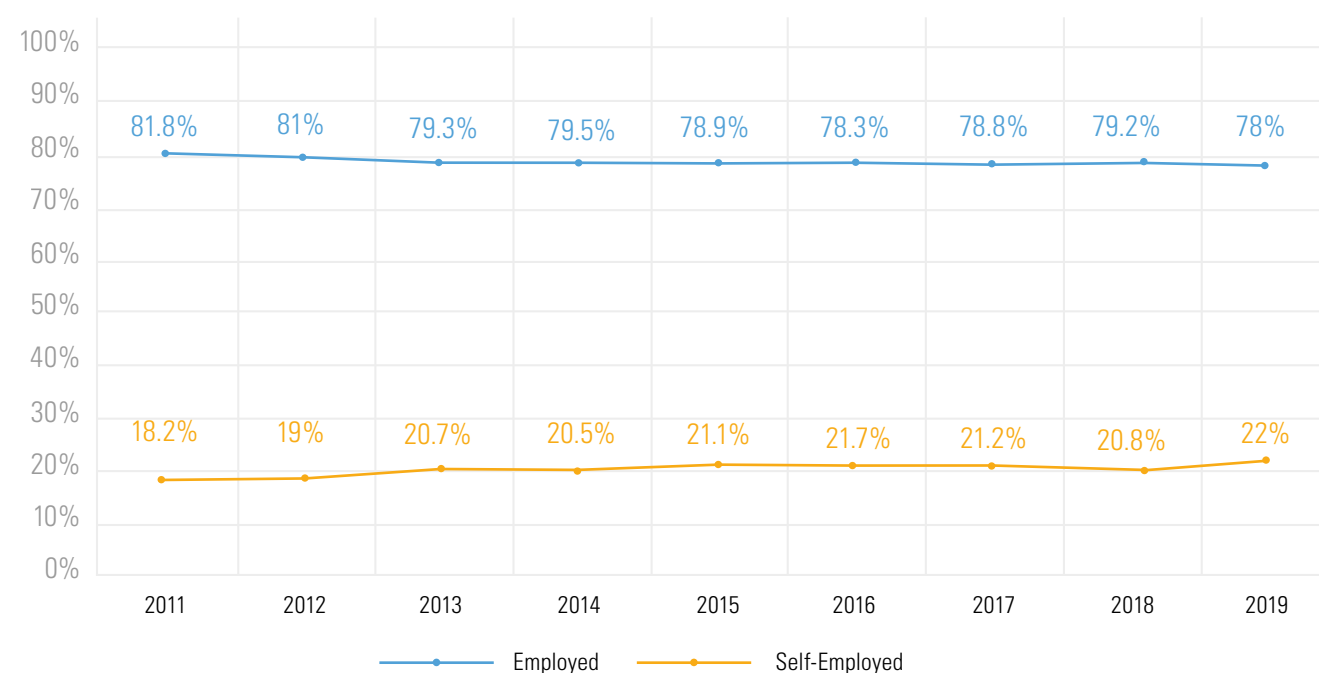
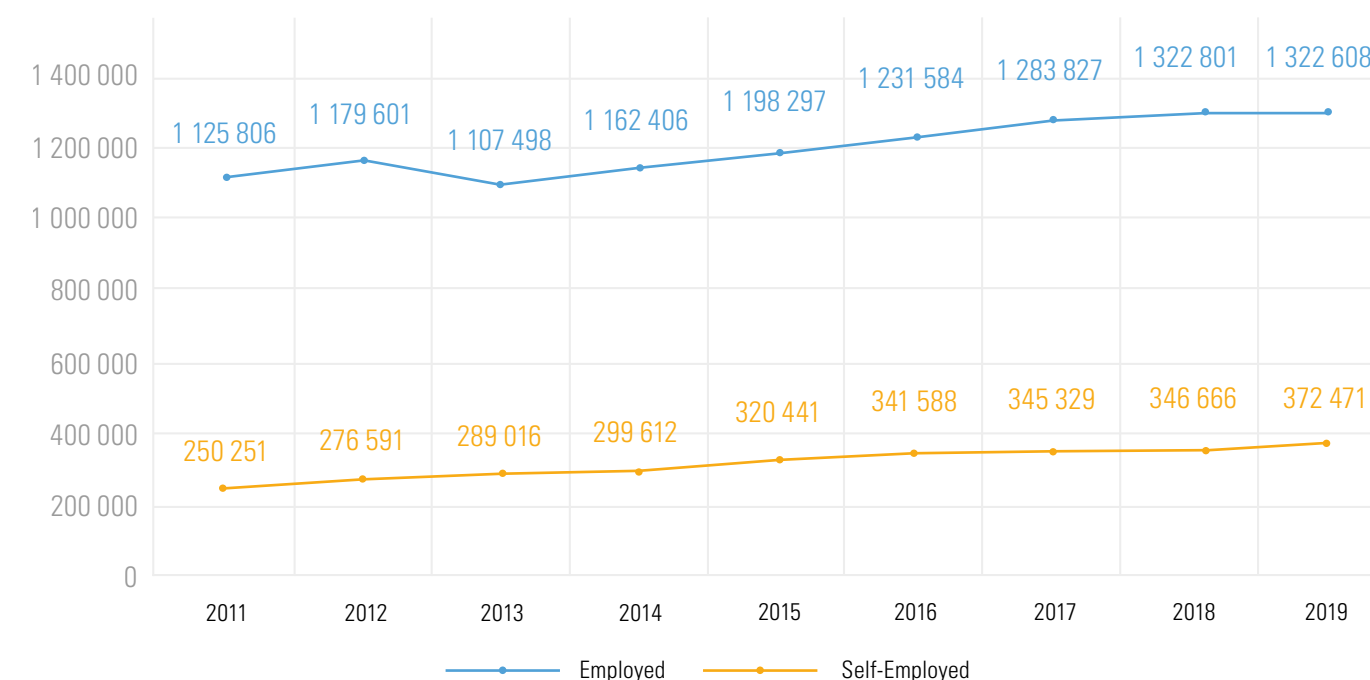


Figure 14 shows the actual numbers of people in the total EU-28 sport labour market according to employed or self-employed status. Whereas there has been little significant change in terms of percentage shares (Figure 13), there is a discernible trend in favour of self-employed working which has grown by 48.8% over the last nine years by comparison with employed status which has grown by only 17.5%.

**Figure 14: Total number of people with each type of professional status in the EU-28 sport labour market**



**Note:** For some countries the breakdown by professional status (employed / self-employed) was not available so the numbers which appear in the above figures have been calculated from the following sample of the EU-28 sport labour market:

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
<b>Size of the sample</b> (% of the EU-28 Sport Labour Market)	92.9%	94.1%	93.2%	93.7%	94%	93.5%	94.4%	94.7%	94.7%



## 3.2 PEOPLE WORKING IN A SPORT AND FITNESS OCCUPATION (ISCO 342)

This section uses Eurostat figures for the period 2011-2019 to estimate and break down the number of people working in sport and fitness occupations (classified as ISCO 342) in both sport and non-sport organisations (NACE 93.1 and other NACE codes).

This occupational group ISCO 342 comprises the following sport-specific occupations:

- 3421 - Athletes and Sports Players
- 3422 - Sports Coaches, Instructors and Officials
- 3423 - Fitness and Recreation Instructors and Programme Leaders

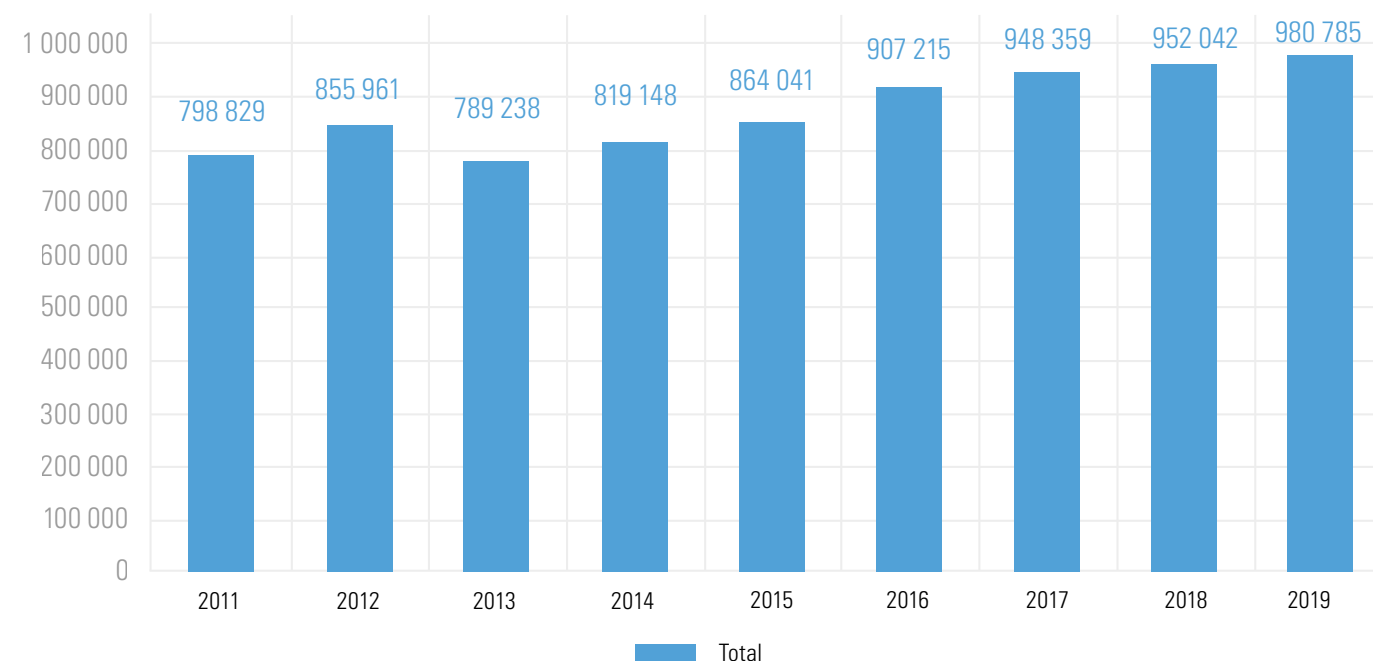
It is important to note that the figures in this section are for staff working in all types of organisations: sports activities organisations and other types of organisation (for example, fitness staff in hotels). Unlike NACE 93.1, ISCO 342 does not include occupations such as cleaners, managers, receptionists, office staff and caterers etc.

### 3.2.1 Total number of sport and fitness workers in EU-28

Figure 15 shows the total population of paid sport and fitness workers in EU-28 (in sport and non-sport organisations) as of 2019 it is 980 788. This compares with a figure of 798 829 in 2011.

Thus, there has been a growth during this period of 22.8% in terms of number of sport and fitness workers (people having a sport and fitness occupation ISCO 342). This is very similar to the growth rate presented in the last section in the total EU-28 sport labour market. With the exception of the 'spike' in 2012, which is not fully explained, there is evidence of a steady upward trend during the last nine-year period.

Figure 15: Total numbers of people working in sport and fitness occupations (ISCO 342)



### 3.2.2 Total number of sport and fitness workers in EU-28 by gender

Figure 16 highlights the percentages of females and males having a paid sport and fitness occupation over the nine-year period. As in the case of the overall EU-28 sport labour market, those employed as sport and fitness workers are more likely to be male than female, and the gap has widened by 2 percentage points (equivalent to 4.3%) since 2011. This is summarised in the infographics and graph below.

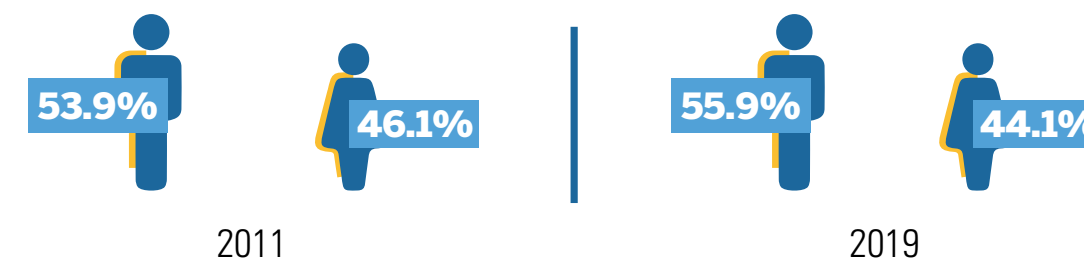


Figure 16: EU-28 sport and fitness workers (ISCO 342); percentage by gender

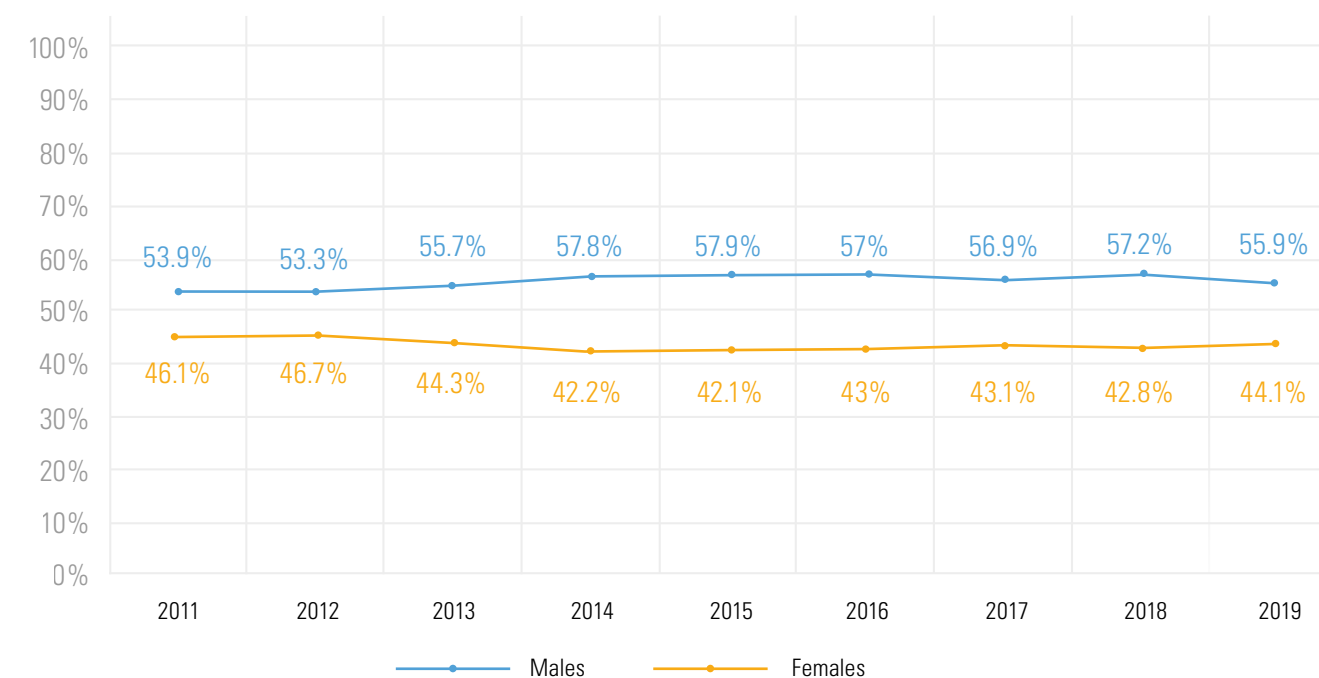
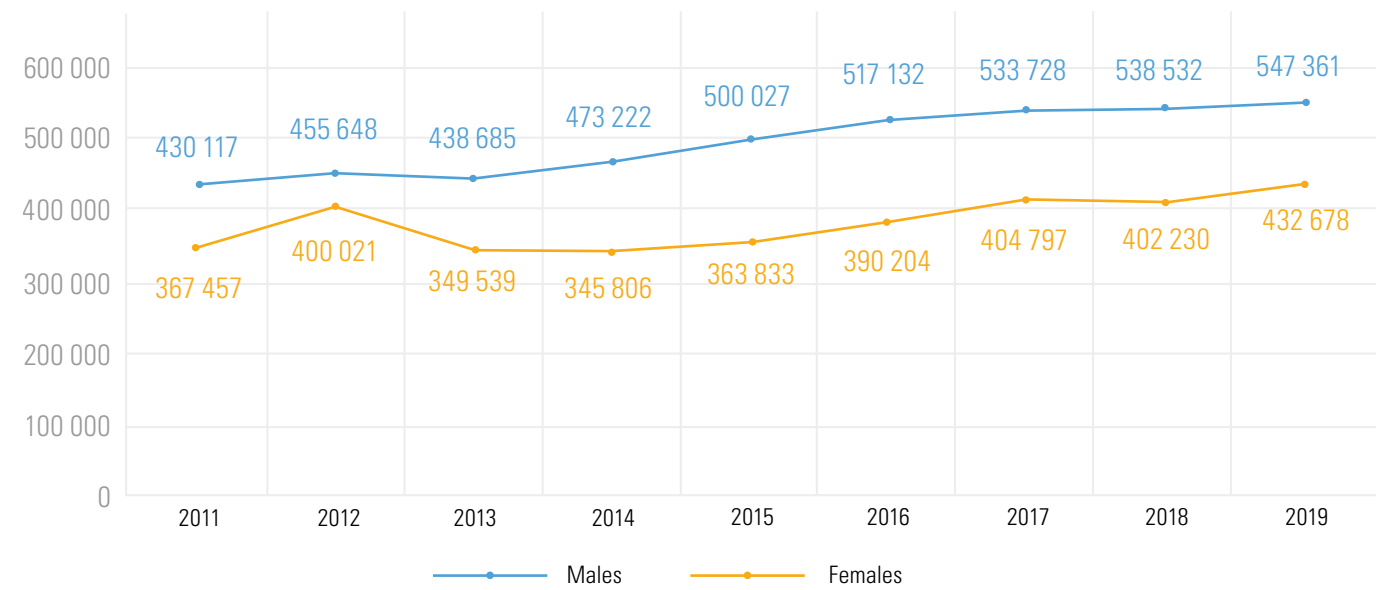


