



▶ **EUROPEAN RESEARCH REPORT**  
THE EUROPEAN SPORT AND  
PHYSICAL ACTIVITY LABOUR  
MARKET STATISTICS

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1

SUMMARY OF  
MAIN FINDINGS  
FOR THE PERIOD  
2011 TO 2022

## 1. SUMMARY OF MAIN FINDINGS FOR THE PERIOD 2011 TO 2022

The ambition of EOSE and its network of members was not just to collate latest 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 2011-2022. It is important to underline that all statistics presented in this report include the United Kingdom which represents just over one fifth of the total sport labour market in EU, so that is the reason why we are still referring to EU-27+UK.

***When interpreting trends, it is important for readers to note that in 2020 there was a change in the definitions used by the National Institute of Statistics and Economic Studies (INSEE) in France. This may have resulted in a significant number of workers being counted as part of the sport labour force who were not previously included in the statistics for 2011-2019.***

**Some highlights and findings for the period 2011-2022 explored in this report are:**

- EU-27+UK Sport Labour Market (all occupations, working in sport and non-sport organisations) now has 1 935 969 workers. It has grown by around 30.8% from 2011 to 2022.
- This represents about 0.84% of the total EU workforce (all economic sectors) and as a percentage share of the total EU-27+UK employment (all economic sectors) there is growth of about 0.14 percentage points over 12 years.
- The largest sport labour forces are found in the UK (22.3%), France (16.1%), Germany (12.3%) and Spain (12.0%).
- The four countries whose sport labour forces have the highest share of their total labour force (all sectors) are Sweden (1.45%), UK (1.3%), Finland (1.27%) and Denmark (1.21%).
- **Main characteristics of the sport labour force as a whole (all occupations working in sport and non-sport organisations):**
  - The total sport workforce is predominantly male. There has been a tendency for the female workforce to decline in this period (47.9% in 2011, 45.7% in 2022). Compared to the EU average (all economic sectors), the representation of females in the sport workforce is lower by 1.0 percentage point.
  - Most workers are in the 25-49 age band. This has declined (57.4% in 2011, 50.6% in 2022) over the last 12 years. There has also been slightly raised proportion of youth (22.9% in 2011, 24.2% in 2022) and a rising proportion of those 50 years+ (19.7% in 2011, 25.3% in 2022). Thus, there is an aging tendency. Despite this, when compared to the EU average (all economic sectors), the sport workforce tends to be considerably younger (EU all sectors only 8.6% fall into the younger age band) and to have a lower proportion of older workers (32.5% are 50+ in all economic sectors).
  - Nearly 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 (13.4%). There has been a steady decline for those with low level qualifications (18.8% in 2011, 13.4% in 2022). There has been a steady growth in the share of those with high level qualifications (28.0% in 2011, 39.5% in 2022). The sport workforce has slightly more workers with higher education qualifications than the EU average (38.8%) and slightly fewer with low level qualifications than the EU average (15.9%).

- More sport workers are on full-time contracts (58.6%) compared to part-time contracts (41.4%). There is little change from 2011 to 2022. This is a significantly higher percentage of people on part-time contracts in the sport sector compared to the EU average for all sectors (18.7%).
  - Over three quarters of the sport workforce have employed status compared to nearly a quarter who are self-employed. The tendency from 2011 to 2022 has been a decline in employed status (82.1% in 2011, 78.1% in 2022) and a corresponding rise in self-employment (17.9% in 2011, 21.9% in 2022). The proportion of self-employed people in the sport workforce is much higher than the EU average for all sectors (13.1%).
- **Main characteristics and tendencies of sport and fitness workers (athletes and players, sports coaches, instructors and officials, fitness and recreation instructors and programme leaders):**
- In 2022 there were 1 070 098 people with sport and fitness occupations in EU-27+UK. This represents a growth of 34% over the 12-year period.
  - The four countries with the highest number of sport and fitness workers are France 172 747 (16.1% of the total number), UK 167 975 (15.7%), Spain 148 933 (13.9%) and Germany 148 146 (13.8%).
  - There is a higher proportion of men versus women (55.4% men – 44.6% women). The gap between male and female sport and fitness workers has widened from 53.9% men and 46.1% women in 2011.
  - 53% of sport and fitness workers are aged 25-49, 27.3% are 15-24 and 19% are 50+. The percentage share of the middle age group has declined (60.6% in 2011). The youngest age group has increased (23.1% in 2011). Those in the oldest age group have also increased (16.3% in 2011).
  - There is only a narrow gap between those with high level qualifications (43.4%) and those with middle level qualifications (45.2%). Only 11.4% 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).
  - 53.2% of sport and fitness workers are employed full-time and 46.8% 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 (41.4%). Despite minor fluctuations, over 12 years the proportions are relatively similar (but there was a marked decline in part-time employment 2018-2021).
  - 68.7% of sport and fitness workers have employed status and 31.3% are self-employed. The trend over 10 years has been in favour of self-employment (24.2% in 2011). The level of self-employment in this group is significantly higher than the total sport labour market (21.9%).
  - The majority of sport and fitness workers are sport coaches, instructors and officials (48.5%). 43.6% are fitness and recreation instructors and programme leaders. 7.9% are athletes and sports players. From 2011-2019 there was a decline in the percentage of fitness and recreation instructors and programme leaders (46.2% in 2011 34.3% in 2019) and an increase in the percentage of sport coaches, instructors and officials (47.2% in 2011, 57.7% in 2019). However, this trend reverses in 2019-2022. The percentage of athletes and sports players has increased slightly (6.6% in 2011).
  - A narrow majority (50.5%) of sport and fitness workers are now employed in organisations whose main business is not sport. This has reduced since 2011 (54.2%). Between 2014 and 2020 the majority of sport and fitness workers were employed in organisations whose main business was sport (varying between 51.8% and 54%). This has declined to 49.5% in 2022.

- **Main characteristics and tendencies of people in all types of occupation working in organisations whose main Business is sport (sport organisations):**
  - In 2022, 1 384 351 people were employed in sport organisations in the EU-27+UK. This is 71.5% of the total sport workforce (sport and non-sport organisations). This represents a growth of 30.2% over the 12-year period.
  - The four countries with the highest numbers of workers in sport organisations are UK, 333 649, France, 198 227, Spain, 163 640 and Germany, 154 970.
  - 56.9% of those working in sport organisations are male versus 43.1% who are female. The trend has been in favour of male employment (55.6% male in 2011, 44.4% female in 2011) over the 12-year period.
  - Most workers in sport organisations (49.7%) are aged 25-49, 25.9% are 50+ and 24.5% are 15-24. The percentage share of the middle age group has declined by 6.2 percentage points. Those in the oldest age band have increased by 5.7 percentage points and the youngest group has increased slightly by 0.5 percentage points. 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.
  - 48.6% of those working in a sport organisation have middle level qualifications. 36.5% have high level qualifications and only 14.9% 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).
  - 61.3% of those working in a sport organisation are employed full-time and 38.7% part-time. Proportions have remained fairly similar over 10 years with a very slight advantage to full-time employment.
  - 84.5% of those working in sport organisations have employed status and 15.6% are self-employed. The trend over 10 years has been static (15.6% in 2011). It is notable that self-employment in sport organisations is lower than that for the sport workforce as a whole (21.9%).

**>>> SUMMARY FACT SHEETS WITH LATEST STATISTICS ABOUT THE SPORT LABOUR MARKET <<<**

We encourage you to read and download the relevant summary fact sheets 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-27+UK sport labour market and we are delighted to inform you that national fact sheets have been designed and published for each of the EU27 countries + the UK. They gather the latest 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 [www.eose.org](http://www.eose.org)***





2

**SPECIAL FOCUS  
ON 2019-2022,  
POTENTIAL  
IMPACTS OF THE  
PANDEMIC AND  
SIGNS OF  
RECOVERY**

.....

## 2. SPECIAL FOCUS ON THE YEARS 2019-2022, POTENTIAL IMPACTS OF THE PANDEMIC AND SIGNS OF RECOVERY

This section looks in detail at the years 2019-2022 with a view to identifying what may have changed as a result of the Covid pandemic and the post-pandemic recovery period.

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 in 2019-2022 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.

This information is essential to better understand the situation and be able to implement adapted recovery activities both at the European and National Level.

The findings below are for the EU-27+UK and it is important to highlight that the situation and impacts have been different and on different nations and the demographics of the sport labour market.

Main highlights and findings for 2019-2022:

- There was a clear decline in total sport 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.

However, the sport labour force begins to see signs of recovery 2021-2022 where there is a growth of 209 178 positions (+12%). This is considerably higher than growth in the overall EU labour market (all sectors) which is only +2.5%.

- Employment in the sport sector as a whole lost 0.02 percentage points of its share in total EU employment (all economic sectors) in 2019-2020 which suggests sport may have been more severely affected than the EU economy as a whole.

However, the year 2022 shows an increase of 0.07 percentage points which may suggest that sport employment is recovering more than the EU economy as a whole.

- Not all countries show similar recovery trends. When comparing 2019 and 2022 we can see a positive upswing in 17 of the 28 nations, i.e., the size of the sport labour markets now exceeds pre-pandemic levels. Positive growth is most evident in France (+75.6%), Greece (+58.6%), Slovenia (+71.9%) and Luxembourg (41.0%).

However, 11 of the 28 nations still show negative growth. This is most evident in Latvia (-49.5%), Bulgaria (-31.4%), Croatia (-28.6%) and Czech Republic (-14.8%). Two of the largest sport labour forces are also still in negative growth: Germany (-9.1%) and UK (-1.1%).

- 2019-2020 saw a 1.1 percentage point 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. However, by 2022 the female share of the sport labour market increased by 1.58 percentage points. This represented a gain of 118 896 female employees or +10.6%.

- In 2020, the percentage share of younger workers dipped by 1.1 percentage points with a similar gain (1 percentage point) 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 declining.

The trend towards an aging workforce up to 2019 was amplified in 2020. However, by 2022 there is a clear upswing in the younger age group gaining 2.8 percentage points in its share of the sport labour market with an additional 94 161 young workers (+25.3%).

- 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 percentage points for those with high level qualifications and a rise of +3.3 percentage points for those with middle level qualifications.

Those with low level qualifications dropped -2 percentage points. 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.

However, 2021-2022 shows a recovery in those with high level qualifications with a gain of 65 630 (+9.5%) and a decline in those with low level qualifications of 5 248 (-2.0%).

- 2020 also saw 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 percentage points 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. However, by 2022 the share of part-time contracts increased by 0.89 percentage points with a gain of 92 136 part-timers (+13.1%) compared to fulltime contracts gaining 92 135 (+9.0%).

- In regard to professional status, 2020 saw an acceleration of the trend toward self-employment which gained 2.1 percentage points on its share of the employment market compared to 2019. This is the sharpest rise in self-employment over the period 2011-2020 and represents a 6.7% rise in self-employed contracts compared to 2019.

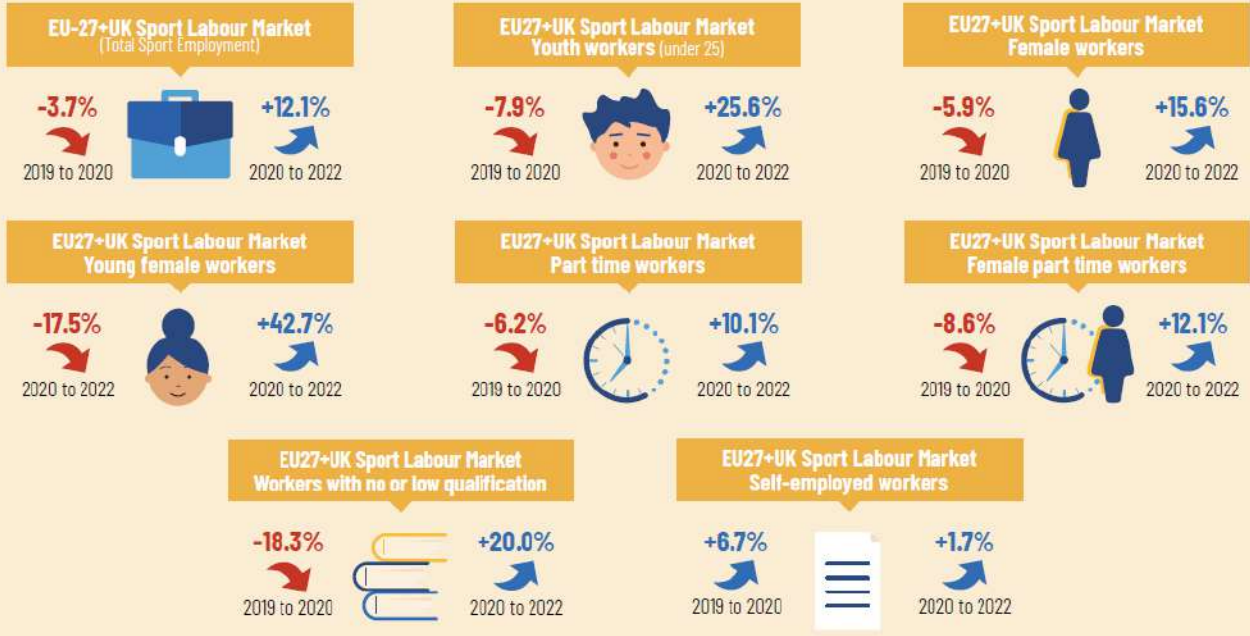
The numbers of those with employed status declined by 5.2% in the same period. However, by 2022 we can see some changes. The self-employed share of the sport labour market fell back by 2.24 percentage points losing 7 008 self-employed workers compared to 2020 which is only a 1.7 percentage point increase on 2019.

There is, therefore, evidence that the sport labour force was quite significantly impacted by the Covid pandemic, but there are also some signs that the sector is recovering.

