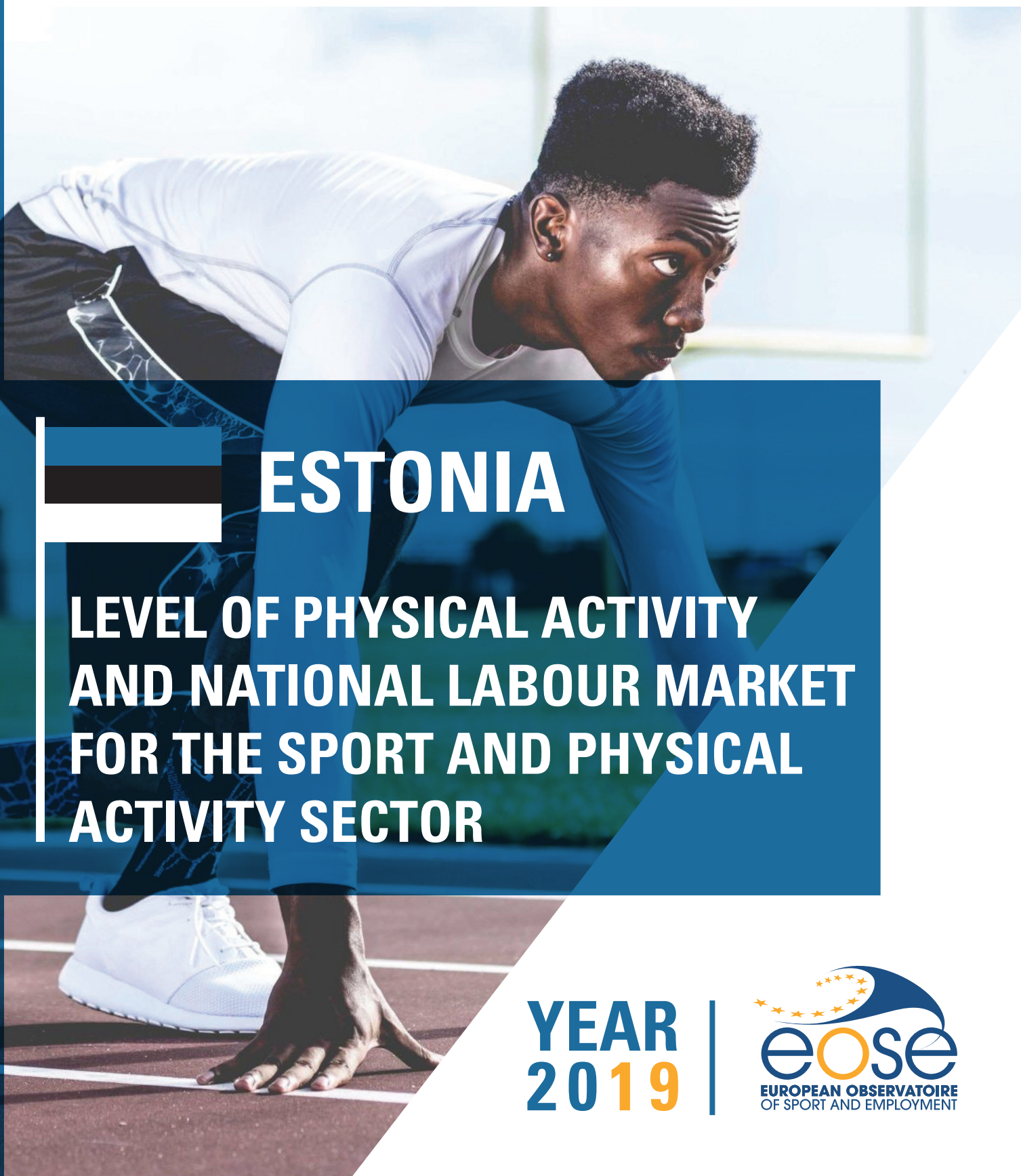




ESSA-SPORT

Improving the Supply of Skills to the Sector



ESTONIA

**LEVEL OF PHYSICAL ACTIVITY
AND NATIONAL LABOUR MARKET
FOR THE SPORT AND PHYSICAL
ACTIVITY SECTOR**

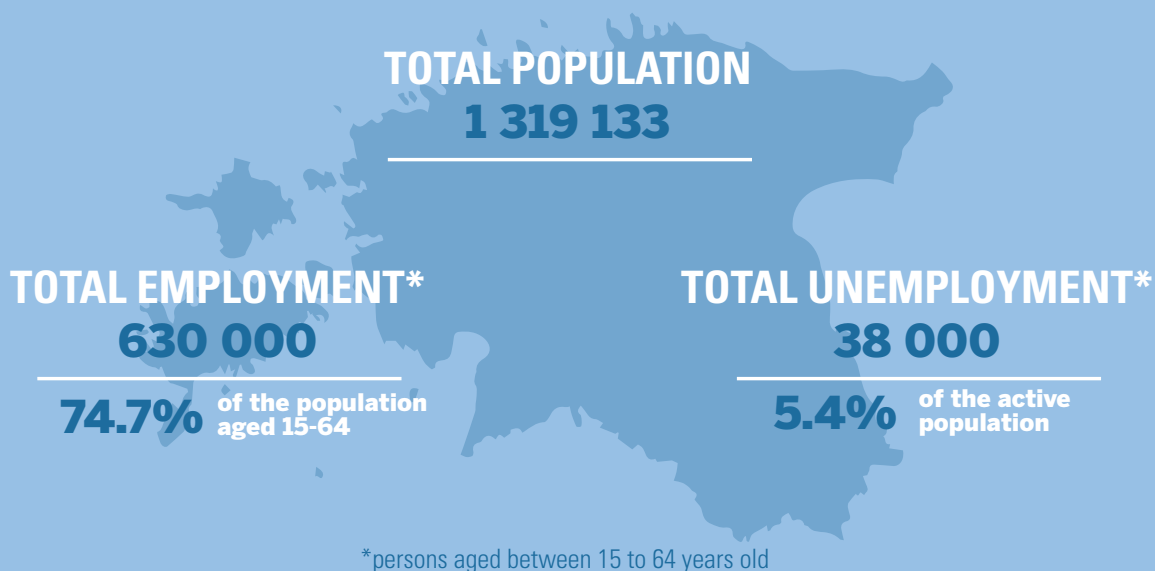
**YEAR
2019**



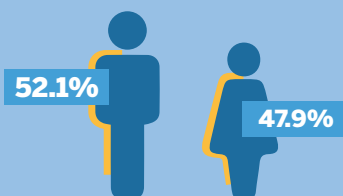


Source: Eurostat (2018)

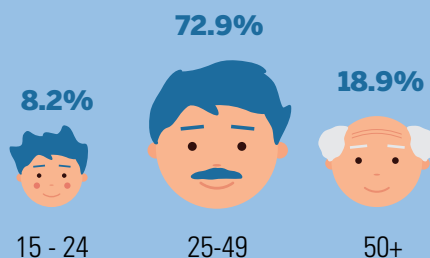
Population and Employment



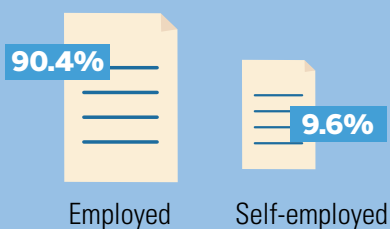
Total employment - Gender



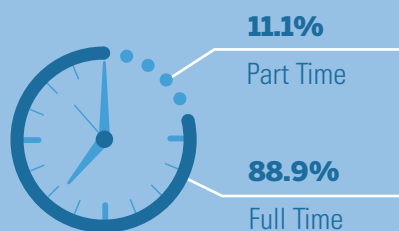
Total employment - Age



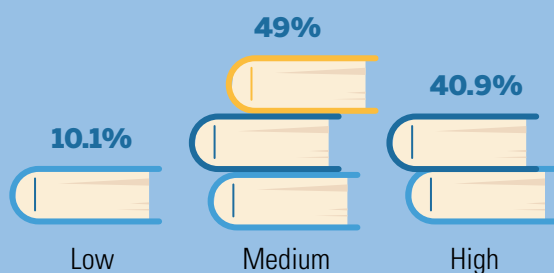
Total employment - Type of employment



Total employment - Type of contract



Total employment - Level of education*



* The statistics on level of education collated from Eurostat refer to ISCED level:

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

Source: Special Eurobarometer 472 on Sport and physical activity (Publication March 2018) - n=1005