Figure 17 shows the actual numbers of sport and fitness workers in EU-28 by gender over the period from 2011 to 2019.

Figure 17: Total number of males and females employed in sport and fitness occupations (ISCO 342)



As presented earlier in the report, the number of females joining the EU-28 sport labour market has only grown by 16% by comparison with males (26.2%). The growth in the number of females joining specific sport and fitness occupations (ISCO 342) is 17.7% which is similar to female growth in the EU-28 sport labour market as a whole. This suggests that, whereas more women are joining the total sport employment, many are going into the non-sport and fitness occupations perhaps as receptionists, clerical, management or marketing staff.

**Note:** For some countries the breakdown by gender was not available so the numbers which appear in the above figures have been calculated from the following sample of the total number of people having a sport and fitness occupation in EU-28:

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
Size of the sample (% of the total number of people having a sport and fitness occupation)	99.8%	100%	99.9%	100%	100%	100%	99%	98.8%	99.9%

### 3.2.3 Total number of sport and fitness workers in EU-28 by age band

Figure 18 shows the breakdown of paid sport and fitness workers in EU-28 by age band. These are the age bands used by Eurostat. The majority of sport and fitness workers fall into the 25-49 age bracket. This is summarised in the infographics and graph below.

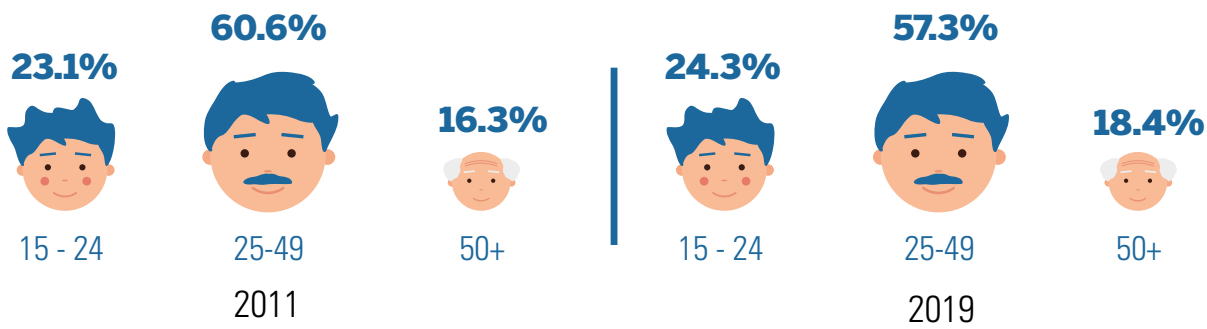
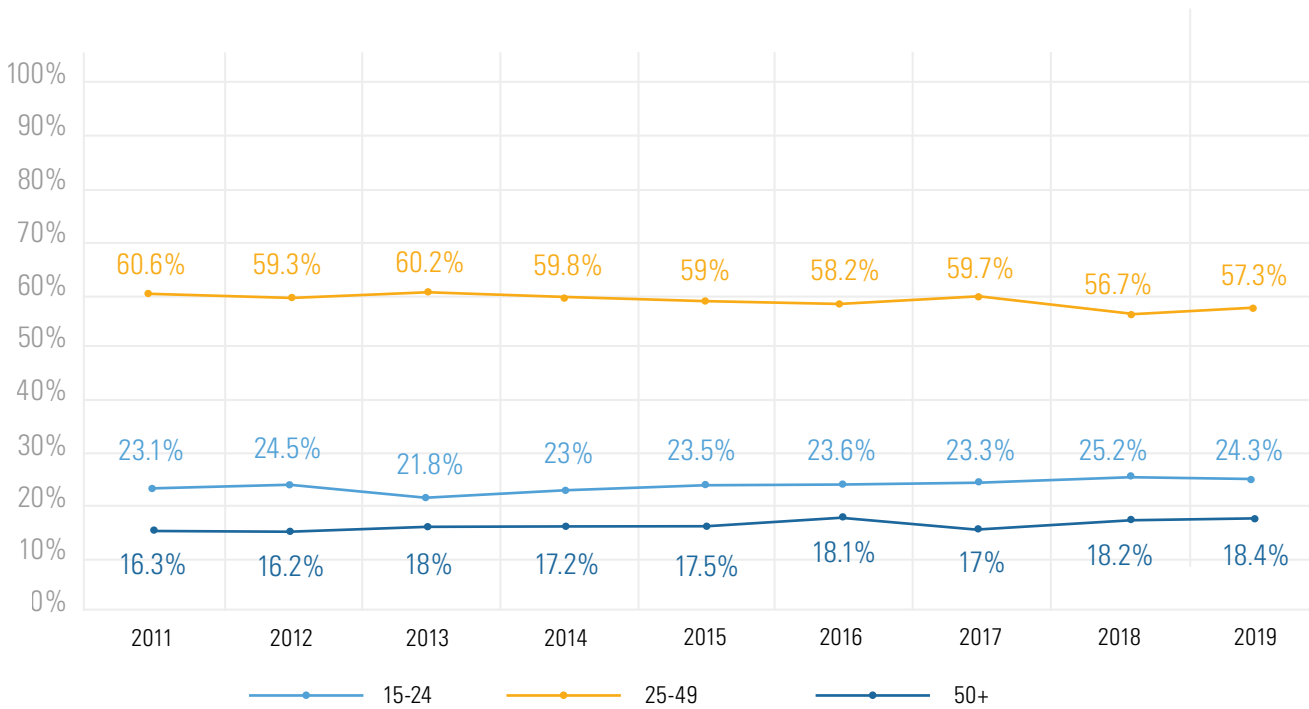


Figure 18: EU-28 sport and fitness workers (ISCO 342); percentage by age band



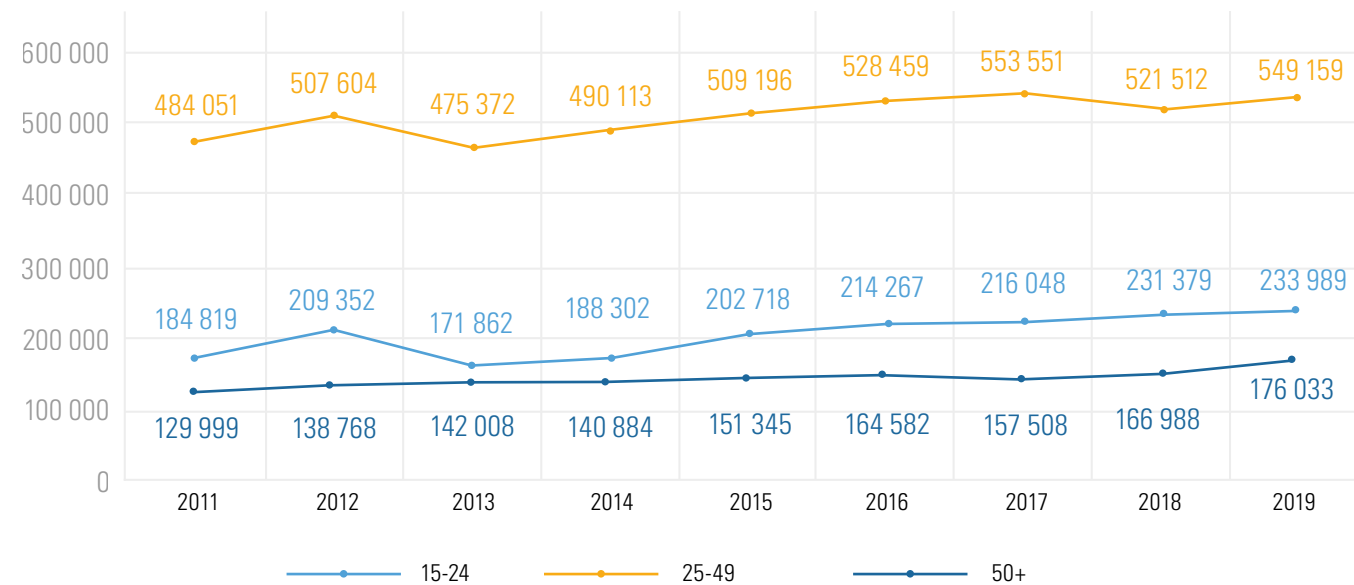
The trend over the last nine years has been for both the older and younger age groups to increase their shares of the overall sport-specific workforce at the expense of the middle group.





Figure 19 shows the total actual number of people employed in sport and fitness occupation in EU-28 by age bands.

**Figure 19: Total number of people in each age band employed in sport and fitness occupations in EU-28 (ISCO 342)**



The growth of sport and fitness workers in the older age group (35.4%) is slightly greater than that for the younger group (29.9%) so there is a small tendency in the direction of an aging workforce for those having a sport and fitness occupation in the EU.

**Note:** For some countries the breakdown by age band was not available so the numbers which appear in the above figures have been calculated from the following sample of the total number of people having a sport and fitness occupation in EU-28:

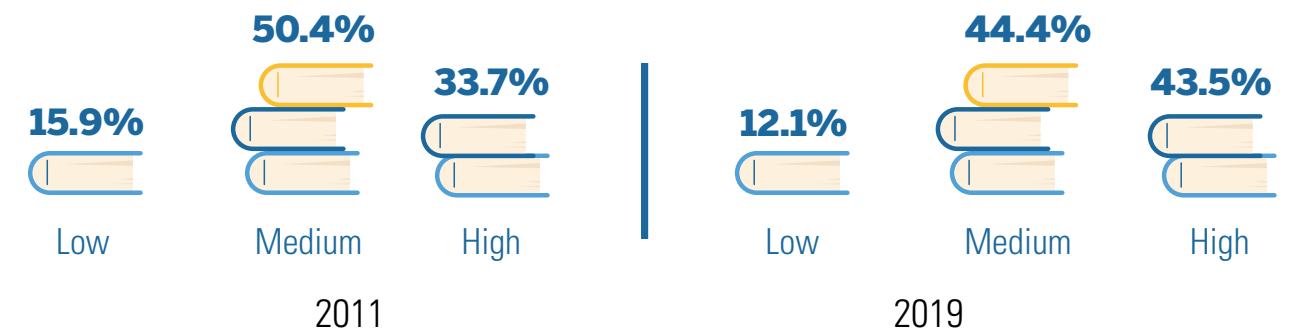
Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
Size of the sample (% of the total number of people having a sport and fitness occupation)	100%	100%	100%	100%	99.9%	100%	97.8%	96.6%	97.7%

### 3.2.4 Total number of sport and fitness workers in EU-28 by level of education

Figure 20 shows the percentages of paid sport and fitness workers by level of education. The levels here are those taken from UNESCO's International Classification of Education (ISCED) which align fairly closely with the levels used in the European Qualifications Framework (EQF).

	ISCED 2011 (data from 2014 onwards)	ISCED 1997 (data up to 2013)
Low education	Levels 0-2	Levels 0-2
Medium education	Levels 3-4	Levels 3-4
High education	Levels 5-8	Levels 5-6

From the collated statistics, it appears that the largest proportion of EU-28 sport and fitness workers have a middle education level, but the gap between this group and those with higher education qualifications is now very narrow in 2019 (0.9 percentage point). This is summarised in the infographics and graph below.



If we compare with the previous section of the report on the EU-28 total sport labour market, it can be said from the data that sport and fitness workers are more highly educated than the sport workforce as a whole.

