

SKILLS

· **EUROPEAN RESEARCH REPORT**
· LATEST EUROPEAN SPORT AND PHYSICAL
· ACTIVITY LABOUR MARKET STATISTICS



YEAR
2021



TABLE OF CONTENTS

5	THE SKILLS PROJECT
9	SUMMARY OF MAIN FINDINGS FOR THE PERIOD FROM 2011 TO 2020
13	SPECIAL FOCUS ON YEAR 2020, BEGINNING OF THE COVID-19
17	STATISTICAL DEFINITION AND WORKING METHODOLOGY
25	THE SPORT SECTOR AND ITS EUROPEAN LABOUR MARKET

LIST OF FIGURES

26	Figure 1: EU-28 sport labour market (= Total sport employment)
27	Figure 2: Total EU-28 sport labour market as a share of the total EU-28 employment (all sectors)
28	Figure 3: Size of the sport labour market per EU Member state in 2019
29	Figure 4: The sport labour market as a share of the total employment (all sectors) in each EU Member state in 2019
30	Figure 5: Total EU-28 sport labour market; percentage by gender
31	Figure 6: Total numbers of males and females in the EU-28 sport labour market
32	Figure 7: EU-28 sport labour market; percentage by age band
33	Figure 8: Total number of people in each age band in the EU-28 sport labour market; by age groups
35	Figure 9: EU-28 sport labour market; percentage by level of education
36	Figure 10: Total number of people with each level of education in the EU-28 sport labour market
37	Figure 11: EU-28 sport labour market; percentage by type of working contract
38	Figure 12: Total number of people with each type of working contract in the EU-28 sport labour market
40	Figure 13: EU-28 sport labour market; percentage by professional status
41	Figure 14: Total number of people with each type of professional status in the EU-28 sport labour market
42	Figure 15: Total numbers of people working in sport and fitness occupations (ISCO 342)
43	Figure 16: EU-28 sport and fitness workers (ISCO 342); percentage by gender

TABLE OF FIGURES

44	Figure 17: Total number of males and females employed in sport and fitness occupations (ISCO 342)
45	Figure 18: EU-28 sport and fitness workers (ISCO 342); percentage by age band
46	Figure 19: Total number of people in each age band employed in sport and fitness occupations in EU-28 (ISCO 342)
47	Figure 20: EU-28 sport and fitness workers (ISCO 342); percentage by level of education
48	Figure 21: Total number of people with each level of education in sport and fitness occupations in EU-28 (ISCO 342)
49	Figure 22: EU-28 sport and fitness workers (ISCO 342); percentage by type of working contract
50	Figure 23: Total number of people with each type of working contract in sport and fitness occupations (ISCO 342)
51	Figure 24: EU-28 sport and fitness workers (ISCO 342); percentage by professional status
52	Figure 25: Total number of people with each type of professional status in sport and fitness occupation in EU-28 (ISCO 342)
54	Figure 26: Breakdown of sport and fitness workers by type of occupations (ISCO 342)
55	Figure 27: Percentages of sport and fitness workers (ISCO 342) within or outside a sport organisation (NACE 93.1)
56	Figure 28: Total number of people working in a sport organisation (NACE 93.1)
57	Figure 29: People working in a sport organisation in EU-28 (NACE 93.1); percentage by gender
58	Figure 30: Total number of people working in a sport organisation in EU-28 (NACE 93.1); by gender
59	Figure 31: People working in a sport organisation in EU-28 (NACE 93.1); percentage by age bands
60	Figure 32: Total number of people working in a sport organisation in EU-28 (NACE 93.1); by age groups
62	Figure 33: People working in a sport organisation in EU-28 (NACE 93.1); percentage by education level
63	Figure 34: Total number of people working in a sport organisation in EU-28 (NACE 93.1); by level of education
64	Figure 35: People working in a sport organisation in EU-28 (NACE 93.1); percentage by type of contract
65	Figure 36: Total number of people working in a sport organisation in EU-28 (NACE 93.1); by type of working contract
66	Figure 37: People working in a sport organisation in EU-28 (NACE 93.1); percentage by professional status
67	Figure 38: Total number of people working in a sport organisation in EU-28 (NACE 93.1); by professional status
68	Figure 39: Breakdown of sport specific and non sport specific occupations within sport organisations in EU-28



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1

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 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.

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 and for each Member State (latest statistics and analyses) – in 2020 and 2021;
- A summary paper with visuals on skills needs and challenges expressed by sport employers from the contributions collated through the ESSA-Sport Employer Skills Survey;
- 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 in 2020 and 2021; and a series of national consultation (bottom-up approach);
- A Sustainability Plan towards a skilled workforce for the sport sector in EU.

Through the implementation of the SKILLS initiative, the consortium, coordinated by EOSE, used the same working methodology as ESSA-Sport to carry out efficient desk research for available statistics on the sport labour market from both Eurostat and National Statistic Offices and be able to provide a update for 2019 and 2020. 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

SUMMARY OF MAIN FINDINGS FOR THE PERIOD 2011 TO 2020




The ambition was not just to collate employment 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).

This section looks at the overall characteristics and trends for the period 2011-2020.


Some highlights and findings for the period 2011-2020 from the collated research explored in this report are:

 EU-28 Sport Labour Market (all occupations, working in sport and non-sport organisations) now has 1 726 791 workers. It has grown by around 16.9% from 2011 to 2020.

 This represents about 0.77% of the total EU workforce (all economic sectors) and as a percentage share of the total EU-28 employment (all economic sectors) there is growth of about 0.07% over 10 years.

 Main characteristics and tendencies **of the sport labour force as a whole** (all occupations, working in sport and non-sport organisations):

- The workforce is predominantly male. There has been a tendency for the female workforce to decline in this period (47.9% in 2011, 44.1% in 2020). Compared to the EU average (all economic sectors), the representation of females in the sport workforce is lower.
- Most workers are in the 25-49 age band. This has declined (57.4% in 2011, 53.5% in 2020) over the last 10 years. There has also been declining proportion of youth (22.9% in 2011, 21.8% in 2020) and a rising proportion of those 50 years+ (19.7% in 2011, 24.7% in 2020). Thus, there is an aging tendency. Despite this when compared to the EU average (all economic sectors), the sport workforce tends to be younger.
- Almost one half of all workers in the sport sector have middle level qualifications and over one third have high level qualifications. Those with low level qualifications are a small minority (12.7%). There has been a steady decline for those with middle level qualifications (53.2% in 2011, 49.9% in 2020) and for those with low level qualifications (18.8% in 2011, 12.7% in 2020). There has been a steady growth in the share of those with high level qualifications (28.0% in 2011, 37.4% in 2020). The sport workforce has more workers with higher education qualifications than the EU average and fewer with low level qualifications.
- More sport workers are on full-time contracts (57.4%) compared to part-time contracts (42.6%). There is little change from 2011 to 2020. This is a significantly higher percentage of people on part-time contracts in the sport sector compared to the EU average for all sectors.
- Over three quarters of the sport workforce have employed status compared to nearly a quarter who are self-employed. The tendency from 2011 to 2020 has been a decline in employed status (82.1% in 2011, 75.9% in 2020) and a corresponding rise in self-employment (17.9% in 2011, 24.1% in 2020). The proportion of self-employed people in the sport workforce is much higher than the EU average for all sectors.

 Main characteristics and tendencies **of sport and fitness workers** (athletes and players, sports coaches, instructors and officials, fitness and recreation instructors and programme leaders):

- There are now 971 612 people with sport and fitness occupations in EU-28. This represents a growth of 21.6% over the 10-year period. Nearly half of the people with a sport specific occupation work for organisations whose main business is not sport (e.g., amusement, administration, education).
- There is a higher proportion of men versus women (57.5% men – 42.5% women). The gap between male and female sport and fitness workers has widened from 53.9% men and 46.1% women in 2011.

• 57.1% of sport and fitness workers are aged 25-49, 22.9% are 15-24 and 20% are 50+. The percentage share of the middle age group has declined (60.6% in 2011), as has the youngest age group (23.1% in 2011). Those in the oldest age group have increased (16.3% in 2011).

• There is only a narrow gap between those with high level qualifications (44.2%) and those with middle level qualifications (45.3%). Only 10.5% of this group have low level qualifications. The tendency has been for those with high level qualifications to increase (33.7% in 2011) and those with middle level qualifications to decline (50.6% in 2011) and for those with low level qualifications also to go down (15.7% in 2011).

• 52.7% of sport and fitness workers are employed full-time and 47.3% are part-time. There is a higher proportion of sport and fitness workers on part-time contracts compared to the sport workforce as a whole. Over 10 years the proportions are relatively similar (but there was a marked decline in part-time employment 2018-2020)

• 67.0% of sport and fitness workers have employed status and 33.0% are self-employed. The trend over 10 years has been in favour of self-employment (24.2% in 2011)

• The majority of sport and fitness workers are sport coaches, instructors and officials (54.7%). 36.9% are fitness and recreation instructors and programme leaders. 8.4% are athletes and sports players. Over the ten-year period there has been a decline in the percentage of fitness and recreation instructors and programme leaders (46.2% in 2011) and an increase in the percentage of sport coaches, instructors and officials (47.2% in 2011). The percentage of athletes and sports players has increased (6.6% in 2011).

• 54.0% of sport and fitness workers are now employed in organisations whose main business is sport. This has changed significantly since 2011 when the majority (54.2%) were employed in organisations whose main business was not sport.

Main characteristics and tendencies **of people in all types of occupation working in organisations whose main business is sport** (sport organisations):

• -In 2020, 1 283 349 people were employed in sport organisations all over EU-28. This is 74.3% of the total sport workforce (sport and non-sport organisations). This represents a growth of 20.7% over the 10-year period.

• 57.7% of those working in sport organisations are male versus 42.3% who are female. The trend has been in favour of male employment (55.6% male in 2011, 44.4% female in 2011)

• Most workers in sport organisations (53.1%) are aged 25-49, 22.4% are 15-24 and 24.5% are 50+. The percentage share of the middle age group has declined (55.9% in 2011), as has the youngest age group (24.0% in 2011). Those in the oldest age group have increased (20.1% in 2011). The trend over the last 10 years has been for the older age group to increase while the middle age group decreases, and the young age group stays broadly similar.

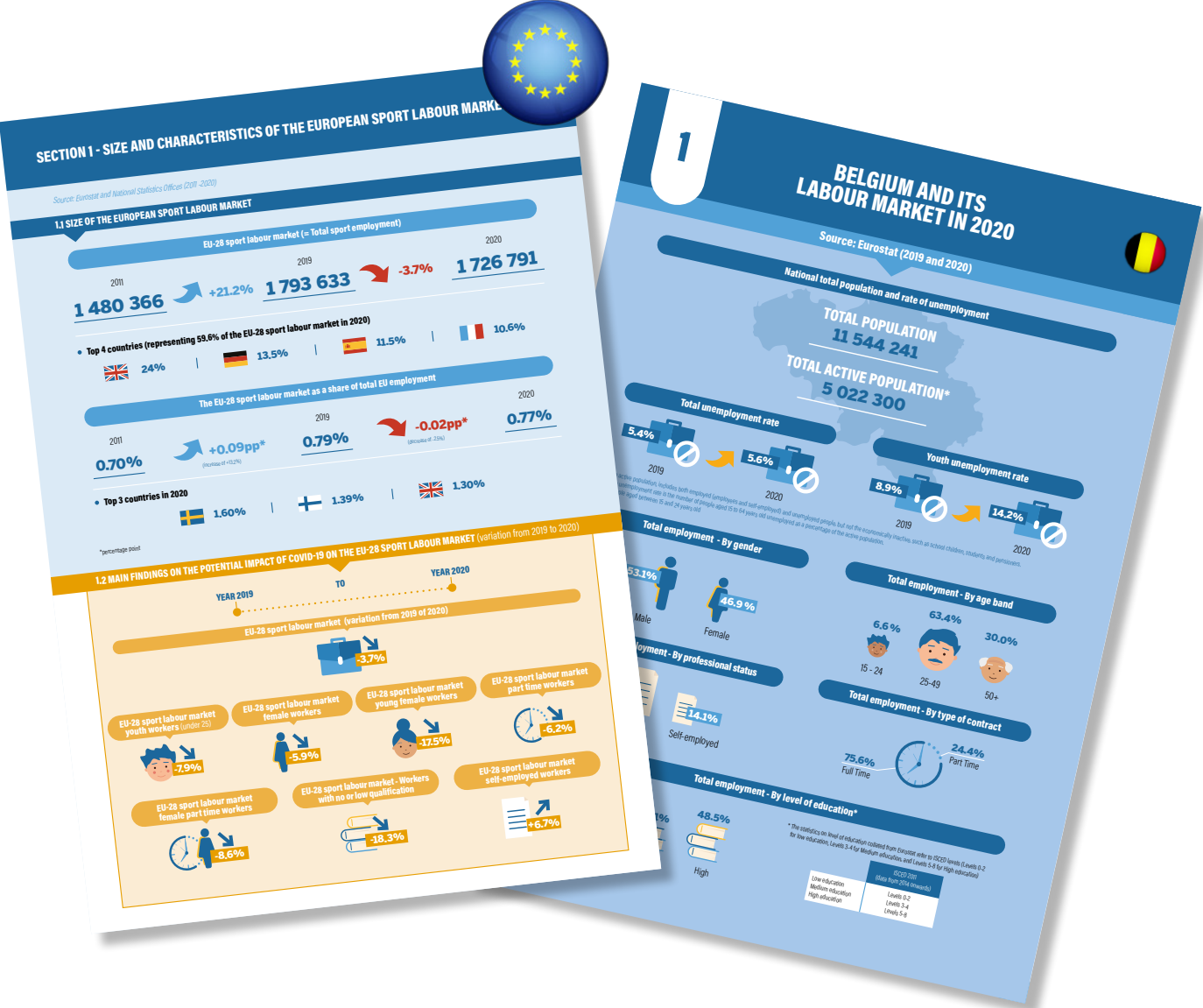
• A small majority of those working in sport organisations (50.9%) have middle level qualifications. 36.1% have high level qualifications and only 13.0% of this group have low level qualifications. The tendency has been for those with high level qualifications to increase (26.3% in 2011) and those with middle level qualifications to decline (53.7% in 2011) and for those with low level qualifications also to go down (20.0% in 2011).

• 59.8% of those working in a sport organisation are employed full-time and 40.2% part-time. Proportions have remained fairly similar over 10 years with a very slight advantage to full-time employment.

• 83.2% of those working in sport organisations have employed status and 16.8% are self-employed. The trend over 10 years has been in favour of self-employment (15.6% in 2011). It is notable that self-employment in sport organisations is lower than that for the sport workforce as a whole (24.1%).

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/>

3

SPECIAL FOCUS
ON YEAR 2020,
BEGINNING OF THE
COVID-19

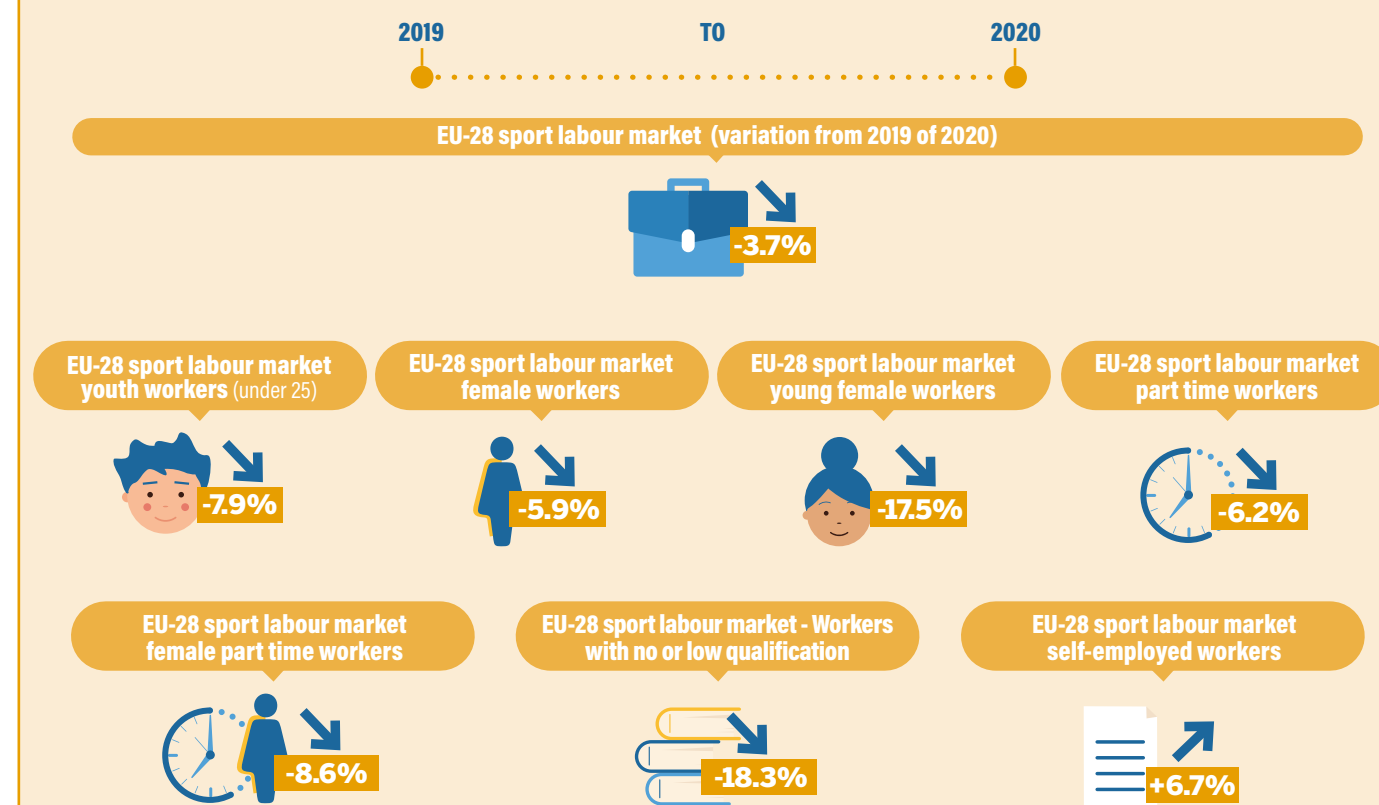
This section looks in detail at the year 2020 with a view to identifying what may have changed as a result of the Covid pandemic. There are some clear changes in characteristics and trends in 2020 when compared with the previous year.

This section only looks at the findings regarding the sport labour force as a whole (all occupations, working in sport and non-sport organisations). The potential impact of 2020 on specific groups of workers (sport and fitness workers and those employed in sport organisations) can be found in the main body of the report.

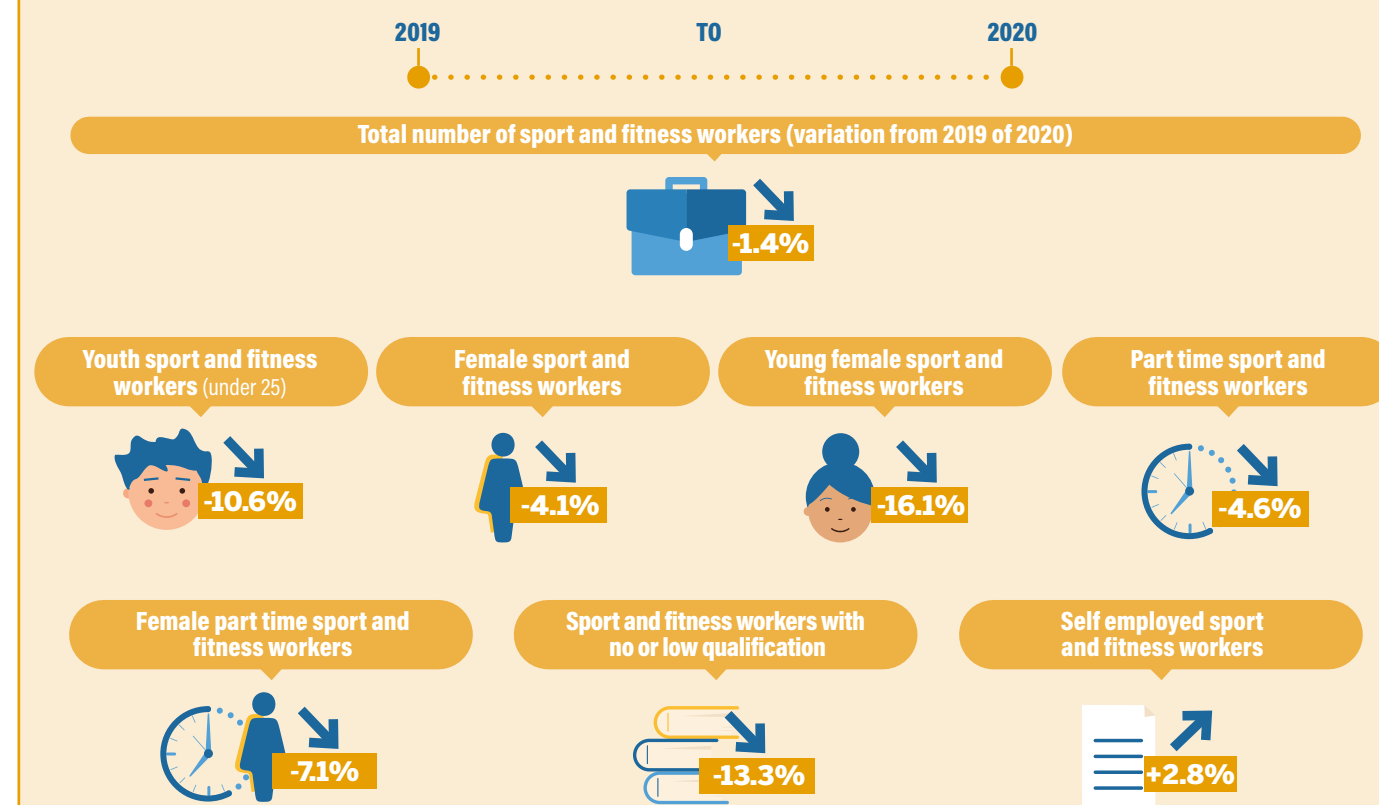
Main highlights and findings for 2020:

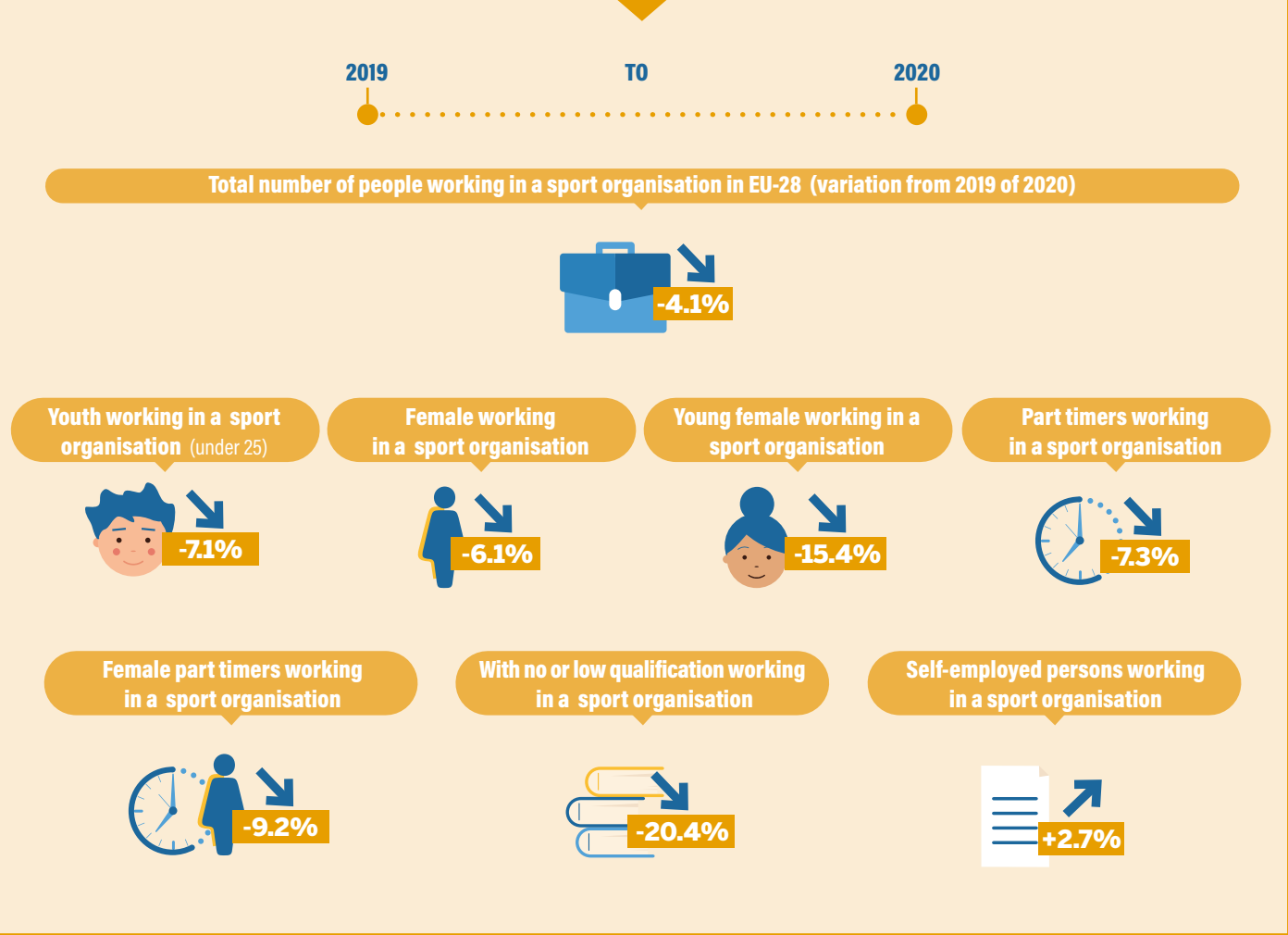
- There was a clear decline in total employment from 1 793 633 in 2019 to 1 726 691 in 2020. This represents a loss of 66 942 positions (-3.7%) and reverses an almost unbroken upward trend from 2011.
- Employment in the sport sector as a whole lost 0.02 percentage point of its share in total EU employment (all economic sectors) in that year which suggests sport may have been more severely affected than the EU economy as a whole.
- 2020 saw a 1.1% fall in the share of female employment versus male. In terms of numbers, the sector lost 48 088 female employees. This is 71.8% of all job losses in that year. Numbers of female employees went down 5.9% from 2019 compared to only 1.8% decrease for men. Whereas female employment declined as a share of total employment over the period 2011-2019, the year 2020 amplified this trend.
- In 2020, the percentage share of younger workers dipped by 1.1% with a similar gain (1%) for the oldest age group. In terms of numbers, there was a decline in younger workers in 2020 of -7.9% with the middle age group also going down. The trend towards an aging workforce up to 2019 was amplified in 2020.
- In terms of qualification levels, there was a noticeable change in trends. Up to 2019, the general trend was in the direction of a rise in the percentage share of those with higher level qualifications and a decline in the share of those with middle level qualifications. 2020 reversed this trend showing a decline of -1.4% of those with high level qualifications and a rise of +3.3% of those with middle level qualifications. Those with low level qualifications dropped -2.0%. The drop in numbers employed is notable. 2020 saw a -9.2% drop in those with high level qualifications and a -18.3% drop for those with low level qualifications by comparison with 2019.
- 2020 also sees a reversal in the trend for full-time and part-time employment. Up to 2019, the proportions remained largely unchanged. 2020 saw part-time employment lose 1.2% of its share to full-time employment. In terms of numbers employed part-time, there is a decline of 6.2% compared to 2019 with only a 1.3% fall in the number of full-time contracts.
- In regard to employment status, 2020 saw an acceleration of the trend toward self-employment which gained 2.1% on its share of the employment market compared to 2019. This is the sharpest rise in self-employment over the whole 10-year period and represents a 6.7% rise in self-employed contracts compared to 2019. The numbers of those with employed status declined by 5.2% in the same period.

MAIN FINDINGS ON THE POTENTIAL IMPACT OF COVID-19 ON THE EU-28 SPORT LABOUR MARKET (variation from 2019 to 2020)



MAIN FINDINGS ON THE POTENTIAL IMPACT OF COVID-19 ON SPORT AND FITNESS WORKERS (variation from 2019 to 2020)





4

STATISTICAL DEFINITION AND WORKING METHODOLOGY




4.1 OBJECTIVE

- The overall objective 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-27) and UK¹. 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 presented a concrete and unique opportunity to maintain this relationship and collate latest available statistics for the years 2019 and 2020.
- 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, in some cases, incomplete, so a deeper analysis has been carried out by EOSE to elaborate and publish relevant findings, graphs and clear infographics 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). The analysis also gives a similar breakdown for those employed in sport-specific occupations (coaches, officials, athletes etc.) and provides data for those working in sport organisations and non-sport organisations.
- The analysis presented in this report gives particular emphasis to the differences between the end of 2019 and the end of 2020 which may give the sector some clues as to the potential impact of the Covid pandemic on sport employment and the different demographic groups (gender, age, educational attainment, type of contract and professional status).

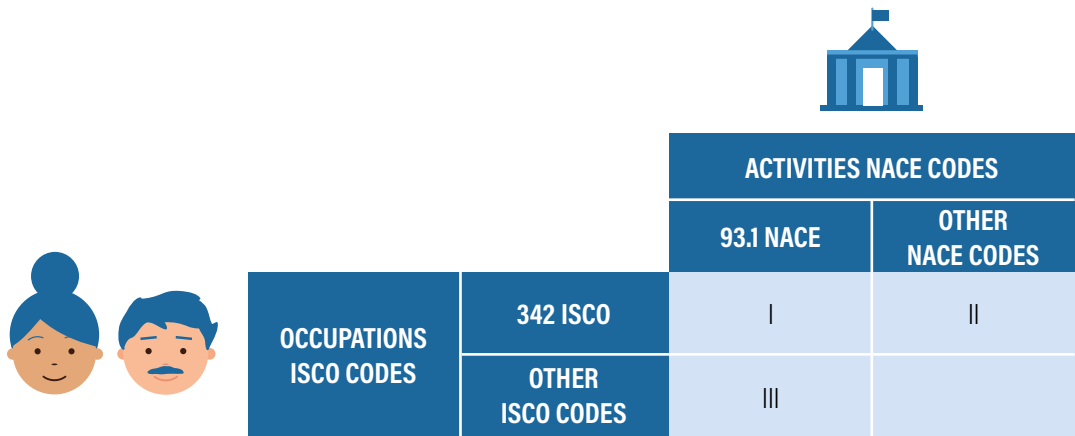
4.2 WORKING METHODOLOGY




- The overall scope of the work through the SKILLS project followed 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 use the word “sport sector” having the meaning of the broad sector of “Sport and Physical Activity”.
- EOSE has maintained 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).

4.3 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 2020 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:

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).

¹ Despite the UK's exit from EU in January 2020, SKILLS continued to collect and analyse UK statistics to maintain consistency with the research carried out for the period 2011-2019. The UK Office for National Statistics has continued to provide support.

4.4 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 classification² 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 statistics had been collated on the number of persons working in a sport organisation (NACE 93.1), there was a need to source data on the occupations that exist both under the NACE 93.1 codes and in other organisations classified under other NACE codes from outside the sport sector.

In doing so, the SKILLS 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-08³ (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 Organization) in March 2008.

² Source: http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Statistical_classification_of_economic_activities_in_the_European_Community_%28NACE%29

³ Source : http://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_172572.pdf

The ISCO-08 divides jobs into 10 major groups:

	ISCO 1	Managers
	ISCO 2	Professionals
	ISCO 3	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
	ISCO 4	Clerical support workers
	ISCO 5	Service and sales workers
	ISCO 6	Skilled agricultural, forestry and fishery workers
	ISCO 7	Craft and related trades workers
	ISCO 8	Plant and machine operators and assemblers
	ISCO 9	Elementary occupations
	ISCO 0	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.



4.5 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.
- Not sure if we need a note about the discrepancies between what we reported in 2019 (for example, for the year 2019) and what we are reporting here. Some of the numbers and percentages are different.

4.6 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.

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

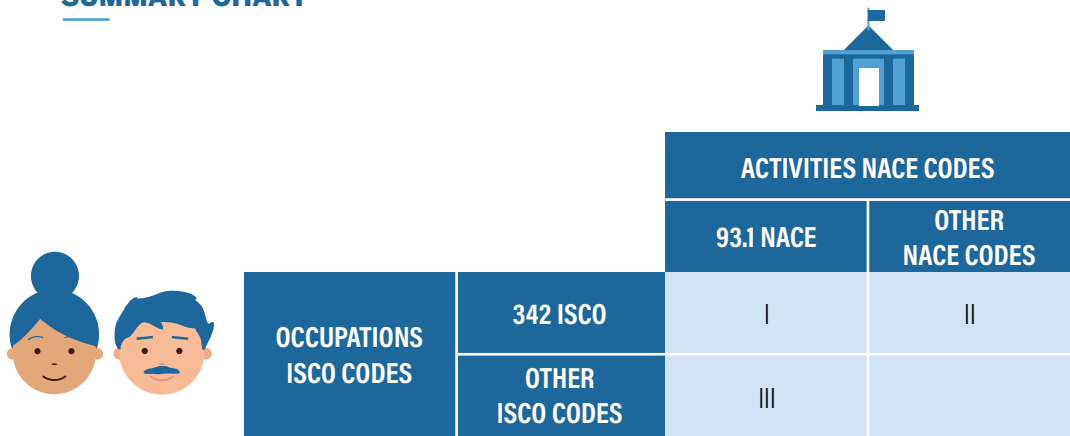
Through this section, information is presented about the size, evolution and characteristics of the workforce from those sport organisations as it is defined in our statistical approach.

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.

SUMMARY CHART





5

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 EU³ statistical research using Eurostat data for the period from 2011 to 2020 (latest available official statistics). Data for the United Kingdom are included in all figures and graphs presented.

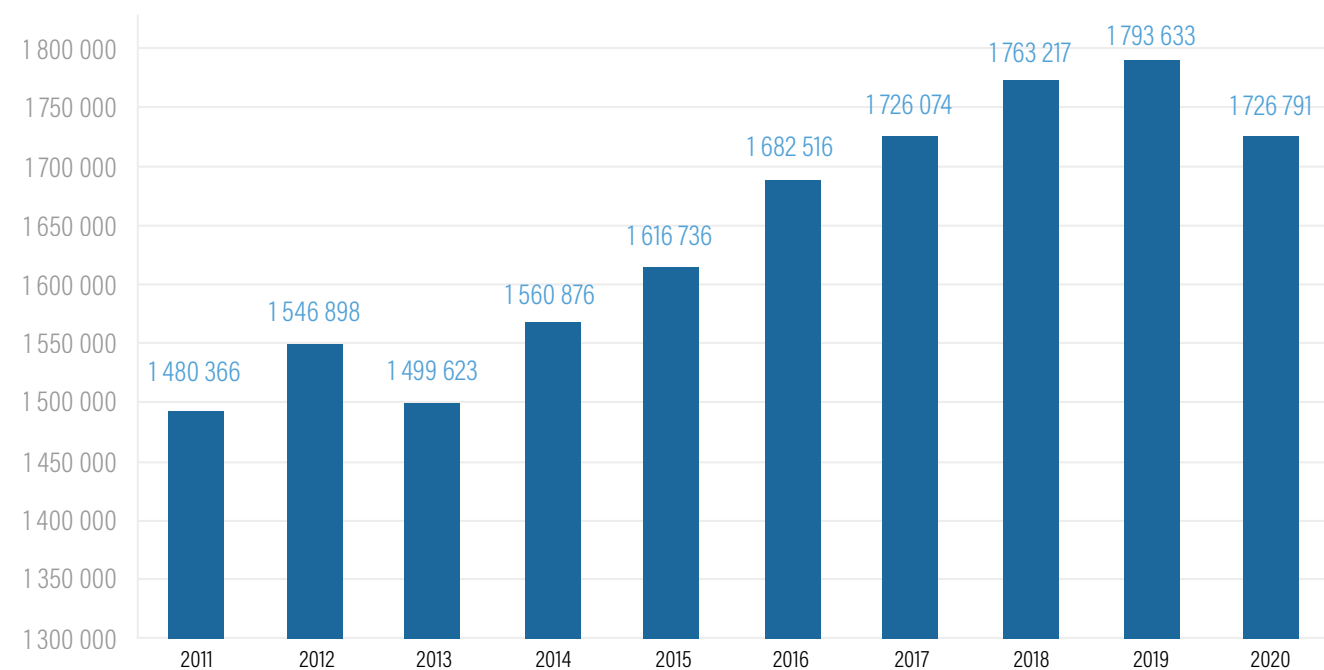
5.1 SIZE AND CHARACTERISTICS OF THE EUROPEAN SPORT LABOUR MARKET

- 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.

5.1.1 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 2020 was 1 726 791. This is a rise from 1 480 366 in 2011 and represents a growth of 16.6% over the 10-year period. These totals do not include unpaid staff/volunteers. 2020, however, shows a decline, with the sector losing 66 622 positions during that period which represents a drop (-3.7%). The only parallel in this research is the year 2013 where an apparent drop was probably caused by a change in the way NSOs and Eurostat compiled their statistics.

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



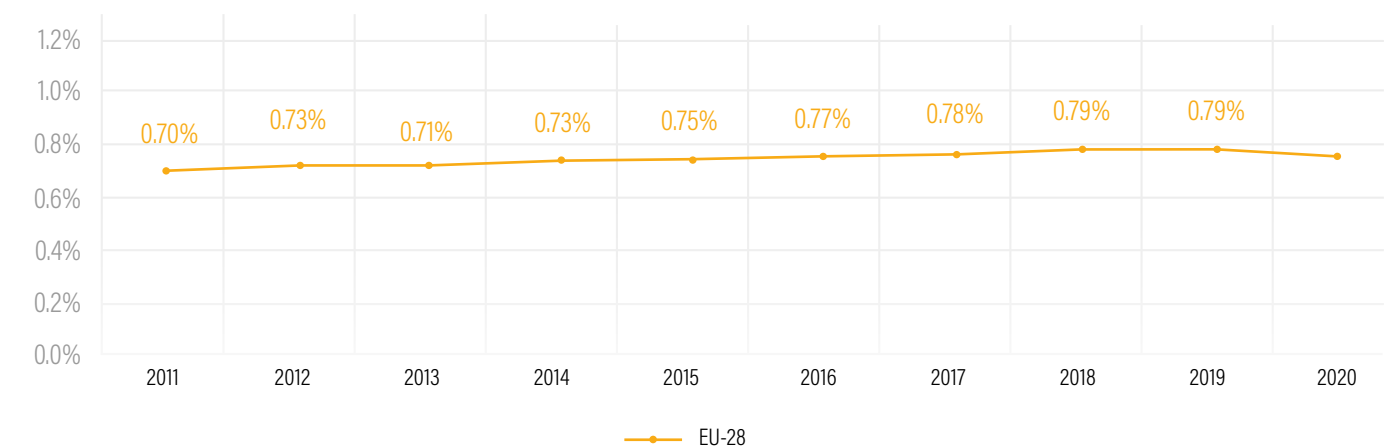
⁴ Where the report refers to "EU" it means the EU-28 which is the 28 Member States of the European Union including the United Kingdom

5.1.2 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 2020.

Not only has the EU sport labour market increased in terms of number of employees to reach 0.77% of the total EU labour market, but it has also steadily taken a greater share of overall employment in the EU by about 0.07 percentage points over the 10-year period. That means the sport labour market's share of the overall EU-28 labour market has increased by about 9% over that period. However, sport's share of the overall EU labour market declined by 0.02 percentage points in 2020 which suggests employment in sport was more severely affected than in the EU-28 economy in general.

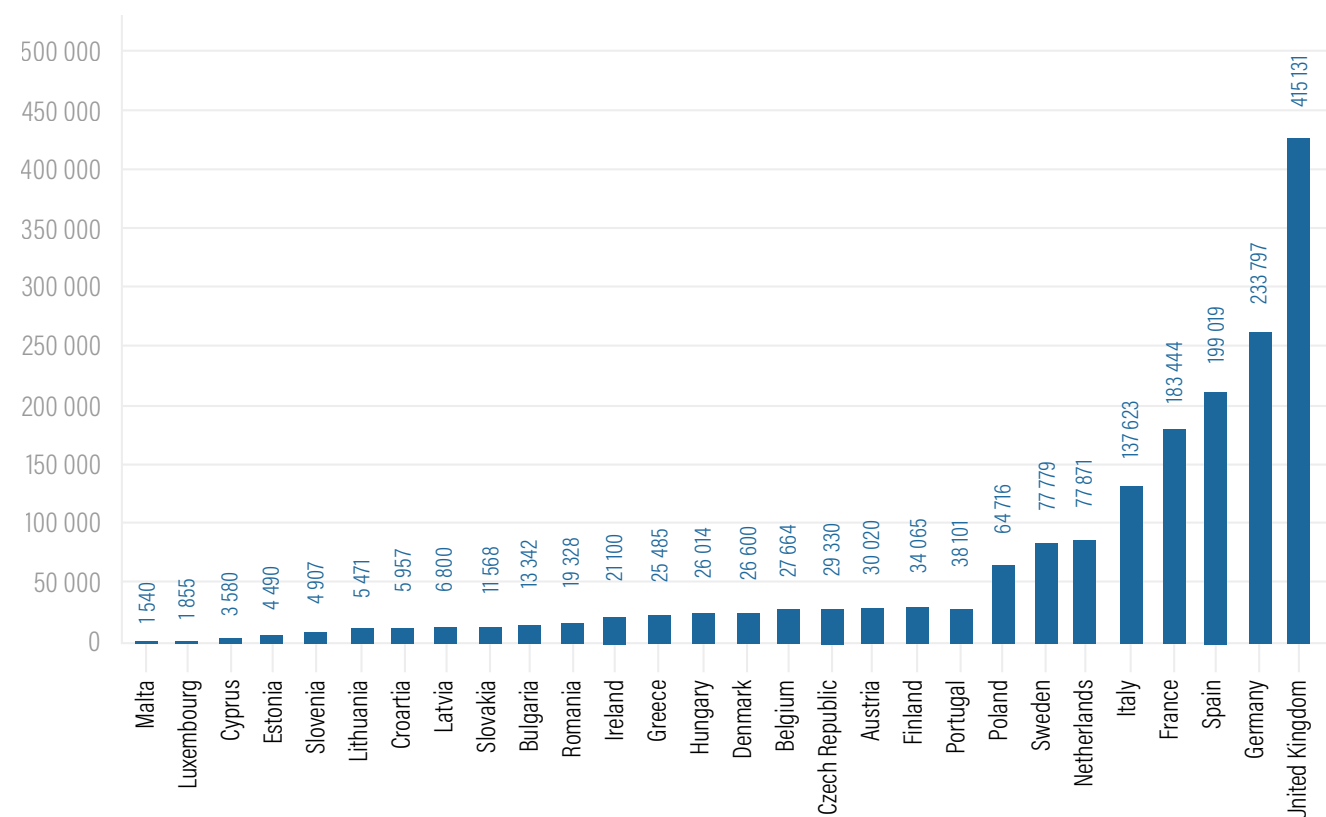
Figure 2: Total EU-28 sport labour market as a share of the total EU-28 employment (all sectors)



5.1.3 Size of the sport labour market by EU Member state in 2020

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 2020



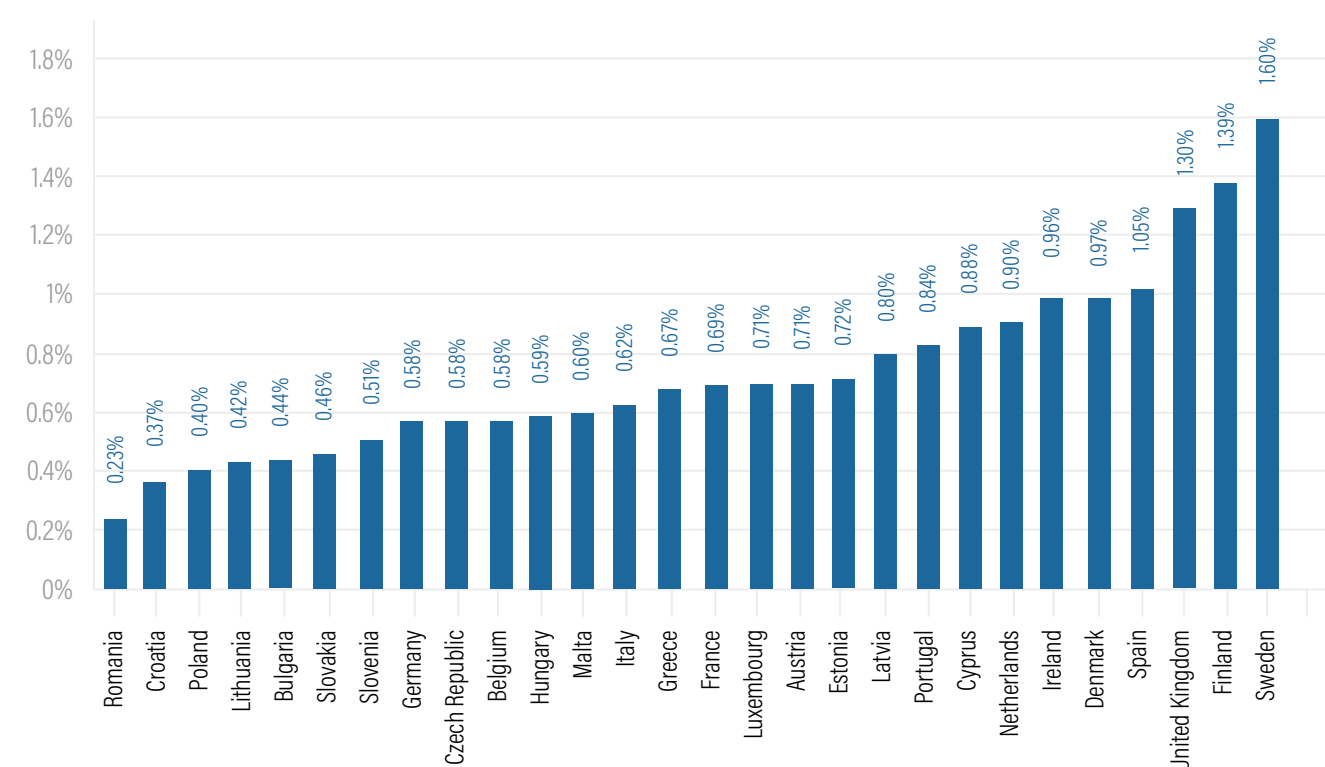
As it might be expected, the largest sport labour markets in Europe can be found in the most populous nations. Indeed, the top 4 countries in terms of the size of their sport labour market represent a total of 59.6% of the total sport employment in Europe in 2020. The United Kingdom represents 24.0%, Germany 13.5%, Spain 11.5% and France 10.6%.