Level of practice of sport or physical activity


Regularly
(at least 5 times a week)
7%


With some regularity
(1 to 4 times a week)
28%


Seldom
(3 times a month or less)
17%



Never
48%

Place of practice of those engaged in sport and physical activity



In a park, outdoors, etc.
51%



At home
48%



At work
26%


On the way between home and
school, work or shops
25%



At a sport club
16%


At a health or fitness centre
13%


At a sport centre
11%


At school or university
7%


Elsewhere
4%



Don't know
1%

Reasons for engaging in sport or physical activity


Improve health
61%



Improve fitness
51%


Relax
36%



Control weight
30%



Have fun
27%


Improve self-esteem
20%



Improve physical performance
20%


Be with friends
19%



Counteract the effects of ageing
19%


Improve physical appearance
19%


Membership of clubs where people participate in sport or recreational physical activity


Not a member
of any club
77%



Sport club
13%


Health or fitness centre
4%
*Do not know= 2%


Socio-cultural club
that includes sport
2%


Other
5%

Level of engagement in voluntary work that supports sport and physical activity

8%

YES

92%

NO



This section presents analysis from the official statistics collated at both national and European level through National Statistics Offices (NSO) and Eurostat. For the purpose of the fact sheet, data are provided for two different years to underline tendencies. These years can be different depending on the topic as we have not always been able to collate the same level of information/statistics for each year.

The collection of data has been a challenge and this analysis presents the best information available about the national sport labour market from the official statistics but is not necessarily the exact reality. Further discussion on the statistics can be found in the European report of the project.

Scope: the widest sport and physical activity sector defined by the Council of Europe (2001) 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 this fact sheet we are using the term “sport sector” having the meaning of the broad sector of “sport and physical activity”.

3.1 SIZE AND CHARACTERISTICS OF THE NATIONAL SPORT LABOUR MARKET

Sources: Eurostat and National Statistics Offices

To summarise our statistical definition for the sport labour market, the work carried out in collaboration with National Statistics Offices (NSO) and Eurostat was to collate available statistics on the number of:

- Persons having a sport-specific occupation (ISCO 342*) in an organisation whose main business is the provision of sport (NACE 93.1**), e.g. professional athletes, coaches, instructors in a sport club
- Persons having a non-sport specific occupation (Other ISCO codes) in an organisation whose main business is the provision of sport (NACE 93.1), e.g. managers, receptionists in a sport federation
- Persons having a sport-specific 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

* ISCO - “The international standard classification of occupations”. ISCO divides jobs into 10 major groups of occupations and sport specific occupations are listed under ISCO3 Technicians and associate professionals and more precisely under the sub-group ISCO 342 Sport and Fitness Workers (3421 - Athletes and Sports Players; 3422 - Sports Coaches, Instructors and Officials; 3423 - Fitness and Recreation Instructors and Programme Leaders).

** NACE - “Statistical classification of economic activities in the European Community”. NACE is basically a four-digit classification providing the framework for collecting and presenting a large range of reliable and comparable statistical data according to economic activity. The codes under NACE 93.1 (Sport activities) define the organisations whose main business is the provision of sport (93.11 Operation of sports facilities; 93.12 Activities of sport clubs; 93.13 Fitness facilities; 93.19 Other sports activities).

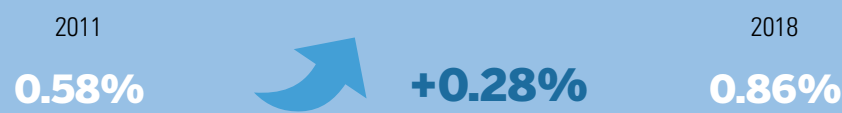
National sport labour market (=total sport employment)



- Top 4 countries representing 62% of the EU-28 sport labour market in 2018 (Total EU-28 sport employment = 1 765 728)