**Figure 20: EU-28 sport and fitness workers (ISCO 342); percentage by level of education**

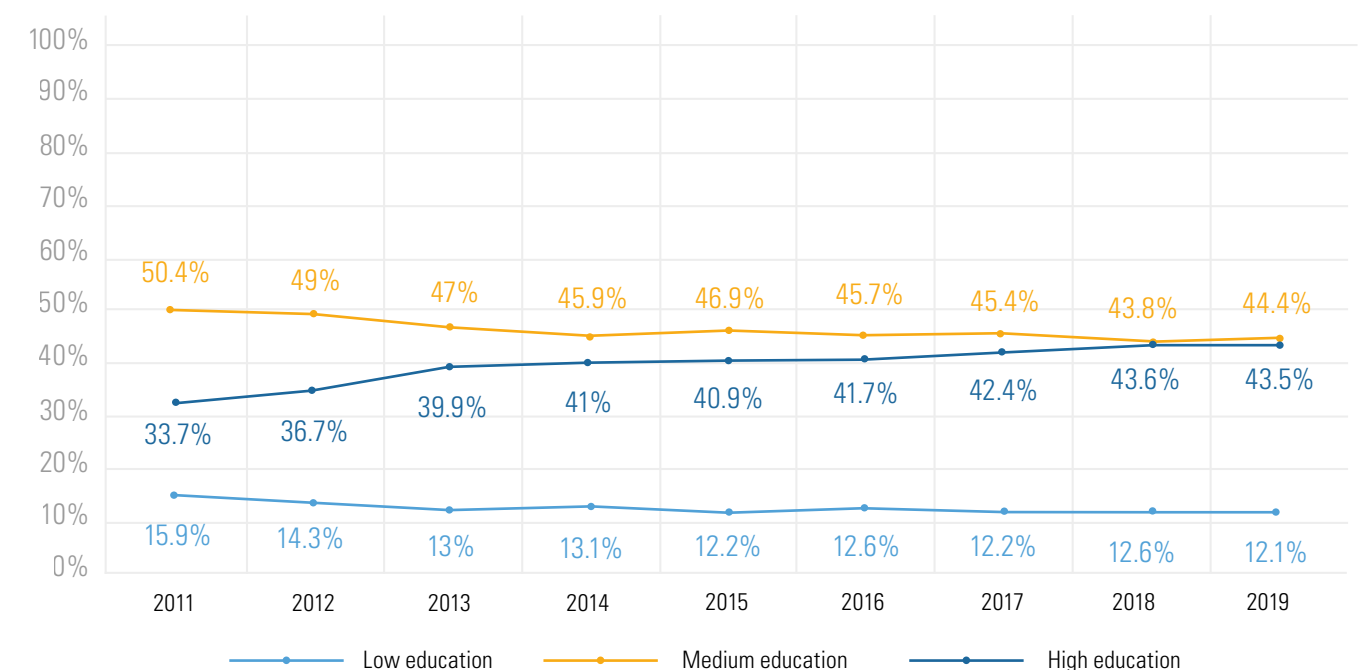
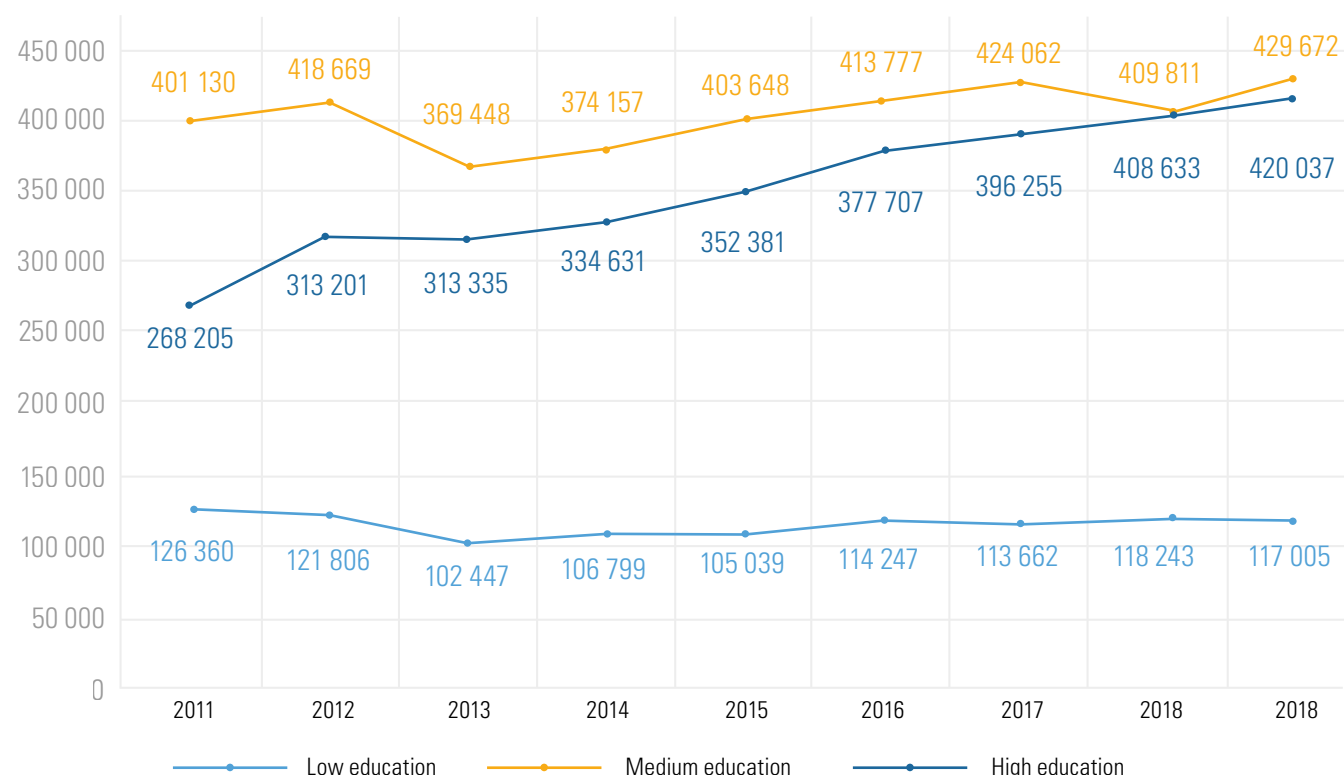


Figure 21 shows the actual numbers of sport and fitness workers in the EU-28 by level of education.

**Figure 21: Total number of people with each level of education in sport and fitness occupations in EU-28 (ISCO 342)**



As we have seen earlier with the EU-28 sport labour market as a whole, the greatest growth from 2011 to 2019 has been in the high education group (increase of 56.6%) whereas the other two groups have remained relatively static. However, this growth in high education level is lower than that for the EU-28 sport labour market as whole which stands at 84.1%.

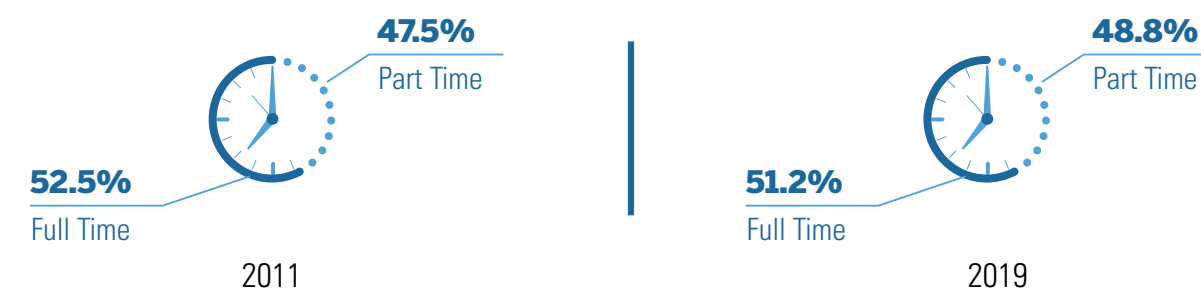
**Note:** For some countries the breakdown by level of education was not available so the numbers which appear in the above figures have been calculated from the following sample of the total number of people having a sport and fitness occupation in EU-28:

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
<b>Size of the sample</b> (% of the total number of people having a sport and fitness occupation)	99.6%	99.7%	99.5%	99.6%	99.7%	99.8%	98.5%	98.4%	98.6%

### 3.2.5 Total number of sport and fitness workers in EU-28 by type of working contract

Figure 22 shows the percentages of sport and fitness workers by full and part-time contracts. Slightly more than half sport and fitness workers are employed on full-time contracts (51.2%). There has been a small trend in favour of part-time employment over the last nine years.

Sport and fitness workers are more often working on a part-time working contract compared to the EU-28 sport workforce as a whole (48.8% versus 43.7%). This is summarised in the infographics and graph below.



**Figure 22: EU-28 sport and fitness workers (ISCO 342); percentage by type of working contract**

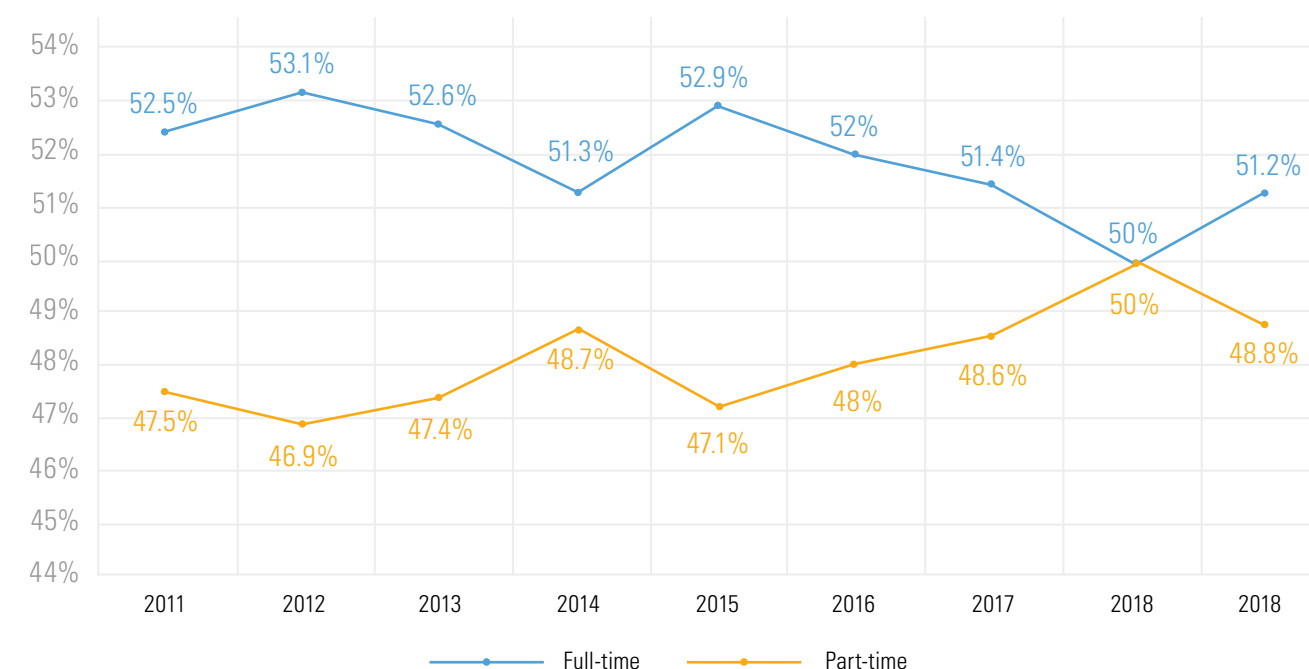
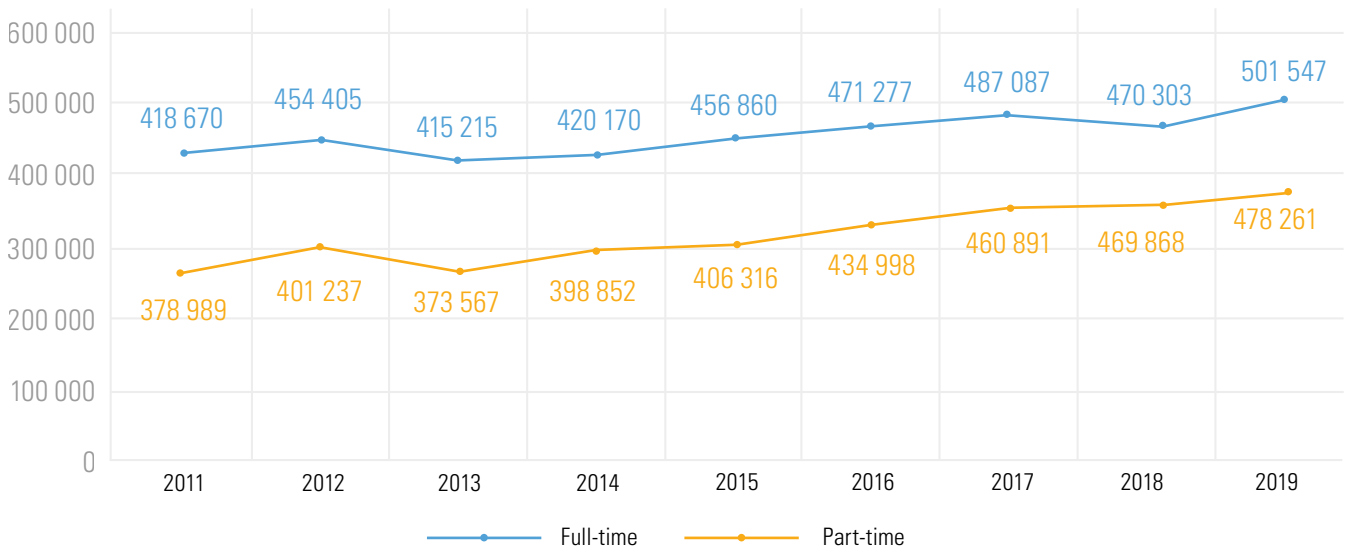




Figure 23 shows the total actual numbers of sport and fitness workers in the EU-28 over the nine-year period by type of working contract (part time and full time).

Figure 23: Total number of people with each type of working contract in sport and fitness occupations (ISCO 342)



The growth of sport and fitness people with part-time contracts has been greater than that for those with full-time contracts (+26.1% of part-timers compared to +19.8% for full-timers).

**Note:** For some countries the breakdown by type of working contract was not available so the numbers which appear in the above figures have been calculated from the following sample of the total number of people having a sport and fitness occupation in EU-28:

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
Size of the sample (% of the total number of people having a sport and fitness occupation)	99.9%	100%	99.9%	100%	99.9%	99.9%	100%	98.8%	99.9%

### 3.2.6 Total number of sport and fitness workers in EU-28 by professional status

This part of the analysis looks at the breakdown between paid sport and fitness workers who have employed status (both full-time and part-time) and those who are self-employed.

Figure 24 presents the percentages of sport and fitness workers who have employed and self-employed status. More than two thirds of sport and fitness workers have employed status but that means that around 30% of them are working with self-employed status. This is higher by 9.6 percentage point compared to the percentages of self-employees engaged within the EU-28 total sport labour market. This is summarised in the infographics and graph below.