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).

5.1.4 The sport labour market as a share of total employment in each EU Member state in 2020

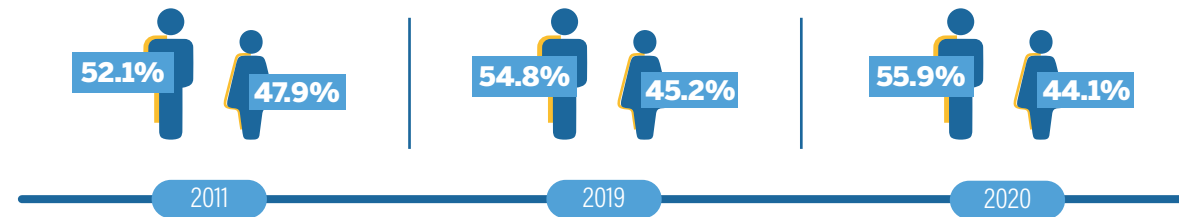
Figure 4 shows the wide variation in the share of each national sport labour market as a percentage of that country's total paid employment (all sectors) and the average for the EU as a whole for end of 2020. Thus, Sweden has the largest percentage of sport workers in its overall labour market (1.60%). The average for all EU member countries is 0.77%.

Figure 4: The sport labour market as a share of the total employment (all sectors) in each EU Member state in 2020

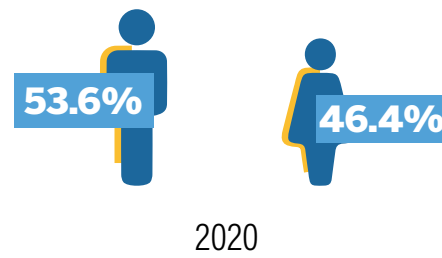


5.1.5 EU-28 sport labour market by gender

Figure 5 shows the percentage share of females and males in paid employment in the total EU-28 sport labour market from 2011 to 2020. In 2011, 47.9% of the sport labour market were female. By 2020 the percentage of females had declined to 44.1% (-3.8%). This is summarised in the infographics and graph below. It is notable that there is a sharp decline in the proportion of females in 2020 (-1.1%).



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

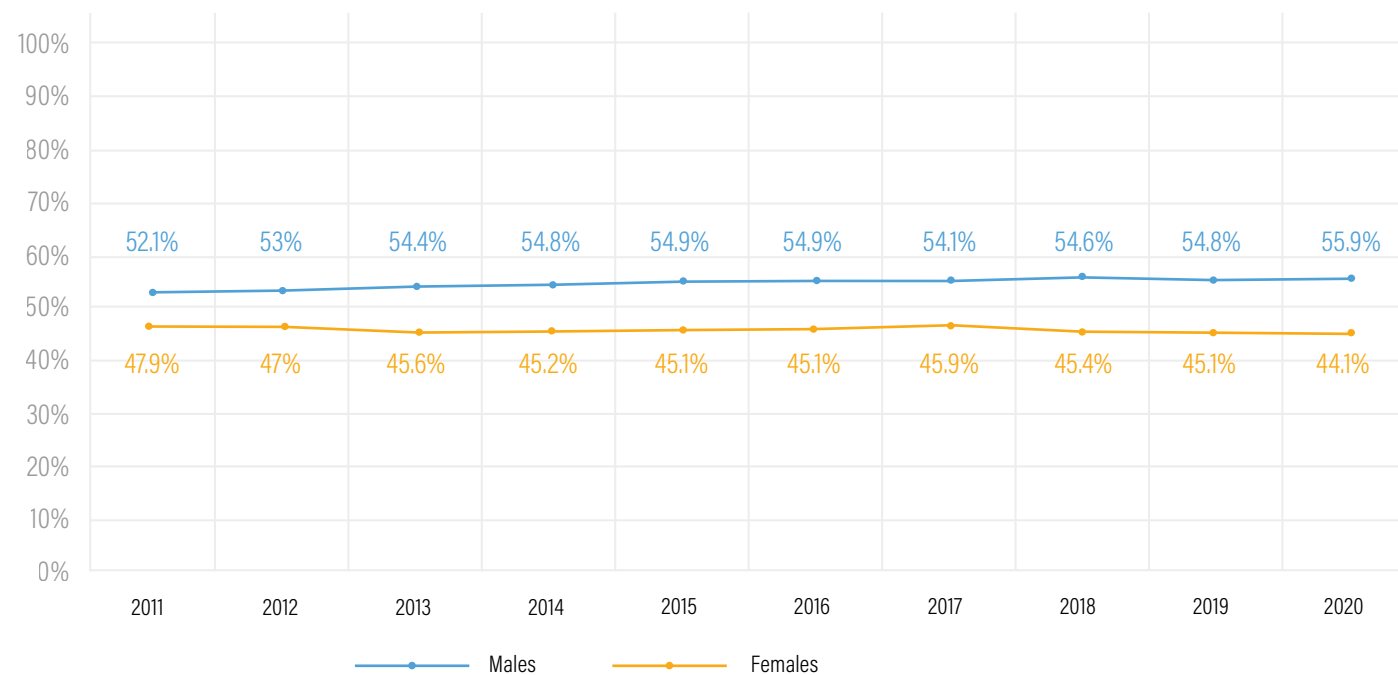
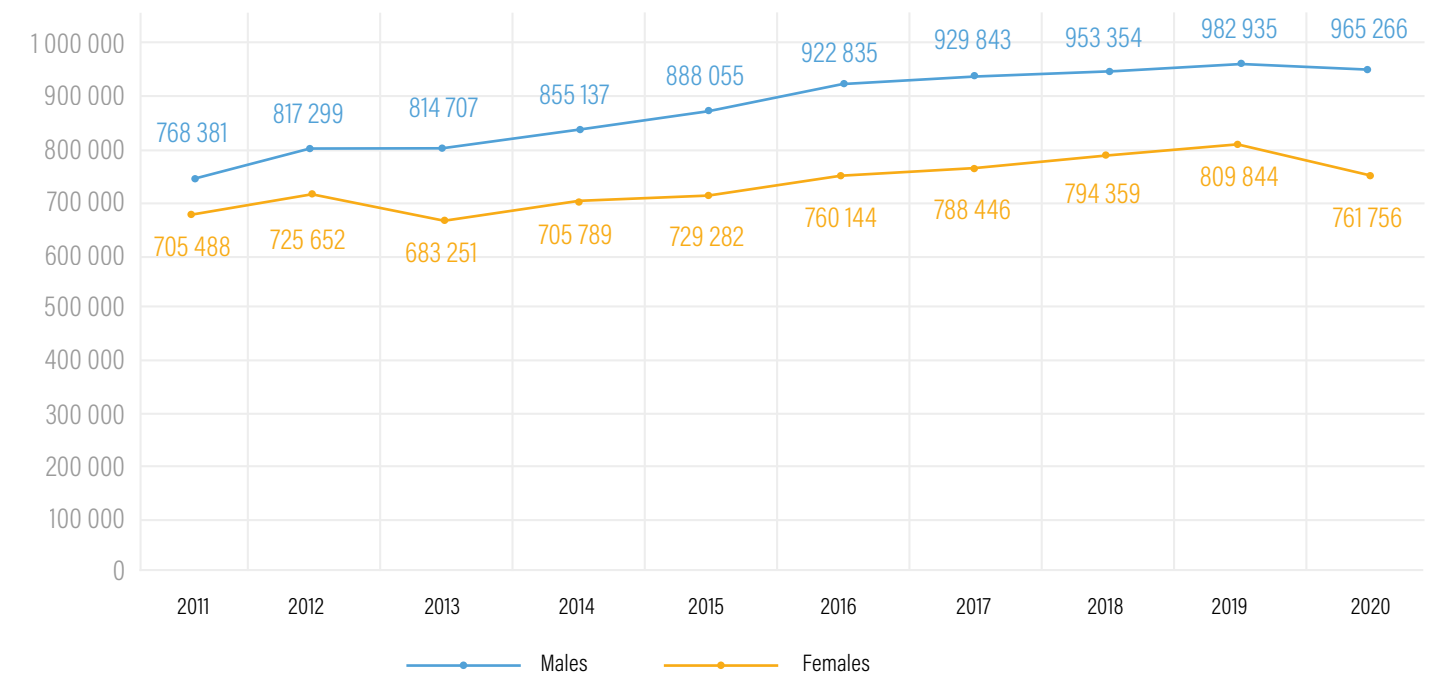


Figure 6 shows the actual numbers of females and males employed in the total EU-28 sport labour market over the 10-year period. Whereas more women continue to join the labour market (growth of 7%), the gap between females and males has widened in favour of male employment (growth of 25.6%). When comparing the figures for 2018 and 2020, there is a small increase in 2018-2019 in female employment (+1.94%), this is followed in 2020 by a decline of 5.9% against a decline of only 1.8% in male employment.

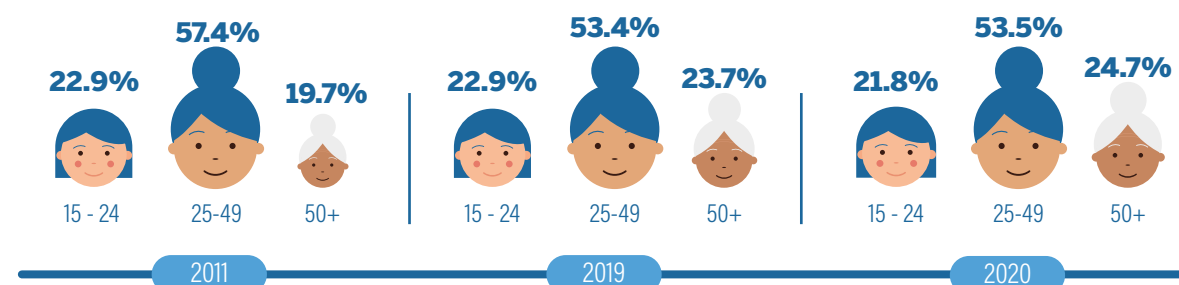
Figure 6: Total numbers of males and females in the EU-28 sport labour market



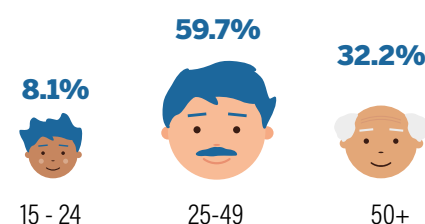
5.1.6 EU-28 sport labour market by age band

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 whereas the percentage of young sport workers (15-24 years old) remains the same in the period 2011-2019 (+0.01%) it dipped considerably in 2020 (-1.1%). The percentage of workers over 50 has increased through the period from 2011 to 2020 (+5%) and there is an increase in their share in 2020 (+1.0%) which is the same as the decreased percentage share of younger workers.

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

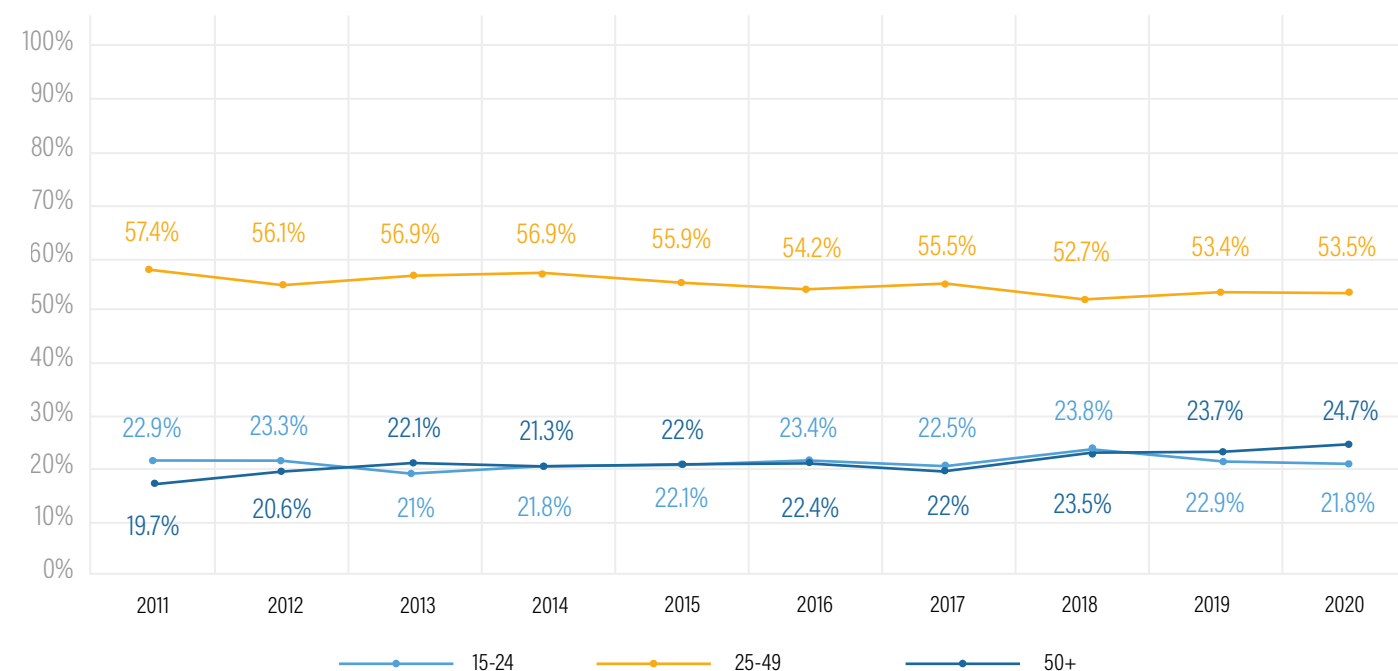
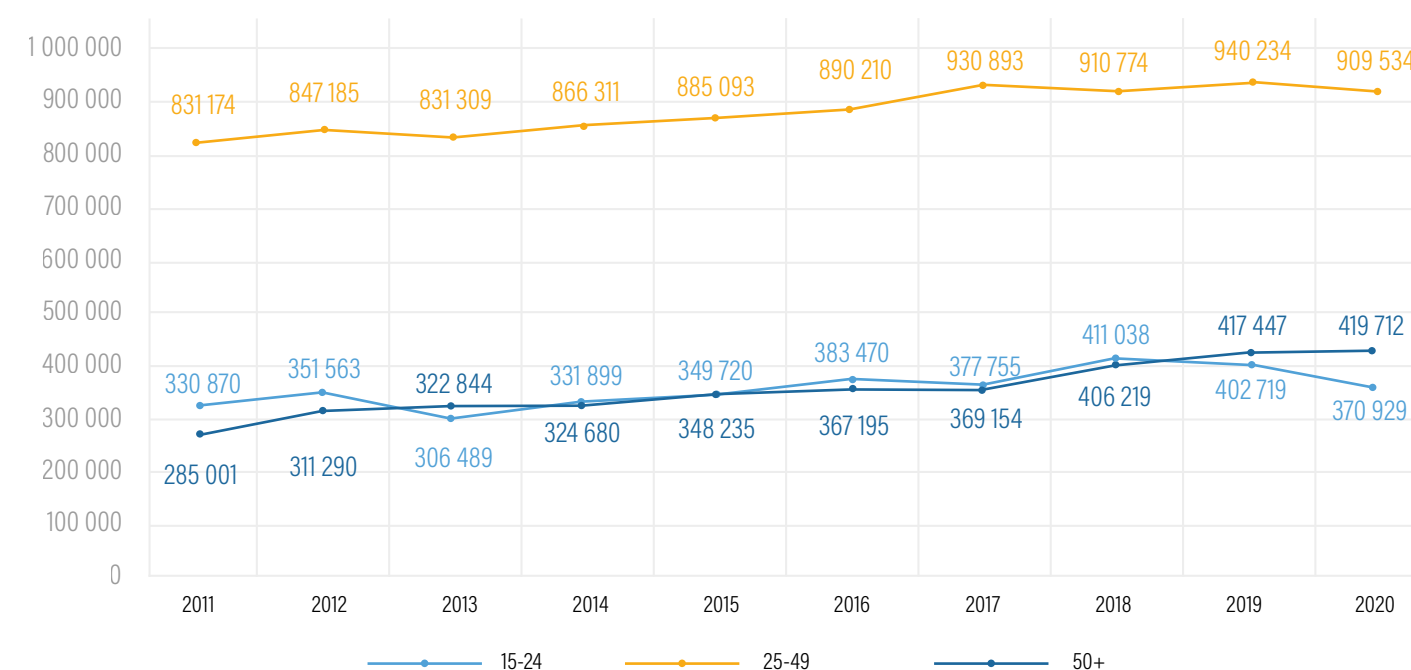


Figure 8 shows the actual numbers employed in each age band. Whereas numbers of sport workers in all age groups have grown, the trend over the last 10 years has been for the older age group to increase while the number of those in the middle age group has gone down.

In 2019, the number of older (50+) and younger (15-24) workers was almost equal. The sharpest growth in the period 2011-2019 was in the 50+ age group (+46.5%) and the 15-24 age group (+21.7%). Thus, the workforce was showing an aging tendency. In 2020, the number of 15-24s went down (-7.9%) whilst those aged 50+ increased (+0.5%). The decline in the middle age group (25-49) was 3.3%. These developments in 2020 tend to accentuate the aging tendency.

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

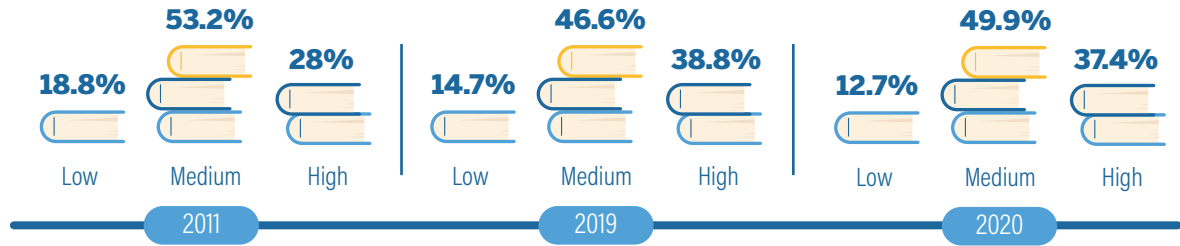


5.1.7 EU-28 sport labour market by level of education

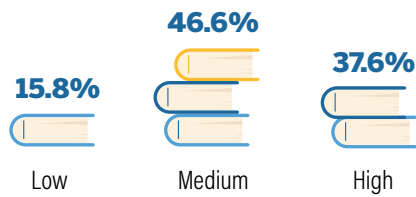
Figure 9 shows the EU-28 sport labour market broken down by levels of education. The levels here are those taken from UNESCO's International Classification of Education (ISCED) which align fairly closely with the European Qualifications Framework (EQF).

	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 decreased by 4.1% whereas the percentage of those having a high education level significantly increased by 9.4%. In 2020 there was a percentage decline in those with low level qualifications (-2.0%) whereas the share of those with high level qualifications also went down (-1.4%), and the share of those with middle level qualifications increased (+3.3%).

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

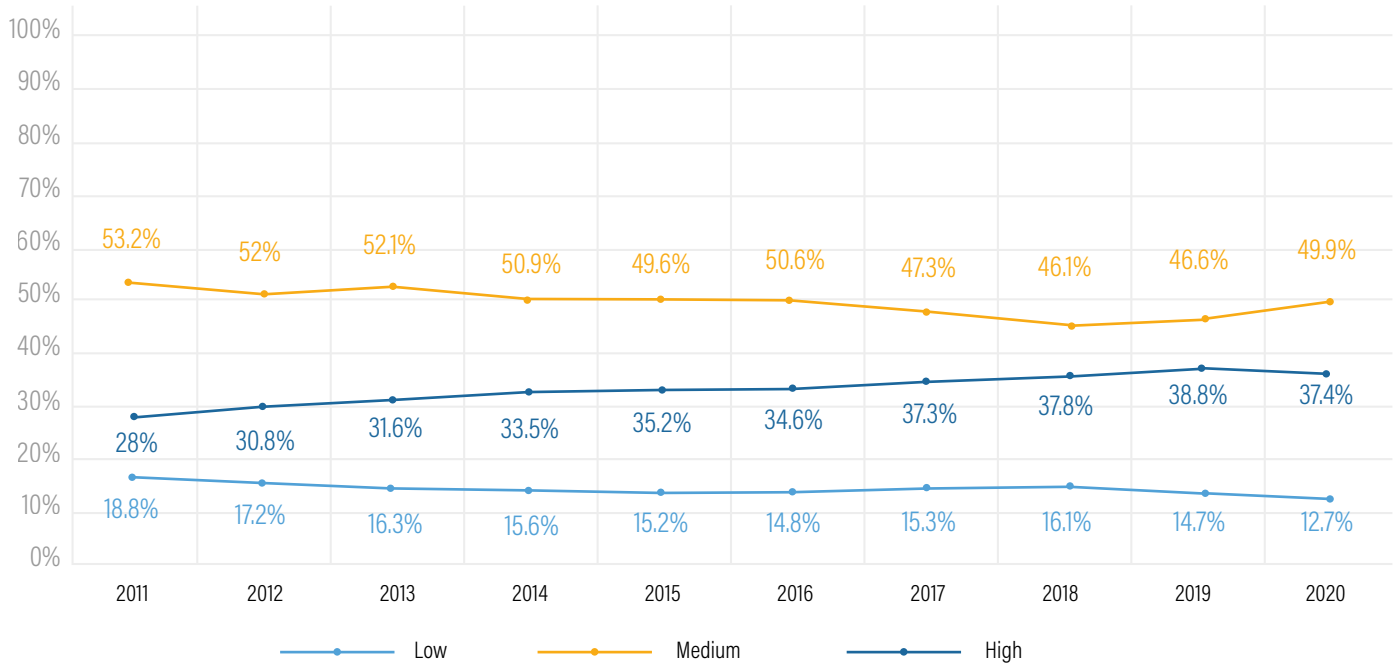
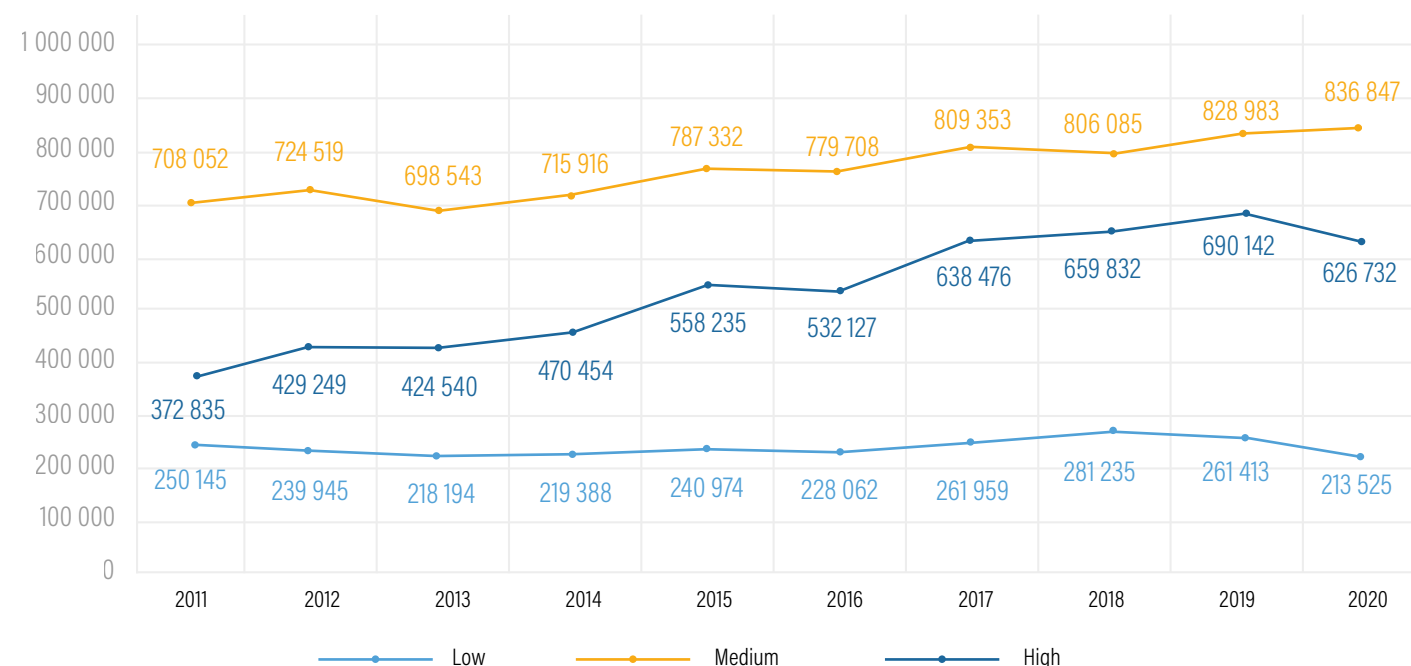


Figure 10 shows the actual numbers of EU-28 sport workers employed over the 10-year period (2011 to 2020) by education level. The strongest growth over that period has been amongst those with high education Levels. This group has grown by 68% over the 10-year period, whereas numbers in the other groups (medium and low) have remained relatively static or declined as a share of the workforce as a whole. Looking at the numbers for 2020, those with high level qualifications declined (-9.2%) and those with low level qualifications also went down but by almost twice as much (-18.3%).

