



ESSA-SPORT

Improving the Supply of Skills to the Sector



ROMANIA

**NATIONAL LABOUR MARKET AND
WORKFORCE DEVELOPMENT
PRIORITIES FOR THE SPORT AND
PHYSICAL ACTIVITY SECTOR**

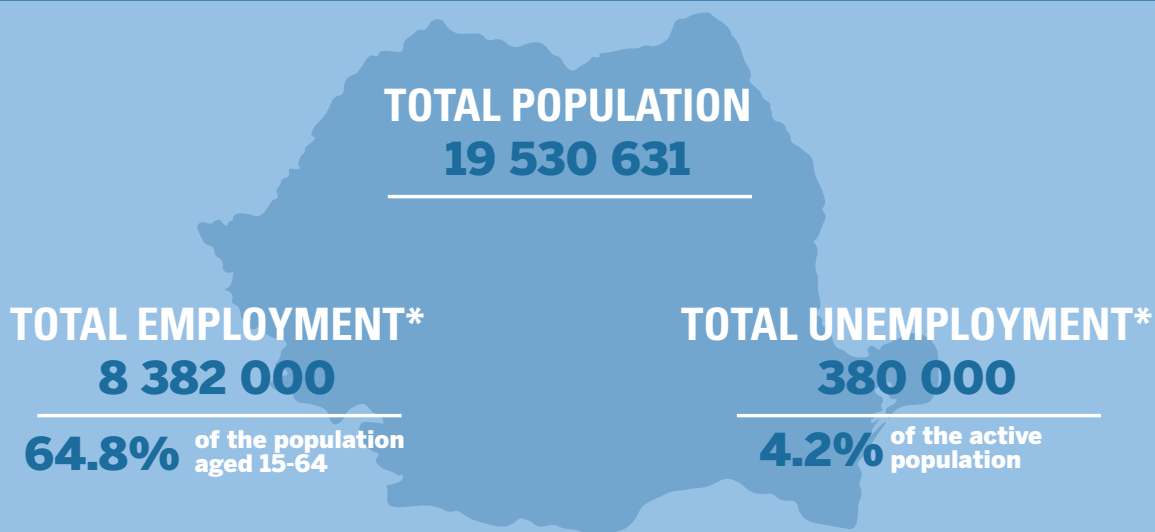
**YEAR
2019**





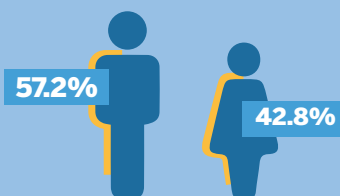
Source: Eurostat (2018)