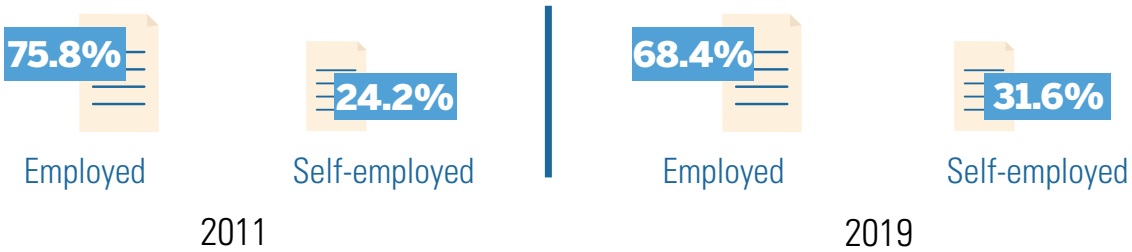


Figure 24: EU-28 sport and fitness workers (ISCO 342); percentage by professional status

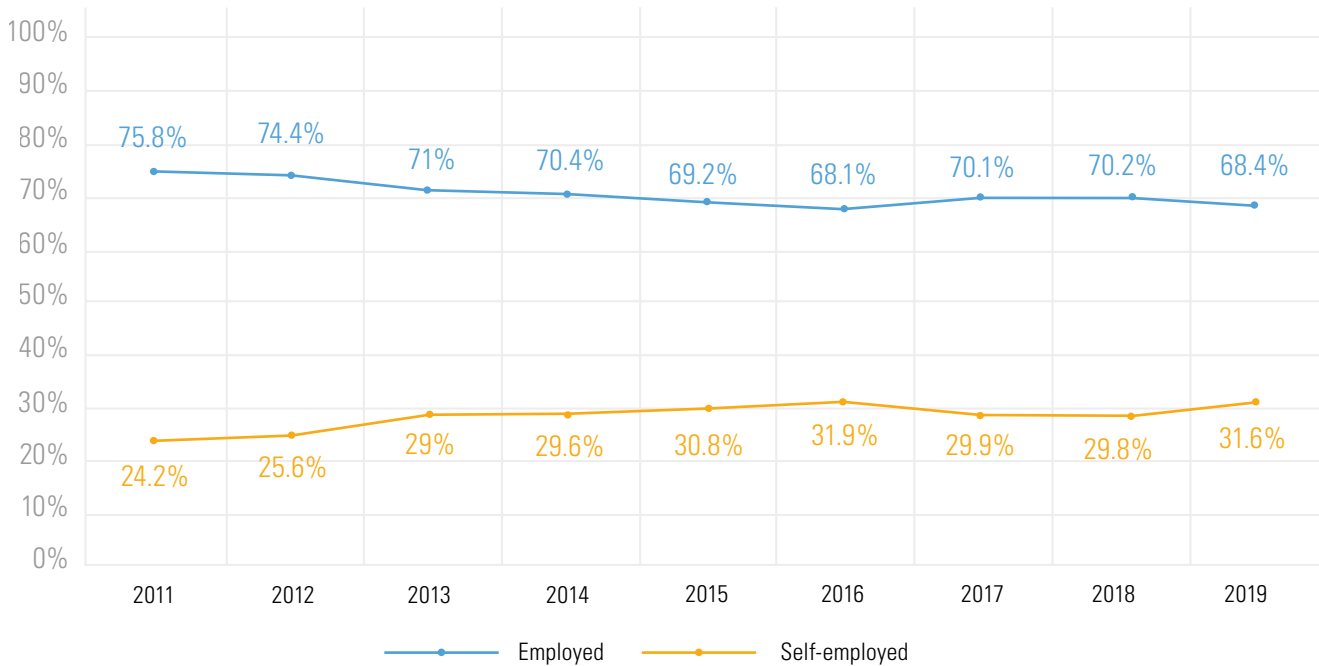
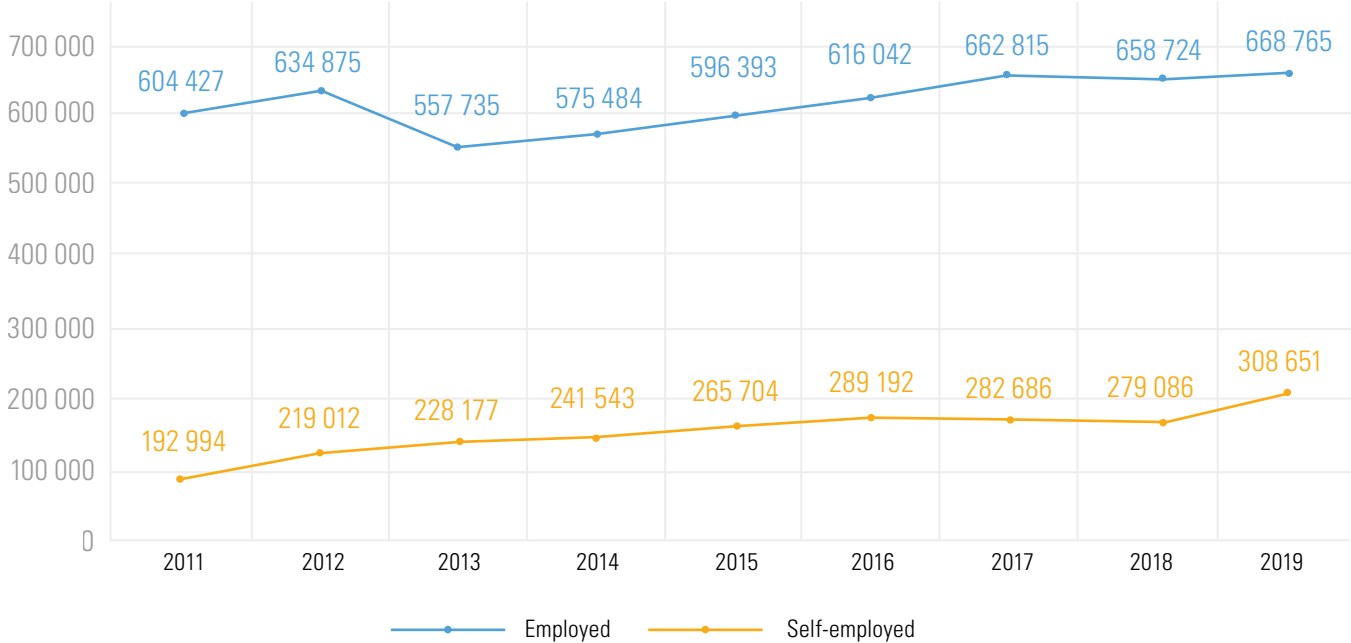


Figure 25 shows the total actual numbers of sport and fitness workers in the EU-28 by professional status (employed and self-employed).

Figure 25: Total number of people with each type of professional status in sport and fitness occupation in EU-28 (ISCO 342)



The total number of self-employed sport and fitness workers in EU-28 has in fact grown by 59.9% over that period by comparison with only 10.6% of growth for employed status. Thus, there is noticeable trend towards self-employment for sport and fitness workers in the period 2011-2019.

**Note:** For some countries the breakdown by professional status was not available so the numbers which appear in the above figures have been calculated from the following sample of the total number of people having a sport and fitness occupation in EU-28:

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
Size of the sample (% of the total number of people having a sport and fitness occupation)	99.8%	99.8%	99.6%	99.7%	99.8%	99.8%	99.7%	98.5%	99.7%

### 3.2.7 Distribution of sport and fitness workers by sport-specific occupation

From the available official statistics, it has been possible to break down the overall figure for ISCO 342 (sport and fitness workers) into more specific occupations. Whereas the figures are not available for all countries, we can estimate numbers and percentages for the years 2011-2019 using a 70% sample.

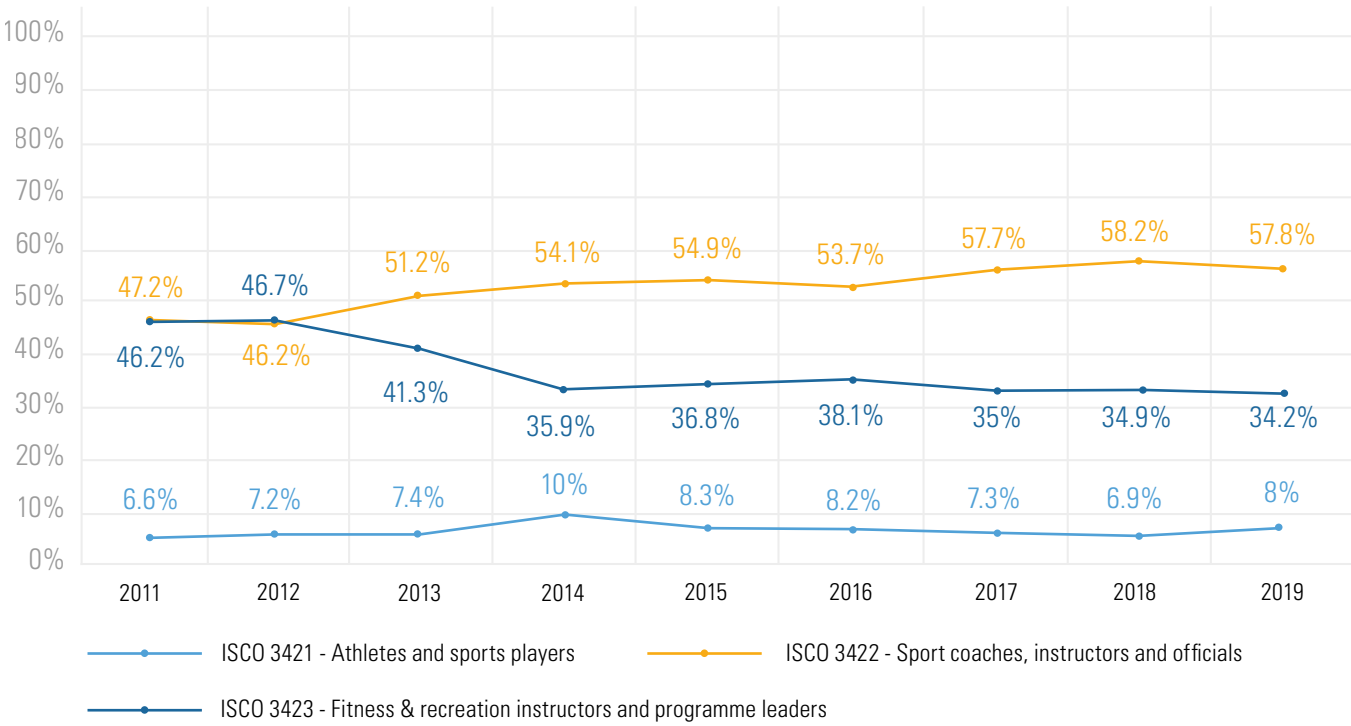
2011		2019
6.6%	 Athletes and Sports Players - ISCO 3421	8%
47.2%	 Sports Coaches, Instructors and Officials ISCO 3422	57.8%
46.2%	 Fitness and Recreation Instructors & Programme Leaders - ISCO 3423	34.2%





Figure 26 shows the breakdown of sport and fitness workers into more specific occupational groups over the nine-year period.

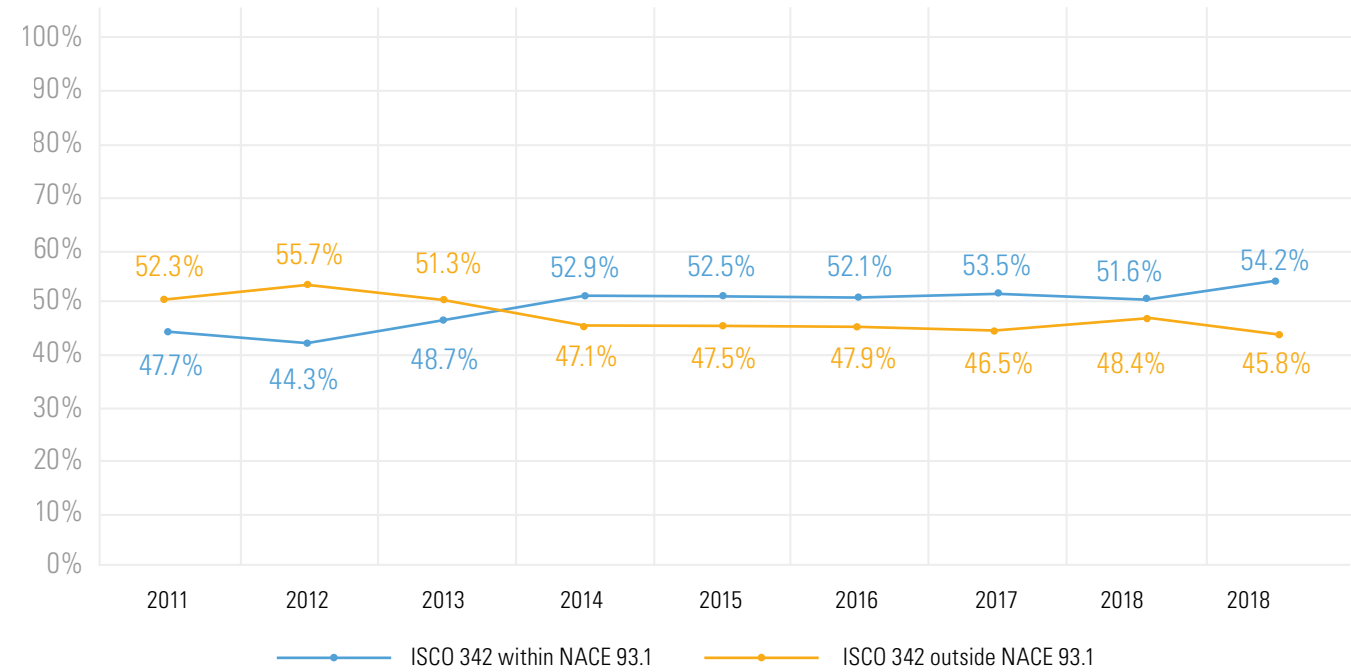
Figure 26: Breakdown of sport and fitness workersby type of occupations (ISCO 342)



Through the period from 2011 to 2019, the percentage share of fitness and recreation instructors and programme leaders (ISCO 3423) has declined by 26% whilst the share of sports coaches, instructors and officials (ISCO 3422) has increased by 22.5% with a very small increase in the percentage of athletes and players (ISCO 3421).

Figure 27 shows the distribution of paid sport and fitness workers in the EU-28 between sport organisations (NACE 93.1) and non-sport organisations (those not classified under NACE 93.1).

Figure 27: Percentages of sport and fitness workers (ISCO 342) within or outside a sport organisation (NACE 93.1)



A majority of sport and fitness workers are now employed in sports organisations (as opposed to 2011 when 52.3% were working in other types of organisations), but the gap is narrow. These figures are important as they underlined that 45.8% of people having a sport-specific occupation are working in an organisation whose main business is not the delivery of sport (non-sport organisations).

### 3.3 PEOPLE WORKING IN A SPORT ORGANISATION (NACE 93.1)

This section uses Eurostat figures for the period 2011-2019 to estimate and break down the number of people working in sport organisations (classified as NACE 93.1 – Sport Activities). NACE 93.1 is made up of the following (4 digits):

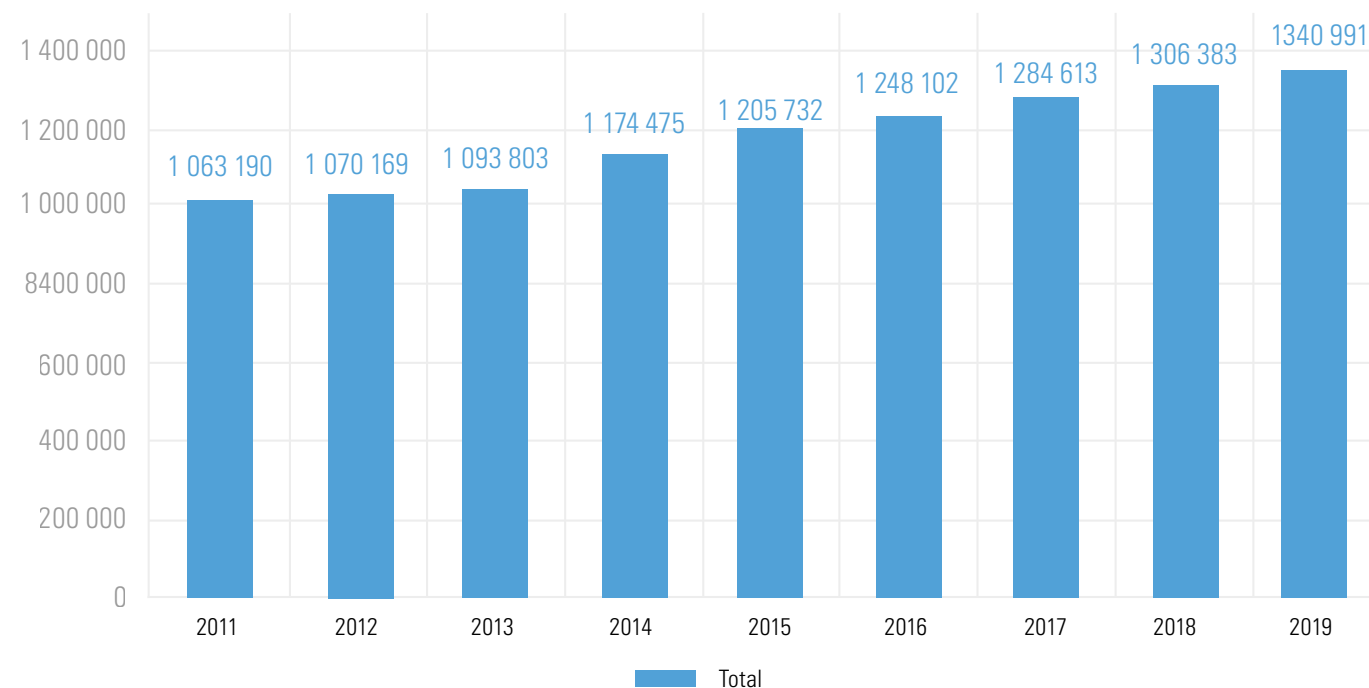
- 93.11 Operation of sports facilities
- 93.12 Activities of sport clubs
- 93.13 Fitness facilities
- 93.19 Other sports activities

By sport organisation we mean an organisation whose main business is the provision of sport (e.g., sport clubs, fitness centres). The following figures include people working in a sport organisation and having a sport-specific occupation (e.g., a coach) OR a non-specific sport occupation (e.g., administrator or receptionist).