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

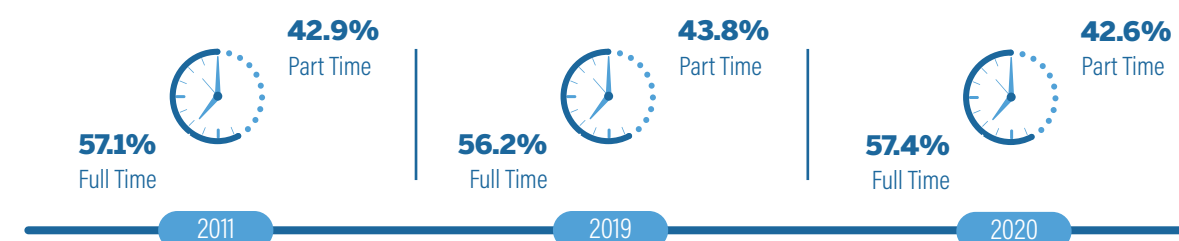


It appears that the tendency of the sport workforce to become more educated has faltered to a certain extent in 2020, although the decline in those with high level qualifications has been more than offset by the decline in those with low qualifications. Those with middle level qualifications have been less affected.

5.1.8 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 up to the end of 2020. It appears that most people are employed on full-time contracts, and there was very little change over the period 2011-2020. This is summarised in the infographics and graph below.

The growth of full and part-time contracts tracked each other very closely up to 2019. However, 2020 sees a shift in favour of full-time workers (+1.2) with a corresponding fall in part-timers.



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 the overall EU labour market by quite a wide margin.

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

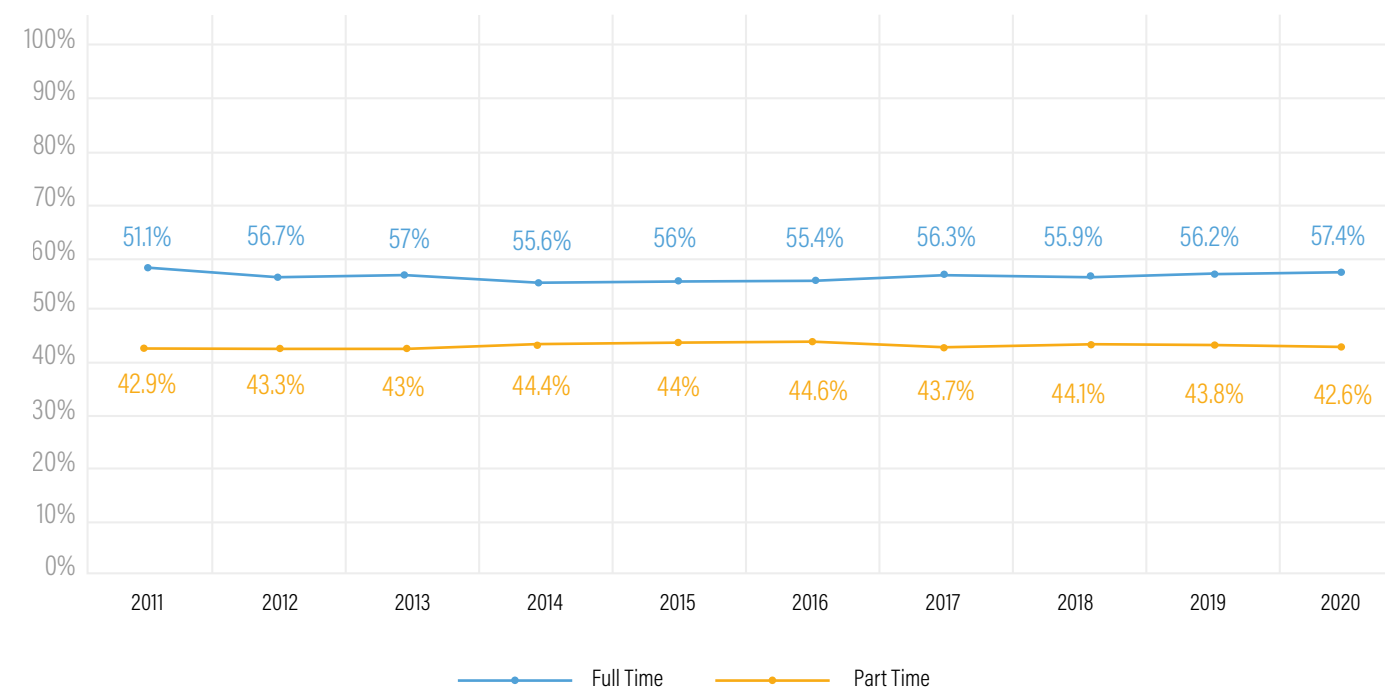
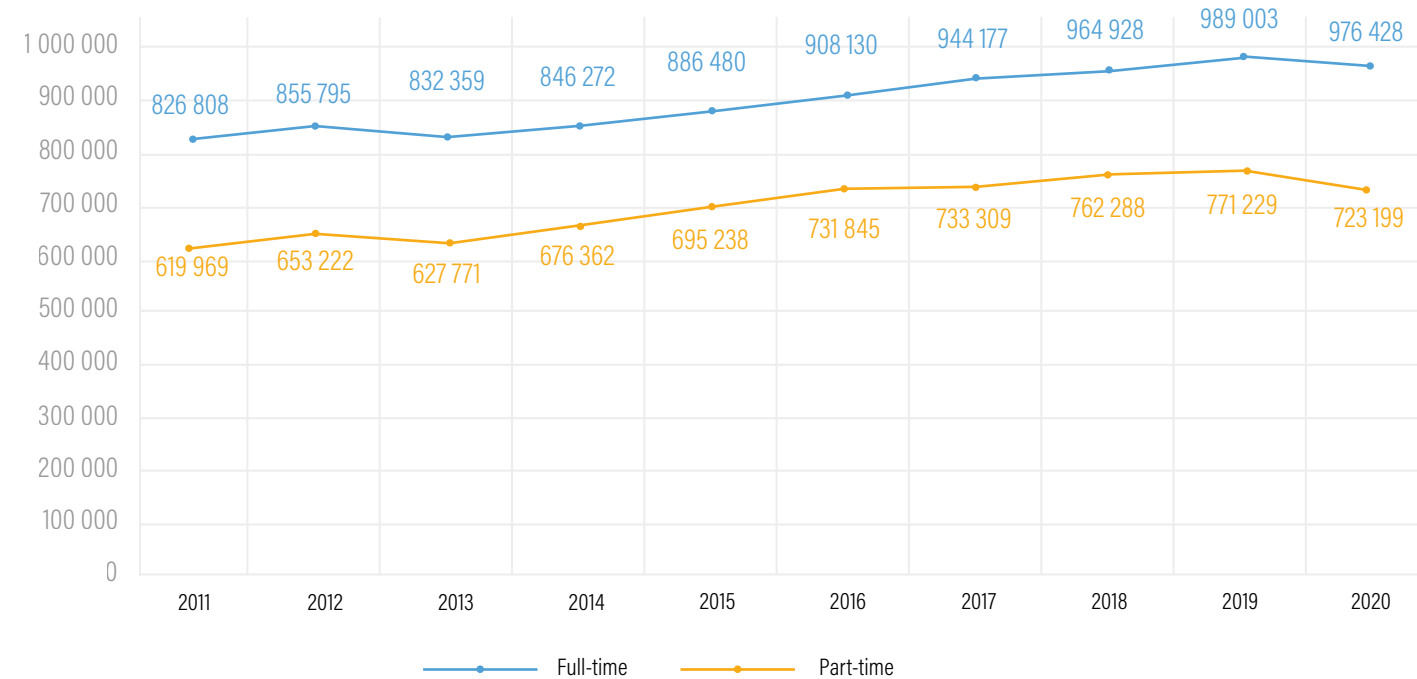


Figure 12 shows the actual numbers of people employed on full and part-time contracts through the period 2011-2020. This shows a steady growth of both full- and part-time contracts from 2011-2019 with the only dip being the year 2013 when Eurostat and the NSOs changed the way they collected and collated employment data. 2020, however, shows a decline in both full- and part-time workers, but the fall in part-time contracts (-6.2%) is greater than that for full-time contracts (-1.3%).

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

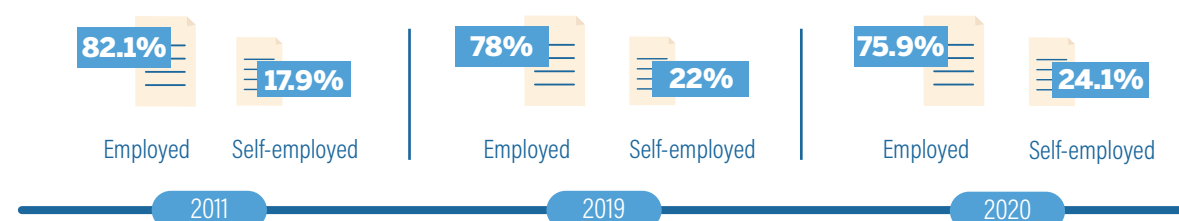


5.1.9 EU-28 sport labour market by professional status

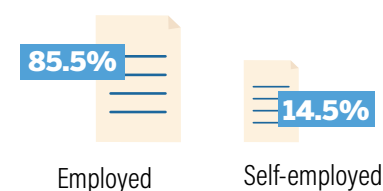
This part of the analysis looks at the breakdown between those who are employed (both full-time and part-time) and those who are self-employed.

Figure 13 shows the percentages of employed and self-employed sport workers over the 10-year period. In 2019, just over three quarters of the workforce had employed status, but this had declined since 2011 (-4.1%) with the percentage of those self-employed going up by a corresponding figure. This is summarised in the infographics and graph below.

A significant growth in self-employment is noticeable in 2020 (+2.1%).



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

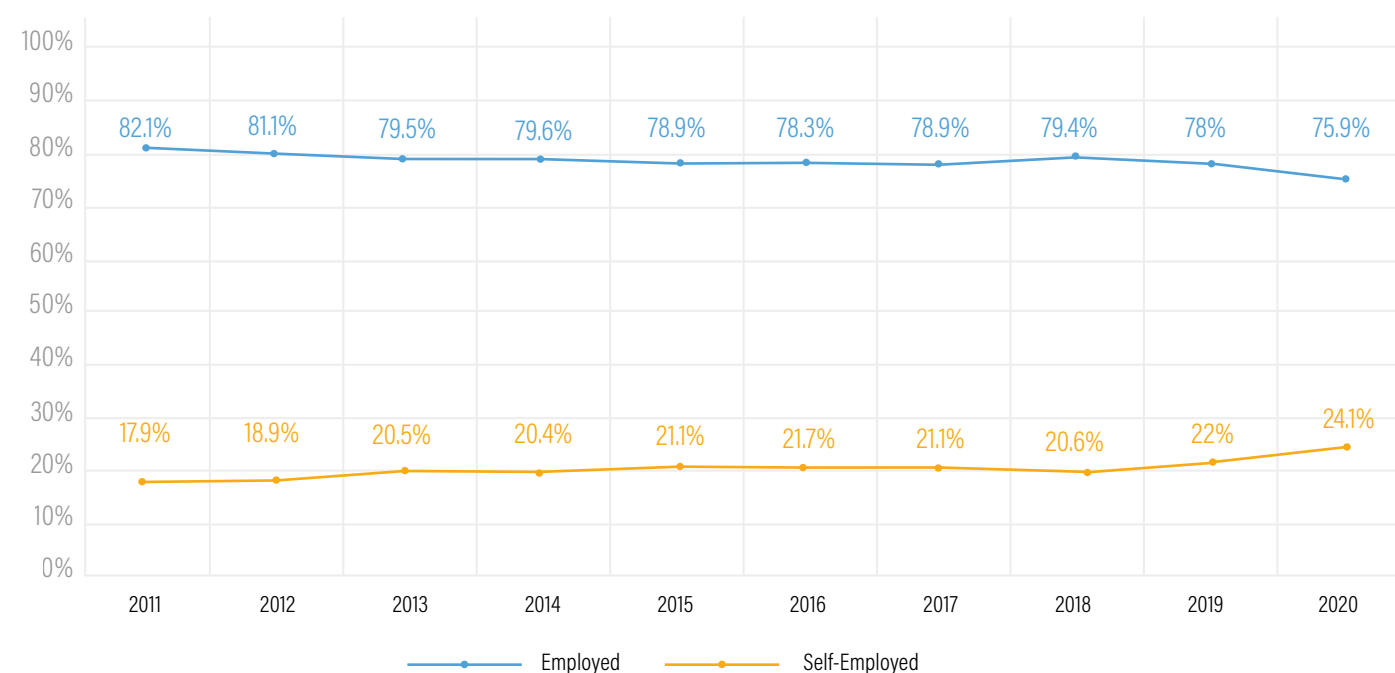
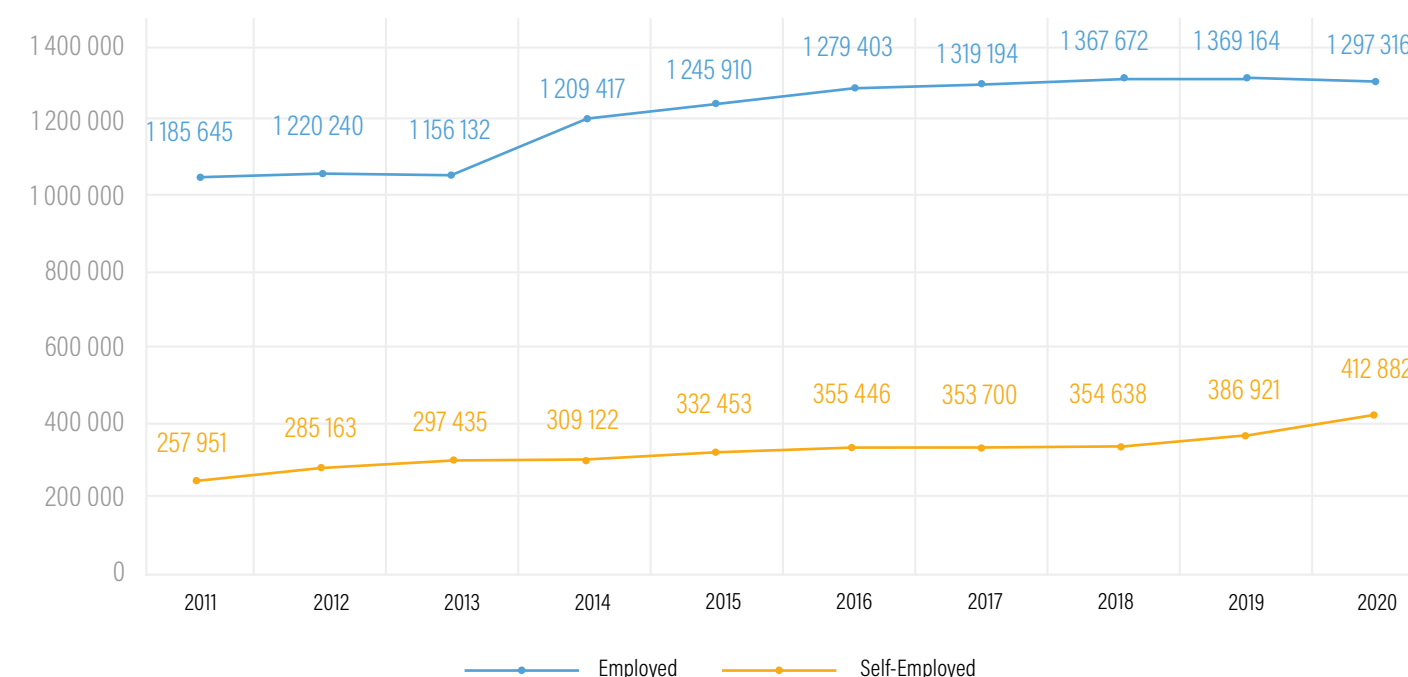


Figure 14 shows the actual numbers of people 2011-2020 in the total EU-28 sport labour market according to employed or self-employed status. Whereas there has been a significant trend in the direction of self-employment in terms of percentage shares (Figure 13), the rise of self-employed workers 2011-2020 is considerable (+60%) when compared with employed contracts (+9.4%). When looking specifically at 2020, there is a growth in self-employed workers (+6.7%), and a decline for those on employed contracts (-5.2%).




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



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

This section uses Eurostat and National Statistics Offices figures for the period 2011-2020 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

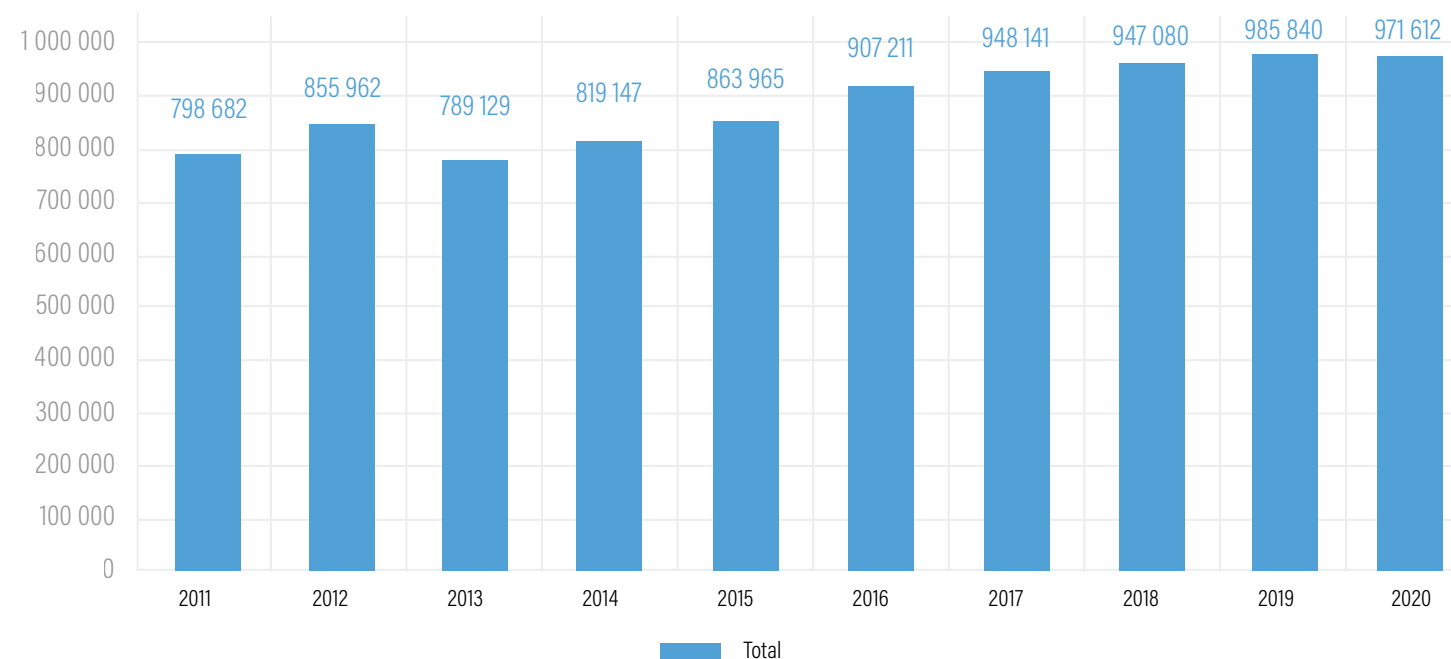
It is important to note that the figures in this section are for staff working in all types of organisations: sports organisations and other types of organisations whose main business is not the provision of sport (for example, fitness staff in hotels). Unlike NACE 93.1, ISCO 342 does not include occupations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

5.2.1 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-specific sport organisations). As of 2020, it is 971 162. This compares with a figure of 798 682 in 2011.

Thus, there has been a growth during this period of 21.6% in terms of number of sport and fitness workers (people having a sport and fitness occupation ISCO 342). Up to 2019, numbers continued to grow, but 2020 shows a decline (-1.4%). This is less than the decline in the sport workforce as a whole (-3.7%).

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



5.2.2 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 10-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 7.2 percentage points since 2011 (gap in 2011 was 7.8%, gap in 2020 is 15%). This is summarised in the infographics and graph below.