## MAIN FINDINGS ON THE IMPACT OF COVID-19 ON THE EU-27+UK SPORT LABOUR MARKET AND ITS RECOVERY SITUATION

YEAR 2019 TO YEAR 2020 TO YEAR 2022

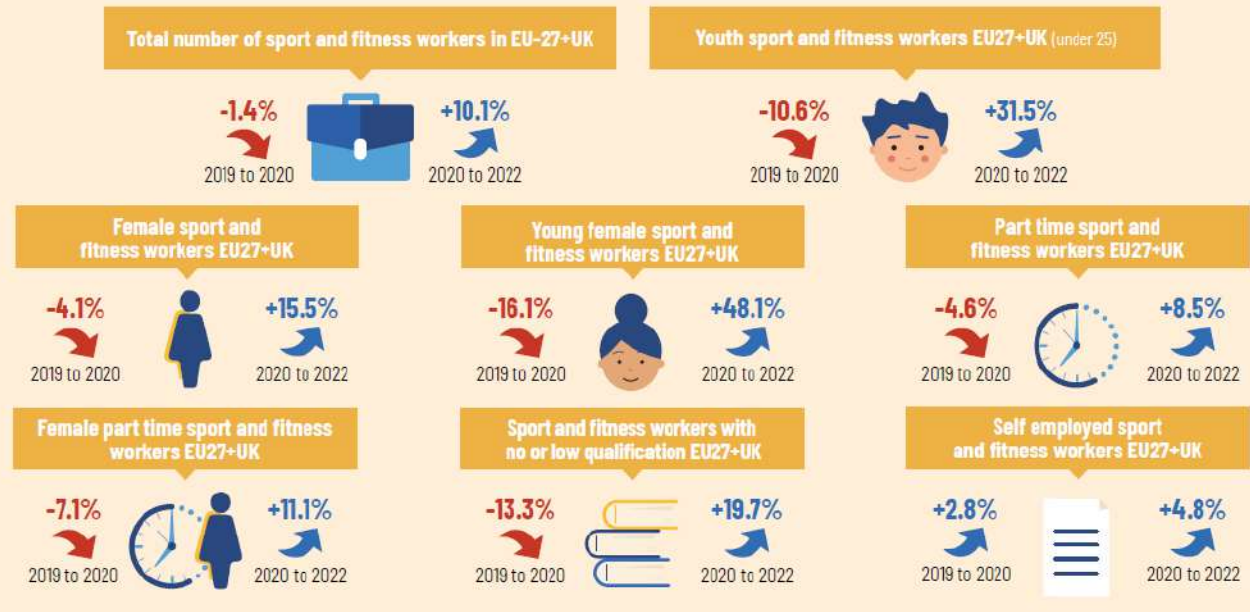
### EU-27+UK Sport Labour Market characteristics (variation from 2019 to 2020 and from 2022 to 2022)



## MAIN FINDINGS ON THE POTENTIAL IMPACT OF COVID-19 ON SPORT AND FITNESS WORKERS IN EU-27+UK AND THE RECOVERY SITUATION

YEAR 2019 TO YEAR 2020 TO YEAR 2022

### Sport and fitness workers in EU-27+UK (variation from 2019 to 2020 and from 2022 to 2022)



## MAIN FINDINGS ON THE POTENTIAL IMPACT OF COVID-19 ON PEOPLE WORKING IN A SPORT ORGANISATION IN EU-27+UK AND THE RECOVERY SITUATION



People working in a sport organisation in EU-27+UK (variation from 2019 to 2020 and from 2022 to 2022)

Total number of people working in a sport organisation in EU-27+UK



Youth working in a sport organisation EU27+UK (under 25)



Female working in a sport organisation EU27+UK



Young female working in a sport organisation EU27+UK



Part timers working in a sport organisation EU27+UK



Female part timers working in a sport organisation EU27+UK

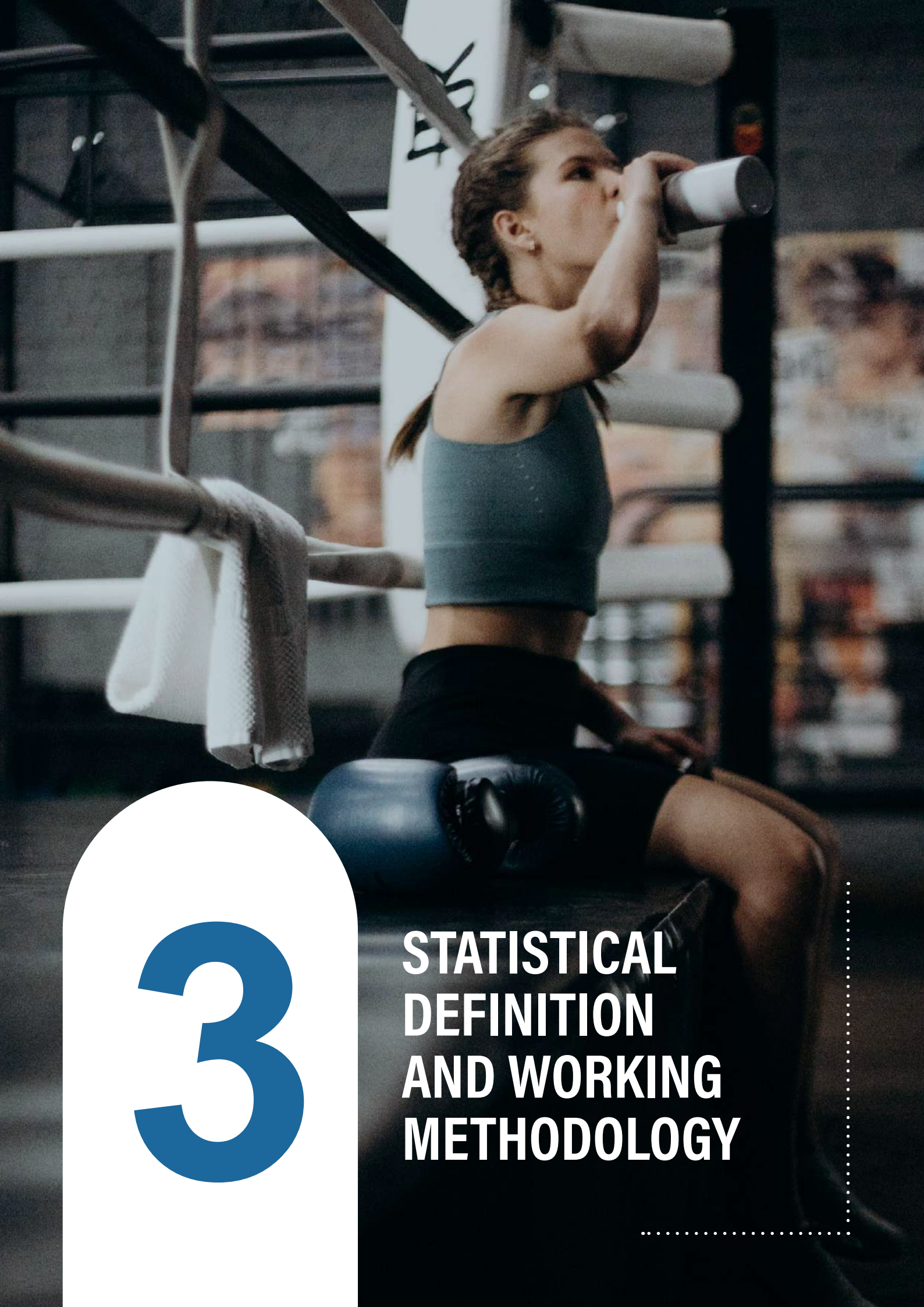


With no or low qualification working in a sport organisation EU27+UK



Self-employed persons working in a sport organisation EU27+UK





# 3

## STATISTICAL DEFINITION AND WORKING METHODOLOGY

### 3. STATISTICAL DEFINITION AND WORKING METHODOLOGY

#### a) Objective

The overall objective of EOSE and its network of national members was to collate latest available data and statistics on the sport and physical activity labour market in all EU Member States (EU-27) and UK. 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 and the recent SKILLS project, so EOSE maintained this relationship and collated latest available statistics for the years 2020-2022.

Eurostat collate annual employment data from National Statistics Offices from all over Europe coming from the national Labour Force Survey (LFS). 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 2022 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) and some indications as to potential recovery.




#### b) Working methodology

The overall scope of the research activity of EOSE 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 will use the word "sport sector" having the meaning of the broad sector of "Sport and Physical Activity".

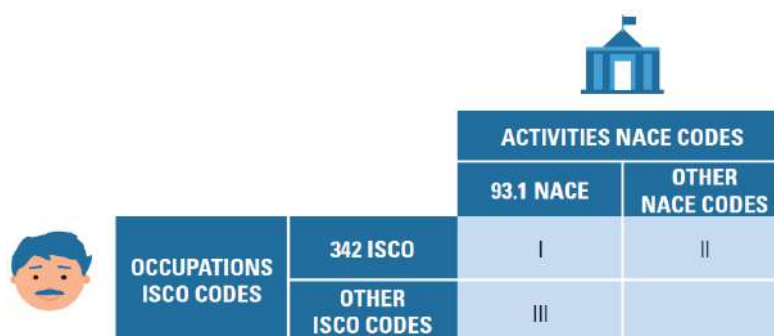
EOSE has maintained dialogue with senior researchers from Eurostat to present the work carried out and particularly the ongoing analysis of the sport labour market, and to officially ask them for collecting all available statistics which exist for the sport sector at the European level. For countries with less statistics, EOSE has worked in parallel to supplement this data with additional statistics from National Statistics Office (NSO).

#### c) Targeted statistics (Statistical definition)

To summarise the overall process, the work carried out by EOSE in 2022 and in collaboration with Eurostat and some National Statistics Offices (NSO) was to collate available statistics on the number of:

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

The statistical definition used by EOSE 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 provides the total employment for the sport sector based on our statistical definition (= the sport labour market).

#### d) NACE and ISCO Classifications

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

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

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

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

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

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

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













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 but also within other organisations classified under other NACE codes from outside the sport sector.

In doing so, EOSE and its network of members 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.

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.

The research activities 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.

### e) 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 necessarily 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.

EOSE 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.

***In looking at trends from 2011-2022, it is important to note that the NSO in France (INSEE) changed its definitions in 2020. This may have resulted in a significant number of sport workers being included who were not previously counted as part of the sector.***

### f) 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-27+UK.

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> **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.*

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> **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 OF THE TARGET STATISTICS

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



A high-angle photograph of a woman with long dark hair, wearing a black tank top and black shorts, climbing a dark, textured rock face. She is wearing blue climbing shoes and has her hands and feet firmly planted on the rock. The background shows more of the rock wall and some greenery at the bottom.

**4**

**SIZE AND  
CHARACTERISTICS  
OF THE SPORT  
LABOUR MARKET**

## 4. SIZE AND CHARACTERISTICS OF THE SPORT LABOUR MARKET

The following sub-sections of the EU research report summarises and highlights some of the main findings of the EU statistical research using Eurostat data for the period from 2011 to 2022 (latest available official statistics). Data for the United Kingdom (UK) are included in all figures and graphs presented.

### a) EU-27+UK Sport Labour market (= Total sport employment)

Figure 1 and Figure 2 reveal that the total number of people working in paid employment in the sport sector in the EU at the end of 2022 was 1 935 969. This is a rise from 1 480 366 in 2011 and represents a growth of 30.8% over the 12-year period. These totals do not include unpaid staff/volunteers. 2019 - 2020, however, shows a decline, with the sector losing 66 842 positions during that period which represents a drop (-3.7%). However, the period 2020 – 2022 then shows considerable growth of 209 178 positions (+12%). This is considerably higher than the growth in the overall EU labour market (all sectors) in the same period (+2.5%).

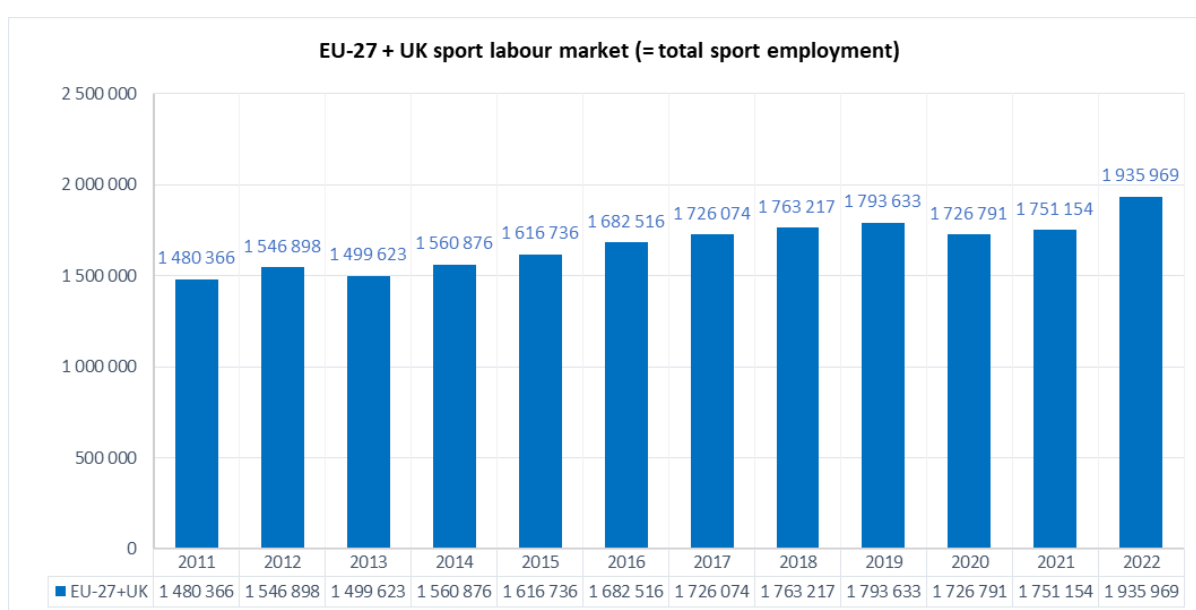


Figure 1: Bar Chart EU27 + UK total sport employment 2011-2022

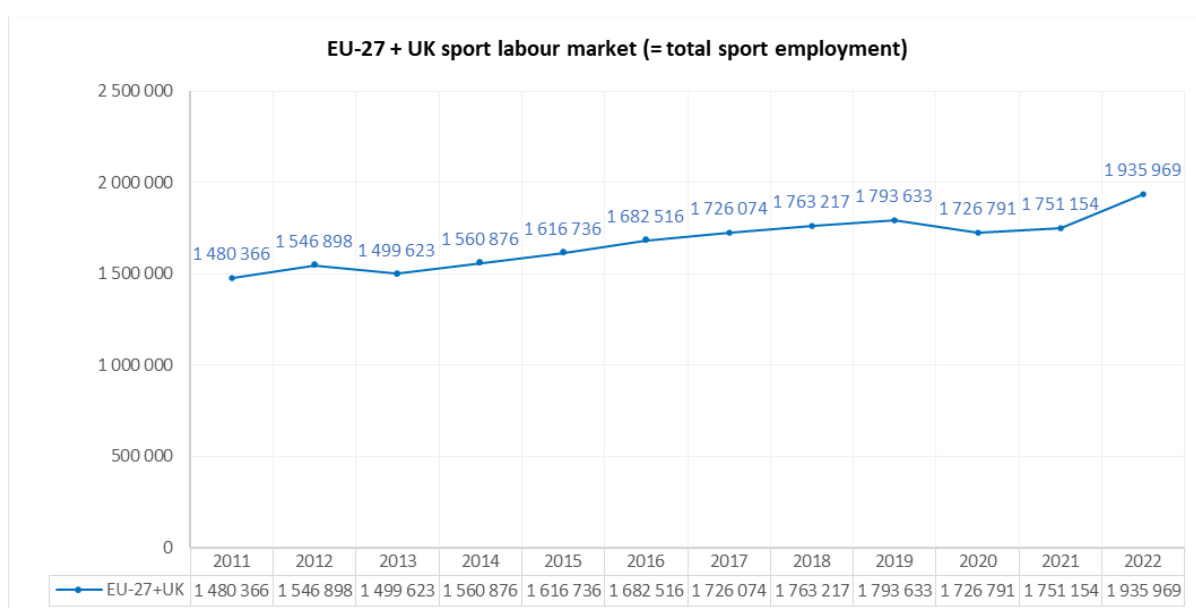


Figure 2: Line Graph EU27 + UK total sport employment 2011-2022

### b) EU-27+UK sport labour market as a share of total EU employment

Figure 3 shows the EU-27+UK sport labour market as a percentage of the total EU-27+UK employment (all sectors) for the period from 2011 to 2022. The EU sport labour market increased in terms of number of employees to reach 0.84% of the total EU labour market. This represents a growth in its share of overall employment in the EU of about 0.14 percentage points over the 12-year 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 by the Covid pandemic than in the EU-27+UK economy in general.