Population and Employment

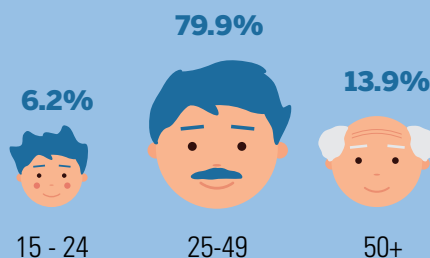


*persons aged between 15 to 64 years old

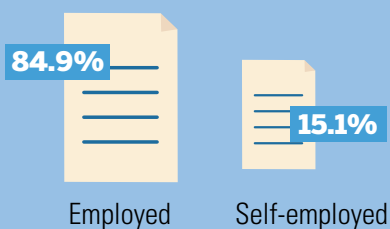
Total employment - Gender



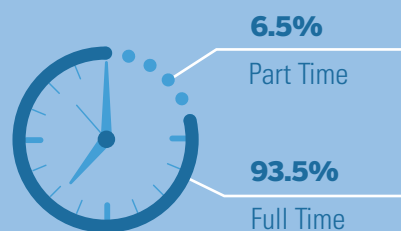
Total employment - Age



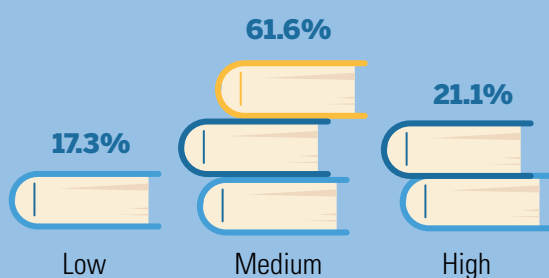
Total employment - Type of employment



Total employment - Type of contract



Total employment - Level of education*



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

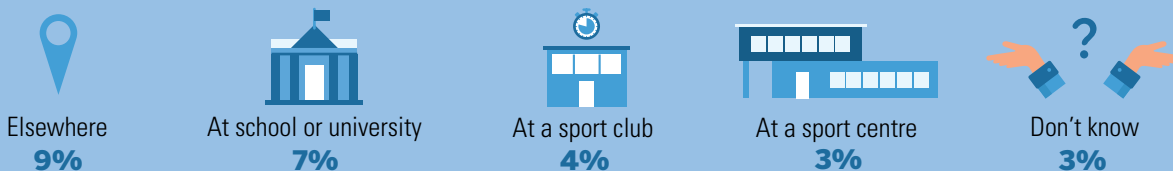
	ISCED 2011 (data from 2014 onwards)
Low education	Levels 0-2
Medium education	Levels 3-4
High education	Levels 5-8

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

Level of practice of sport or physical activity



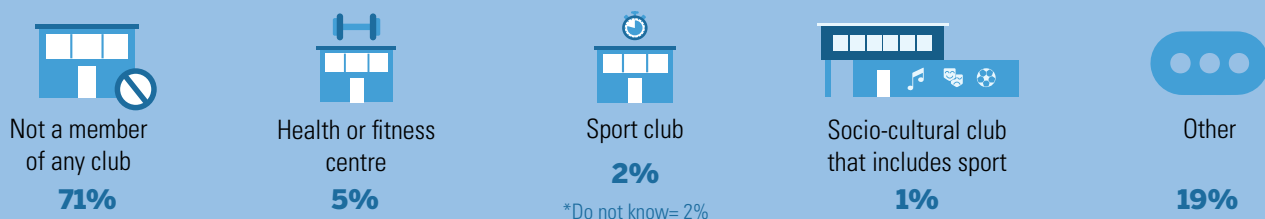
Place of practice of those engaged in sport and physical activity



Reasons for engaging in sport or physical activity



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



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





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



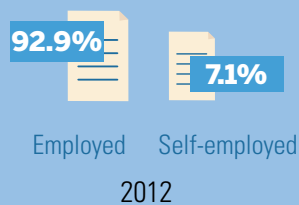
- Bottom 3 countries in 2018



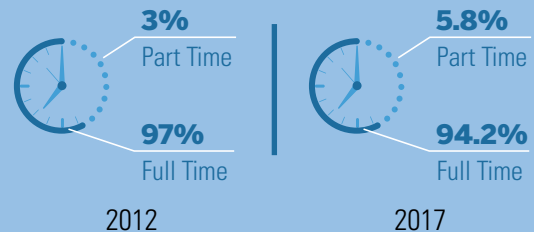
National sport labour market - Gender



National sport labour market - Type of employment



National sport labour market - Type of contract



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 2014 to 2016



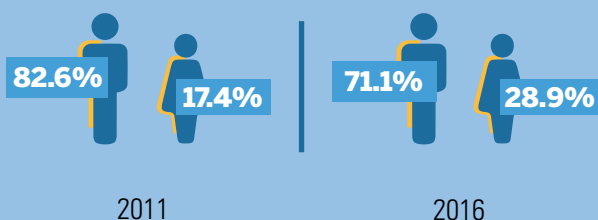
• Proportion of sport occupation in 2016