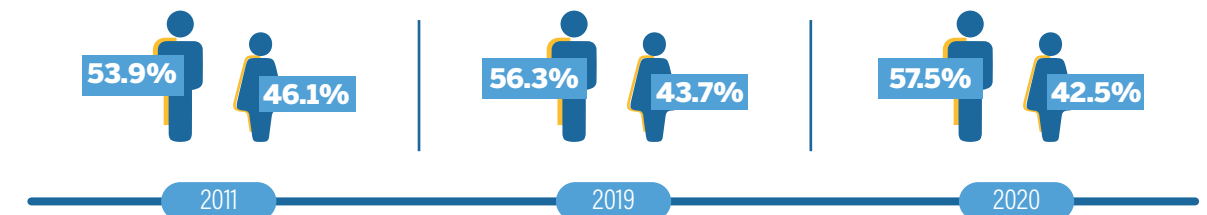


Figure 16: EU-28 sport and fitness workers (ISCO 342); percentage by gender

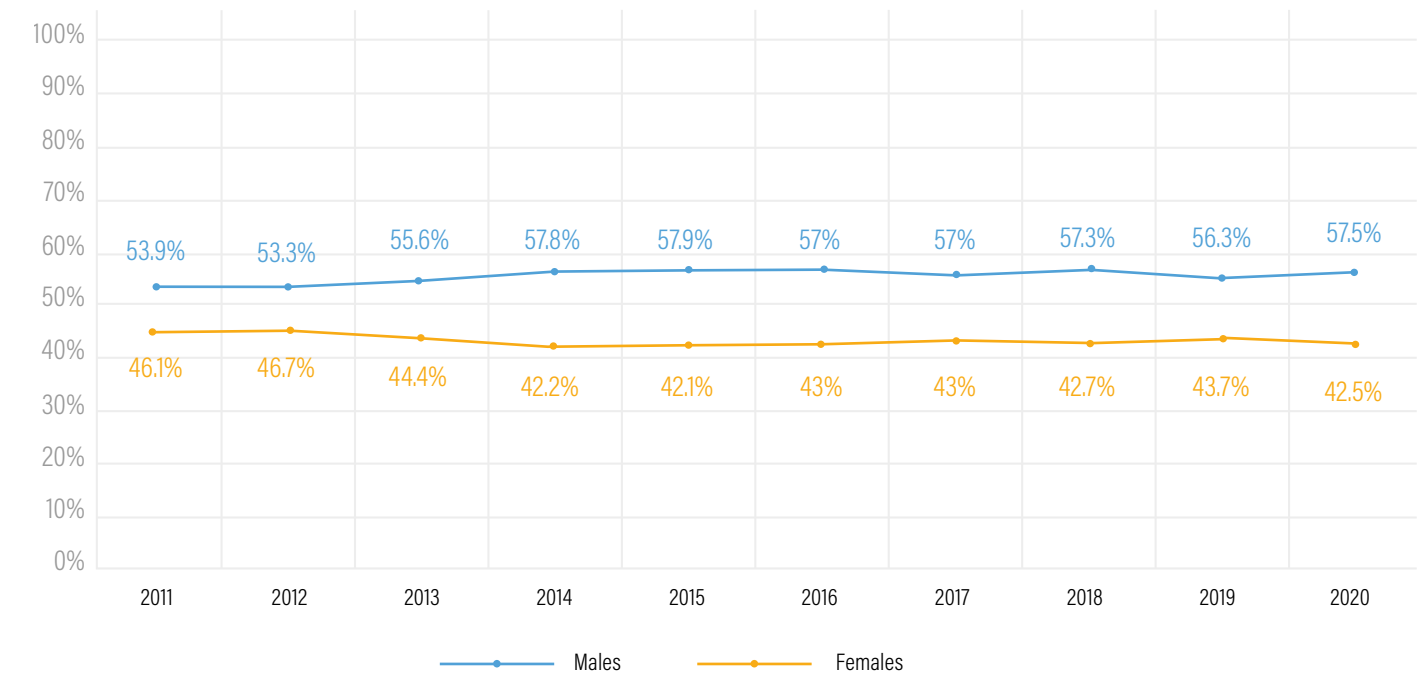
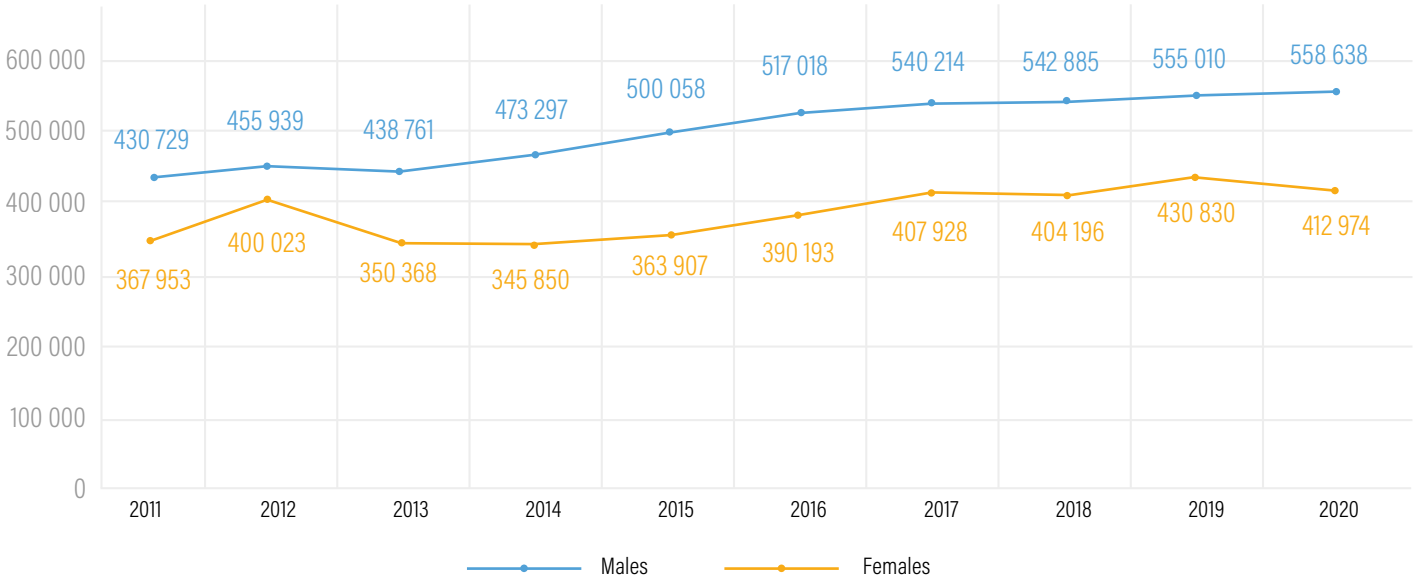


Figure 17 shows the actual numbers of sport and fitness workers in EU-28 by gender over the period from 2011 to 2020.

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



Up to 2019, the growth of female employees was broadly similar to the growth of females in the sport workforce as a whole. Now things look different. As presented earlier in the report, the number of females joining the EU-28 sport labour market has only grown by 7% by comparison with males (25.6%) from 2011 to 2020. The growth in the number of females joining specific sport and fitness occupations (ISCO 342) for the same period is now 12.2% which is almost double the female growth in the EU-28 sport labour market as a whole. Whereas there is a decline in female sport and fitness workers from 2019 to 2020 (-4.1%), the decline in female workers in the whole sport workforce was greater (-5.9%).

5.2.3 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.

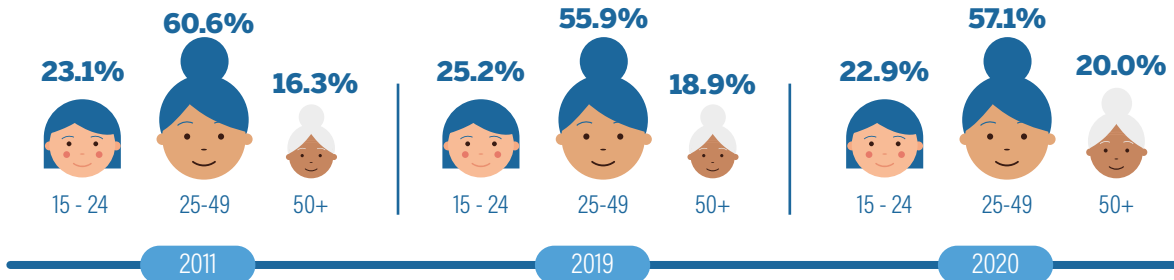
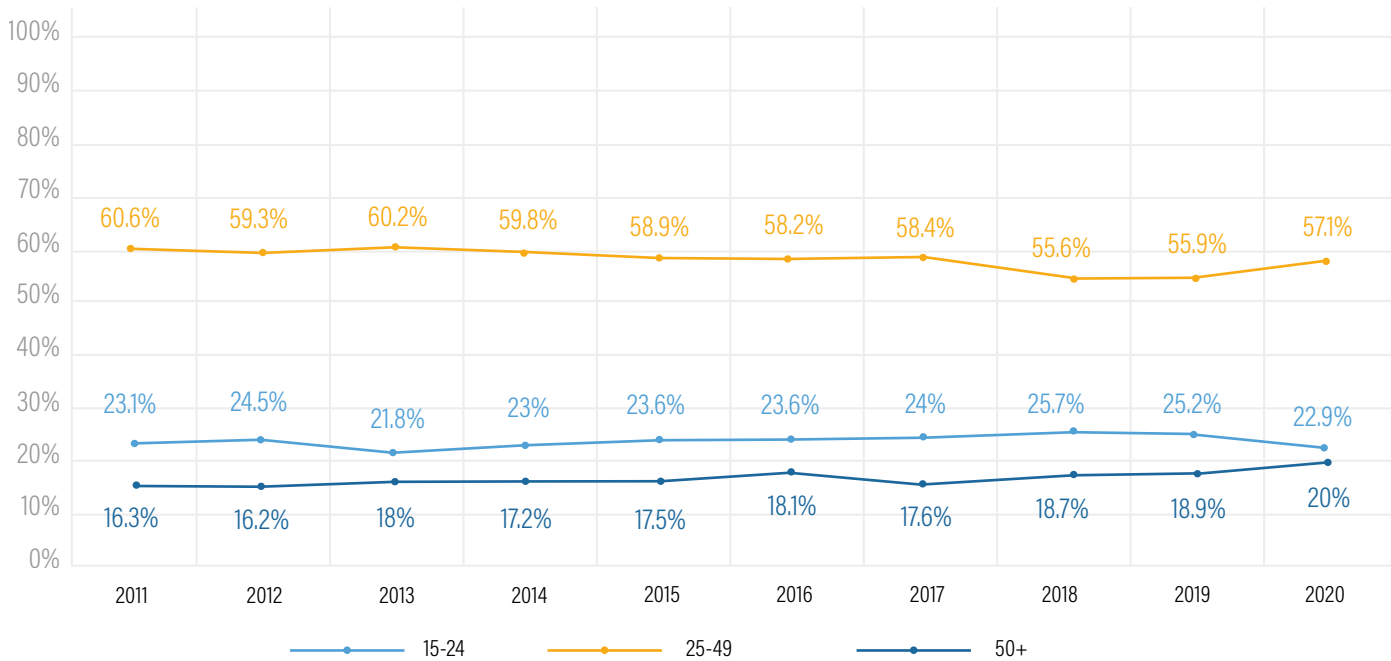


Figure 18: EU-28 sport and fitness workers (ISCO 342); percentage by age band

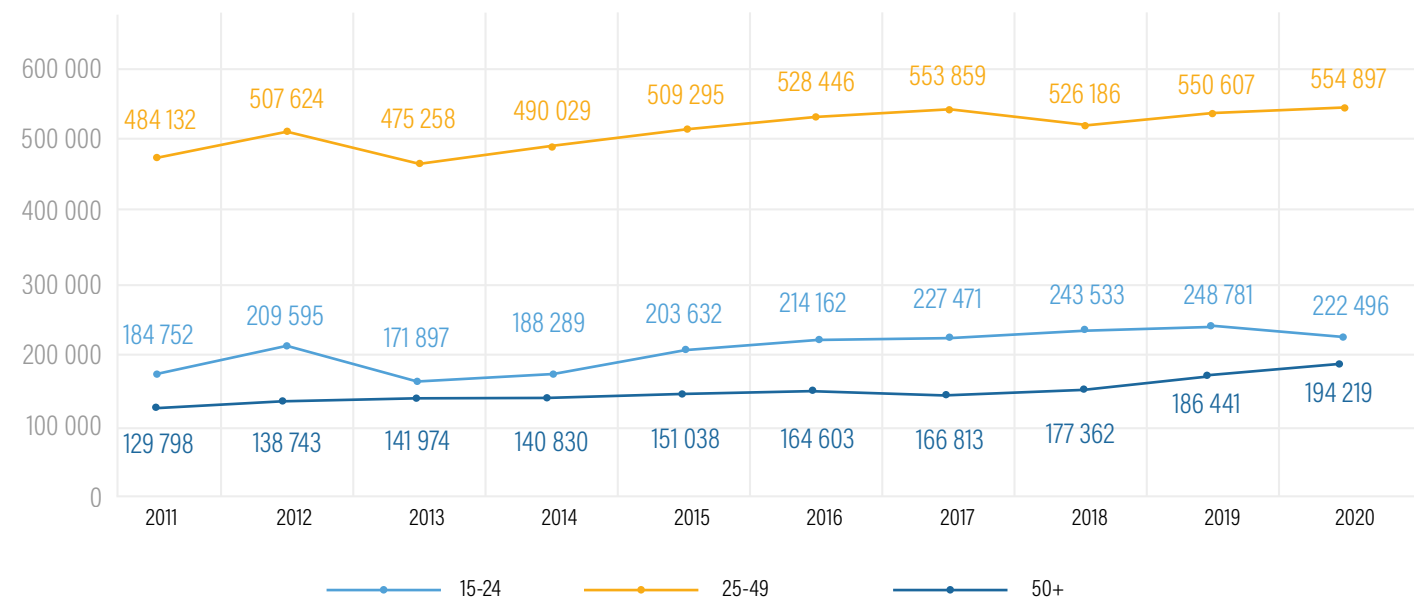


The trend in the period 2011-2019 was for both the older and younger age groups to increase their shares of the overall sport-specific workforce at the expense of the middle group. This now appears to have changed in 2020. The percentage share of older workers increased (+3.2%), the percentage share of younger workers (15-24) is now less than it was in 2011 (-0.2%). In 2020, the percentage share of older workers went up (+1.1%) as did the share of the middle group (25-49) (+1.3%) but the share of those in the younger group went down more significantly (-2.3%).



Figure 19 shows the actual numbers 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)



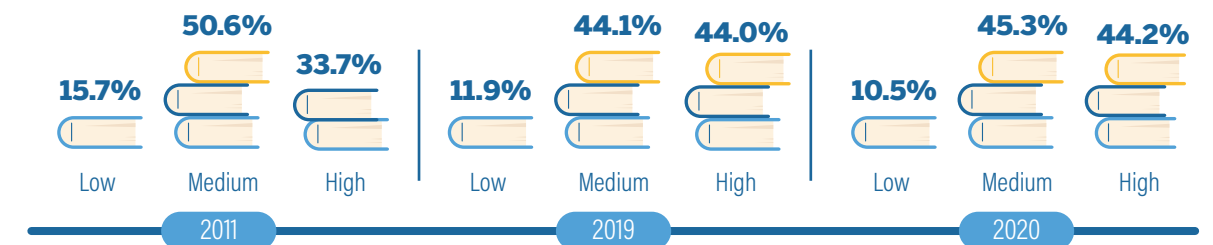
Up to 2019, the growth of sport and fitness workers in the older age group (+35.4%) was slightly greater than that for the younger group (+29.9%). Those in the middle age group increased (+14.6%) so there was a tendency in the direction of an aging workforce for those having a sport and fitness occupation in the EU. In 2020, the older age group grew (+4.2%) as did the middle age group (0.8%). However, in this one year there were 26 285 fewer young sport and fitness workers (-10.6%). The decline in young sport and fitness workers is greater than that in the sport labour market as a whole (-7.9%).

5.2.4 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 was only 1.1% greater than the percentage share of those with high level qualifications. This is summarised in the infographics and graph below.



In 2020, the percentage share of those with high level qualifications rose marginally (+0.2%), as did the percentage of those with medium qualifications (+1.2%), but the percentage of those with low level qualifications dipped (-1.4%).

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

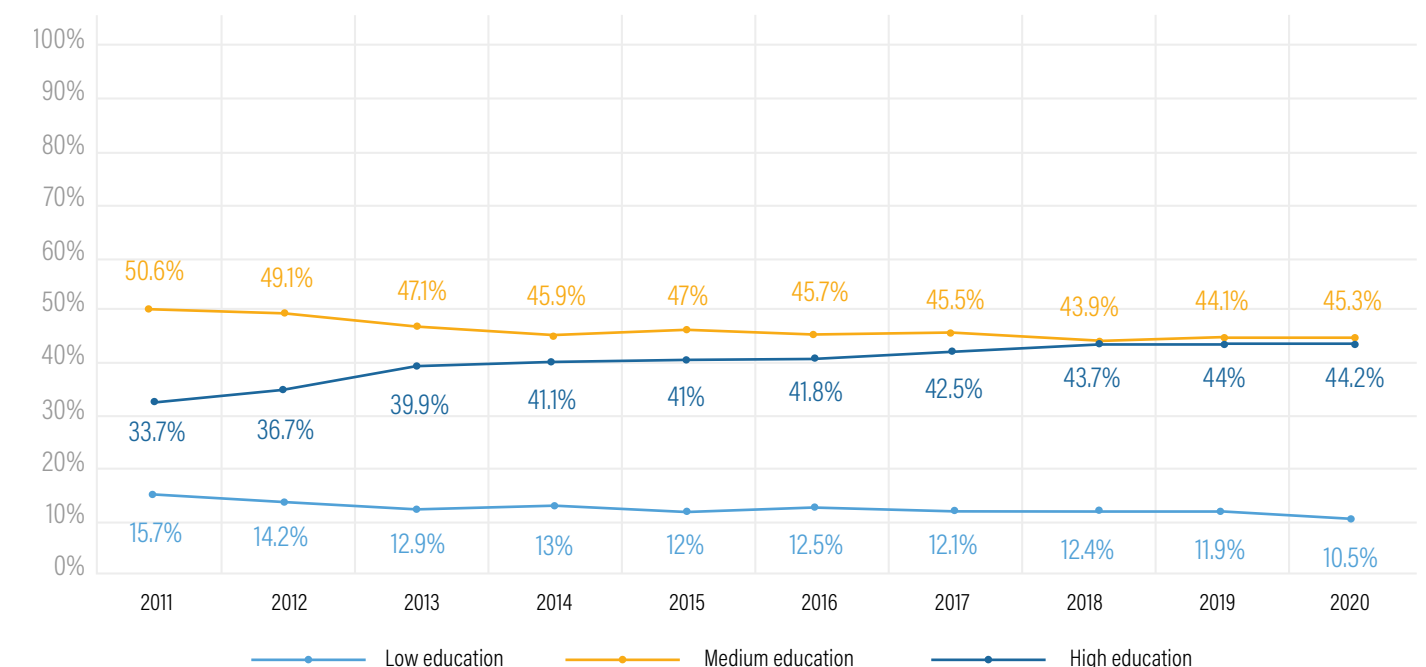
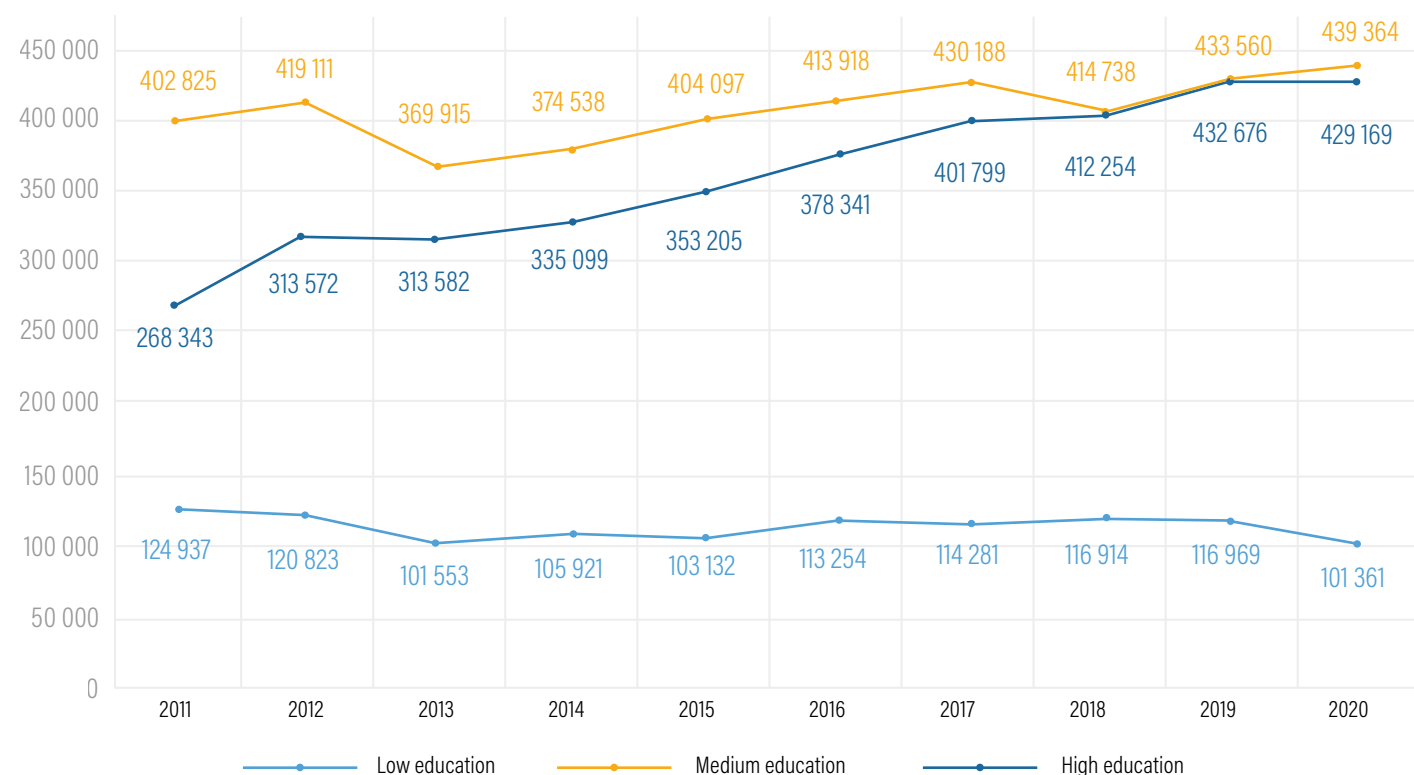


Figure 21 shows the actual numbers of sport and fitness workers in the EU-28 by level of education.

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 2020 has been in the high education group (+60.0%). Those in the middle education level rose (+9.1%) but those in the low education group went down (-18.9%). However, this growth in high education level is lower than that for the EU-28 sport labour market as whole which stands at +68.0%.

2020 marks a change. The numbers of those with high level qualifications declined slightly (-0.8%), those with medium level qualifications increased (+1.3%) but those with low level qualifications declined significantly (-13.3%). These changes are less pronounced than those in the sport workforce as a whole. Here we found that those with high level qualifications went down by -9.2% and those with low level qualifications by -18.3%.

5.2.5 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.

In 2020, 52.7% of the workforce are on full-time contracts and 47.3% are part-time. This reverses a trend seen in the period from 2011 to 2018. Up to 2018, sport and fitness workers were almost equally divided between full and part-time contracts (50.3% versus 49.7%) and we could see a trend in favour of part-time employment over those nine years (+2.4%). However, there is a clear decline in the percentage share of part-time workers (-0.8%) and a corresponding rise in the percentage of full-timers beginning in 2019. This accelerates in 2020 with the share of part-time workers declining by almost twice as much (-1.5%). This variation is slightly greater than that in the sport workforce as a whole (-1.3%).