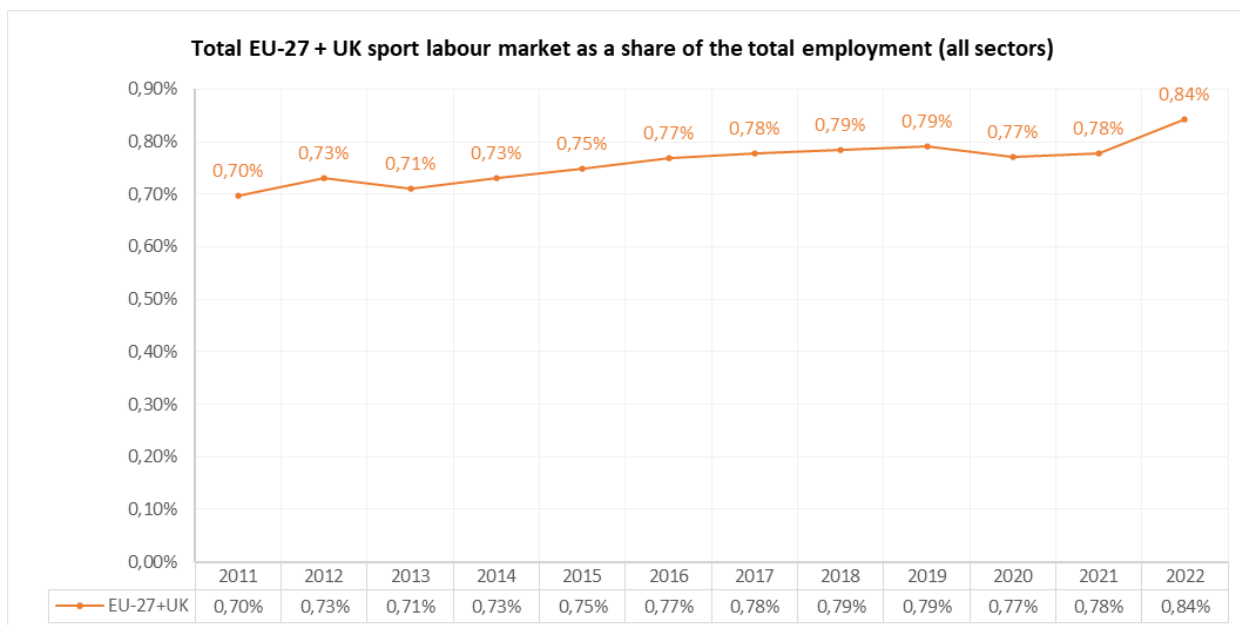


Figure 3: Total EU27 + UK Sport Employment as a Percentage of Total Employment (All Sectors)

### c) Size of the sport labour market by EU Member state in 2022

Figure 4 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).

As it might be expected, the largest sport labour markets in Europe can be found in the most populous nations. Indeed, the top four countries in terms of the size of their sport labour market represent a total of 62.3% of the total sport employment in Europe in 2022. The United Kingdom represents 21.9%, France 16.1%, Germany 12.3% and Spain 12.0%. The biggest growth appears to be in France which in 2020 only had a 10.6% share of the sport labour market. This may be explained by a change in definitions by the National Institute of Statistics and Economic Studies in France. However, as the next sub-section shows, there are national variations in terms of the sport labour market as a percentage of each country’s total employment (all sectors).

Figure 5 below compares national sport labour forces in the years 2019 (i.e., before the pandemic) and 2022. Of the top four countries (by size of their sport labour market), we can see that two of the four (UK and Germany) have not yet recovered to 2019 numbers. Spain shows an increase of 16 111 (+7.4%) and France a very significant increase of 134 554 (75.6%) by comparison with pre-pandemic totals. The significant increase in France may be explained by a change in definitions by National Institute of Statistics and Economic Studies.

Figure 6 then shows positive and negative growth for each country 2019 compared to 2022. This shows positive growth in 17 of the 28 nations with very significant increases (i.e., over 40%) in four countries:

Luxembourg, Slovenia, Greece and France. The remaining eight countries show negative growth. The average growth for the EU is +7.9%.

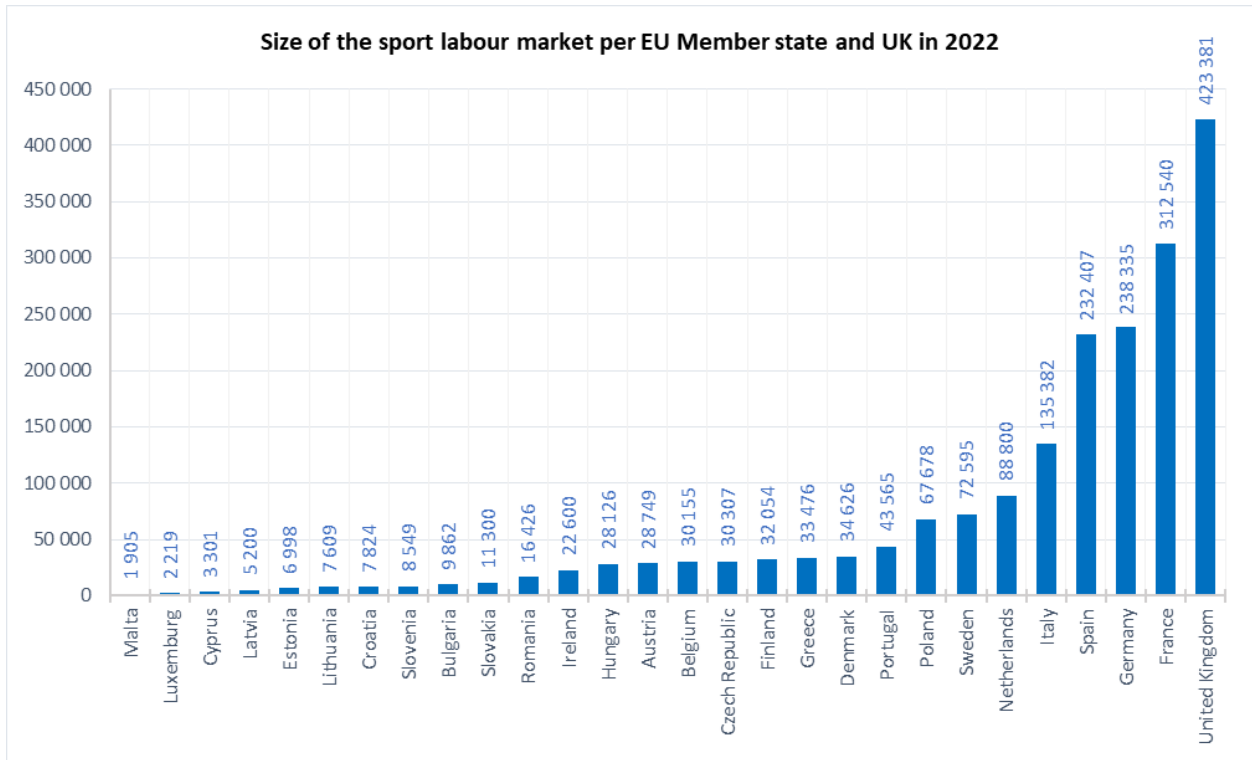


Figure 4: Size of the Total Sport Labour Market in each EU + UK Country in 2022

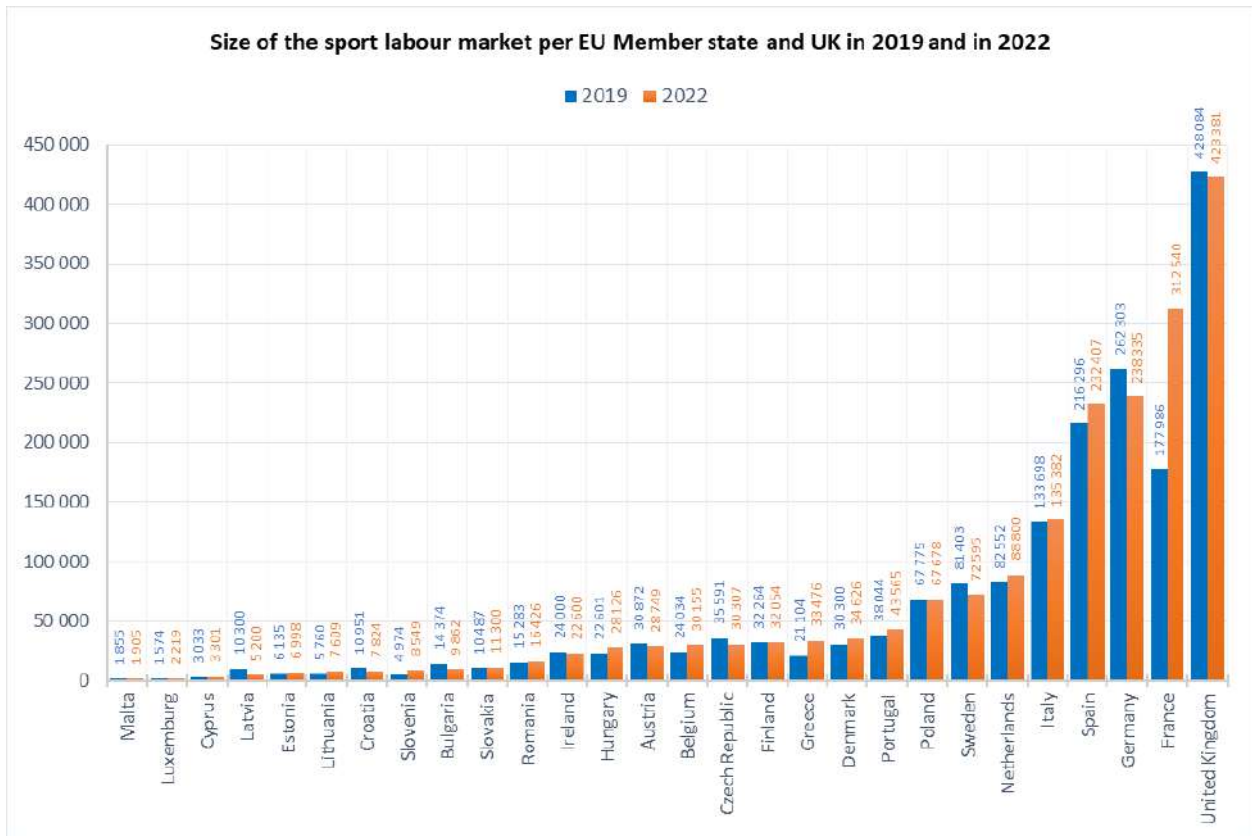


Figure 5: Comparison Size of the Total Sport Labour Market in Each Country 2019 and 2022

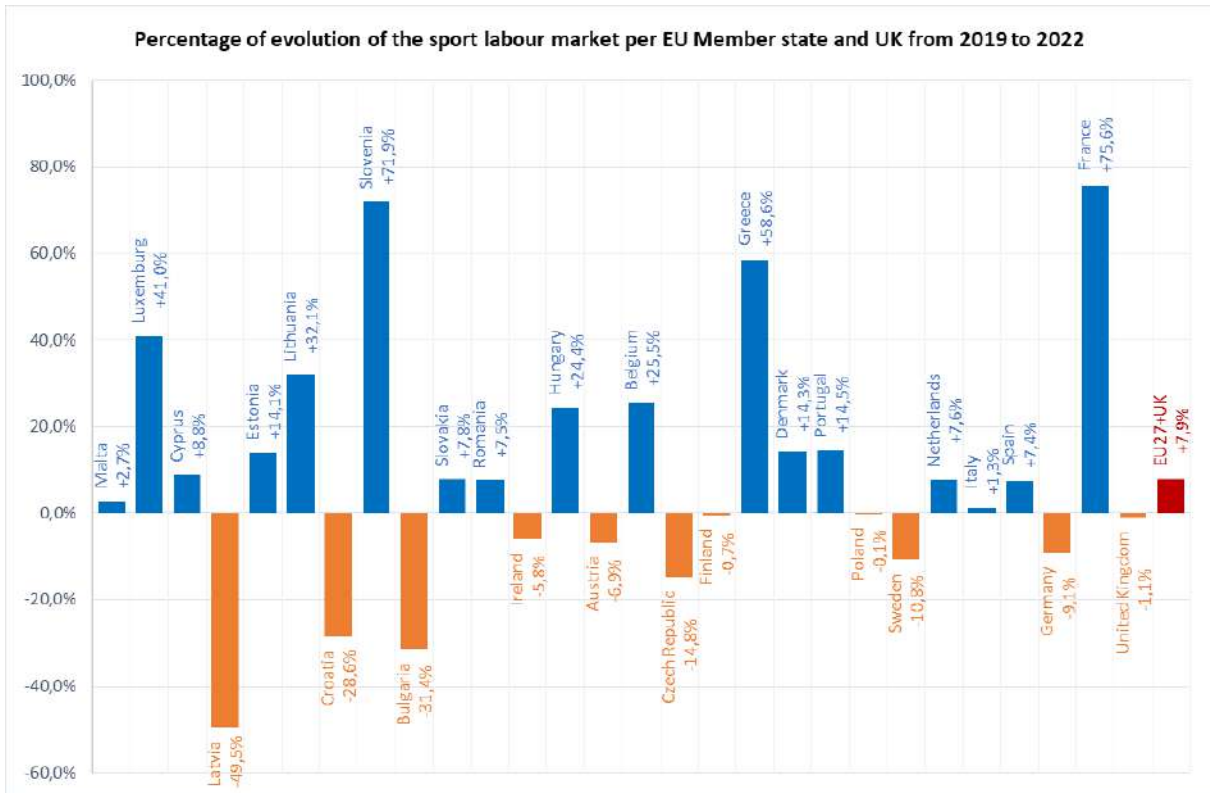


Figure 6: Positive and Negative Growth in the Total Sport Labour Market for Each Country 2019 and 2022

**d) The sport labour market as a share of total employment in each EU Member state in 2022**

Figure 7 shows the 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 2022. Thus, Sweden has the largest percentage of sport workers in its overall labour market (1.45%), followed by the UK with 1.3%, Finland (1.27%) and Denmark (1.21%). Those with the smallest share of total employment are Romania (0.2%) and Bulgaria (0.3%). The average for all EU member countries is 0.84%.