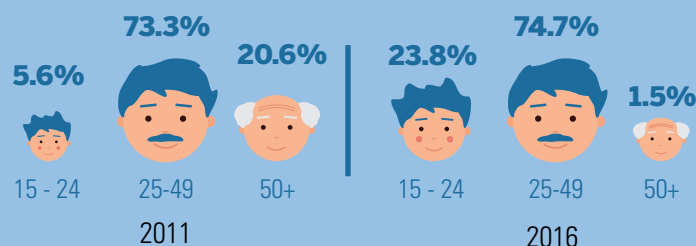
CHARACTERISTICS OF PEOPLE HAVING A SPORT SPECIFIC OCCUPATION - ISCO 342

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

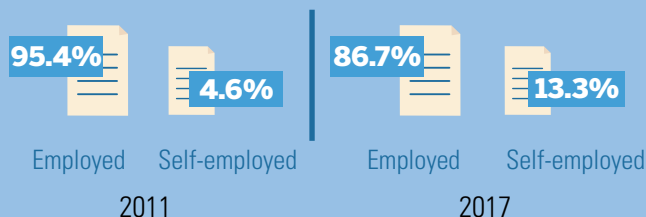
Total sport specific occupation - Gender



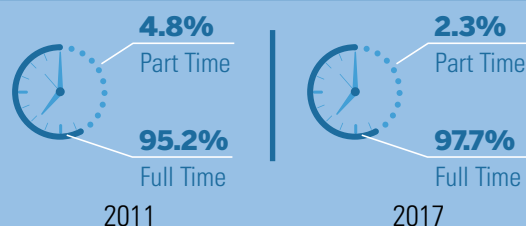
Total sport specific occupation - Age



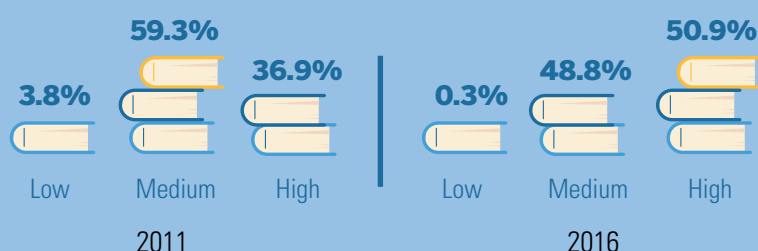
Total sport specific occupation - Type of employment



Total sport specific occupation - Type of contract



Total sport specific occupation - Level of Education*



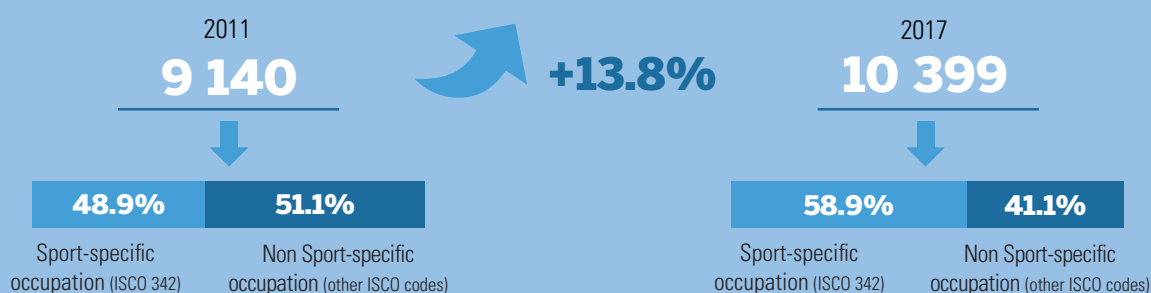
* The statistics on level of education collated from Eurostat refer to ISCED level:

	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)	N/A		ISCO 6 - Skilled agricultural and fishery workers (e.g. animal producers, market gardeners)	N/A
	ISCO 2 – Professionals (Health professionals, communication professionals, journalists, lawyers)	9.2%		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)	57.5%		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)	9%		ISCO 9 - Elementary occupations (e.g. office cleaners, labourers, deliverers)	7.6%
	ISCO 5 - Service and sales workers (e.g. conductors, cooks, waiters, lifeguards, sales workers)	16.7%			

This section presents the main national results and key information from the first ever European Employer Skills Survey for the sport and physical activity sector. The goal was to consult the widest variety of employers to collate data on realities and difficulties to recruit and retain staff and volunteers and to identify the skill needs and future priorities for the sector.