#### 3.3.1 Total number of people working in a sport organisation in EU-28 (NACE 93.1)

Figure 28 shows the total working population involved in sport-specific organisations (all jobs) as of 2019 it is 1 340 991. This compares with a figure of 1 063 190 in 2011. That represents a growth of 26.1% from 2011 to 2019 which is higher than the growth for the EU-28 total sport labour market for the same period.

**Figure 28: Total number of people working in a sport organisation (NACE 93.1)**

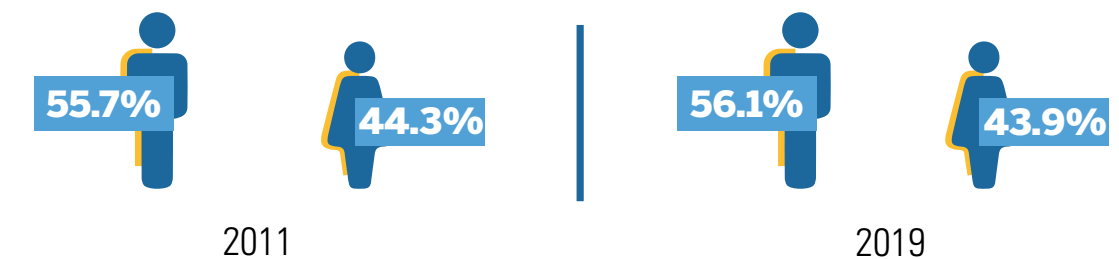


In 2019, the total number of people working in a sport organisation represents almost 75% of the EU-28 total sport labour market. There is an overall upward trend over the period from 2011 to 2019.

#### 3.3.2 Total number of people working in a sport organisation in EU-28 (NACE 93.1) by gender

Figure 29 shows the percentages of females and males working in a sport organisation in EU-28 in this over the nine-year period. Those working in sport organisations are more likely to be male than female and the gap over the period has not changed significantly. These statistics also highlight that there is a lower percentage of females acting in sport organisations compared with the EU-28 total sport labour market.

This is summarised in the infographics and graph below.



**Figure 29: People working in a sport organisation in EU-28 (NACE 93.1); percentage by gender**

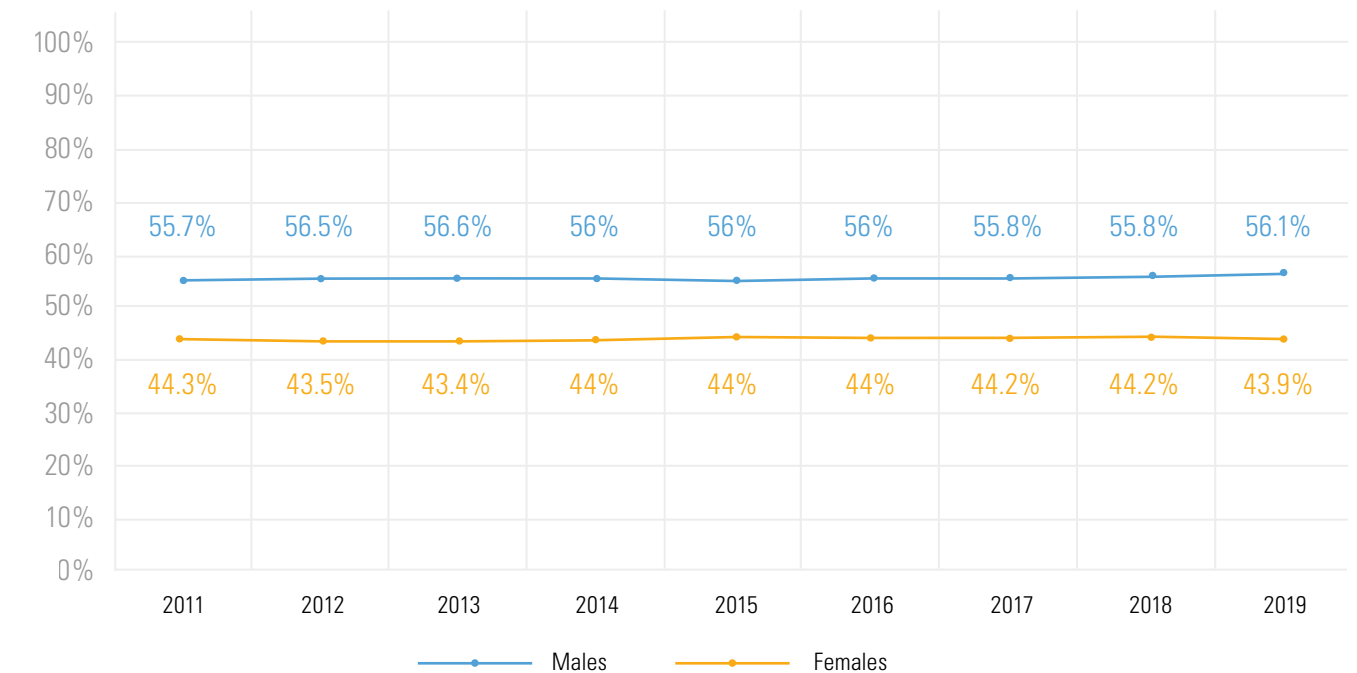
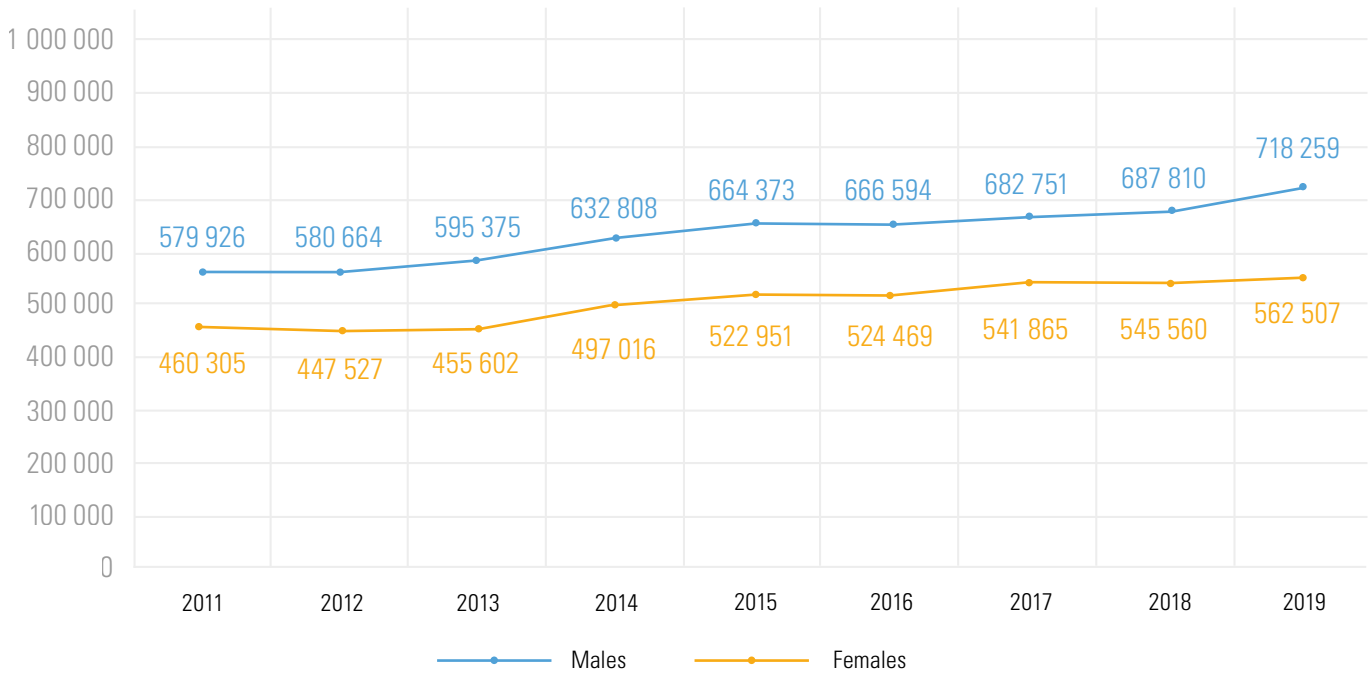




Figure 30 shows the total numbers of people working in a sport organisation in EU-28 by gender over the period from 2011 to 2019.

Figure 30: Total number of people working in a sport organisation in EU-28 (NACE 93.1); by gender



As presented earlier in the report, the number of females joining the EU-28 sport labour market has only grown by 16% by comparison with males (26.2%).

The growth in the number of females working in a sport organisation in EU-28 is 22.2% which is higher than female growth in the EU-28 sport labour market as a whole. This suggests that whereas more women are entering the total sport labour market, a significant proportion are employed by sport organisations.

The growth in the number of males working in a sport organisation in EU-28 is 23.9% which is higher than the female growth but lower than the growth of males in the EU-28 sport labour market as a whole.

**Note:** For some countries the breakdown by gender was not available so the percentages and numbers which appear in the above figures have been calculated from the following sample of the total number of people working in a sport organisation (NACE 93.1) in EU-28:

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
Size of the sample (% of the total number of people working in a sport organisation)	97.8%	96.1%	96.1%	96.2%	98.5%	95.4%	95.3%	94.4%	97.5%

### 3.3.3 Total number of people working in a sport organisation in EU-28 (NACE 93.1) by age band

Figure 31 shows the percentage breakdown of people working in a sport organisation by age bands. These are the age bands used by Eurostat. The majority of people working in sport organisations in EU-28 fall into the 25-49 age bracket (54.2%) as it is the case for the EU-28 total sport labour market.

This is summarised in the infographics and graph below

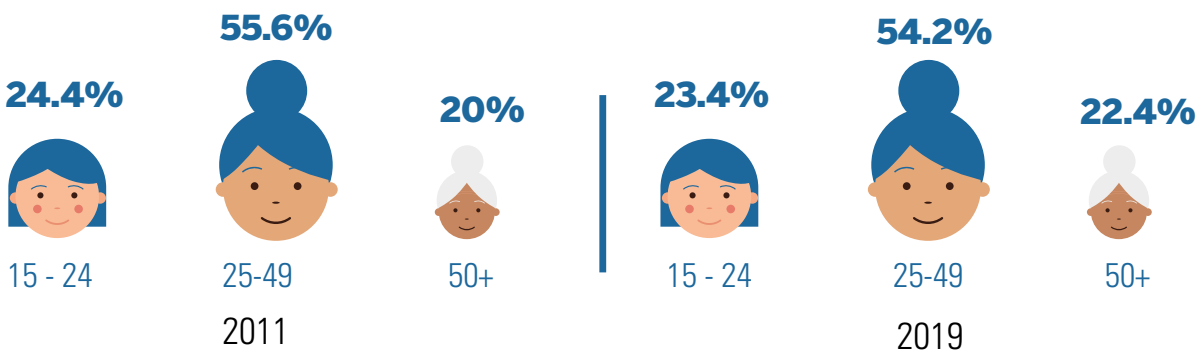
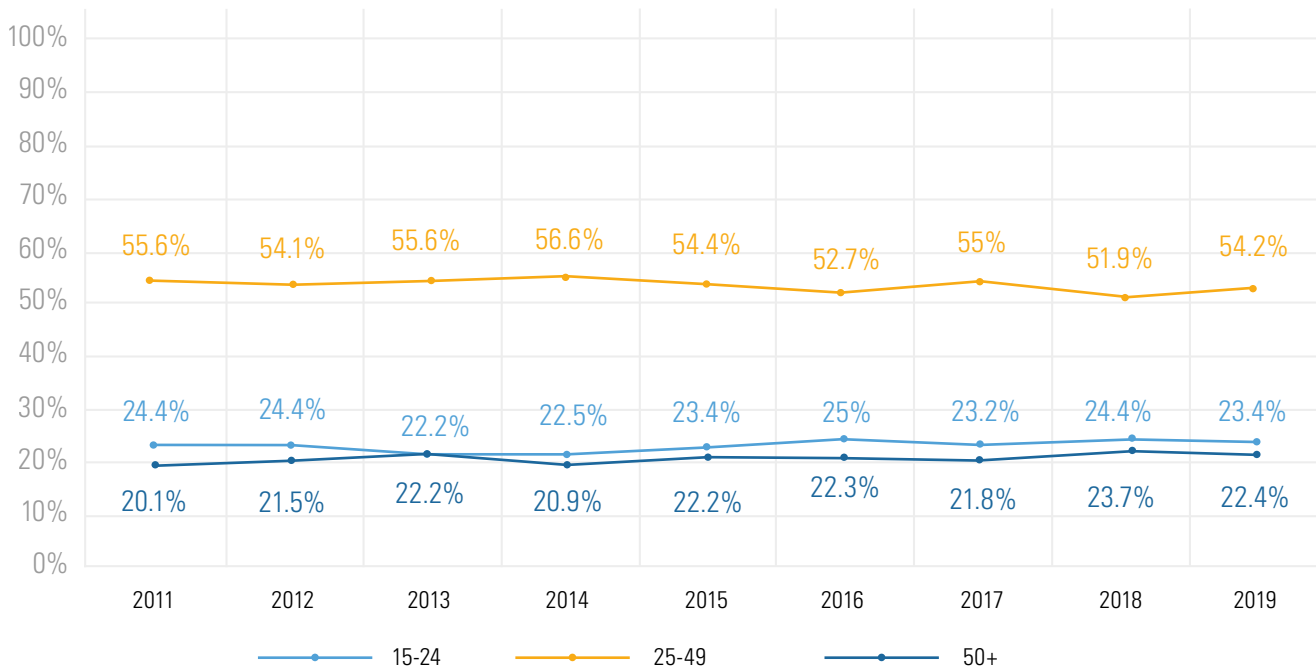