National sport labour market Vs National total employment



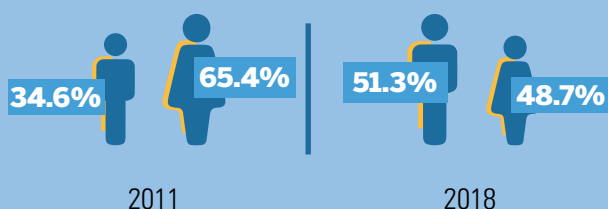
- Top 3 countries in 2018



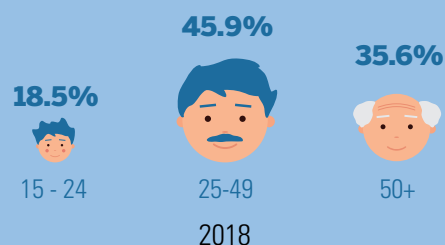
- Bottom 3 countries in 2018



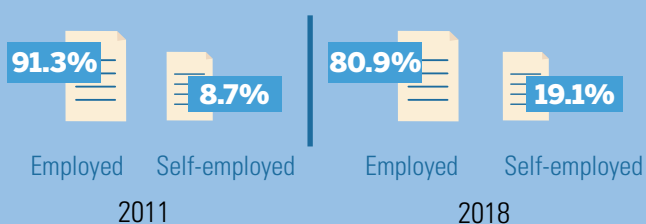
National sport labour market - Gender



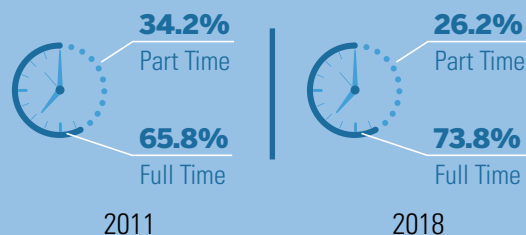
National sport labour market - Age



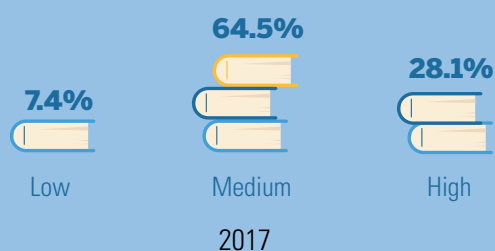
National sport labour market - Type of employment



National sport labour market - Type of contract



National sport labour market - Level of education*



* The statistics on level of education collated from Eurostat refer to ISCED level:

	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

3.2 FOCUS ON SPORT SPECIFIC OCCUPATIONS (ISCO 342)

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

Total number of people having a sport specific occupation (ISCO 342)



• Variance from 2011 to 2016



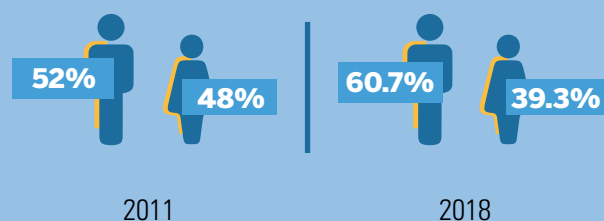
• Proportion of sport occupation in 2016



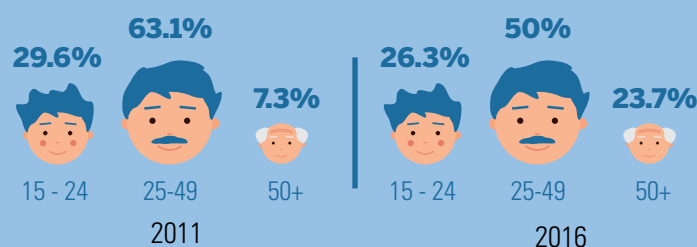
CHARACTERISTICS OF PEOPLE HAVING A SPORT SPECIFIC OCCUPATION - ISCO 342

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

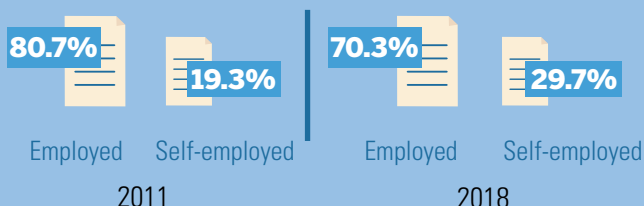
Total sport specific occupation - Gender