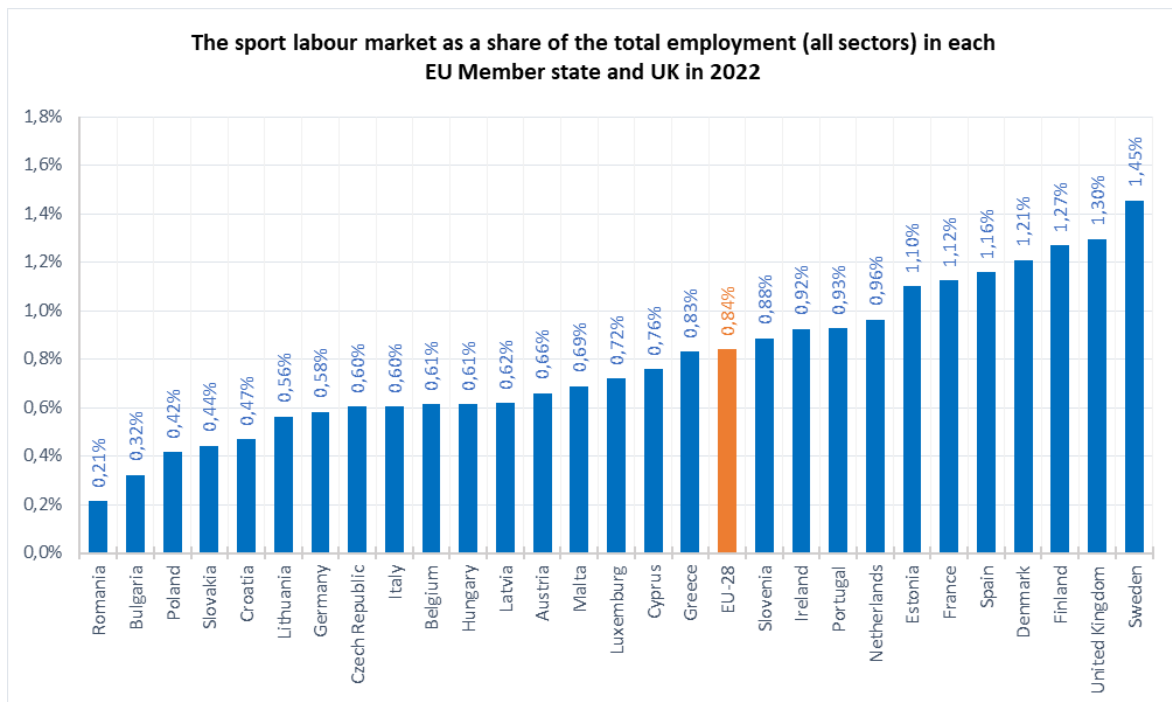


Figure 7: Sport Labour Market in Each Country as a Percentage of Its Total Labour Market (All Sectors)



**e) EU-27+UK sport labour market by gender**

Figure 8 shows the percentage share of females and males in paid employment in the total EU-27+UK sport labour market from 2011 to 2022. In 2011, 47.9% of the sport labour market were female.

By 2022 the percentage of females had declined to 45.7% (-2.2 percentage points). It is notable that there is a sharp decline in the percentage of females 2019 - 2020 (-1.1 percentage points) which suggests female workers were disproportionately affected by the Covid pandemic.

However, comparing 2020 and 2022 we can see a significant bounce-back in female employment of +1.58 percentage points.

By comparison with the EU workforce as a whole, females in the sport labour force are slightly less well represented by 1.0 percentage points.

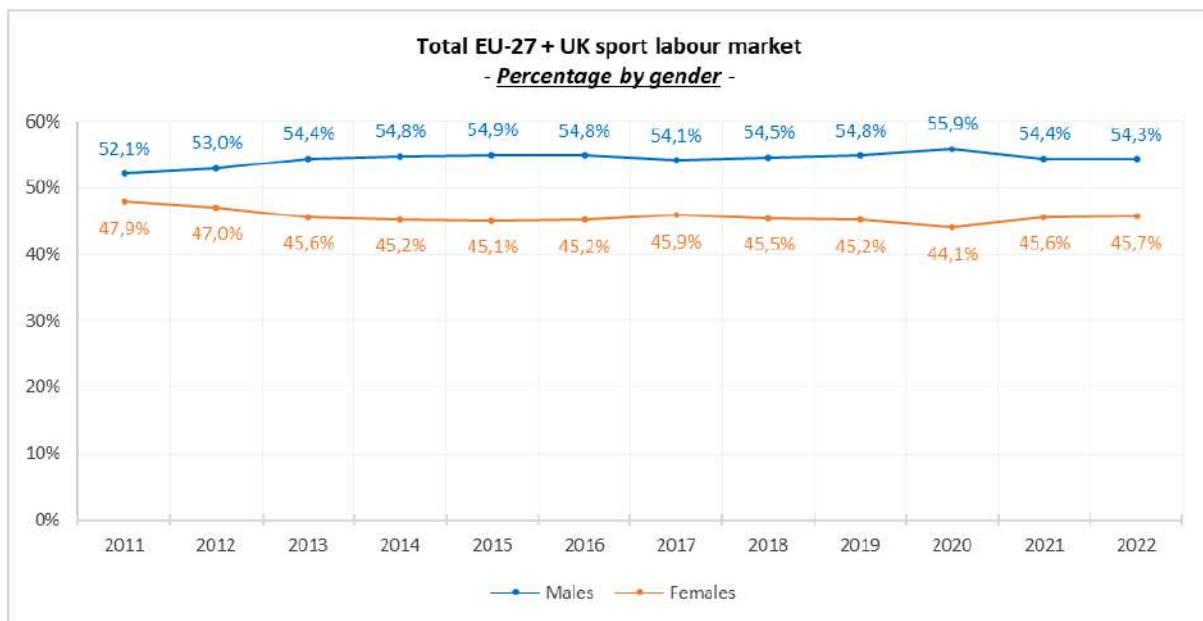


Figure 8: Total EU + UK Sport Labour Market Percentage Share by Gender 2011-2022



Figure 9 shows the actual numbers of females and males employed in the total EU-27+UK sport labour market over the 12-year period. Whereas more women joined the sport labour market (growth of 24.8%), the gap between females and males has widened in favour of male employment (growth of 36.2%). 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 2021 by a decline of 5.9% against a decline of only 1.8% in male employment.

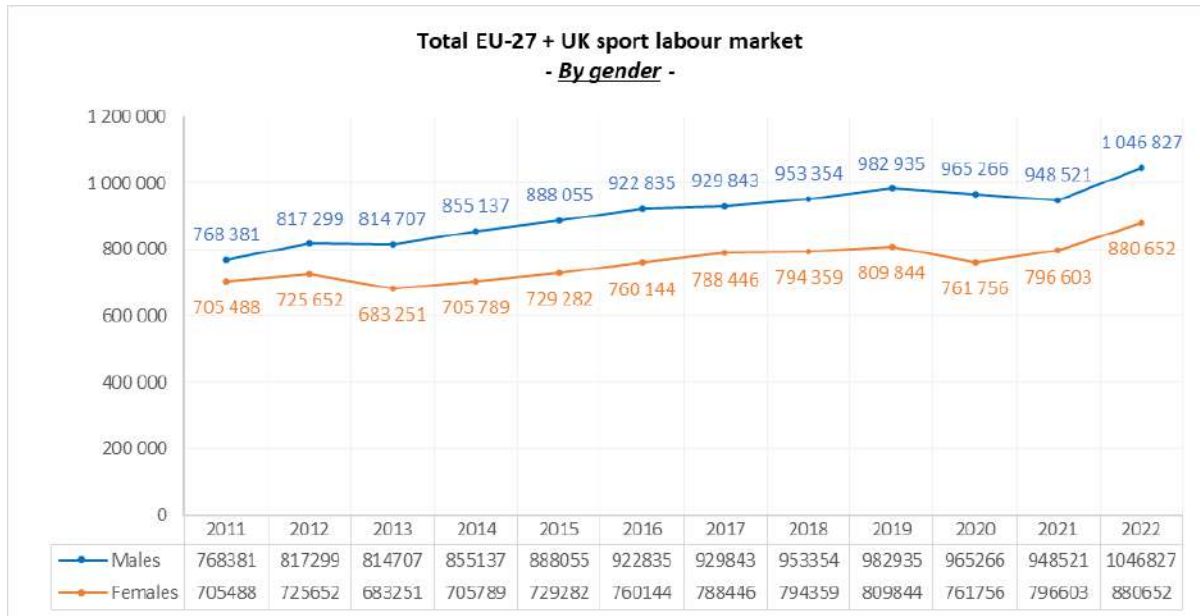


Figure 9: Total EU27 + UK Sport Labour Market Actual Numbers by Gender 2011-2022

#### f) EU-27+UK sport labour market by age band

Figure 10 below shows the percentage breakdown of the total EU-27+UK 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 approximately the same in the period 2011-2019 (+0.01 percentage points variation) it dipped considerably in 2020 and 2021 (-1.5 percentage points) at the height of the pandemic.

The percentage of workers over 50 has increased through the period from 2011 to 2022 (+5.6 percentage points). Interestingly their share of the labour market increased during 2020 and 2021 (+1.6) which is almost the same as the decreased percentage share of younger workers. This suggests older workers were being retained in the sector during the pandemic period, but younger workers were not being recruited. However, the percentage of younger workers has recovered significantly in 2021-2022. In this one year, the younger workers' share of the labour force has increased by 2.8 percentage points.

This is unprecedented in the period 2011-2022. By comparison, whereas the percentage of those aged 25-49 remained relative stable between 2018-2021 (-0.18), there is a sharp decline in 2021-2022 (-2.2 percentage points).

The sport workforce tends to be considerably younger than the average in the EU workforce as a whole (EU all sectors only 8.6% fall into the younger age band) and to have a lower proportion of older workers (32.5% are 50+ in all economic sectors).

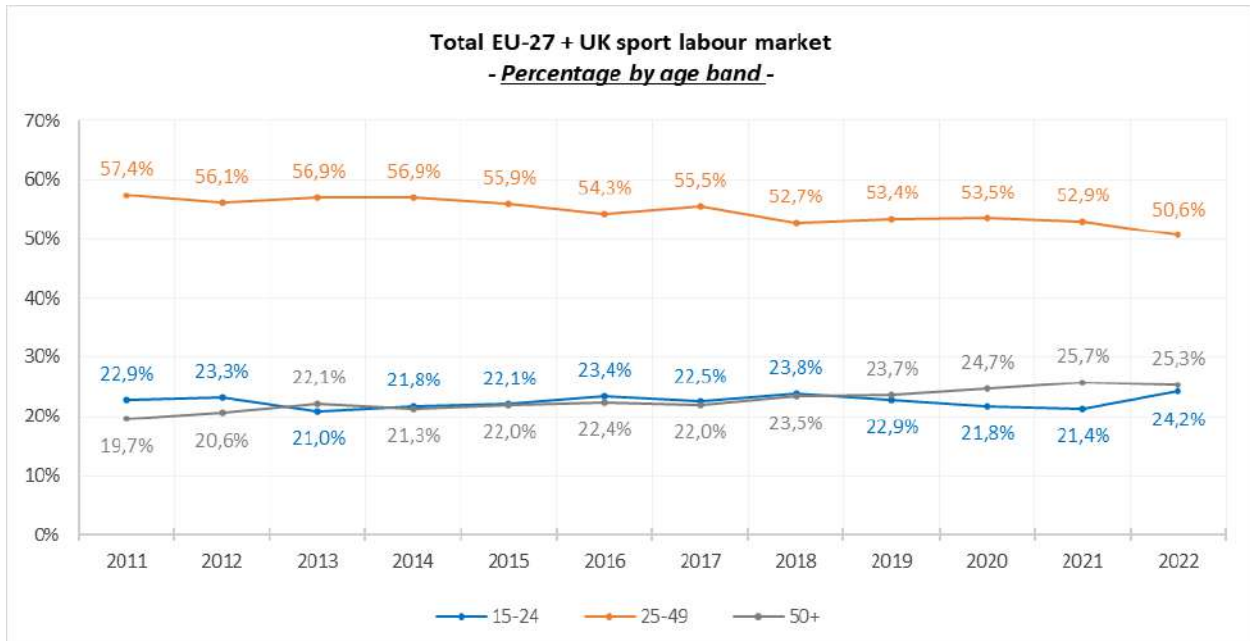


Figure 10: Total EU + UK Sport Labour Market Percentage Share by Age Bands 2011-2022

Figure 11 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 12 years has been for the older age group to increase while the number of those in the middle age group has gone down.

The sharpest growth in the period 2011-2022 was in the 50+ age group (+71%) and the 15-24 age group (+40.87%). Those in the 25-49 age group only increased by 17.3%. Thus, the workforce was showing a stronger growth in the oldest and youngest age groups.

In 2019-2021, the number of 15-24s went down by 30 818 (-7.65%) whilst those aged 50+ increased by 69 373 (+16.6%). There was a decline in the middle age group (25-49) of 2.17%. The period 2021-2022 (post pandemic) shows a growth of 94 161 younger workers (+25.3%), 39 394 older workers (+8.8%) and 54 796 in the middle age group (+6%). There appears, therefore, to be a significant influx of young workers into the sector.

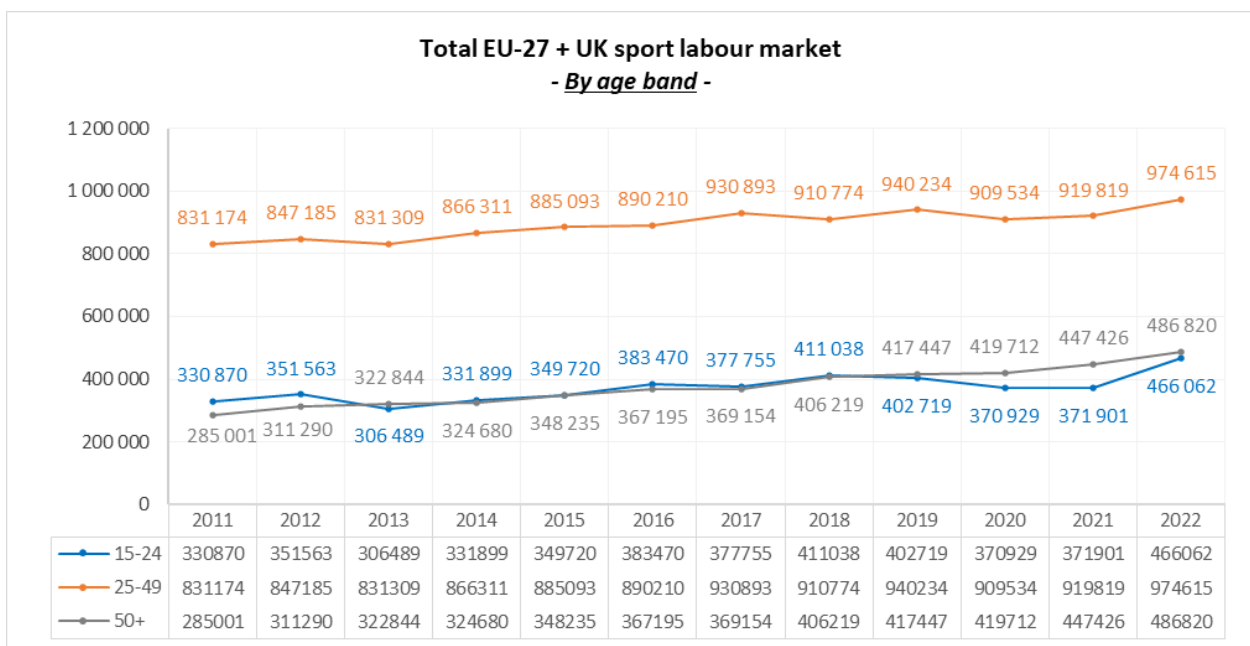


Figure 11: Total EU27 + UK Sport Labour Market Actual Numbers by Age Bands 2011-2022