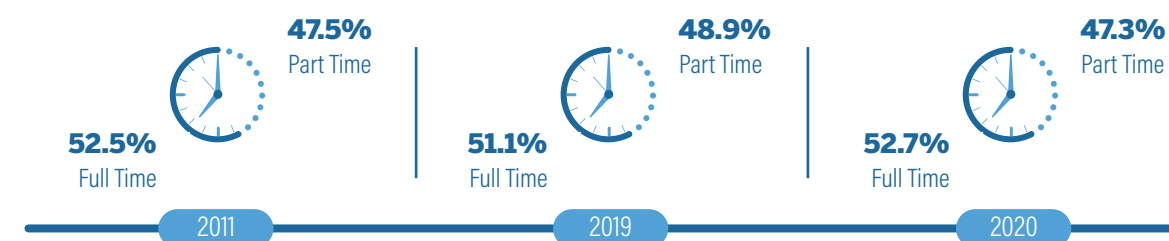


Figure 22: EU-28 sport and fitness workers (ISCO 342); percentage by type of working contract

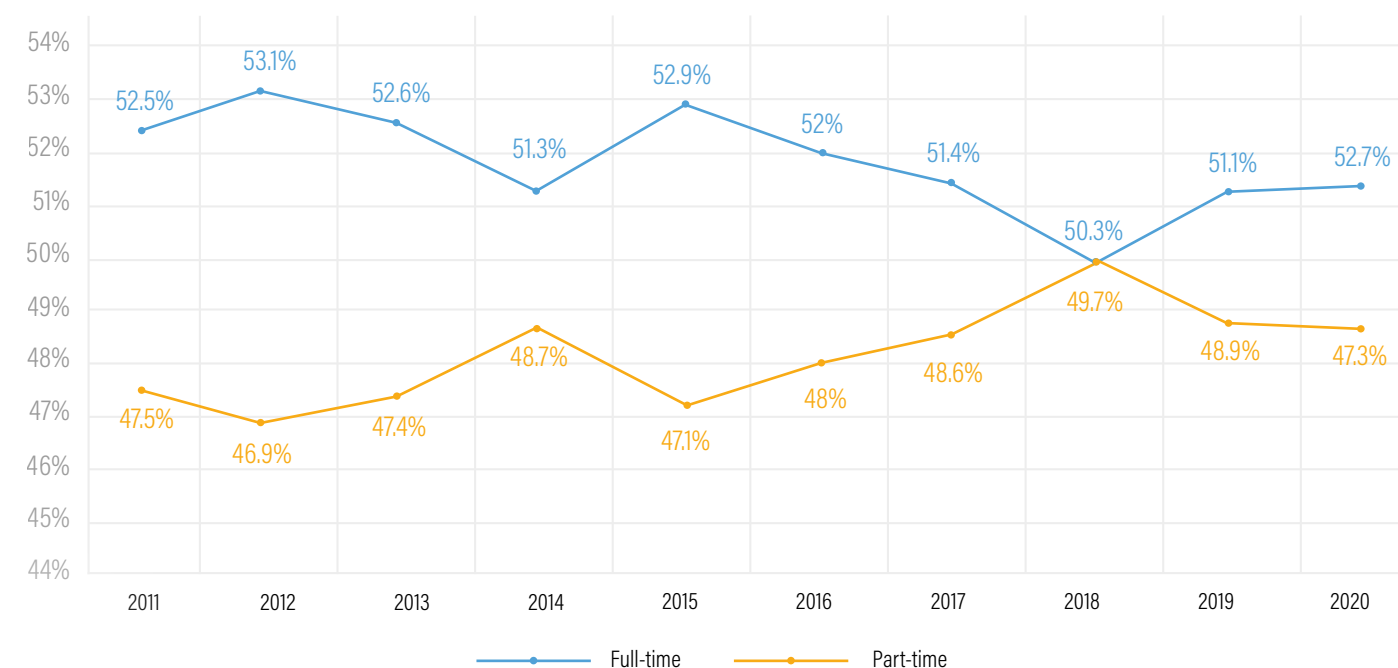
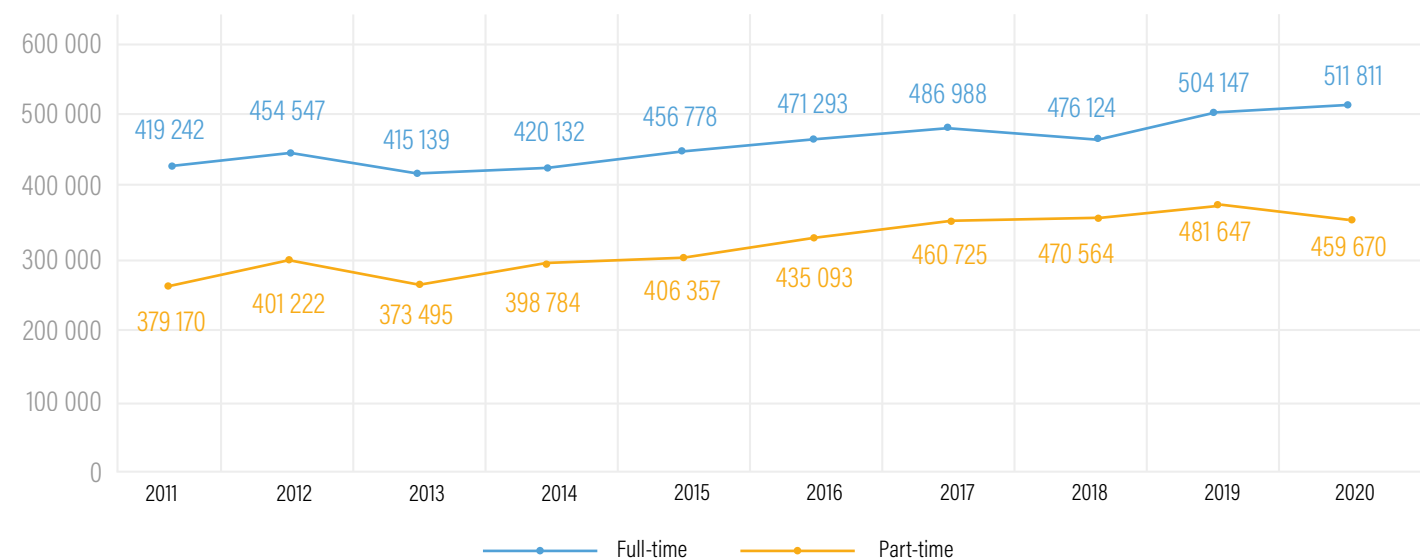


Figure 23 shows the total actual numbers of sport and fitness workers in the EU-28 over the nine-year period by type of working contract (part time and full time).

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



Up to 2019, the growth of sport and fitness people with part-time contracts has been greater than that for those with full-time contracts (+27.0% of part-timers compared to +20.2% for full-timers). The period 2018 to 2019 showed that both groups continued to grow with a slight advantage to the full-timers, but 2020 is different. During this period, full-time contracts continued to grow, although at a lower rate (+1.5%) but the number of part-timers went into sharp decline (-4.6%).

5.2.6 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 percentage shares of sport and fitness workers who have employed and self-employed status. Over the 10-year period, there has been a clear trend in favour of the self-employed with significant growth (+8.8%) reaching nearly one third of all workers in sport and fitness.

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.

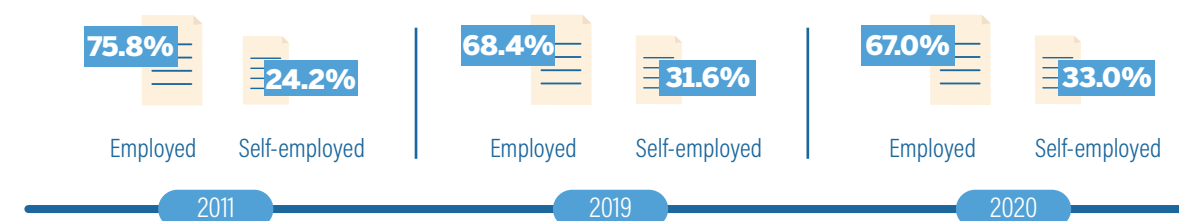


Figure 24: EU-28 sport and fitness workers (ISCO 342); percentage by professional status

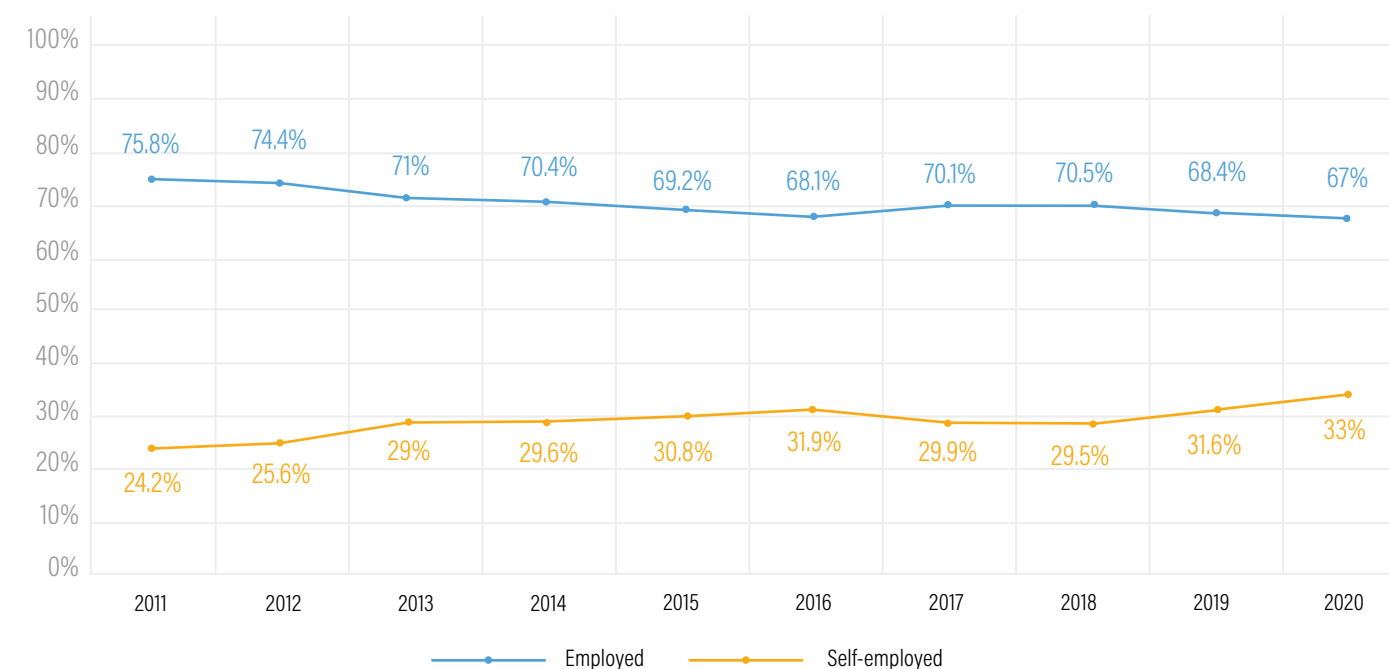
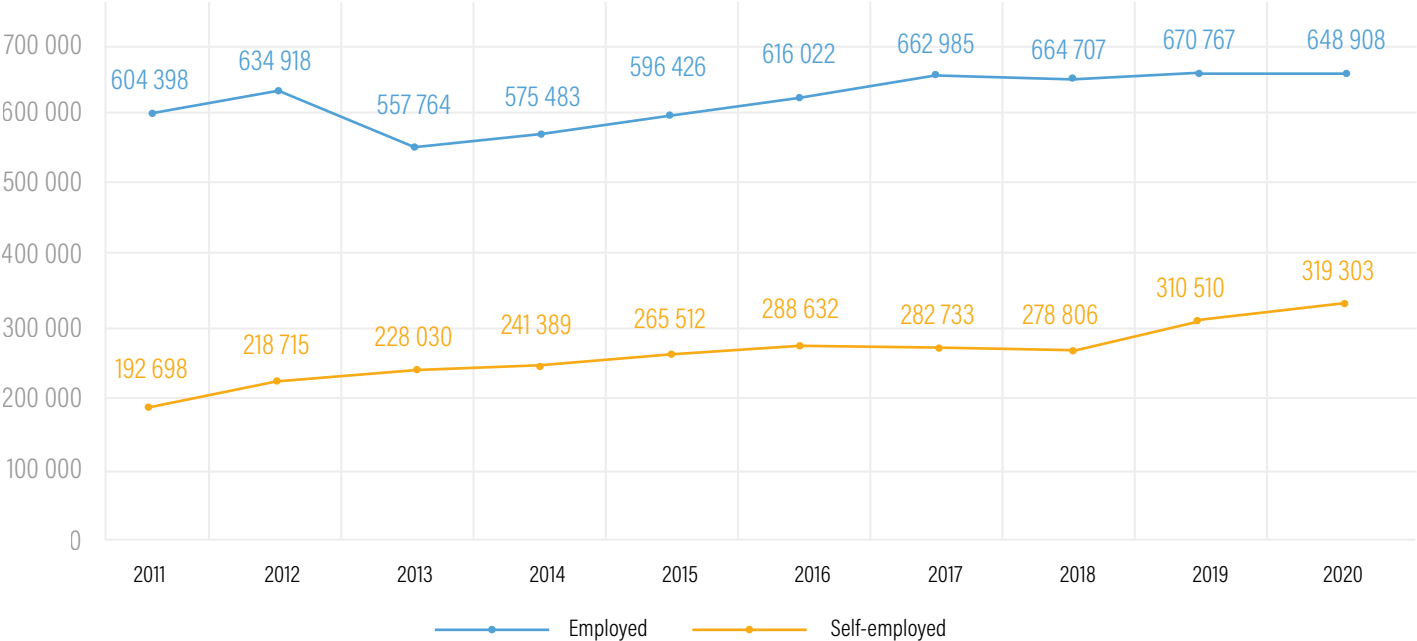


Figure 25 shows the total actual numbers of sport and fitness workers in the EU-28 by professional status (employed and self-employed).

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



When we consider the growth trends, self-employed sport and fitness workers have increased (+65.7%) compared to those employed (+7.4%) during the period from 2011 to 2020. Whereas the growth of self-employed workers flattens in the period from 2016 to 2018, a marked increase in growth resumes in 2018 and 2019 (+11.4%) and less so in 2020 (+2.8%). The number of employed sport and fitness workers, whilst remaining fairly steady in 2018-2019 declines in 2020 (-3.26%).

5.2.7 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, and 2019. These numbers need to be carefully interpreted.




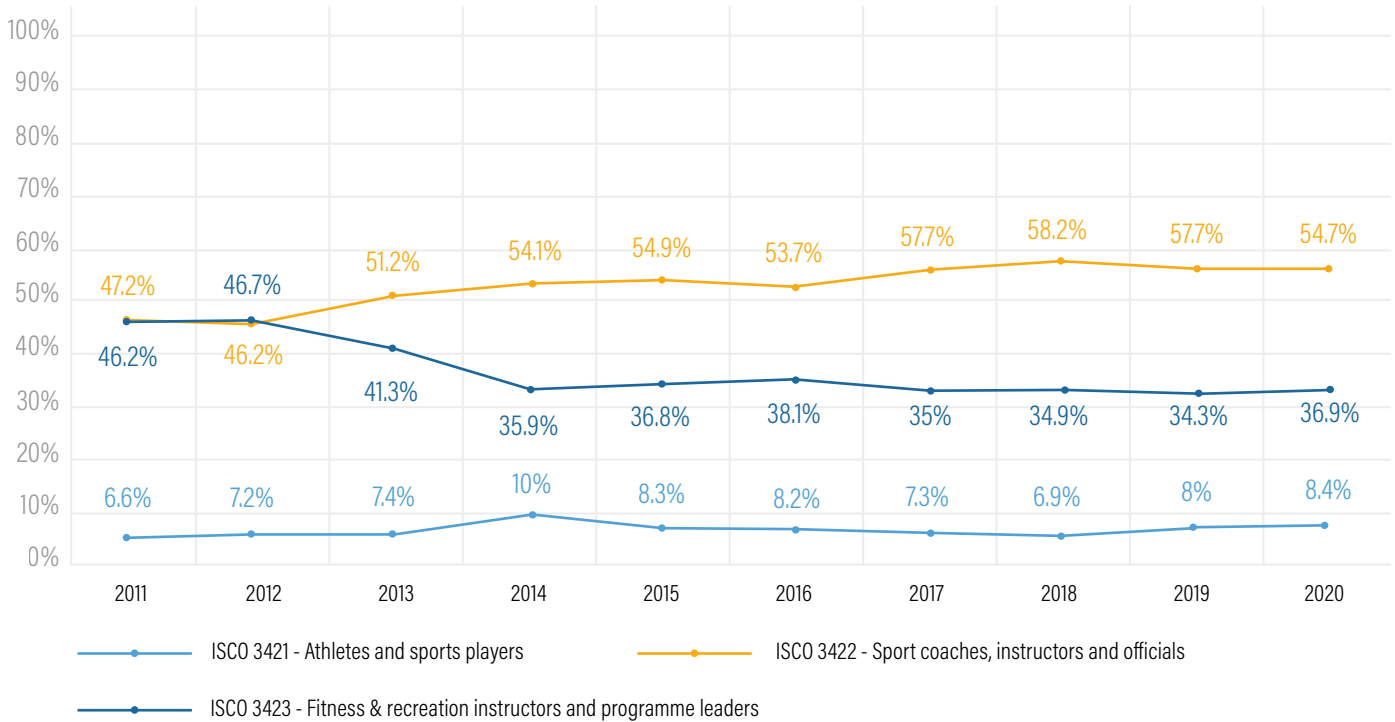
	2011	2019	2020
 Athletes and Sports Players - ISCO 3421	6.6%	8%	8.4%
 Sports Coaches, Instructors and Officials ISCO 3422	47.2%	57.8%	54.7%
 Fitness and Recreation Instructors & Programme Leaders ISCO 3423	46.2%	34.2%	36.9%



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 workers by type of occupations (ISCO 342)

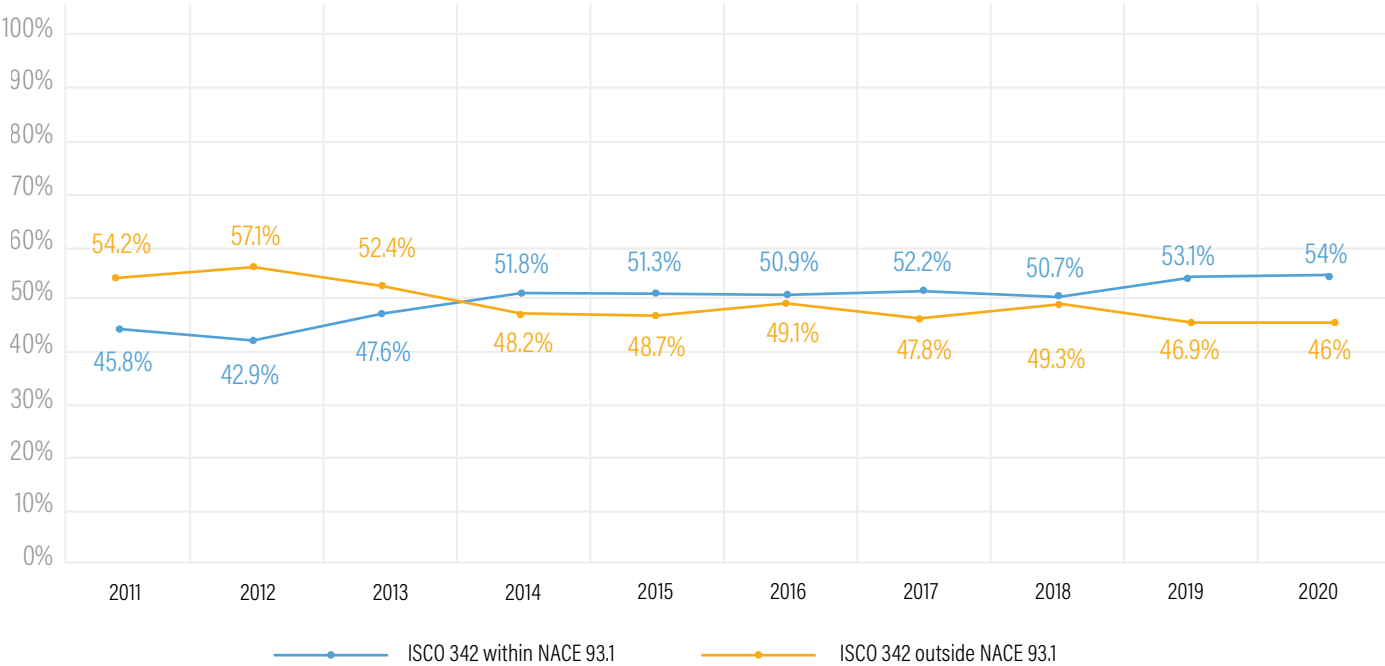


Through the period from 2011 to 2019, the percentage share of fitness and recreation instructors and programme leaders (ISCO 3423) declined (-11.9%) whilst the share of sports coaches, instructors and officials (ISCO 3422) increased (+10.3%) with an increase in athletes and players by 1.8% (ISCO 3421). 2020 changes this trend showing a percentage decline in sports coaches, instructors and officials (-3.0%) and an increase in the share of fitness and recreation instructors and programme leaders (+2.6%). The percentage share of athletes and players remained fairly static (+0.4%).

5.2.8 Sport and fitness workers (ISCO 342) within and outside sport organisations (NACE 93.1)

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 (54.0%) as opposed to 2011 when the majority (54.2%) were working in other types of organisations. These figures are important as they highlight that 46.0% of people having a sport-specific occupation in EU-28 are working for organisations whose main business is not the delivery of sport (non-sport organisations).

It is notable that a significant divergence begins in 2018 (when there was near parity) and continues through 2019 and 2020 (-3.3%). In 2020, the share of sport and fitness workers in non-sport organisations declined (-0.87%) with a corresponding rise in those working in sport organisations.