The online survey was a great success with a total of **3,812 valid responses** collated from sport employers across the whole European Union and **72 responses** from your country.

Important: the analysis provides an elaboration of all responses collated through the survey and so should be taken into consideration carefully as it is not necessary the exact reality and the exact picture of the whole sector.

4.1 THE PROFILE OF RESPONDENTS TO THE SURVEY

Top 5 type of respondents - n=72



Sport Club
45.8%



Sport Federation
25%



University/College
18.1%



Network association (umbrella organisation)
5.6%



Ministry responsible for sport
4.2%

Status of respondents - n=67



Public
52.2%



Not-for-Profit
40.3%



Commercial (private for profit)
1.5%

*Other= 6%

Size of organisations - n=67



No staff
17.9%



1 to 4 employees
19.4%



5 to 49 employees
37.3%



50+ employees
25.4%

4.2 EMPLOYMENT AND PRIORITY SKILLS FOR DEVELOPMENT

A positive forecast for the sector workforce

- Compared to 12 months ago, the number of employees in respondents' organisation has: n=65

Increased

27.7%

Remained the same

61.5%

Decreased

7.7%

*Do not know= 3.1%

- Over the next 2 years, respondents think that the workforce of their organisation will: n=65

Increase

46.1%

Remain the same

30.8%

Decrease

6.2%

*Do not know= 16.9%

Occupations engaged in respondents' organisation - n=64

1	 Sport coaches	92.2%
2	 Senior Management staff	82.8%
3	 Middle Management staff	67.2%
4	 Sport officials	65.6%
5	 Athletes and Players	64.1%

6	 Clerical and Office staff	54.7%
7	 Operational staff	51.6%
8	 Outdoor activity leaders and animators	35.9%
9	 Fitness Instructors / Personal Trainers	28.1%

Skills and attributes

5 most important skills and attributes		5 weakest skills and attributes
<ol style="list-style-type: none"> 1. Sport specific knowledge and skills 2. Clearly communicate instructions 3. Plan coaching sessions and programmes 4. Evaluate performance and provide feedback 5. Ability to work in compliance with codes of practice/ethics 	 <p>Sport coaches</p>	<ol style="list-style-type: none"> 1. Ability to work with people with disabilities 2. Ability to work with children 3. Marketing and selling skills 4. Ability to work with different participants 5. Evaluate performance and provide feedback
<ol style="list-style-type: none"> 1. Ability to work in compliance with codes of practice/ethics 2. Team working skills 3. Ability to work with children 4. Clearly communicate instructions 5. Organise activities and events 	 <p>Outdoor activity leaders & animators</p>	<ol style="list-style-type: none"> 1. Ability to work with different participants 2. Marketing and selling skills 3. Team working skills 4. Ability to work with people with disabilities 5. Sport/activity specific technical knowledge and skills
<ol style="list-style-type: none"> 1. Communicating effectively with participants 2. Exercise science knowledge (anatomy / physiology) 3. Understand participant needs 4. Designing sessions and programmes 5. Ensure health and safety of participants 	 <p>Fitness instructors/ personal trainers</p>	<ol style="list-style-type: none"> 1. Ability to work with children 2. Customer service skills 3. Plan coaching sessions and programmes 4. Ability to work with different participants 5. Understand participant needs
<ol style="list-style-type: none"> 1. Apply the rules and laws of the sport 2. Ability to work in compliance with codes of practice/ethics 3. Uphold integrity and fair play 4. Problem-solving skills 5. Decision-making skills 	 <p>Sport Officials (e.g. referees, judges)</p>	<ol style="list-style-type: none"> 1. Maintain effective working relationships 2. Communicate information as an official 3. Information/Communication Technology (ICT) skills 4. Organisational and planning skills 5. Negotiation skills
<ol style="list-style-type: none"> 1. Verbal communication skills 2. Ability to work in compliance with codes of practice/ethics 3. Problem-solving skills 4. Organisational and planning skills 5. Team working skills 	 <p>Senior and middle management staff</p>	<ol style="list-style-type: none"> 1. Leading change 2. Marketing and sales skills 3. Strategic thinking 4. Information/Communication Technology (ICT) skills 5. Facilitating innovation
<ol style="list-style-type: none"> 1. Technical skills and knowledge required for their role 2. Ability to work in compliance with codes of practice/ethics 3. Team working skills 4. Ability to maintain health, safety and security standards 5. Use of technology, equipment and tools 	 <p>Operational staff</p>	<ol style="list-style-type: none"> 1. Organisational and planning skills 2. Technical skills and knowledge required for their role 3. Ability to maintain health, safety and security standards 4. Use of technology, equipment and tools 5. Problem-solving skills
<ol style="list-style-type: none"> 1. Understanding written documents and writing clearly 2. Communication skills 3. Administration skills 4. Technical skills and knowledge required for their role 5. Customer Service Skills 	 <p>Clerical and office staff / receptionists</p>	<ol style="list-style-type: none"> 1. Information/Communication Technology (ICT) skills 2. Communication skills 3. Organisational and planning skills 4. Customer Service Skills 5. Administration skills