### g) EU-27+UK sport labour market by level of education

Figure 12 shows the EU-27+UK 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

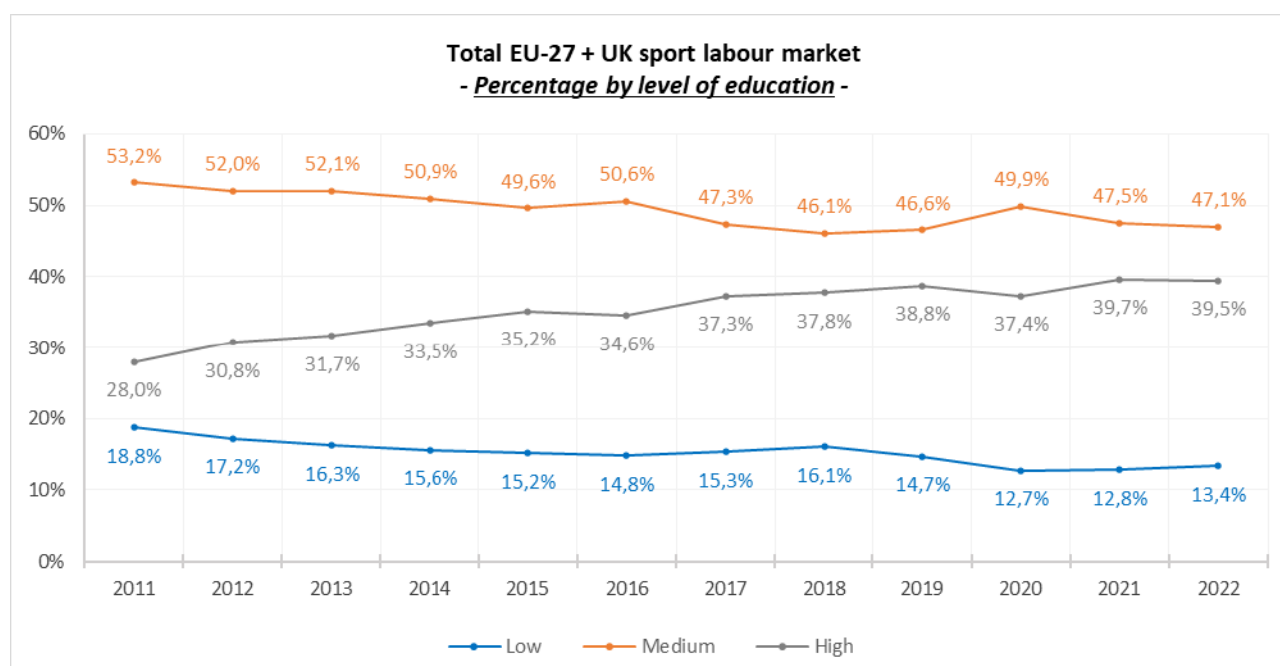


Figure 12: Total EU + UK Sport Labour Market Percentage Share by Level of Education 2011-2022

The majority of the sport workforce has middle level qualifications (48%). 39.5% have high level qualifications and 13.4% low level qualifications. From 2011 to 2022, the percentage share of sport workers with low education decreased by 6.4 percentage points whereas the percentage of those having a high education level significantly increased by 11.5 percentage points.

In 2019-2021 there was a decline in those with low level qualifications (-1.9 percentage points) whereas the share of those with high level qualifications slightly increased (+0.77 percentage points) and the share of those with middle level qualifications also increased (+0.93 percentage points).

In the period 2021-2022, the percentage share of those with low level qualifications increased (0.61 percentage points). This is the first time since 2018 that we have seen an increase in those with low level qualifications.

The sport workforce has slightly more workers with higher education qualifications than the EU average (38.8%) and slightly fewer with low level qualifications than the EU average (15.9%).

Figure 13 shows the actual numbers of EU-27+UK sport workers employed over the 12-year period (2011 to 2022) by education level. The strongest growth over that period has been amongst those with high education

levels. This group has grown by 382 937 (102.7%) over the 12-year period. The numbers of those with low level qualifications have not significantly changed whereas numbers with medium level qualifications have increased by 191 952 (27.1%).

Looking at the period 2019-2021, despite a dip in 2020, those with high level qualifications increased by 65 630 (+9.5%) and those with low level qualifications went down by 5 248 (-2%). This suggests that the trend seen since 2011 for the workforce to be more qualified continues and, if anything, has been given a boost by the pandemic.

If we compare this with the discussion on age in section (f) above, we might conclude that following the pandemic, the sector is recruiting more younger workers who have high level qualifications.

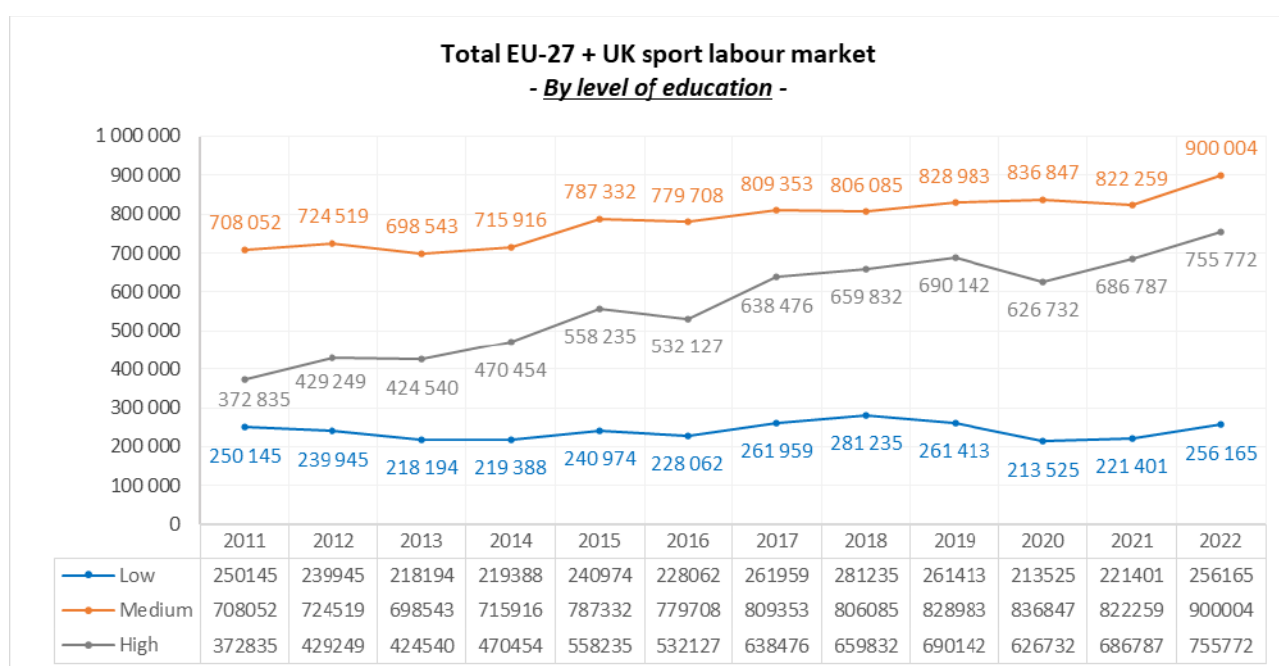


Figure 13: Total EU27 + UK Sport Labour Market Actual Numbers by Level of Education 2011-2022

#### h) EU-27+UK sport labour market by type of working contract

Figure 14 shows the percentage shares of full and part-time working contracts in the total EU-27+UK sport labour market up to the end of 2022. It appears that most people are employed on full-time contracts, and there was very little change over the period 2011- 2022.

The growth of full and part-time contracts tracked each other very closely up to 2019. However, the period 2019-2021 shows a marked decline in part-time employment as a share of the sport labour market (-3.28 percentage points) and a corresponding increase in fulltime employees. 2021-2022 shows the percentage share of part-time employees is rising again (+0.89 percentage points).

The sport and physical activity labour market favours part-time employment more than the overall EU labour market by quite a wide margin.

In the total EU labour market (all sectors) part-time employment is only 18.7%.

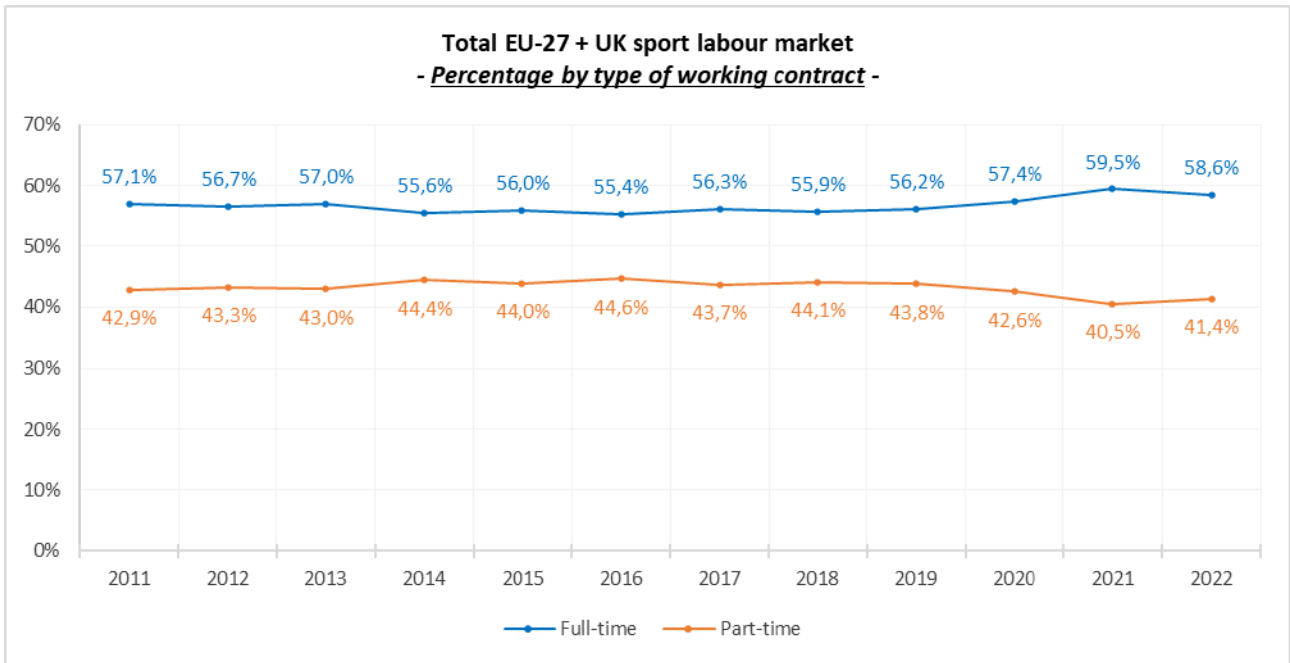


Figure 14: Total EU + UK Sport Labour Market Percentage Share by Type of Working Contract 2011-2022

Figure 15 shows the actual numbers of people employed on full and part-time contracts through the period 2011-2022.

This shows a steady growth of both full- and part-time contracts up to 2019 with the only dip being the year 2013 when Eurostat and the NSOs changed the way they collected and collated employment data.

The period 2019-2021 tells a slightly different story. We can see that the number of part-time contracts diminished by 67 235 (-8.7%) whereas the number of fulltime contracts increased by 44 127 (+5.4%). 2021-2022 shows an increase of part-time contracts by 92 135 (+13.1%) and the number of fulltime contracts by 92 679 (+9.0%).

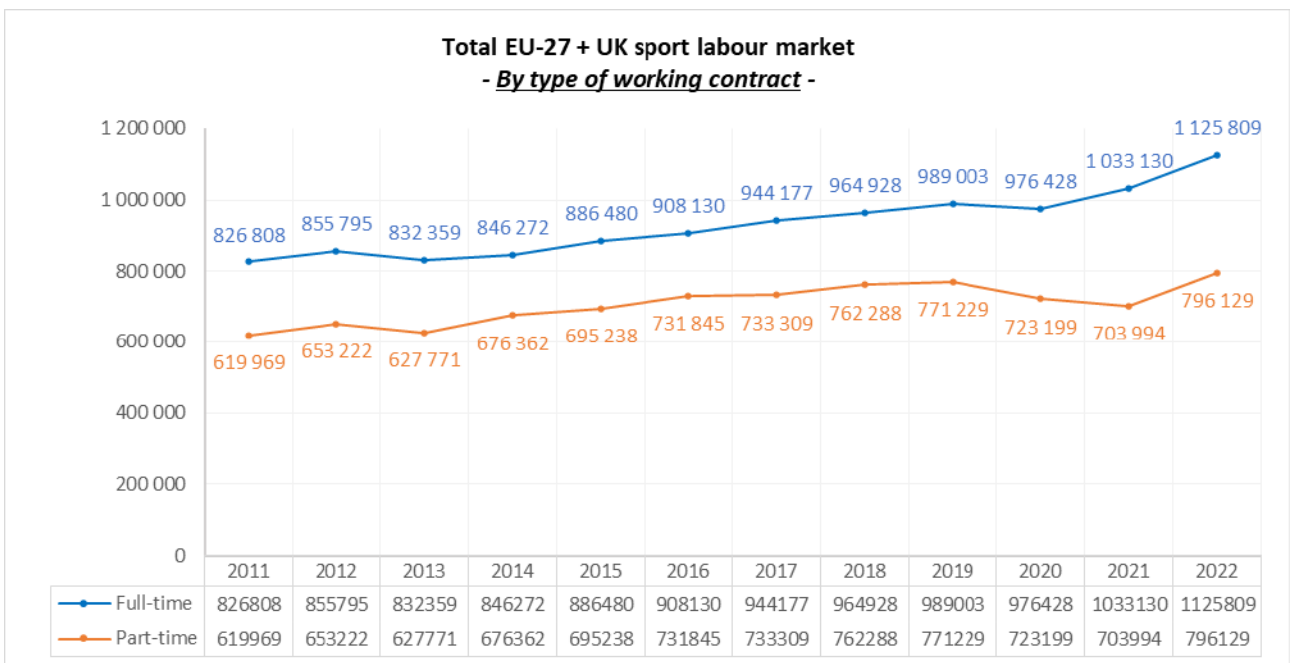


Figure 15: Total EU27 + UK Sport Labour Market Actual Numbers by Type of Working Contract 2011-2022

### i) EU-27+UK 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 16 shows the percentage shares of the sport labour market by employed and self-employed sport workers over the 12-year period. In 2022, just over three quarters of the workforce had employed status and 21.9% were self-employed.

The trend from 2011-2022 shows an increase in self-employment (+4.0 percentage points). The percentage share of self-employed people in the sport labour market is considerably higher than for the EU labour force as a whole (all sectors) which stands at 13.1%.

A significant growth in self-employment is noticeable in 2020 (+2.1 percentage points) but by 2021 this had declined to a percentage share closer to that of 2019.