5.3 PEOPLE WORKING IN A SPORT ORGANISATION (NACE 93.1)

This section uses Eurostat and National Statistic Offices figures for the period from 2011 to 2020 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):

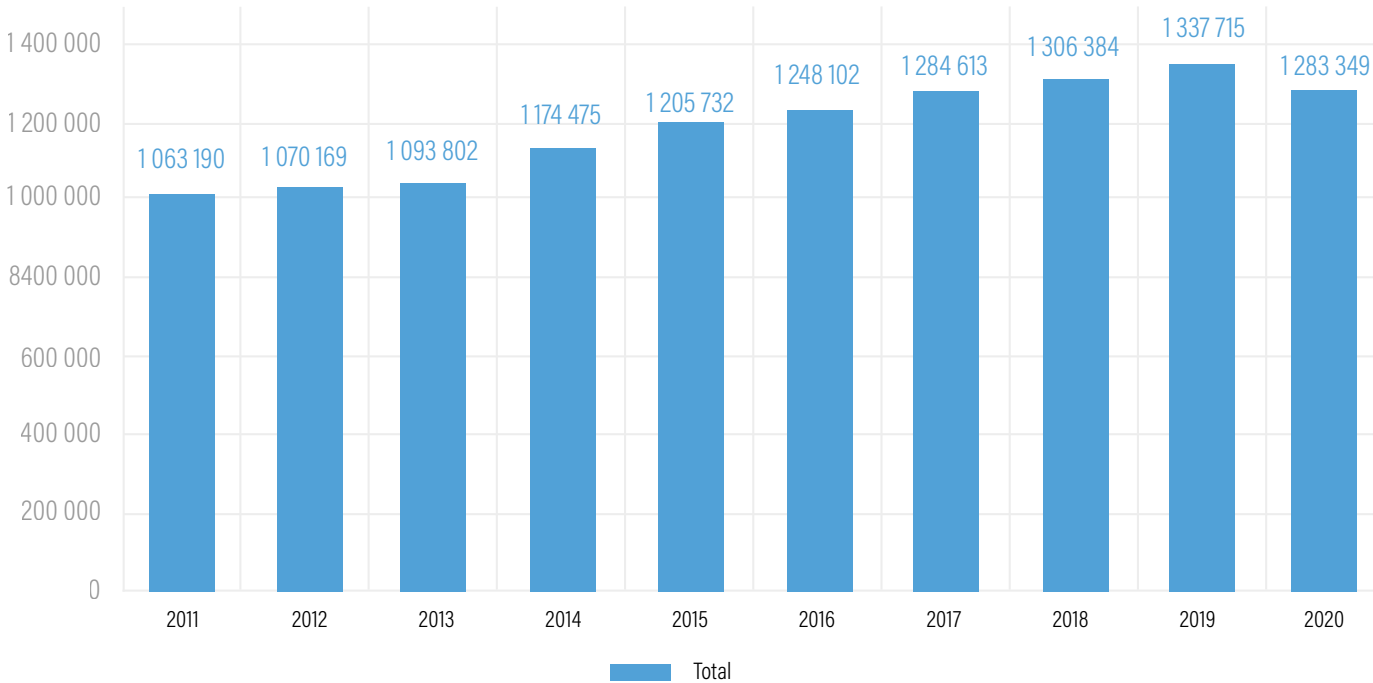
- 93.11 Operation of sports facilities
- 93.12 Activities of sport clubs
- 93.13 Fitness facilities
- 93.19 Other sports activities

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).

5.3.1 Total number of people working in a sport organisation in EU-28

Figure 28 shows the total working population involved in sport-specific organisations (all jobs) working in a sport organisation (NACE 93.1). From 2011 to 2019, we can see uninterrupted growth (+25.8%). This is higher than the growth of the sport labour force as a whole (+21.2%). However, 2020 sees a fall (-4.1%). This is marginally higher than the decline in the sport labour market as a whole in the same period (-3.7%).

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



In 2020, the total number of people working in a sport organisation was representing 74.31% of the EU-28 total sport labour market. There is an overall upward trend over the period from 2011 to 2020.

5.3.2 People working in a sport organisation in EU-28 by gender

Figure 29 shows the percentages of females and males working in a sport organisation in EU-28 in this over the 10-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 working in sport organisations compared with the EU-28 total sport labour market. It is notable that the share of females versus males declines in 2020 (-1.2%) although this downward trend begins in 2019.

This is summarised in the infographics and graph below.

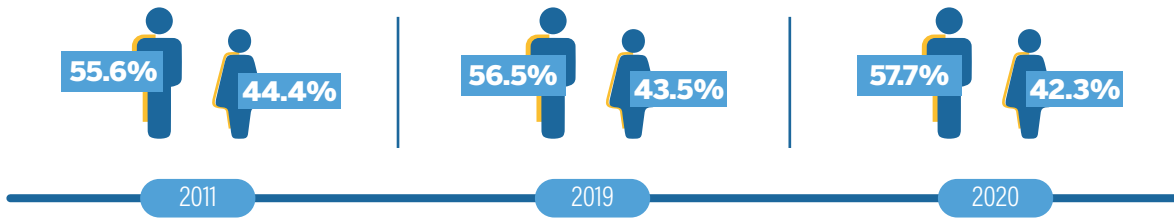


Figure 29: People working in a sport organisation in EU-28 (NACE 93.1); percentage by gender

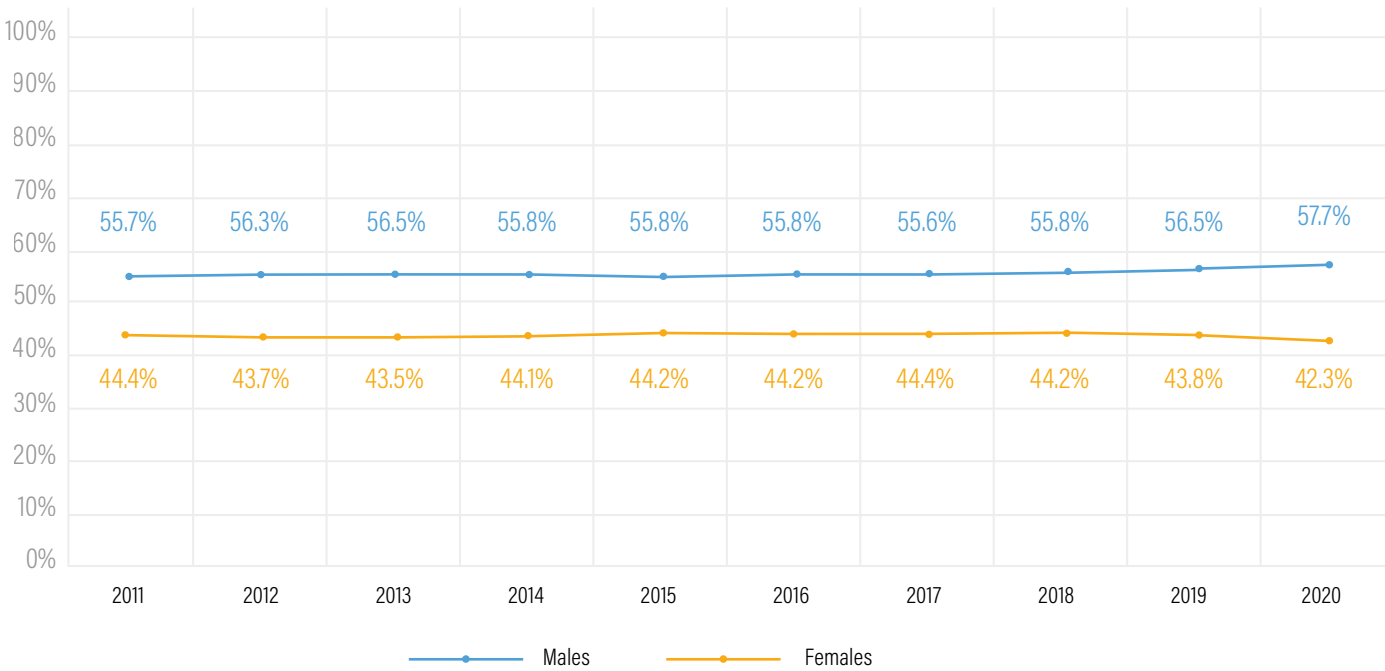
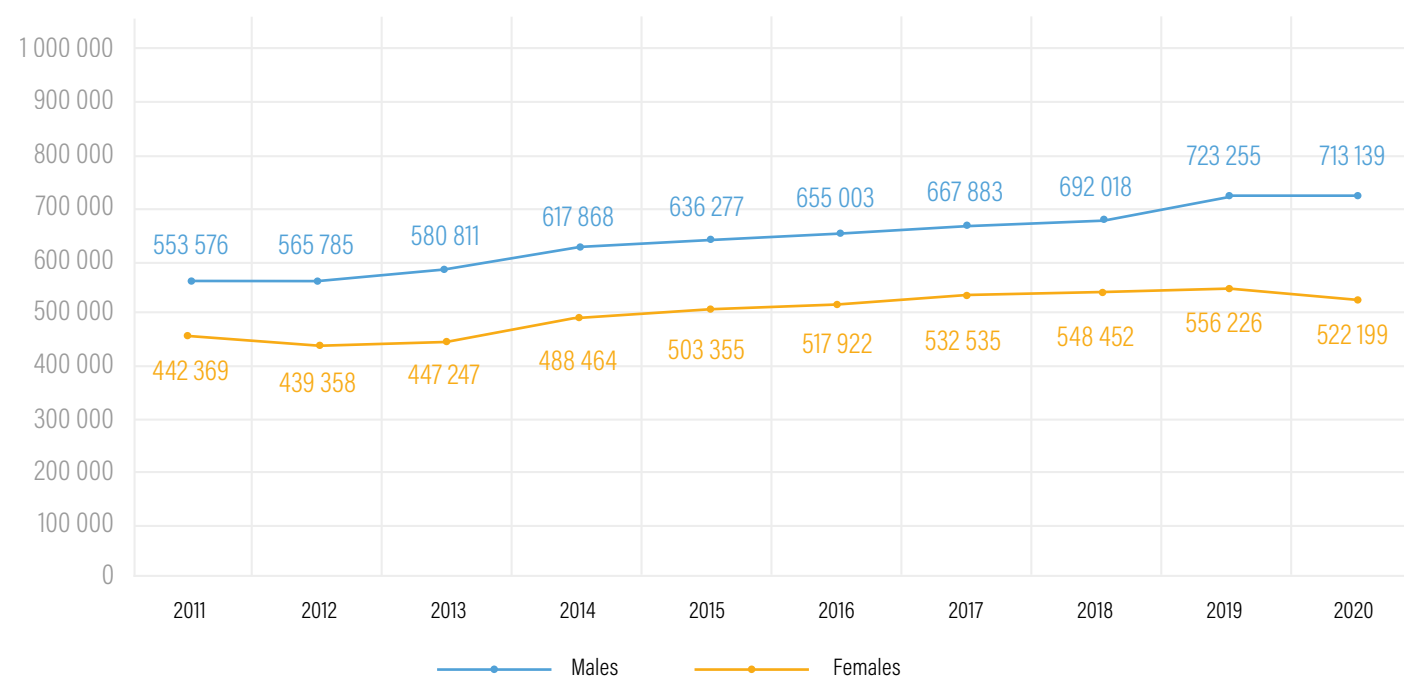


Figure 30 shows the total numbers of people working in a sport organisation in EU-28 by gender over the period from 2011 to 2020.

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



Over the period from 2011 to 2020, the growth in the number of females working in a sport organisation in EU-28 is 18.0% which is higher than female growth in the EU-28 sport labour market as a whole (+7.0%). This suggests that whereas more women are entering the total sport labour market, a significant proportion are employed by sport organisations (NACE 93.1). In 2020, the number of female workers goes down (-6.1%) compared to the number of men (-1.4%).

5.3.3 People working in a sport organisation in EU-28 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. In 2020, the majority of people working in sport organisations in EU-28 fall into the 25-49 age bracket (53.1%) which is similar compared the EU-28 total sport labour market.

This is summarised in the infographics and graph below.

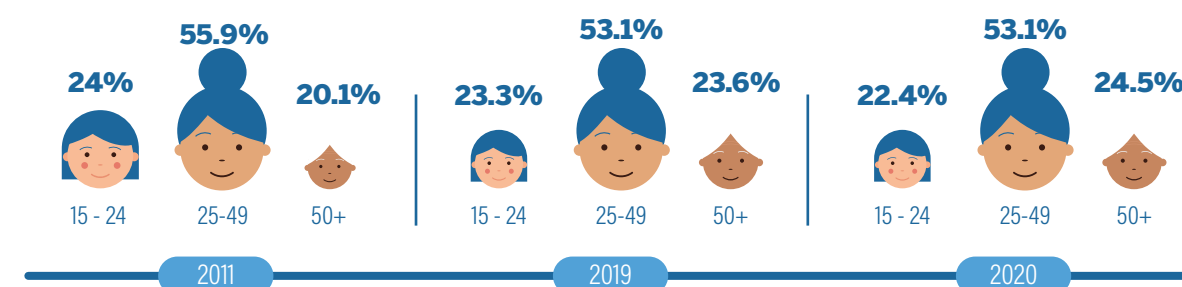
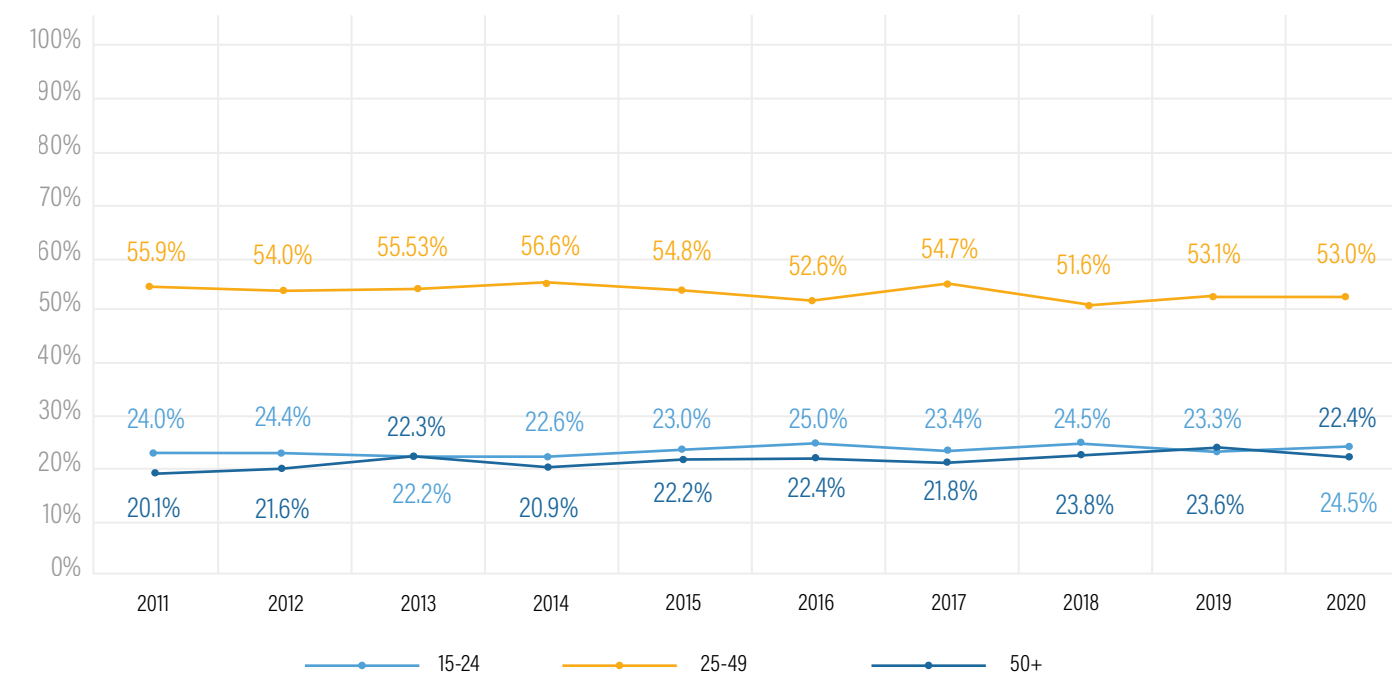


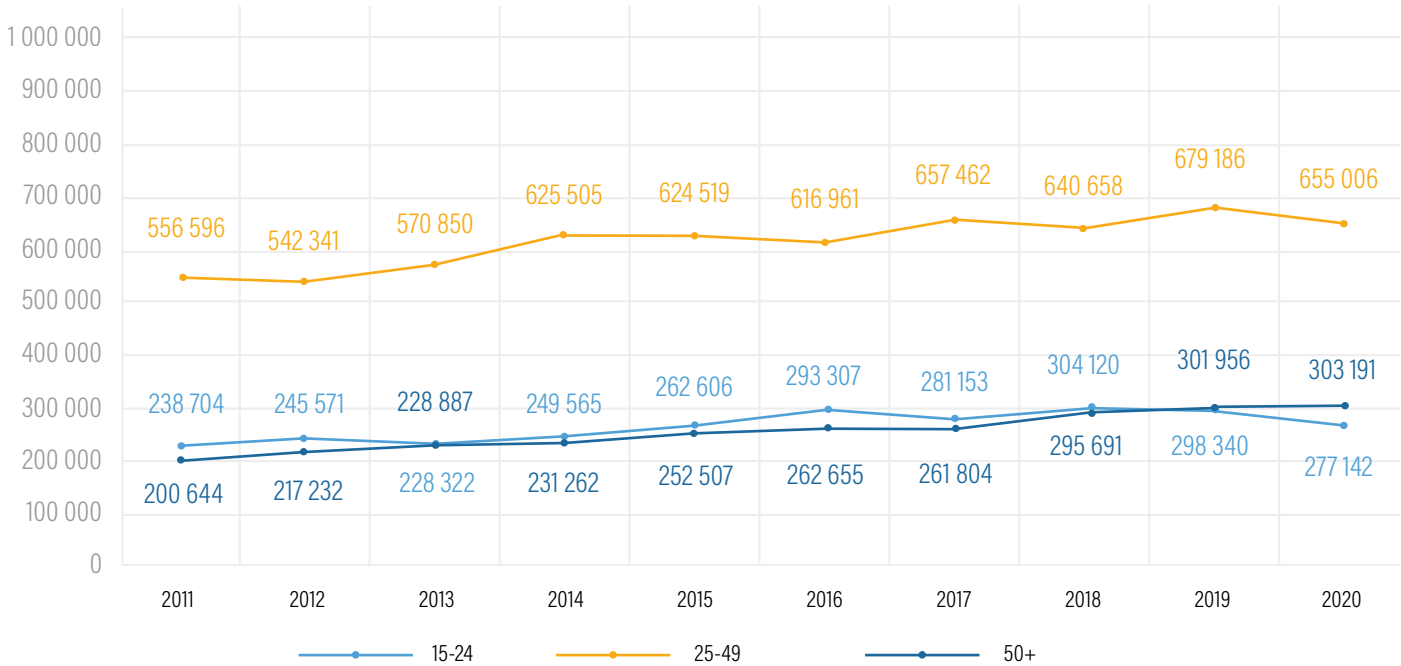
Figure 31: People working in a sport organisation in EU-28 (NACE 93.1); percentage by age bands



The trend over the last 10 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 2020.

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



Up to 2019, the growth of people working in a sport organisation in the older age group (+50.5%) was two times greater than that for the younger group (+25.0%) and more than twice that of the middle age band (+22.0%) so there was a tendency in the direction of an aging workforce for those working in a sport organisation in EU-28. 2020 shows a drop in younger workers (-7.1%) whereas the older age group showed an increase (+0.4%). Those in the middle age group declined (-3.6%). These findings are not significantly different from the sport sector as a whole.

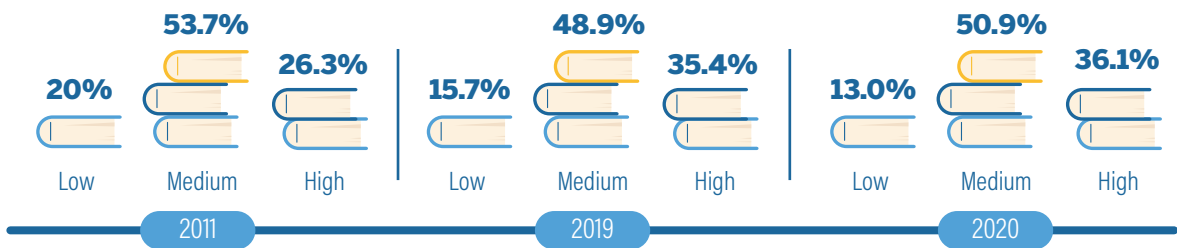
5.3.4 Total number of people working in a sport organisation in EU-28 by level of education

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).

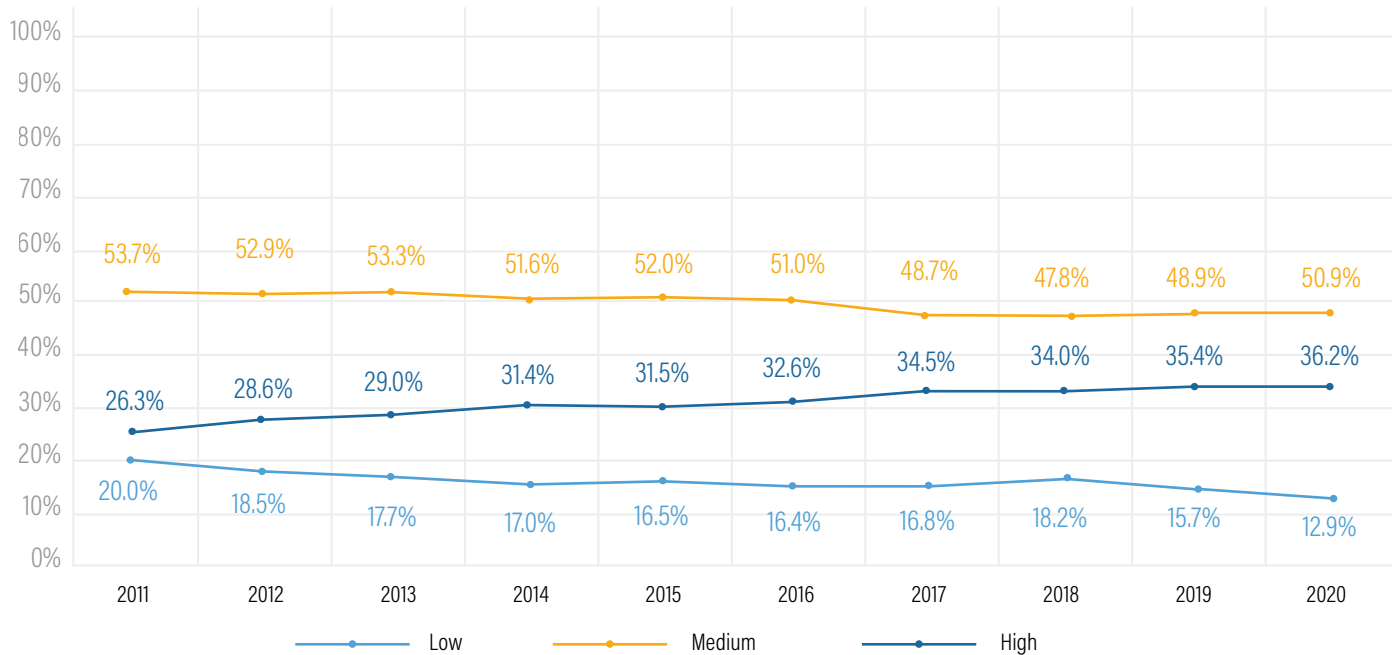
	ISCED 2011 (data from 2014 onwards)	ISCED 1997 (data up to 2013)
Low education	Levels 0-2	Levels 0-2
Medium education	Levels 3-4	Levels 3-4
High education	Levels 5-8	Levels 5-6

The greatest proportion of people working in a sport organisation have a middle education level (50.9%). 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.