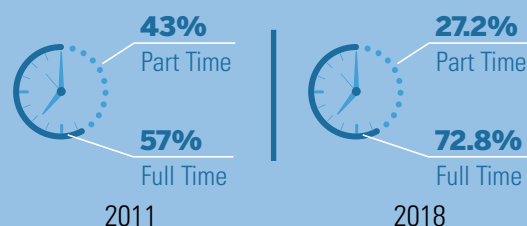
Total sport specific occupation - Age



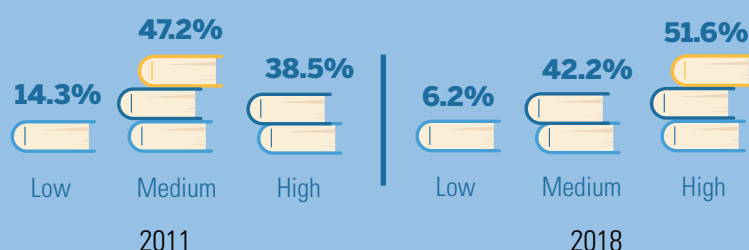
Total sport specific occupation - Type of employment



Total sport specific occupation - Type of contract



Total sport specific occupation - Level of Education*



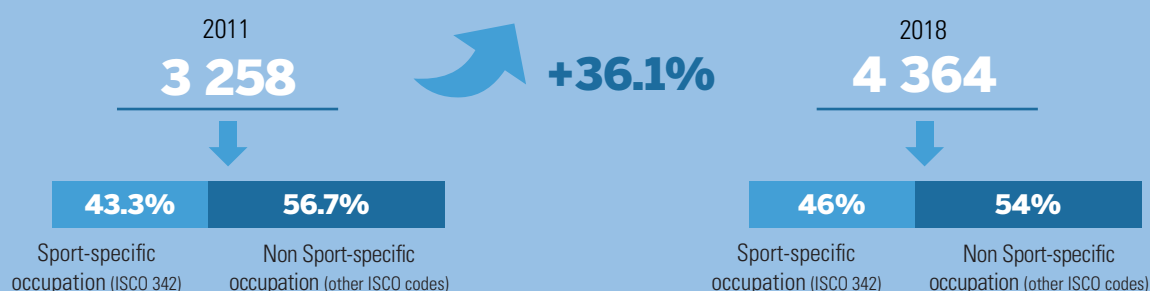
* The statistics on level of education collated from Eurostat refer to ISCED level:

	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

3.3 FOCUS ON SPORT ORGANISATIONS (NACE 93.1)

NACE 93.1 (Sport activities) includes all organisations whose main business is the provision of sport (93.11 Operation of sports facilities; 93.12 Activities of sport clubs; 93.13 Fitness facilities; 93.19 Other sports activities)

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



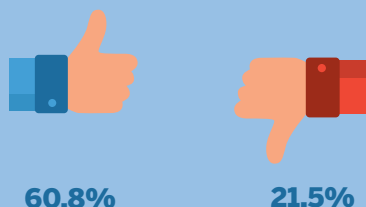
Occupations engaged within sport organisations (NACE 93.1) - 2016

	ISCO 1 – Managers (e.g. directors, CEO)	20.1%		ISCO 6 - Skilled agricultural and fishery workers (e.g. animal producers, market gardeners)	N/A
	ISCO 2 – Professionals (Health professionals, communication professionals, journalists, lawyers)	N/A		ISCO 7 - Craft and related trades workers (e.g. building workers, painters, cleaners, bicycle repairers)	N/A
	ISCO 3 - Technicians and associate professionals (incl. sport and fitness workers)	45.6%		ISCO 8 - Plant and machine operators and assemblers (e.g. car, van, bus drivers, machine operators)	N/A
	ISCO 4 - Clerical Support Workers (e.g. secretaries, receptions, bookkeepers)	12.3%		ISCO 9 - Elementary occupations (e.g. office cleaners, labourers, deliverers)	18.1%
	ISCO 5 - Service and sales workers (e.g. conductors, cooks, waiters, lifeguards, sales workers)	4%			

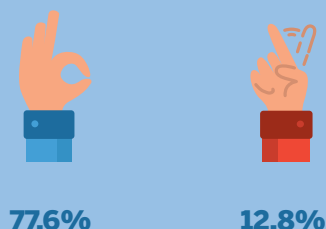


This section presents the findings from the European Employer Skills Survey for the sport and physical activity sector carried out early 2019 and which gathered a total of 3,812 valid responses from sport employers across the whole European union.