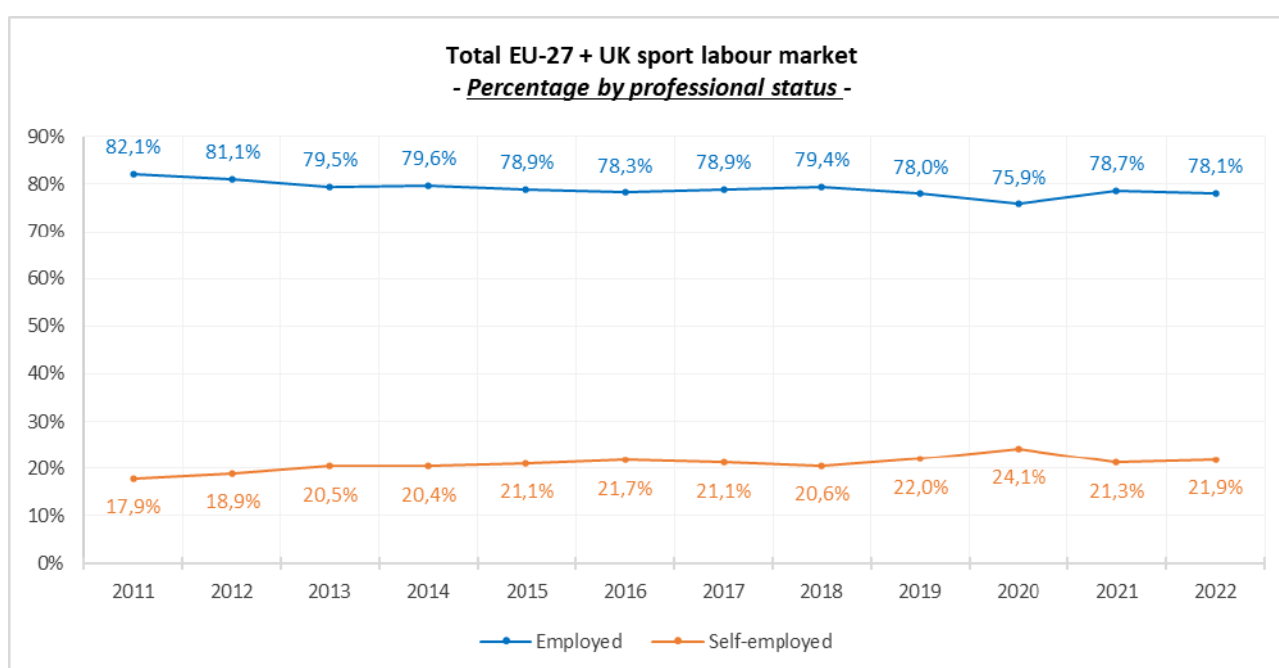


Figure 16: Total EU + UK Sport Labour Market Percentage Share by Professional Status 2011-2022

Figure 17 shows the actual numbers of people 2011-2022 in the total EU-27+UK 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 16), the rise of self-employed workers 2011-2022 is considerable, 161 939 (+62.8%) when compared with employed contracts, 311 596 (+26.3%).

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%).

However, comparing 2019 and 2022, we can see only a modest increase in self-employed workers by 7 008 (+1.7%). The year 2021 even shows a decline of 45 815 (-11.1%).

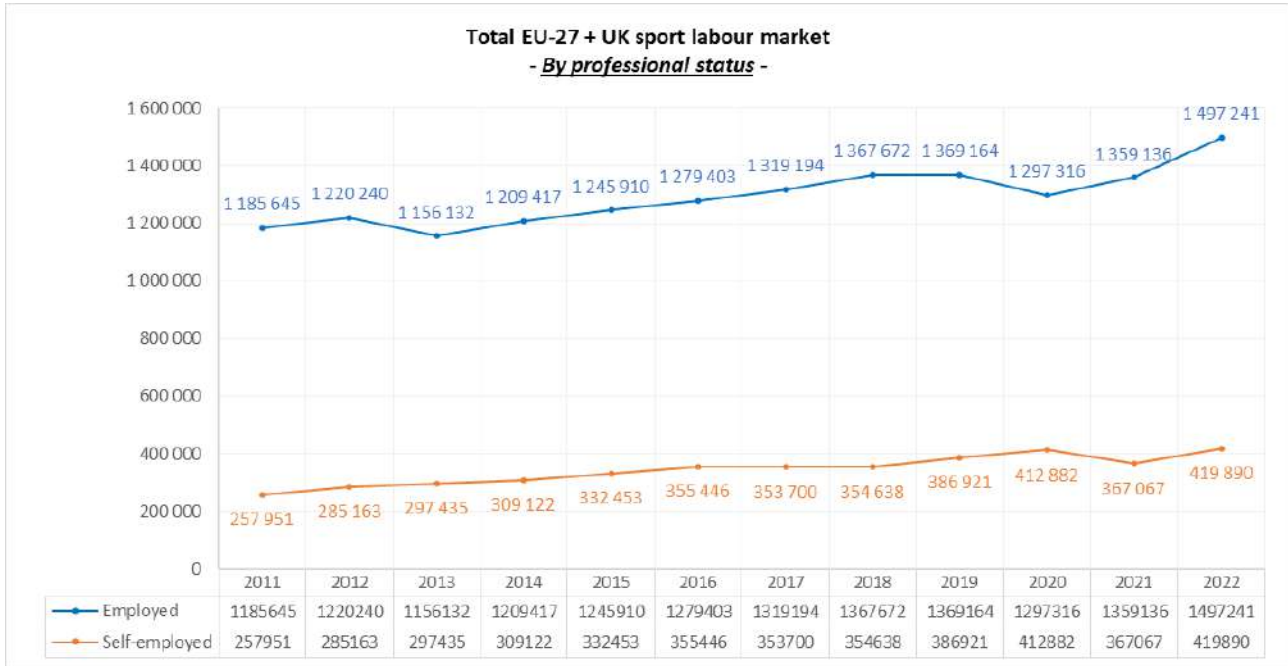


Figure 17: Total EU27 + UK Sport Labour Market Actual Numbers by Professional Status 2011-2022







**5**

**TOTAL NUMBER OF PEOPLE WORKING  
IN SPORT AND FITNESS OCCUPATIONS  
(ISCO 342) IN ALL TYPES OF  
ORGANISATION**

## 5. TOTAL NUMBER OF PEOPLE WORKING IN SPORT AND FITNESS OCCUPATIONS (ISCO 342) IN ALL TYPES OF ORGANISATIONS

This section uses Eurostat and National Statistics Offices figures for the period 2011-2022 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.

### a) Total number of sport and fitness workers in EU-27+UK (ISCO 342)

- Figure 18 shows the total population of paid sport and fitness workers in EU-27+UK (in sport and non-sport organisations) from 2011-2022. As of 2022, it is 1 070 098. This compares with a figure of 798 682 in 2011. Thus, there has been a growth during this period of 271 416 (34%) in terms of number of sport and fitness workers.

Up to 2019, numbers continued to grow steadily, but 2019-2021 sees a decline of 40 801 (-4.1%). This is more than the decline in the sport workforce as a whole (-3.7%), suggesting sport and fitness workers may have been more impacted by the pandemic than other occupations in the sport labour force.

This is followed by a sharp rise 2021-2022 of 125 059 (+13.2%) which appears to be a remarkable gain in one year unprecedented in the period 2011-2022.

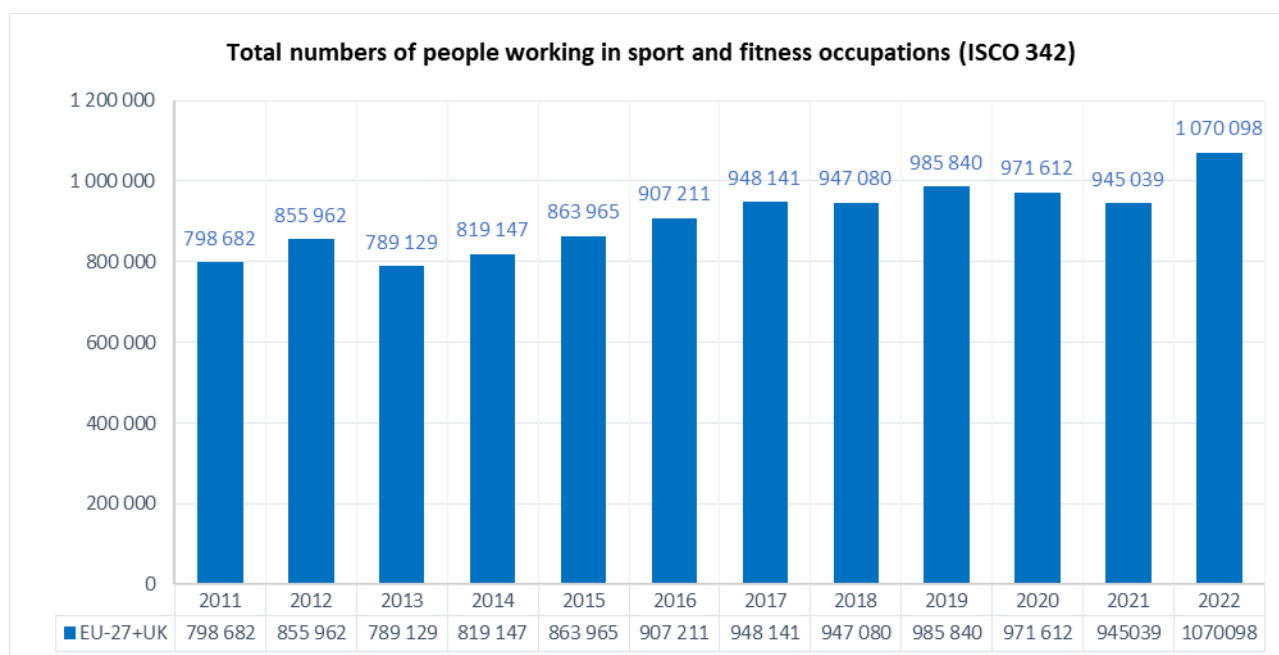


Figure 18: Total Numbers of People Working in Sport and Fitness Occupations 2011-2022

Figure 19 shows the total number of sport and fitness workers for each country in the EU27 + UK for the years 2019 and 2022. This shows that between these years France overtook the UK with a total of 172 747 (+44%) compared to 167 975 (-5.9%). It should be noted, however, that the national statistical office in France (INSEE) changed its definitions in 2020 which may account for this change.

The four countries with the largest numbers of sport and fitness workers are France 172 747 (16.1% of the total number), UK 167 975 (15.7%), Spain 148 933 (13.9%) and Germany 148 146 (13.8%). The countries with the smallest numbers of sport and fitness workers are Malta 1 513 (0.14% of the total number), Luxembourg 1 525 (0.14%), Latvia 2 224 (0.2%) and Cyprus 2 360 (0.22%).

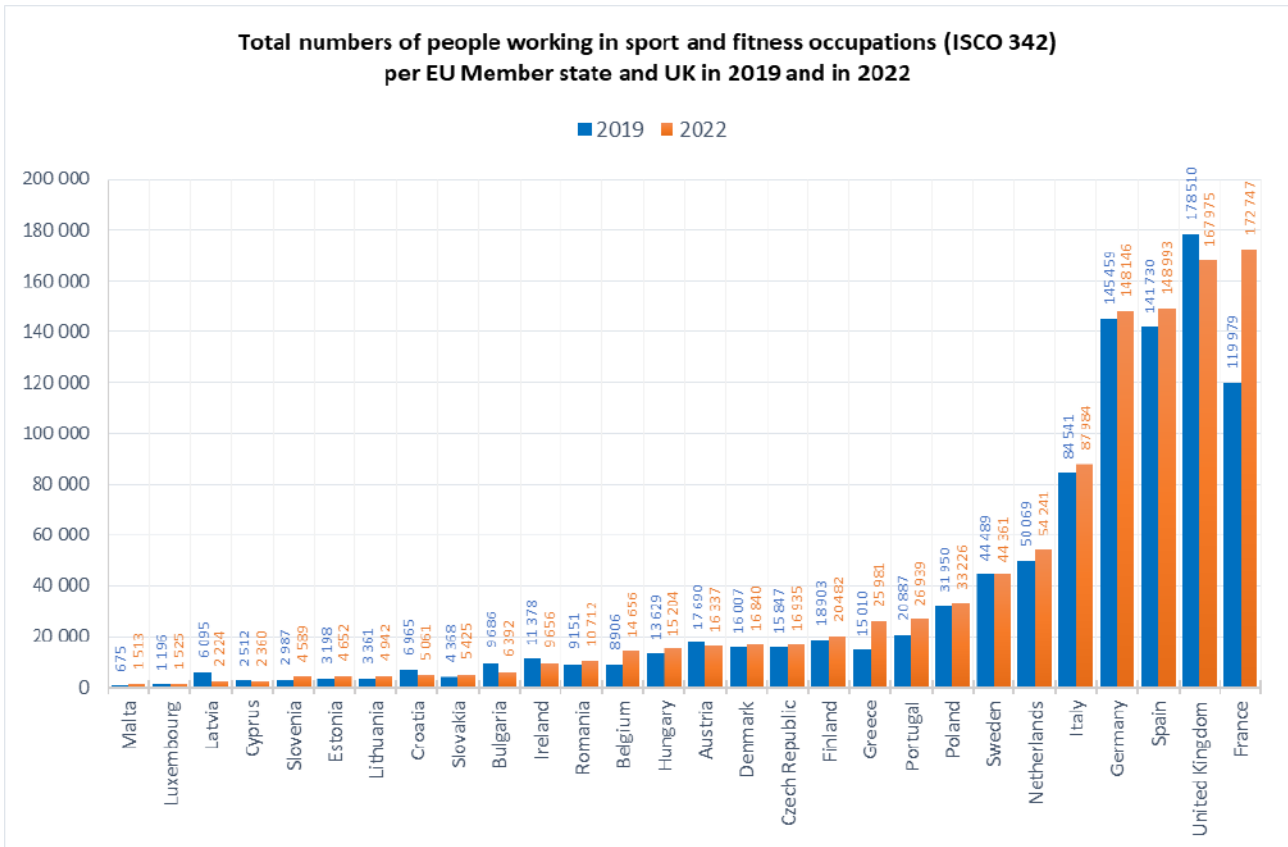


Figure 19: Total Numbers of People Working in Sport and Fitness Occupations by Country 2019 and 2022



Figure 20 shows positive and negative growth in sport and fitness workers in the EU27 + UK countries. 20 of these have shown positive growth and the remaining 8 show negative growth.

The four countries with the greatest growth rates during this period are Malta (+124.1%), Greece (+73.1%), Belgium (+64.6%) and Slovenia (+53.6%). The four countries most negatively affected are Latvia (-63.5%), Bulgaria (-34%), Croatia (-27.3%) and Ireland (-15.1%). It is notable that those showing the greatest positive and negative growth rates between these years are also those with the smallest populations of sport and fitness workers. Therefore, relatively small real changes are likely to show up as large percentages.

Taking the EU27+ the UK as a whole, there is an average positive growth rate of +8.5% which is 0.1 percentage points greater than the growth in the sport labour force as a whole.