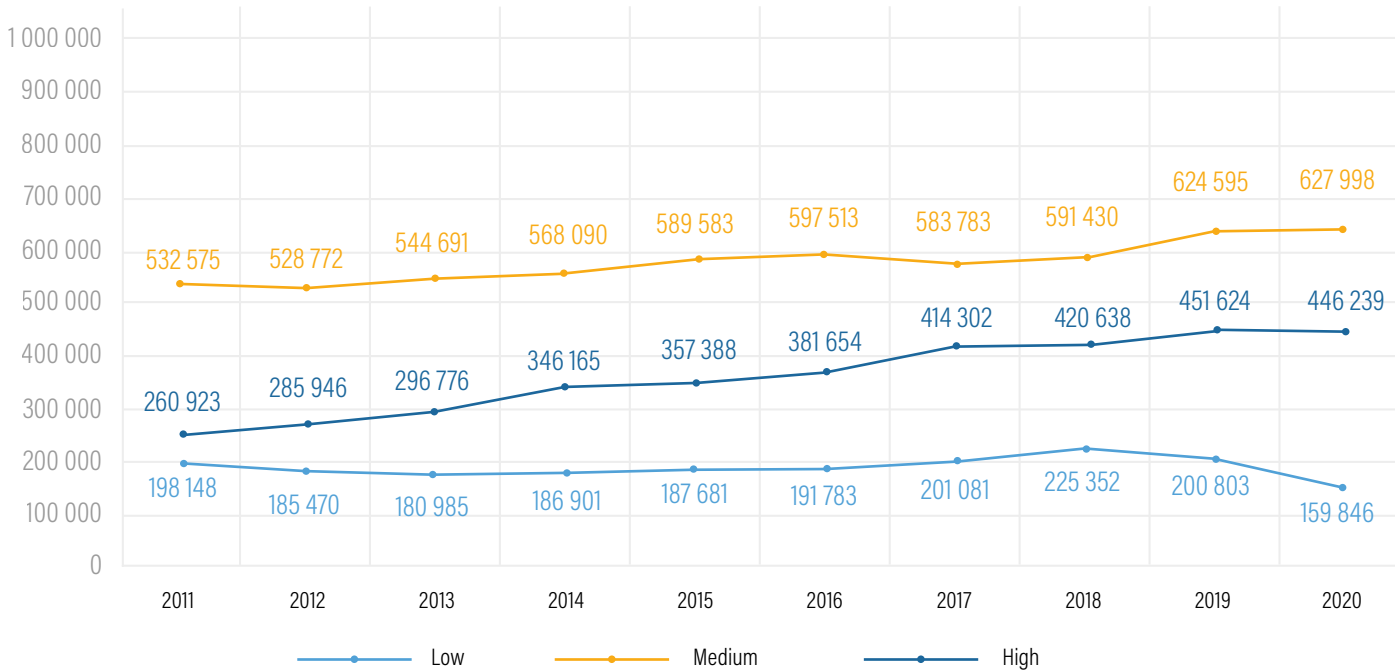
- Up to 2018, the gap between this group and those with higher education qualifications was narrowing every year. There was also a growing number of high educated workers and a decreasing number of low educated workers in sport organisations. From 2018 to 2020, the percentage share of those with high level qualifications continued grow (+2.2%), but the share of those with low level qualifications declined significantly (-5.3%).
- In 2020, the share of those with high level qualifications goes up (+0.7%) and the share of those with low level qualifications declines (-2.7%). The share of those with middle level qualifications goes up by 2.0%.

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 2020.

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 was in the high education group (+73.1%). Those with middle level qualifications increased (+17.9%) but those with low level qualifications declined (-1.3%).
- 2020 shows a different trend. The numbers of those with high level qualifications went down in 2020 (-1.2%). However, the numbers of those with low level qualifications dropped far more (-20.4%). The decline in those with high level qualifications is lower than that in the sport labour force as a whole in 2020 (-9.2%) and the decline in those with low level qualifications was greater (-18.3% in the sport workforce as a whole).

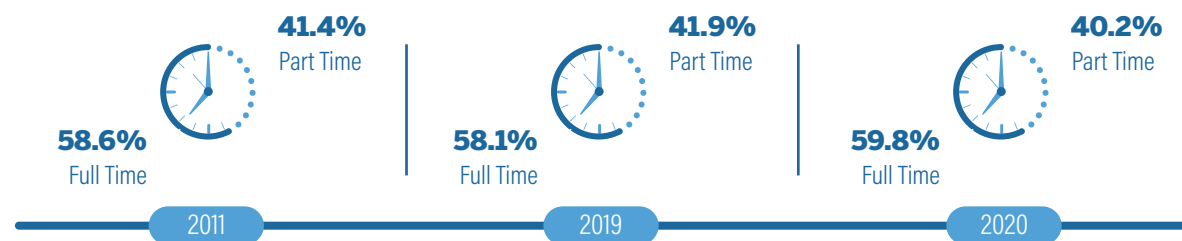


5.3.5 People working in a sport organisation in EU-28 by type of working contract

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 slightly less likely to be working on a part-time working contract compared to the EU-28 sport workforce as a whole (40.2% versus 42.6%) and even less likely than sport-specific workers (40.2% versus 47.3%).

This is summarised in the infographics and graph below.



Up to 2019, the shares appear to track each other quite closely. 2020, however, shows a decline in part-time employment in this group by 1.7% with a corresponding rise in full-timers.

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

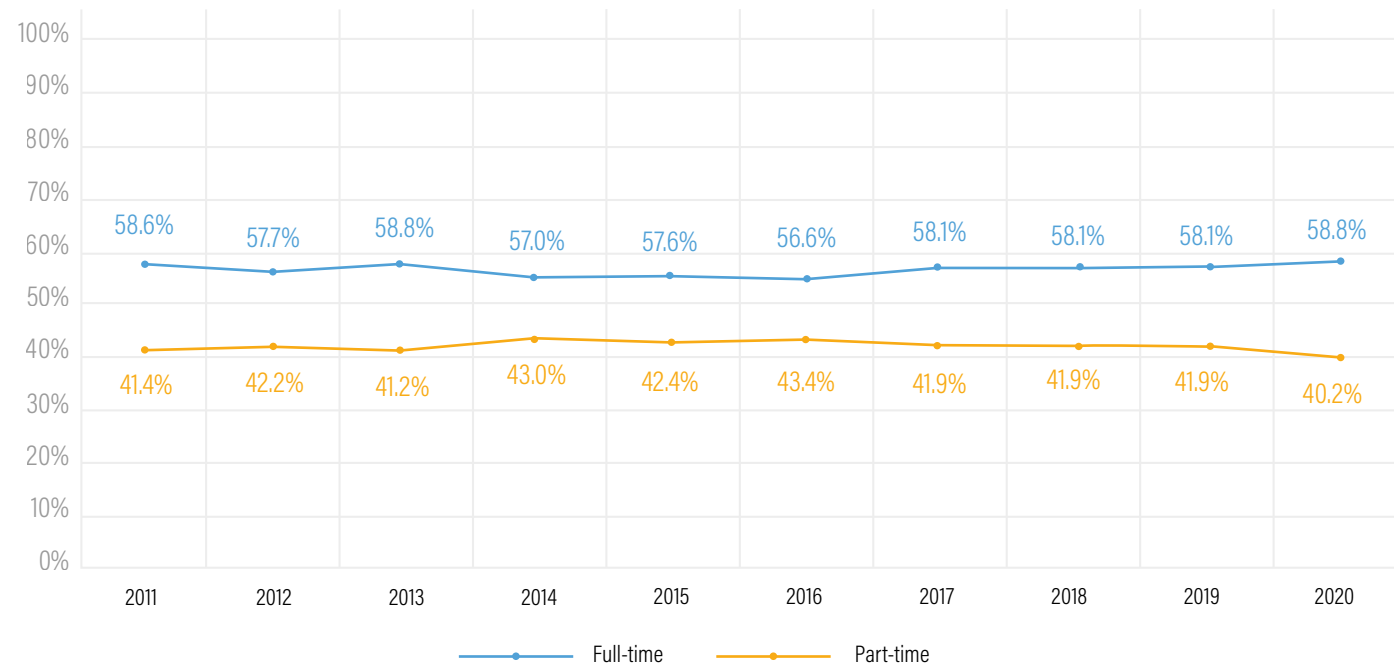
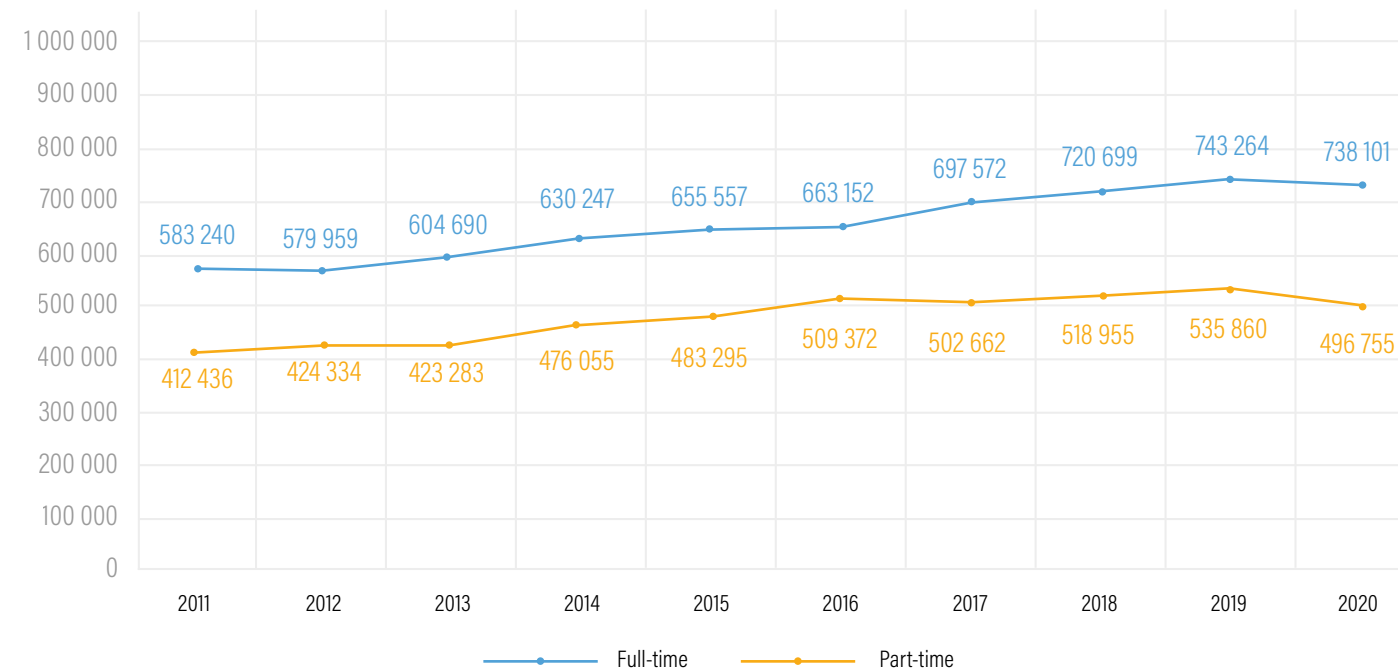


Figure 36 shows the total numbers of people working in a sport organisation in EU-28 by type of working contract over the period from 2011 to 2020.

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



Up to 2019, 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 (+29.9% for part-timers compared to +27.4% for full-timers). 2020, however, shows a decline of part-time workers (-7.3%). This is broadly similar to the decline in part-time workers in the sport labour force as a whole (-6.2%) but is greater than that for part-time contracts for sport and fitness workers (-4.6%).

5.3.6 People working in a sport organisation in EU-28 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 shows the percentages of people who work in a sport organisation who have employed and self-employed status. A large majority have employed status (83.2%), and this has remained broadly similar over the 10-year period. This is summarised in the infographics and graph below.

This is higher by 7.3 points compared to the percentages of self-employees engaged within the EU-28 total sport labour market.

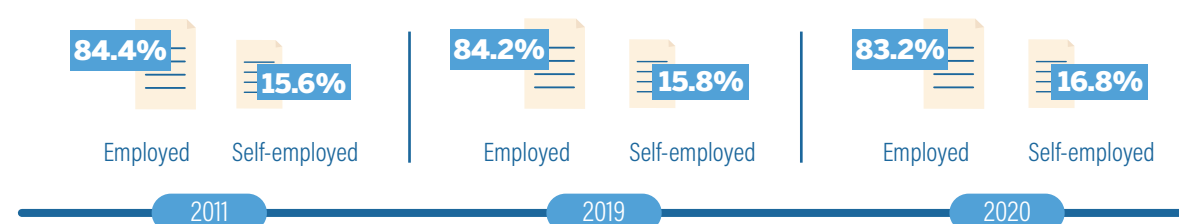


Figure 37: People working in a sport organisation in EU-28 (NACE 93.1); percentage by professional status

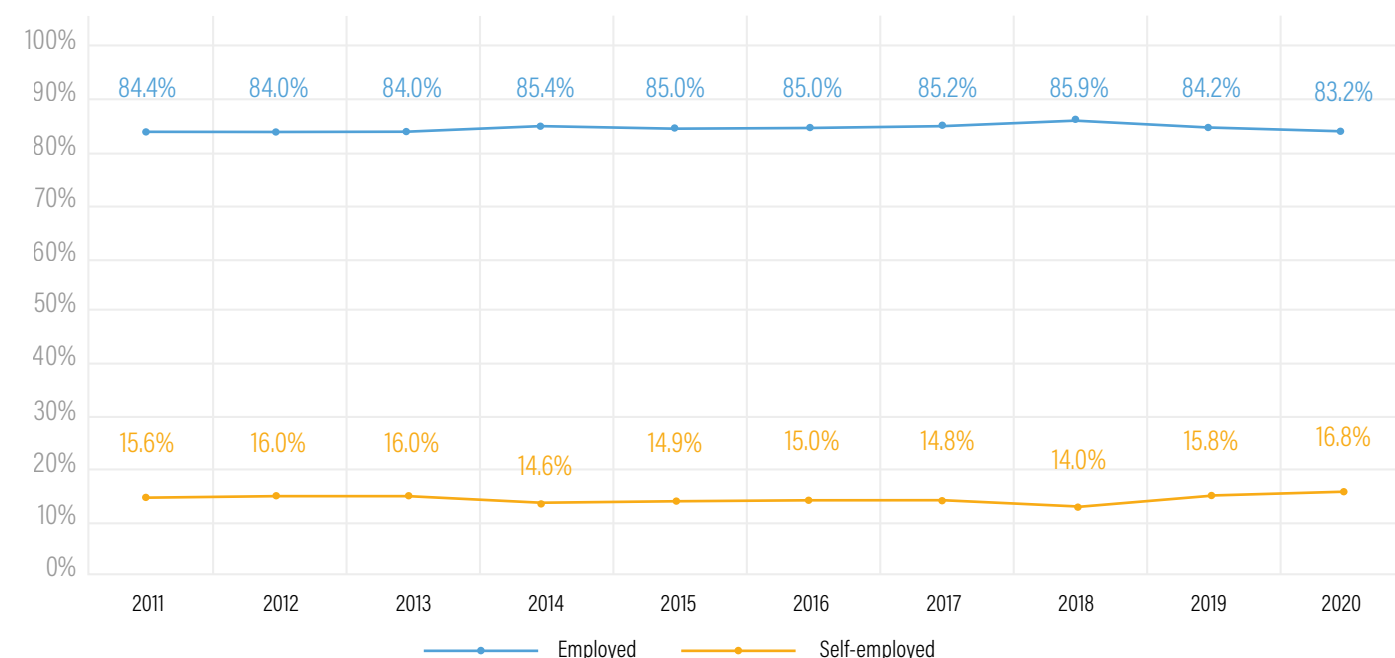
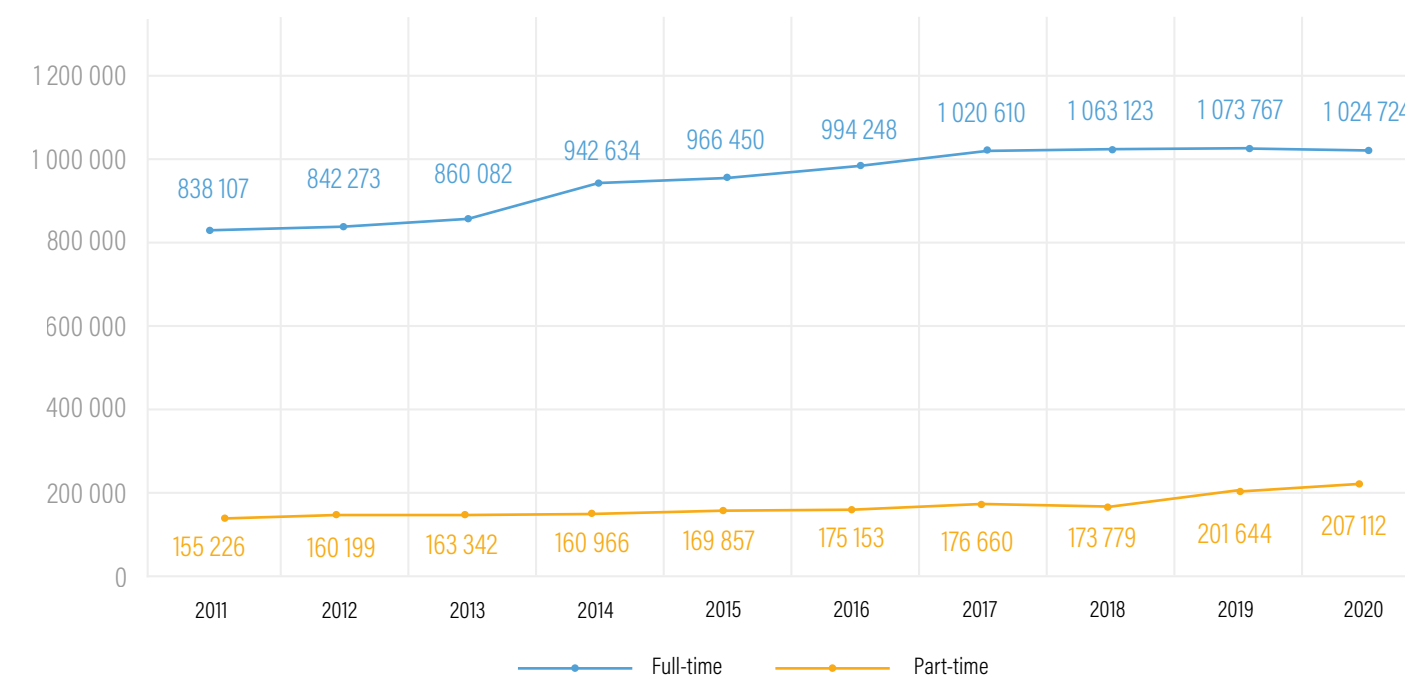


Figure 38 shows the total numbers of people working in a sport organisation in EU-28 professional status over the period from 2011 to 2020.

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 grown by 33.4% over that period compared to 22.7% 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.

In 2020, we can see a significant increase in self-employed workers (+2.7%) and a decline in the numbers of those with employed status (-4.6%). It is noticeable that this trend began in 2019.

5.3.7 Types of occupations within sport organisations in EU-28

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 and National Statistic Offices, 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.

A majority of people working in sport organisations have a non-sport specific occupation (e.g., managers, secretaries, receptionists, cooks, lifeguards, cleaners). In 2020, 60.5% 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.

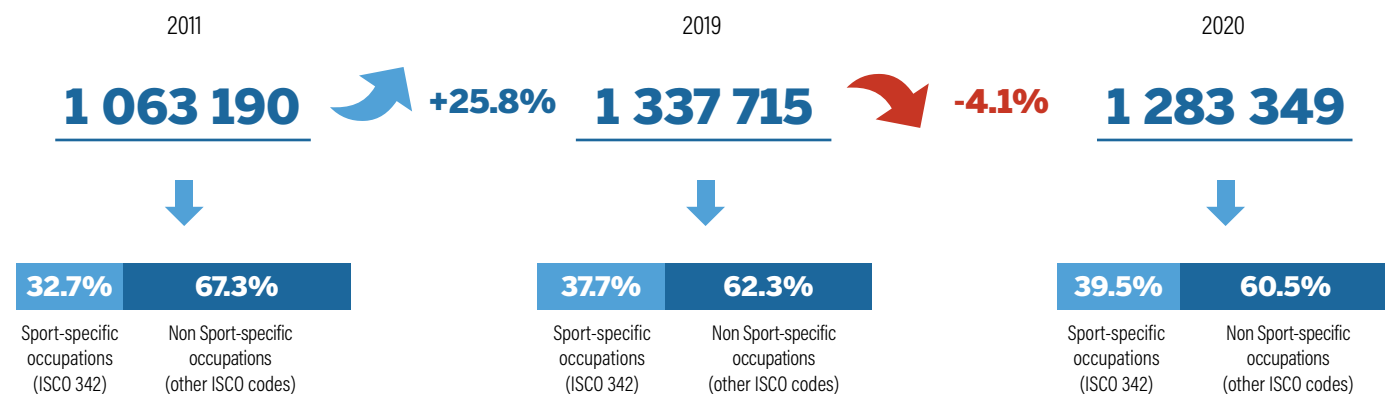
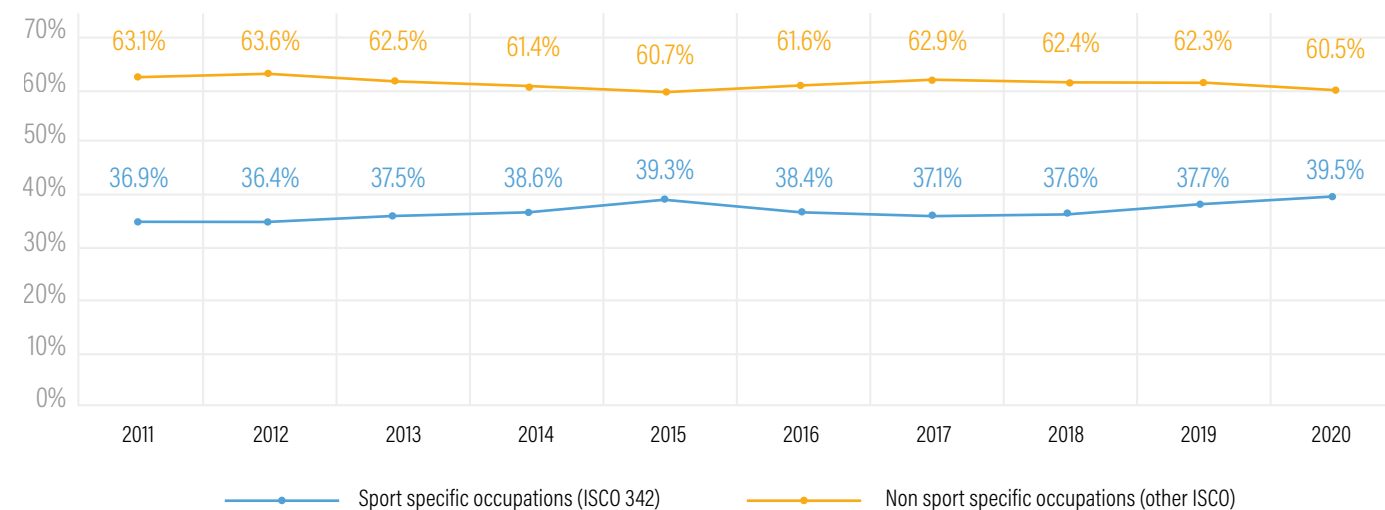


Figure 39: Breakdown of sport specific and non sport specific occupations within sport organisations in EU-28





SKILLS



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