4.3 RECRUITMENT REALITIES AND CHALLENGES

Recruitment of a paid employee in the past 12 months - n=57

*Do not know= 7%

47.4%
YES



45.6%
NO



26.3%
YES



38.6%
NO

35.1%
DO NOT KNOW

Difficulties to fill vacancies - n=57

Top 3 difficulties when recruiting - n=51

51%

Unattractive terms and conditions (e.g. wage) offered for this post

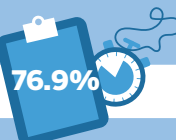
43.1%

Low number of applicants with required motivation and attitude

39.2%

Low number of applicants with the required skills

Top 3 hardest roles to fill - n=13



76.9%

Sport Coaches



53.8%

Athletes and Players



38.5%

Senior Management staff

ROMANIA

4.4 RETENTION REALITIES AND CHALLENGES

Difficulties retaining staff - n=57



24.6%
Yes



50.9%
No



24.5%
Do not know

• Hardest roles to retain (top 3) - n=13



38.5%
Professional athletes & players



38.5%
Clerical and office staff



23.1%
Operational staff

• Top 5 difficulties expressed for retaining staff - n=14

64.3%



Better pay by other organisations

42.9%



Unattractive conditions of employment

35.7%



Better pay offered in other job roles

28.6%



Lack of career progression/pathways

28.6%



Lack of financial stability for the organisation

4.5 ENGAGEMENT OF VOLUNTEERS

Engagement of volunteers in a typical year - n=66

81.8%

Organisations engaging volunteers



10.6%

Organisations not engaging volunteers

* Do not know= 7.6%

Expectations of volunteers and paid staff

Do organisations have same expectations of volunteers and paid staff in the following roles?

• Sport officials

n=26

61.5% Yes

38.5% No

• Outdoor activity leaders and animators

n=15

53.3% Yes

46.7% No

• Sports Coaches

n=47

57.4% Yes

42.6% No

• Clerical and office staff / receptionists

n=28

53.6% Yes

46.4% No

• Operational staff

n=23

47.8% Yes

52.2% No

• Senior and middle management staff

n=36

50.5% Yes

49.5% No

Problems in engaging volunteers and for which occupations

• Any particular problem engaging volunteers

n=57

42.1%

Yes

45.6%

No

12.3%

Do not know

• Top 3 occupations where there are problems engaging volunteers

n=24

54.2%



Sport Coaches

45.8%



Professional Athletes and Players

37.5%



Operational staff



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



20%



60%

- Sport organisations have become more professional in recent years



54.6%



40%

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



87.3%



10.9%

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



56.4%



23.6%

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



80%



16.4%

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



65.5%



30.9%

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



94.6%



5.5%

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



80%



16.4%

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



96.4%



1.8%

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



49.1%



45.5%

- 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)



67.3%



20%

- Staff would benefit from learning experiences in other countries



80%



5.5%

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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