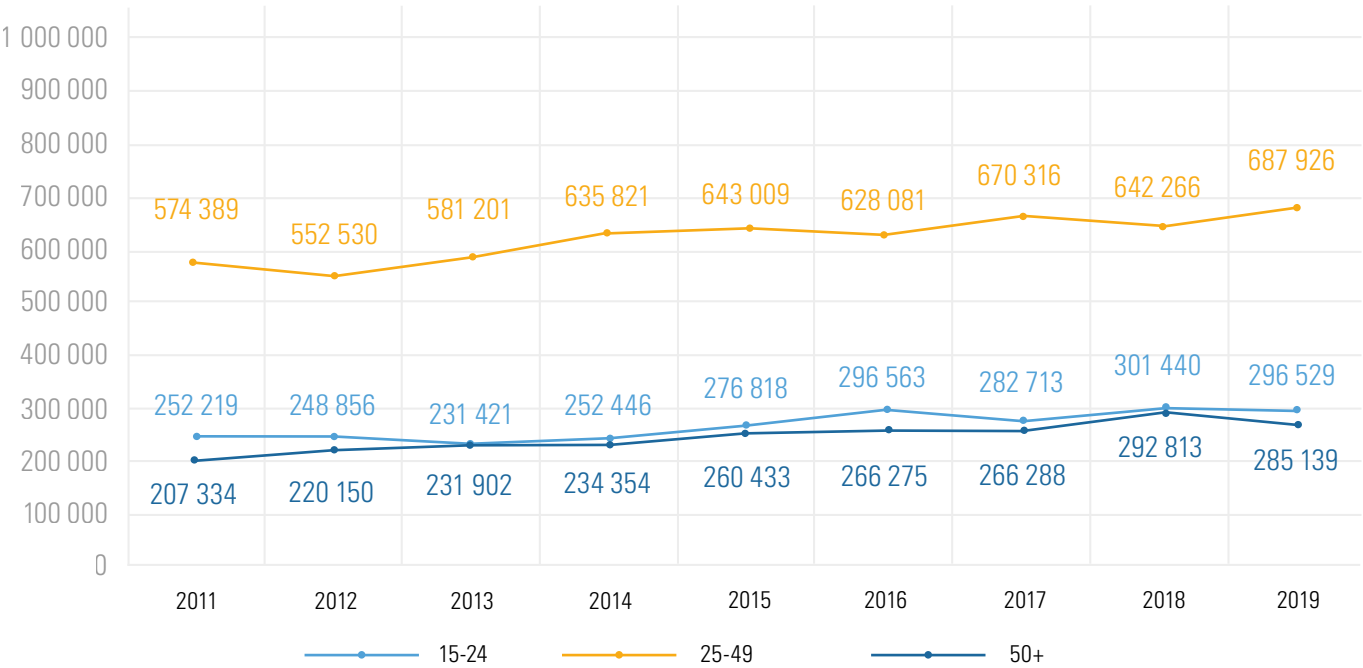
Figure 31: People working in a sport organisation in EU-28 (NACE 93.1); percentage by age bands



The trend over the last nine years has been for the older age group to increase while the middle age group decreases, and the young age group stays the same. The current distribution of age groups amongst those working in sport organisations and its evolution since 2011 are very similar to the distribution and evolution of age groups for the EU-28 sport labour market as a whole.

Figure 32 shows the total numbers of people working in a sport organisation in EU-28 by age band over the period from 2011 to 2019.

Figure 32: Total number of people working in a sport organisation in EU-28 (NACE 93.1); by age groups



The growth of people working in a sport organisation in the older age group (+37.5%) was nearly two time greater than that for the younger group (+17.6%) and the middle age band (+19.8%) so there is a small tendency in the direction of an aging workforce for those working in a sport organisation in EU-28.

**Note:** For some countries the breakdown by age band was not available so the percentages and numbers which appear in the above figures have been calculated from the following sample of the total number of people working in a sport organisation (NACE 93.1) in EU-28:

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
Size of the sample (% of the total number of people working in a sport organisation)	97.2%	95.5%	95.5%	95.6%	97.9%	95.4%	94.9%	94.7%	96.6%

### 3.3.4 Total number of people working in a sport organisation in EU-28 (NACE 93.1) by level of education

Figure 33 shows the percentages of people working in sport organisations by level of education.

The levels here are those taken from UNESCO's International Classification of Education (ISCED) which align fairly closely with the levels used in the European Qualifications Framework (EQF).

	ISCED 2011 (data from 2014 onwards)	ISCED 1997 (data up to 2013)
Low education	Levels 0-2	Levels 0-2
Medium education	Levels 3-4	Levels 3-4
High education	Levels 5-8	Levels 5-6

The greatest proportion of people working in a sport organisation have a middle education level (48.2%), but the gap between this group and those with higher education qualifications is narrowing every year. There is a growing number of high educated workers and a decreasing number of low educated workers in sport organisation. This tendency is the same for the EU-28 total sport labour market as presented earlier in the report, and this is summarised in the infographics and graph below.

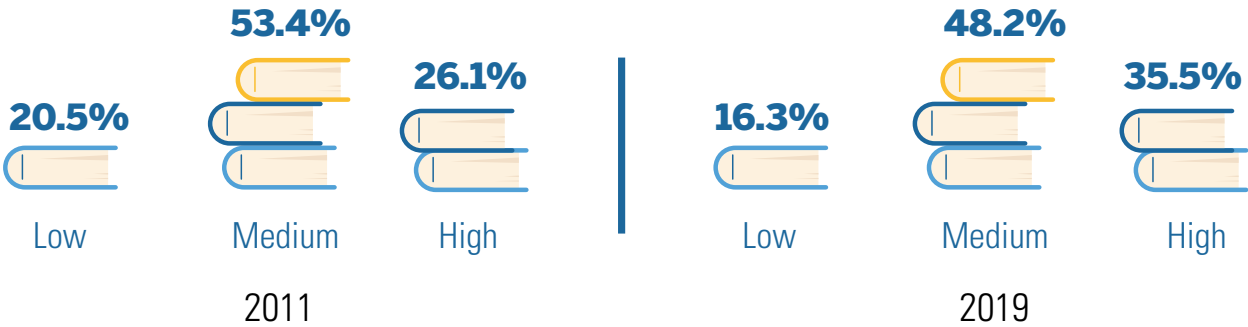




Figure 33: People working in a sport organisation in EU-28 (NACE 93.1); percentage by education level

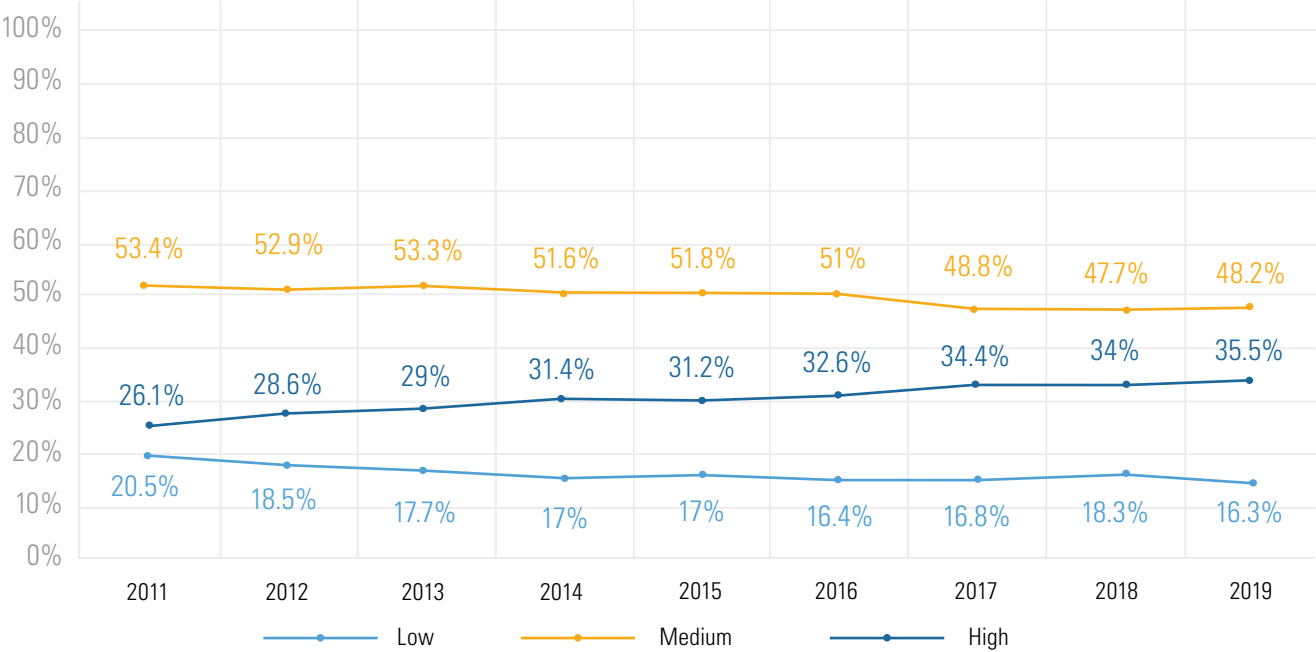
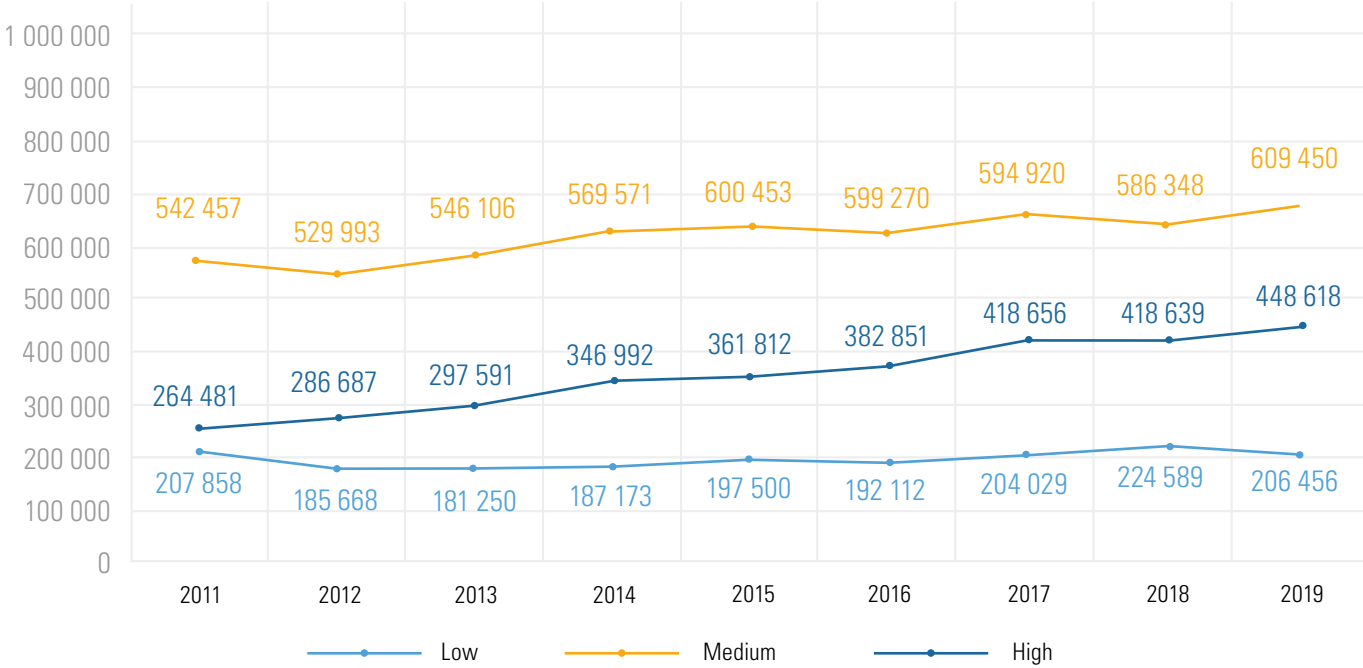


Figure 34 shows the total numbers of people working in a sport organisation in EU-28 by level of education over the period from 2011 to 2019.

Figure 34: Total number of people working in a sport organisation in EU-28 (NACE 93.1); by level of education



As we have seen earlier with the EU-28 sport labour market as a whole, the greatest growth from 2011 to 2019 has been in the high education group (increase of 69.6%) whereas the other two groups have remained relatively static. However, this growth in high education level is lower than that for the EU-28 sport labour market as whole which stands at 84.1%.

**Note:** For some countries the breakdown by level of education was not available so the percentages and numbers which appear in the above figures have been calculated from the following sample of the total number of people working in a sport organisation (NACE 93.1) in EU-28:

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
Size of the sample (% of the total number of people working in a sport organisation)	95.4%	93.7%	93.7%	94%	96.2%	94.1%	94.8%	94.1%	94.3%



3.3.5 Total number of people working in a sport organisation in EU-28 (NACE 93.1) by type of working contract

Figure 35 shows the percentages of people working in a sport organisation by full and part-time contracts. More than half of people working in a sport organisation are employed on a full-time working contract and the proportion has changed very little over the nine-year period.

People working in a sport organisation are less likely to be working on a part-time working contract compared to the EU-28 sport workforce as a whole (41.6% versus 43.7%) and even less likely than sport-specific workers (41.6% versus 48.8%).

This is summarised in the infographics and graph below.

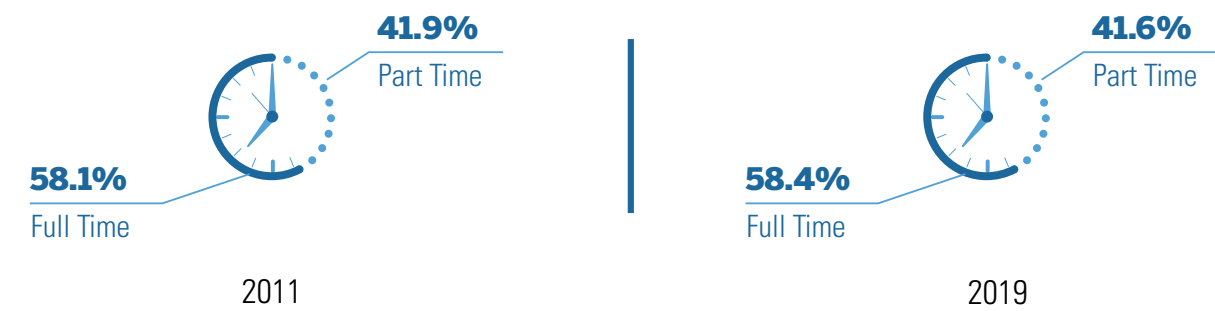


Figure 35: People working in a sport organisation in EU-28 (NACE 93.1); percentage by type of contract