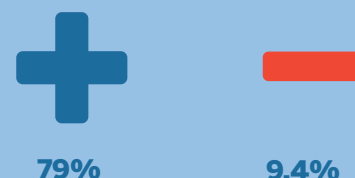
- Expectations and priorities from national governments on sport organisations are increasing



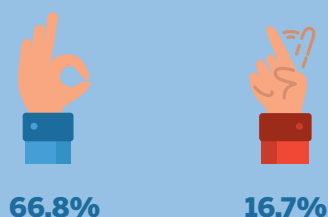
- Sport organisations have become more professional in recent years



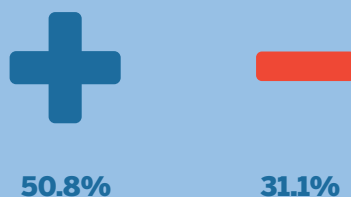
- The sector is changing and evolving, as a result the skills needed by those working in the sector will change too



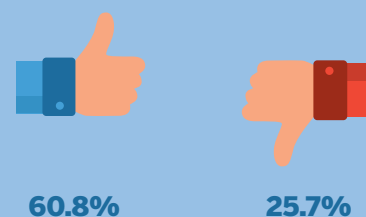
- In the future there will be a demand for a better qualified workforce operating in sport organisations



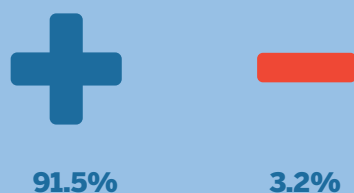
- It is difficult to find and recruit people with the right skills to work as paid staff



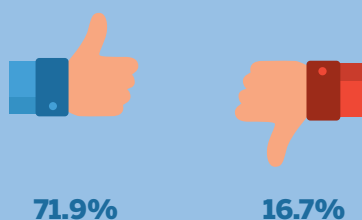
- It is difficult to find and recruit people with the right skills to work as volunteers



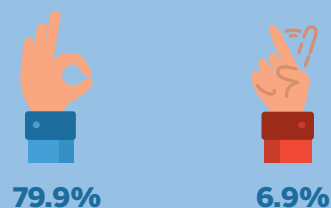
- It is important that staff have access to ongoing training to keep their skills up to date



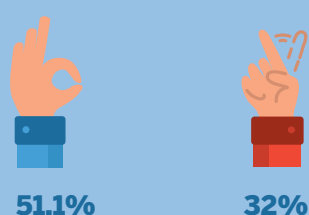
- New training courses are required to meet the training needs of sport organisations



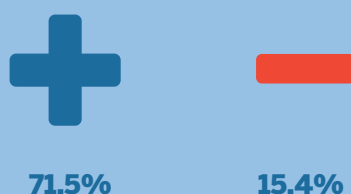
- Universities/ training providers should work more closely with sport organisations



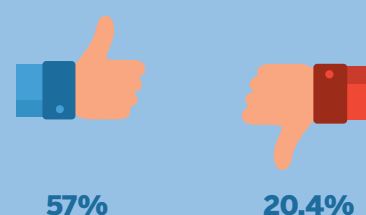
- It is difficult to progress from a technical role (e.g. as a coach or instructor) to a management position



- The workforce of paid staff and volunteers in the sport and physical activity sector needs to be inclusive (reflecting gender, disability and minorities in society)



- Staff would benefit from learning experiences in other countries



The missing percentages stand for the answer "I do not know" present in the initial survey. Respondents indicate their agreement/disagreement with the above statements.

THE PROJECT

The aim of the ESSA-Sport project, funded by the European Commission under the Erasmus+ programme, was to establish a European Sector Skills Alliance covering the full breadth of the sport and physical activity sector across the EU.

The 3-year project, which concluded in October 2019, aimed to create a debate within the sector on the key issues of skills and workforce development which are central to helping the sector grow, to equip those working or volunteering with the right skills and to enable the sector to fulfil its potential as a social, health and economic driver.

The overall ambition was to create an evidential basis for change and improvement, to create a major consultation on skills and to build a lasting consultation network at national and EU level to take forward the conclusions and recommendations made in national and EU Reports.

The consortium, composed of 20 national coordinators and 5 European networks, is proud to have generated new knowledge and statistics included within this National Fact Sheet.

Further information on the identified skill needs and future priorities for the sector can be found in the detailed European Report as well as National Reports.



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