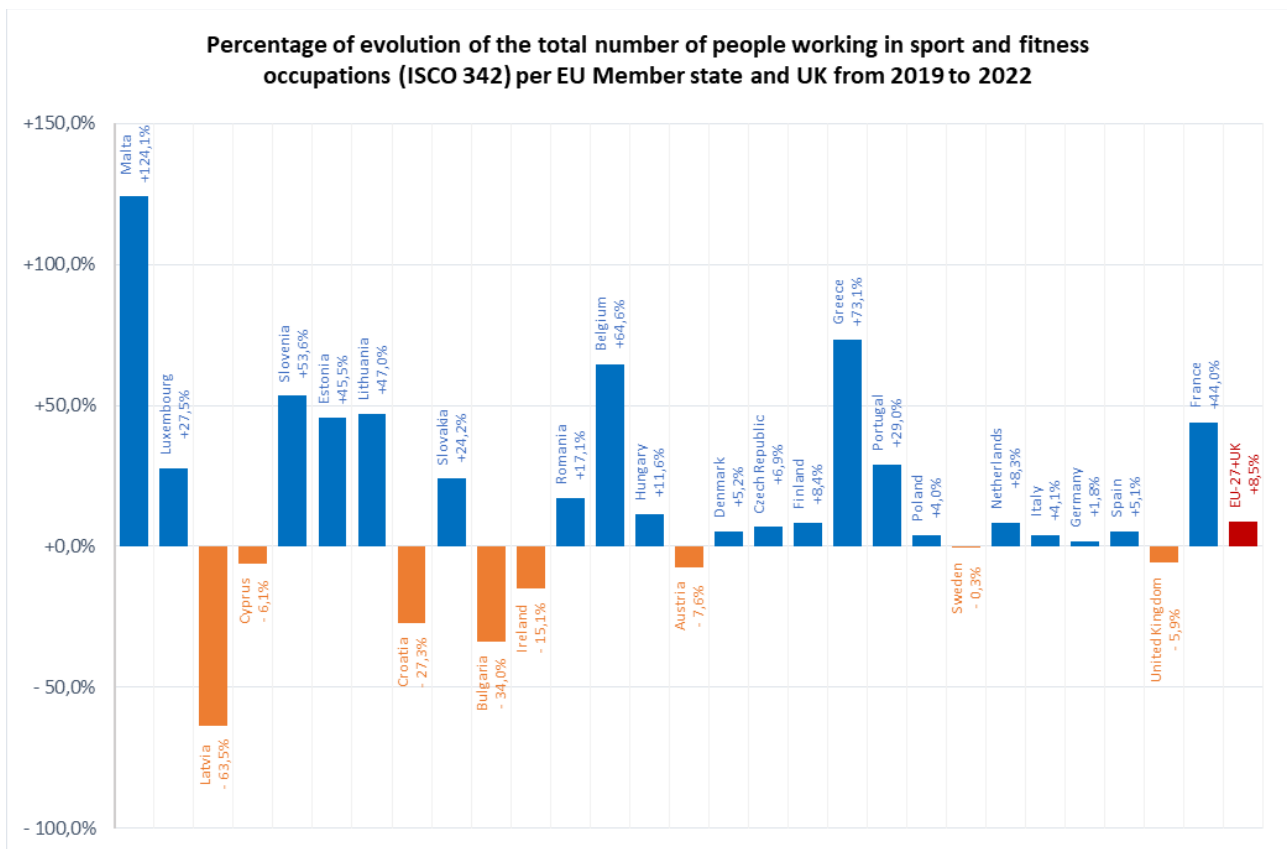


Figure 20: Growth Rates for People Working in Sport and Fitness Occupations for Each Country 2019 and 2022

### b) Total number of sport and fitness workers in EU-27+UK (ISCO 342) by gender

Figure 21 highlights the percentages of females and males having a paid sport and fitness occupation over the 12-year period.

As in the case of the overall EU-27+UK sport labour market, those employed as sport and fitness workers are more likely to be male than female, but the gap is much wider and it has widened by 3% percentage points since 2011 (gap in 2011 was 7.8 percentage points, gap in 2022 is 10.8 percentage points).

This compares with a male-female gap in the sport labour force as a whole of 8.6 percentage points.

In the period 2019-2020, the gap widened to 15 percentage points, suggesting that female sport and fitness workers were particularly negatively impacted by the pandemic.

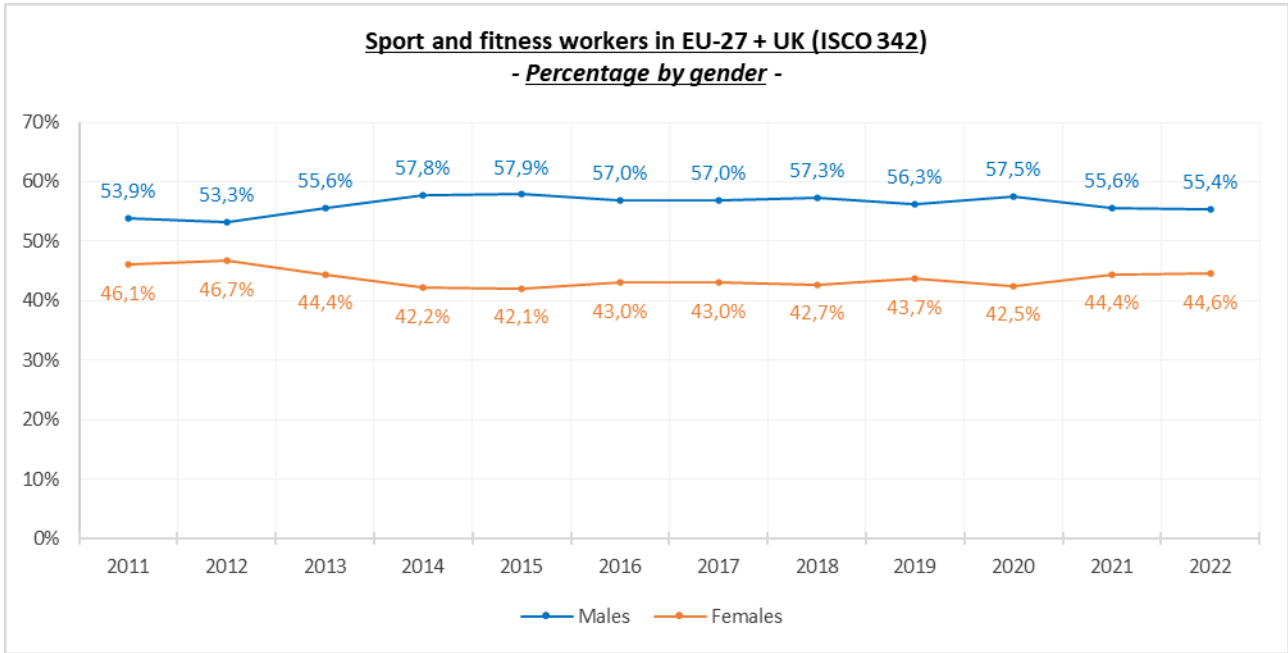


Figure 21: Percentage Share of Sport and Fitness Workers by Gender 2011-2022

Figure 22 shows the actual numbers of sport and fitness workers in EU-27+UK by gender over the period from 2011 to 2022.

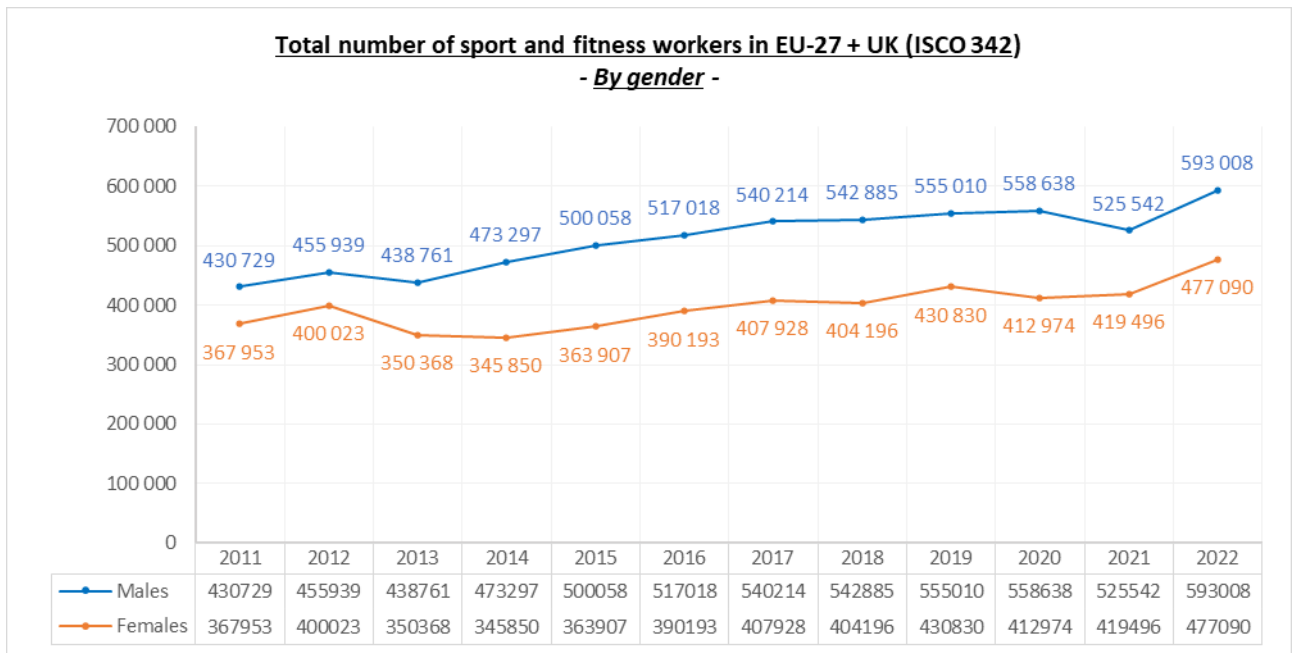


Figure 22: Actual Numbers of Sport and Fitness Workers by Gender 2011-2022

2011-2022 saw a growth of 109 137 (+29.7%) compared to men 162 279 (37.7%). 2018-2021 there was a decline of 11 334 female workers (-2.6%). However, 2021-2022 then sees an uptick of 57 594 (+13.7%). This is the biggest increase in female sport and fitness workers in the whole period 2011-2022.

### c) Total number of sport and fitness workers in EU-27+UK (ISCO 342) by age band

Figure 23 shows the breakdown of paid sport and fitness workers in EU-27+UK 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.

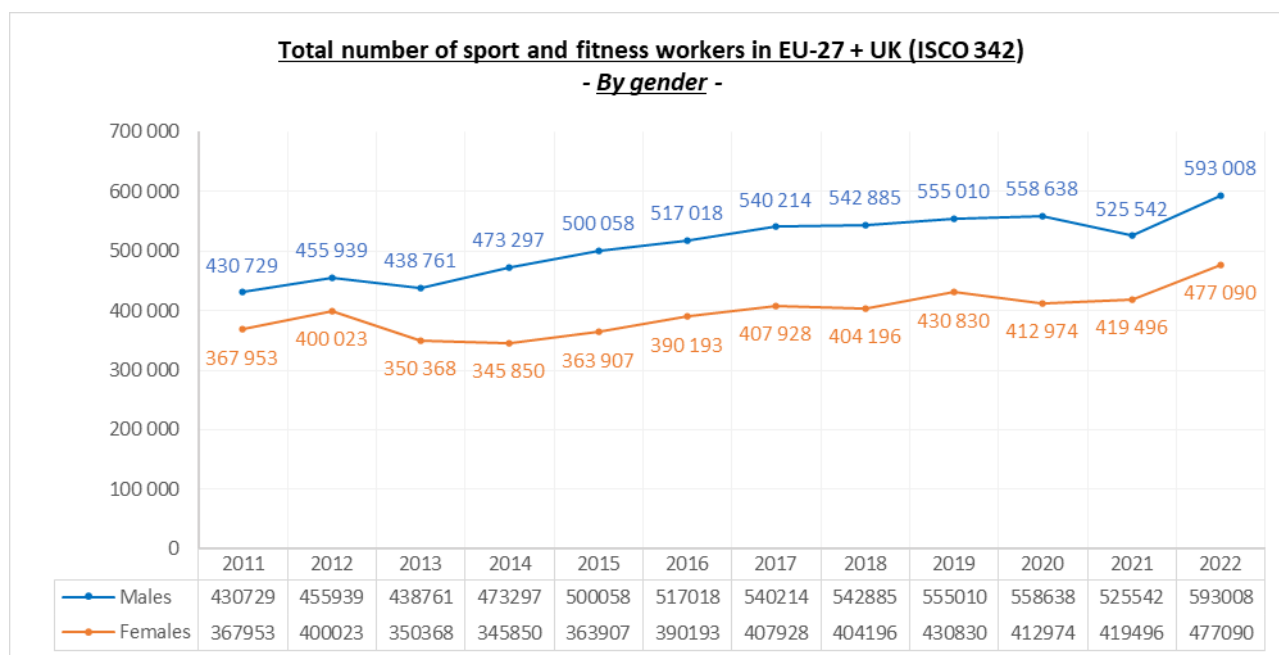


Figure 23: Percentage Share of Sport and Fitness Workers by Age Bands 2011-2022

The trend in the period 2011-2022 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 appeared to have changed significantly in 2020. The percentage share of older workers increased (+3.2 percentage points), the percentage share of younger workers (15-24) declined by 2.3 percentage points.

However, there is a sharp increase 2020-2022 of 4.4 percentage points for the 15–24-year-olds, mainly at the expense of the middle group (25-49) whose share declines by 4.1 percentage points. This is unprecedented in the period 2011-2022.

Figure 24 shows the actual numbers of people employed in sport and fitness occupation in EU-27+UK by age bands.

Up to 2019, the growth of sport and fitness workers in the older age group (+35.4%) was 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 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%).

However, the period 2020-2022 shows a significant increase in the number of younger sport and fitness workers by 70 115 (+31.5%) which is unprecedented in the 12-year period.