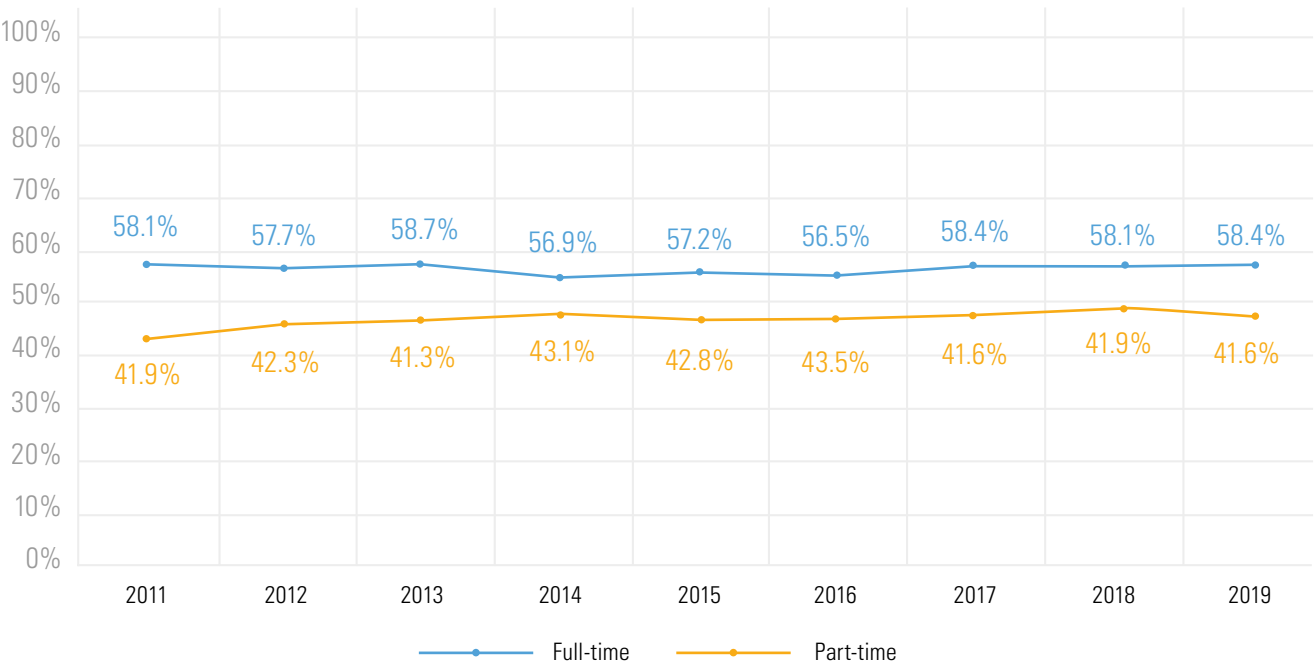
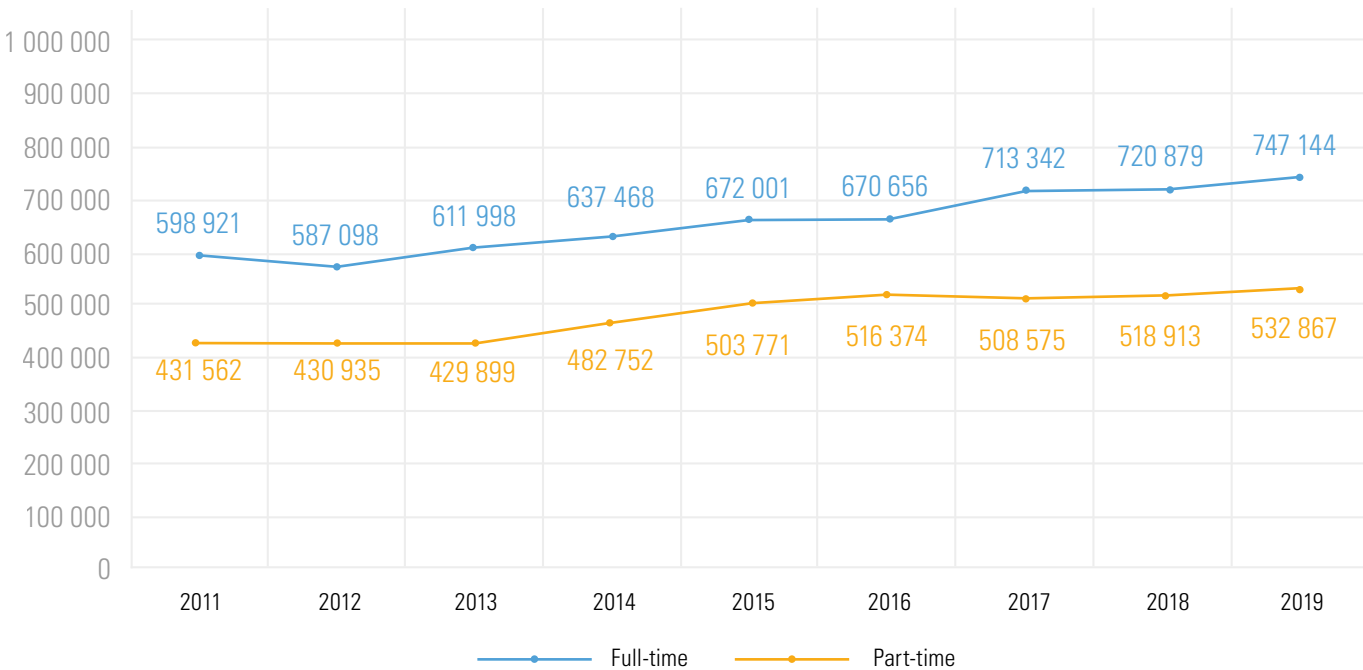


Figure 36 shows the total numbers of people working in a sport organisation in EU-28 by type of working contract over the period from 2011 to 2019.

Figure 36: Total number of people working in a sport organisation in EU-28 (NACE 93.1); by type of working contract



Over the last nine years, the growth of people working in a sport organisation on part-time contracts has been very similar as the growth of those working on full-time contracts (+23.5 % for part-timers compared to +24.7% for full-timers).

**Note:** For some countries the breakdown by type of working contract was not available so the percentages and numbers which appear in the above figures have been calculated from the following sample of the total number of people working in a sport organisation (NACE 93.1) in EU-28:

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
Size of the sample (% of the total number of people working in a sport organisation)	96.9%	95.1%	95.3%	95.4%	97.5%	95.1%	95.1%	94.9%	95.5%



3.3.6 Total number of people working in a sport organisation in EU-28 (NACE 93.1) by professional status

This part of the analysis looks at the breakdown between people who work in a sport organisation who have employed status (both full-time and part-time) and those who are self-employed.

Figure 37 underlines the percentages of people who work in a sport organisation who have employed and self-employed status. A large majority have employed status (84.1%), and this has remained the case over the nine-year period. This is higher by 6.1 percentage point compared to the percentages of self-employees engaged within the EU-28 total sport labour market.

In comparison with people with a sport-specific occupation discussed earlier, the proportion of people in sport organisations with employed status is around 16% higher.

This is summarised in the infographics and graph below.

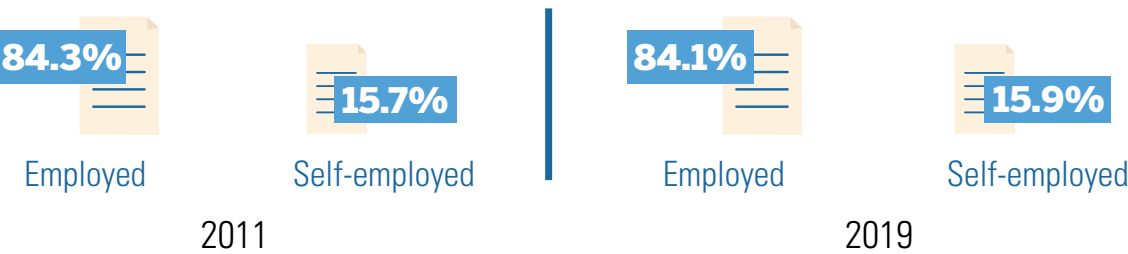


Figure 37: People working in a sport organisation in EU-28 (NACE 93.1); percentage by professional status

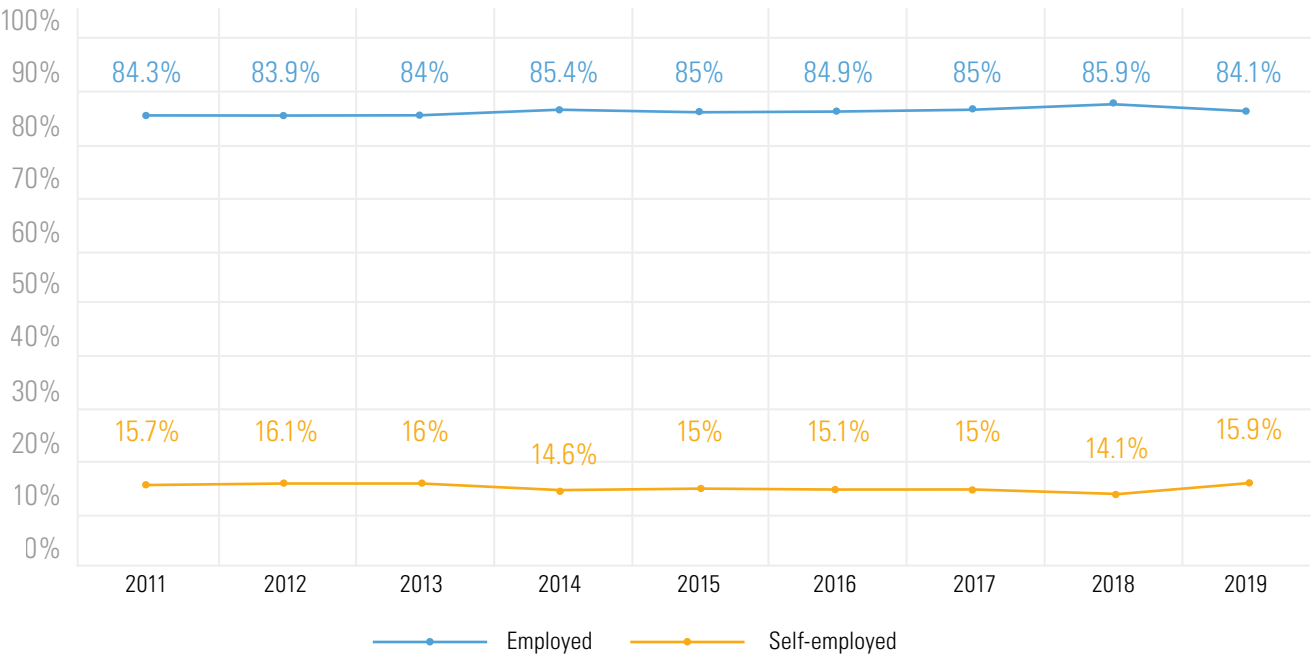
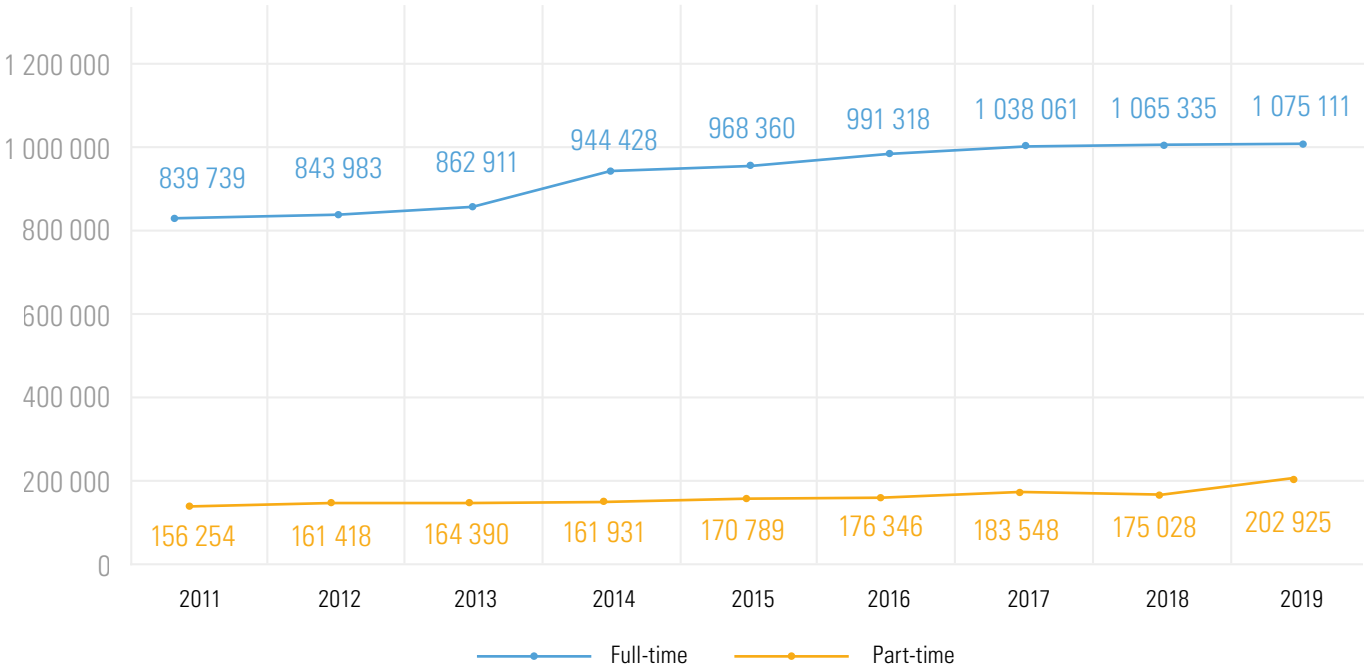


Figure 38 shows the total numbers of people working in a sport organisation in EU-28 professional status over the period from 2011 to 2019.

Figure 38: Total number of people working in a sport organisation in EU-28 (NACE 93.1); by professional status



The total number of self-employed people working in a sport organisation in EU-28 has in fact grown by 29.9% over that period and by 28% for employed status. The tendency is that people working in sport organisation more often have employed status compared to sport and fitness workers involved in other types of organisations.

**Note:** For some countries the breakdown by professional status was not available so the percentages and numbers which appear in the above figures have been calculated from the following sample of the total number of people working in a sport organisation (NACE 93.1) in EU-28:

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
Size of the sample (% of the total number of people working in a sport organisation)	93.7%	93.9%	93.8%	94.2%	94.5%	93.6%	95.1%	94.9%	95.3%

#### 4.11.7 People working in a sport organisation in the EU by ISCO code

After presenting the total number of people working in an organisation whose main business is the provision of sport (NACE 93.1), it is possible to identify the main types of occupation which are included within these sport organisations.

Based on the statistics collated from Eurostat, we can provide an overall picture of the proportion of sport specific (ISCO 342) and non-sport specific occupations (other ISCO codes) that can be found within sport organisations in Europe.

The percentages presented in the figure 39 below can be considered reliable as they are based on 95.5% of the total number of people working within a sport organisation in Europe.

A majority of people working in sport organisations have a non-sport specific occupation (e.g., managers, secretaries, receptionists, cooks, lifeguards, cleaners). In 2019, 60.6% of those engaged in sport organisations have a non-sport specific occupation.

This tendency is stable since 2011 although there is a slight diminution of the proportion of people with a non-sport specific occupation compared to those with a sport specific occupation (ISCO 324).

This is summarised in the infographics and graph below.

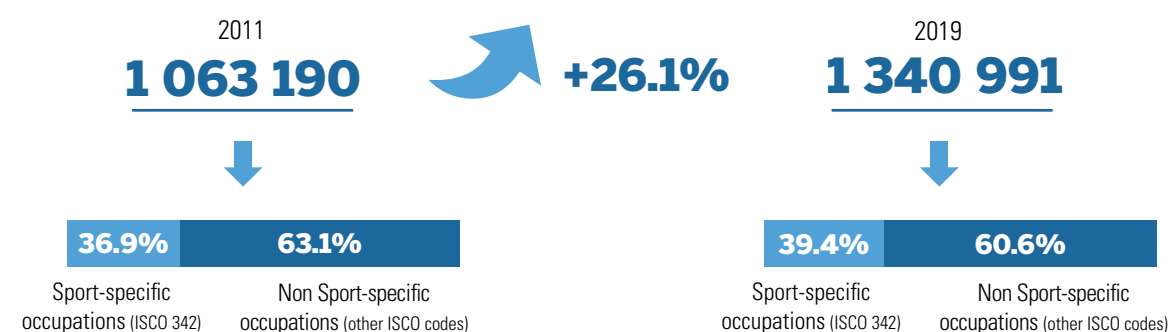
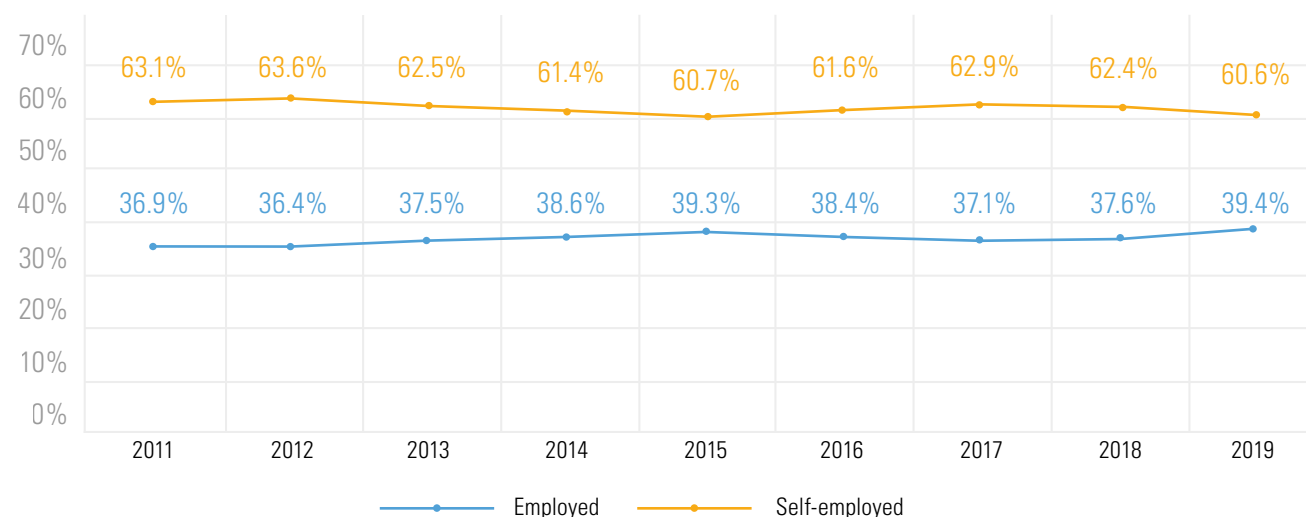


Figure 39: Breakdown of sport specific and non sport specific occupations within sport organisations in EU-28





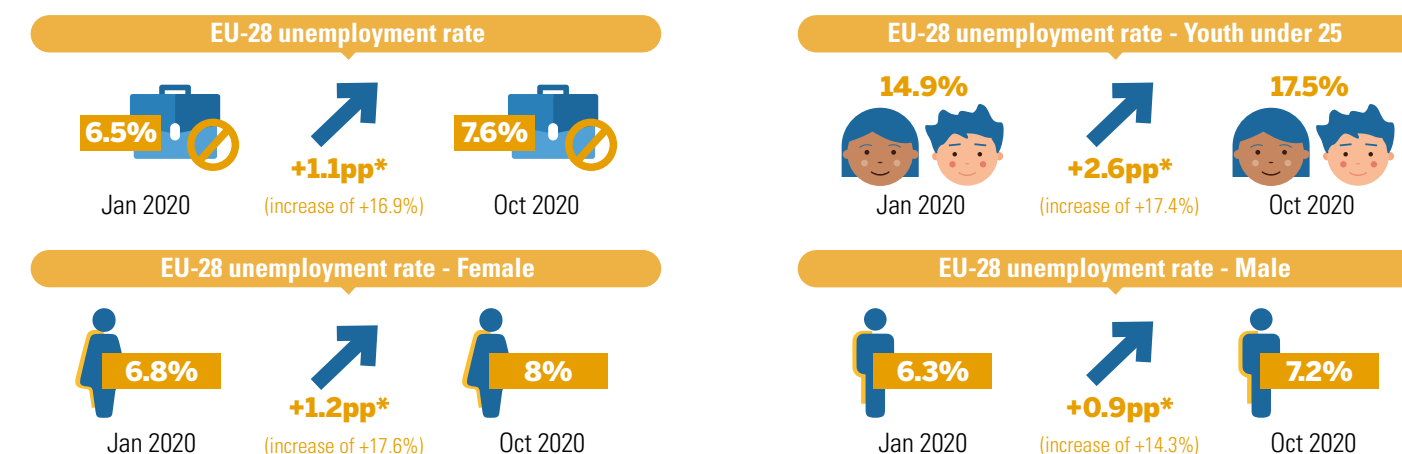
# 4

## FIRST FINDINGS ON THE IMPACT OF COVID-19

### FIRST FINDINGS ON THE IMPACT OF COVID-19 ON THE EUROPEAN SPORT LABOUR MARKET

- The year 2020 saw a sudden, unexpected and severe pandemic starting in March. The whole society all over the world has been directly impacted by Covid-19 including the sport sector.
- The official statistics for the full year 2020 are not yet published and available but it has been possible to collate and analyse the first quarters of the year. This factsheet underlines the fresh findings of the first tendencies and findings of the impact of the pandemic on the sport labour market in Europe (including the United Kingdom). These data have to be taken into consideration carefully as they are not representing the full year 2020.

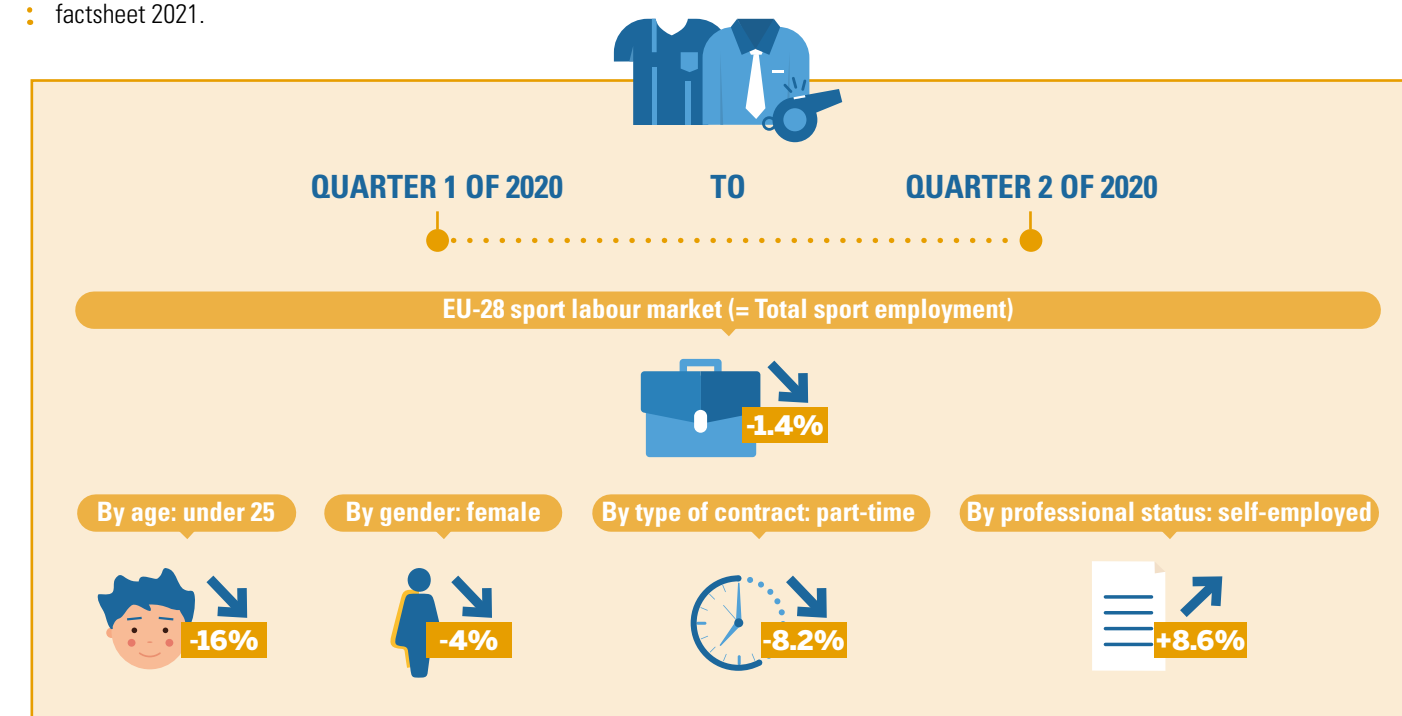
#### FIRST FINDINGS OF THE IMPACT ON THE OVERALL EU LABOUR MARKET - Source: Eurostat



\*percentage point

#### FIRST FINDINGS OF THE IMPACT ON THE EU SPORT LABOUR MARKET - Source: Eurostat

- For the European sport labour market (including the United Kingdom), data for quarter 1 and quarter 2 of the year 2020 have been collated and analysed. Key findings are presented below.
- In the sport sector, **female, employed workers, part timers and youth aged under 25 years old** appear to be the ones from the sport labour market having been the most impacted by the pandemic so far. In terms of professional status, the proportion of self employed has significantly increased since December 2019.
- The statistics for the second part of the year 2020 will be made available in 2021 and will be reported in the next edition of the EOSE European factsheet 2021.





# 5

## CONCLUSION

### CONCLUSION

The overall objective was to collate available data and statistics on the sport and physical activity labour market in all EU Member States (EU-28).

Contacts were already initiated with sport analysts from Eurostat, so the SKILLS project presented a concrete and unique opportunity to maintain this relationship and collate latest available statistics for the year 2019.

To summarise the overall process, the work carried out through the SKILLS desk research and in collaboration with Eurostat and some National Statistics Offices (NSO) was to collate available statistics on the number of:

- ✿ Persons having a sport and fitness occupation (ISCO 342) in an organisation whose main business is the provision of sport (NACE 93.1), *e.g., professional athletes, coaches, instructors*
- ✿ Persons having a non-sport and fitness occupation (Other ISCO codes) in an organisation whose main business is the provision of sport (NACE 93.1), *e.g., managers, receptionists*
- ✿ Persons having a sport and fitness occupation (ISCO 342) in an organisation whose main business is not the provision of sport (Other NACE codes), *e.g., a fitness instructor working in a hotel*

The ambition was not just to collate such data but also to try to breakdown these statistics regarding the sport labour market by gender, age, level of education, type of employment (employed or self-employed) and type of working contract (full-time or part-time).

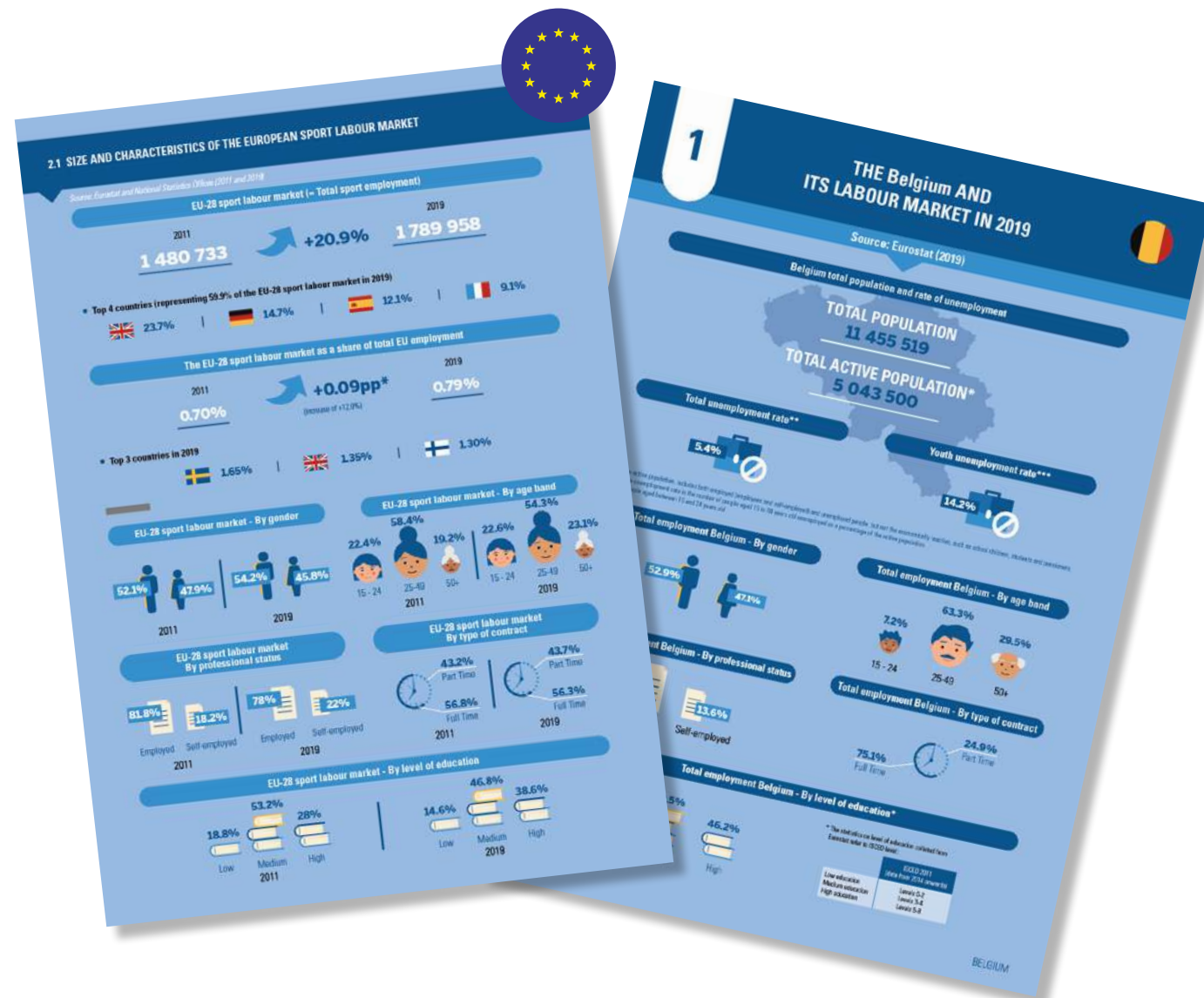
Some highlights and findings from the collated research which are explored in this report are:

- ✿ A growing EU-28 Sport Labour Market in numbers
- ✿ A growing sector versus EU-28 total employment (proportion)
- ✿ Differences between countries
- ✿ Main characteristics:
  - ✿ More male than female involved as paid staff
  - ✿ A growing proportion of youth and 50 year+
  - ✿ A high percentage of people on part-time contracts versus EU average
  - ✿ A higher percentage of self-employed people versus EU average
  - ✿ More workers with higher education qualifications than the EU average and less with low level qualifications
  - ✿ Nearly half of the people with a sport specific occupation engaged outside sport organisations
  - ✿ A high percentage of people who work in sport organisations have a non-sport specific occupation



## SUMMARY FACT SHEETS NOW AVAILABLE WITH LATEST STATISTICS ABOUT THE SPORT LABOUR MARKET

We encourage you to read and download the summary fact sheet which has been produced to summarise with some infographics the main findings presented in this report. One specific fact sheet has been developed for the EU-28 sport labour market and we are delighted to inform you that national fact sheets have been designed and published for each of the 28 Member state. They gather the best information available about the sport labour market but should not necessary be seen as the exact reality of the sector. The ambition is to publish a maximum of available official statistics at the European and national level to underline main findings and tendencies and to help create policy discussions, concrete impact and potential collaborations through the sector.



You can access and download these summary fact sheets on <https://projects.eose.org/skills/>

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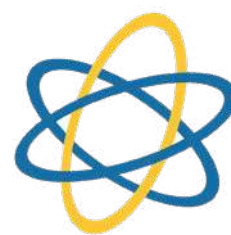


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