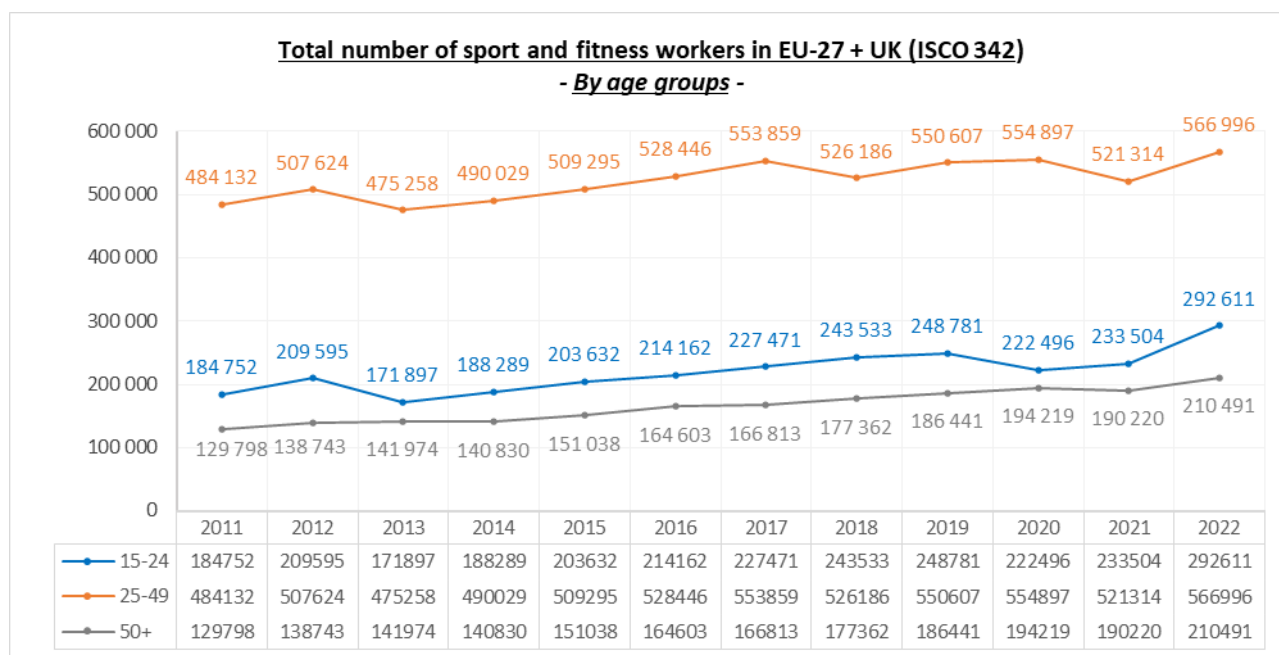


Figure 24: Actual Numbers of Sport and Fitness Workers by Age Bands 2011-2022

**d) Total number of sport and fitness workers in EU-27+UK (ISCO 342) by level of education**

Figure 25 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

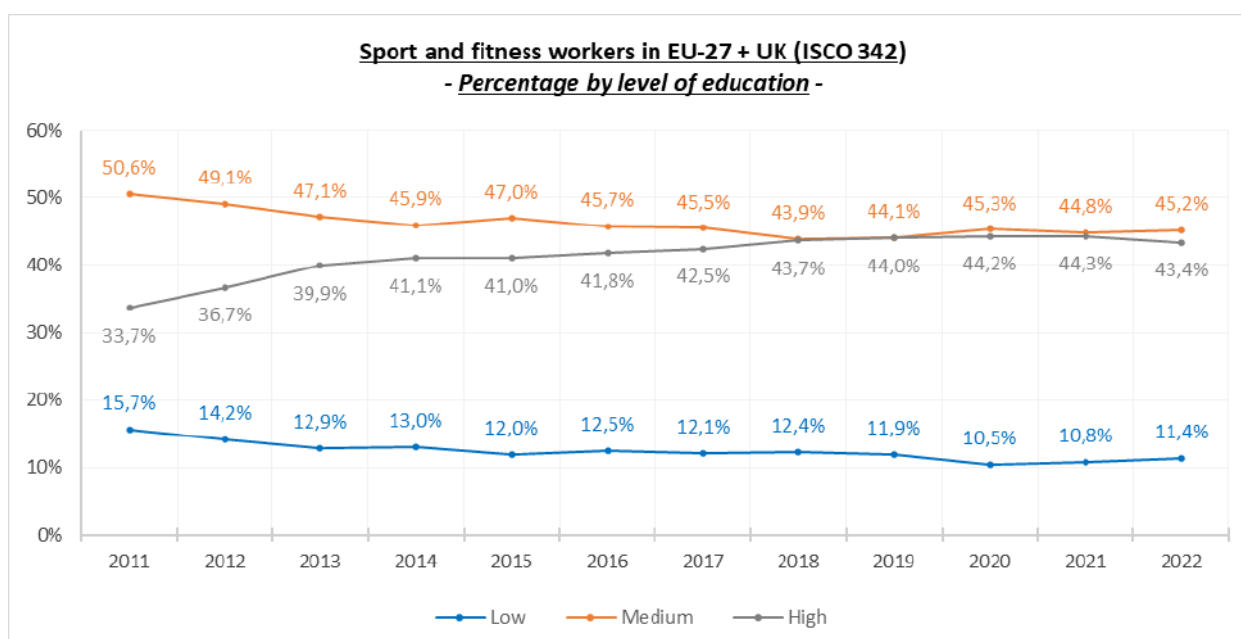


Figure 25: Percentage Share of Sport and Fitness Workers by Level of Education 2011-2022

From the collated statistics, it appears that the largest proportion of EU-27+UK sport and fitness workers have a middle education level but was only 1.8 points greater than the share of those with high level qualifications. The period 2020-2022 shows a slight decrease in the share of those with high level qualifications (-1.0 percentage points) and there is a similar increase in the share of those with low level qualifications (+1.0 points).

Figure 26 shows the actual numbers of sport and fitness workers in the EU-27+UK by level of education.

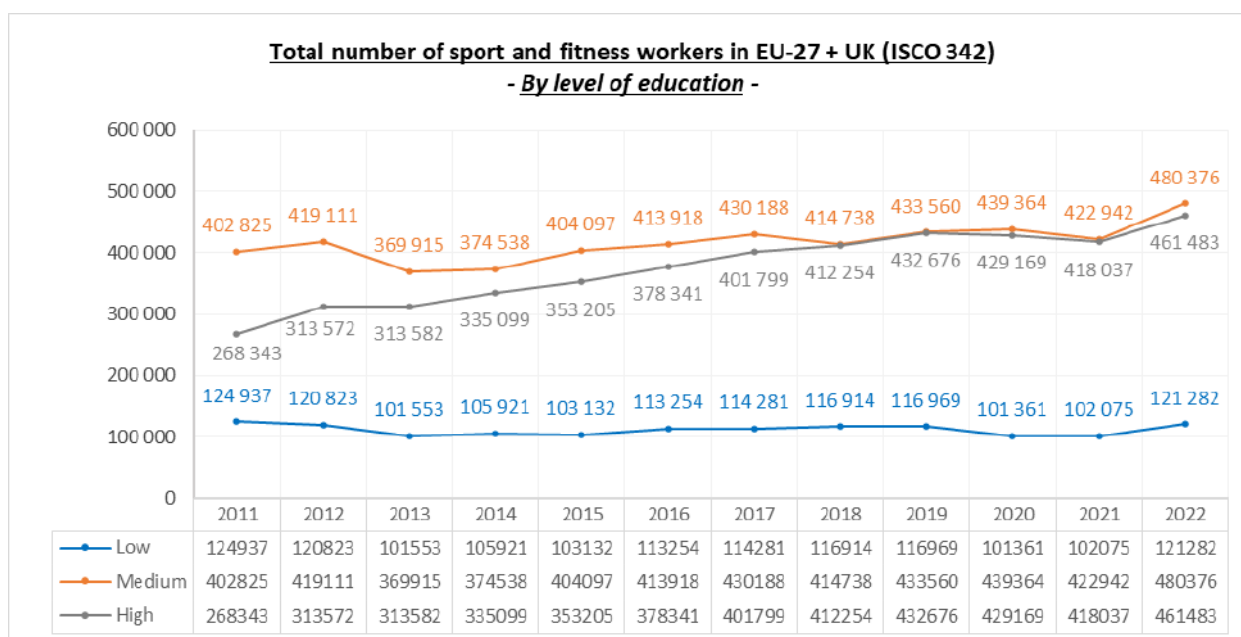


Figure 26: Actual Numbers of Sport and Fitness Workers by Level of Education 2011-2022

The greatest growth from 2011 to 2022 has been in the high education group by 193 140 (+72.0%). Those in the middle education level rose by 77 551 (+19.3%) but those in the low education group went down by 3 655 (-2.9%).

2019-2020 saw a sharp decline in those with low education by 15 608 (-13.3%) but this is reversed in 2020-2022 with a rise of 19 921 (+19.7%). This is an unprecedented rise and very much against the trend from 2011-2019.

#### e) Total number of sport and fitness workers in EU-27+UK (ISCO 342) by type of working contract

Figure 27 shows the percentage shares of sport and fitness workers by full and part-time contracts. In 2022, 53.2% of the workforce are on full-time contracts and 46.8% are part-time. This reverses a trend seen in the period from 2011 to 2018 where the percentage shares of full and part-time contracts were gradually coming together.

By 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, from 2019-2022 we can see the gap opens up again with fulltime contracts gaining 2.1 percentage points. There is, however, signs of a slight recovery in part-time contracts in 2021-2022.

It is interesting to note that the decline in part-time contracts begins in 2018-2019 before the onset of the Covid pandemic.



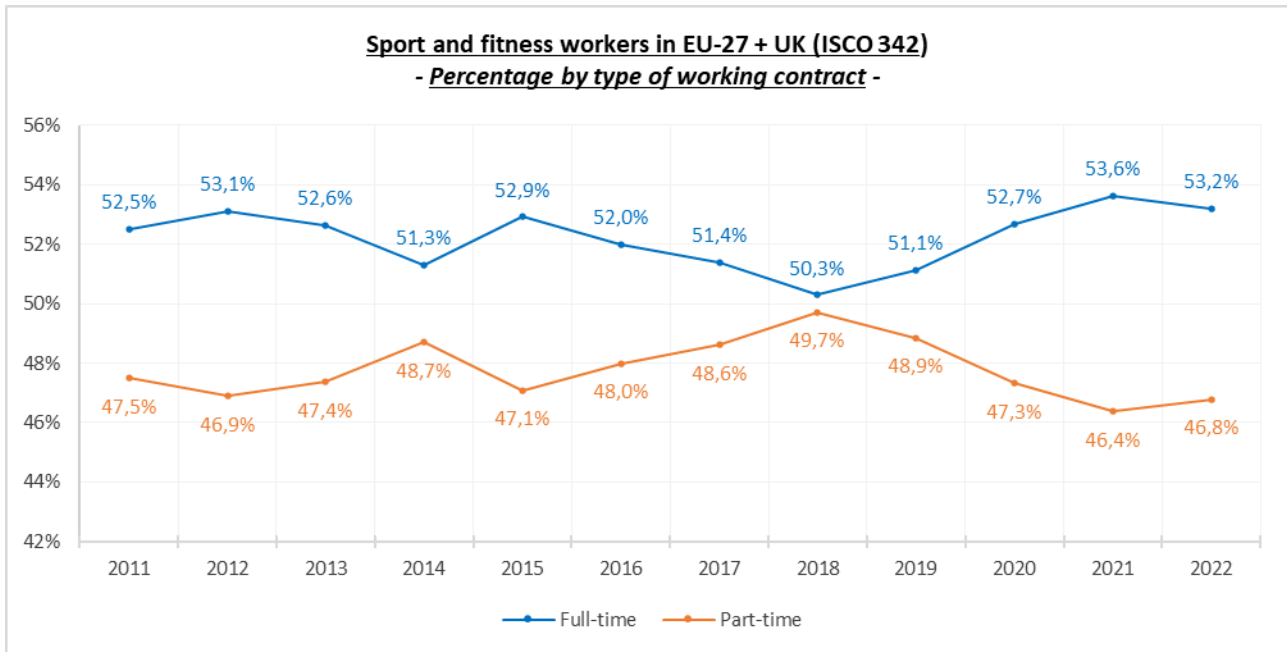


Figure 27: Percentage Share of Sport and Fitness Workers by Type of Working Contract 2011-2022

Figure 28 shows the total actual numbers of sport and fitness workers in the EU-27+UK over the 12-year period by type of working contract (part time and full time).

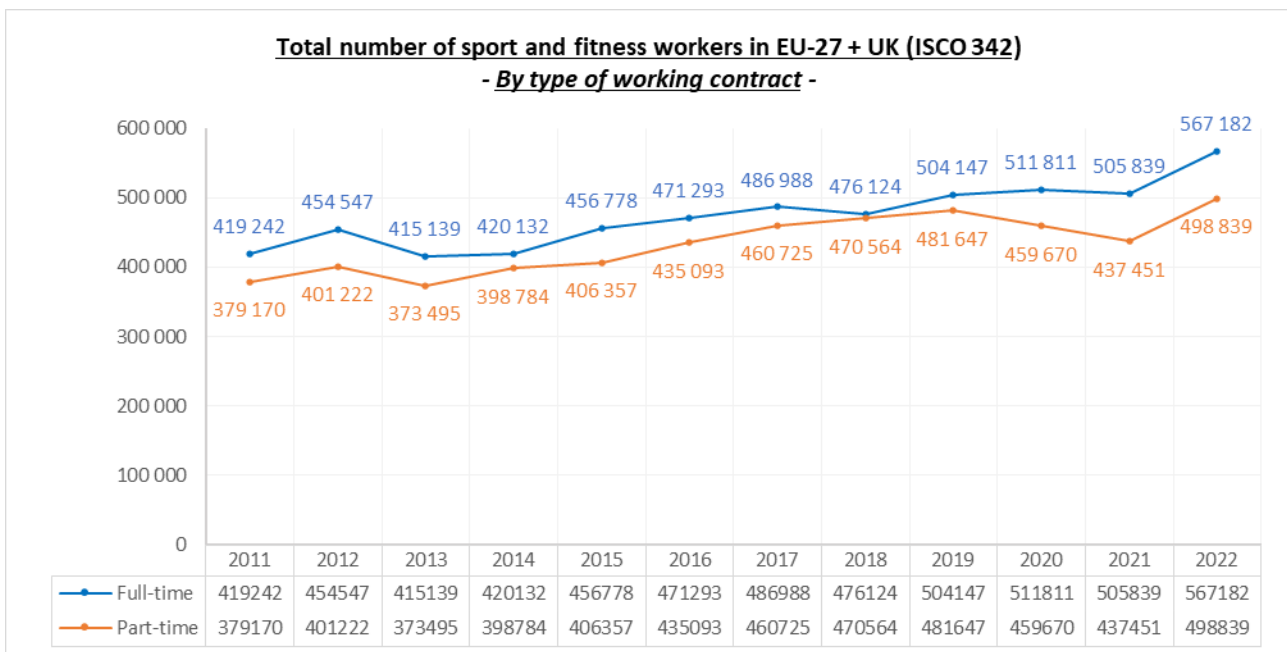


Figure 28: Actual Numbers of Sport and Fitness Workers by Type of Working Contract 2011-2022

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 2019-2021 is different. During this period, full-time contracts increased slightly (+0.3%) but the number of part-time contracts went into a sharper decline (-9.2%).

However, in 2021-2022 there is growth in both fulltime contracts (+12.1%) and part-time contracts (+14.0%).

### f) Total number of sport and fitness workers in EU-27+UK (ISCO 342) 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 29 presents the percentage shares of sport and fitness workers who have employed and self-employed status. Over the 12-year period, there has been a clear trend in favour of the self-employed reaching nearly one third of all sport and fitness workers (31.3%).

This is higher by 9.4 percentage points compared to the percentages of self-employees engaged within the EU-27+UK total sport labour market.

The period 2019-2020 shows an increase of 1.4 percentage points but 2021-2022 sees a loss of 1.7 percentage points for self-employed sport and fitness workers. It is interesting to note that like the decline in part-time contracts discussed in Section e) above, the increase in self-employed fitness workers begins in 2018-2019 before the Covid pandemic.

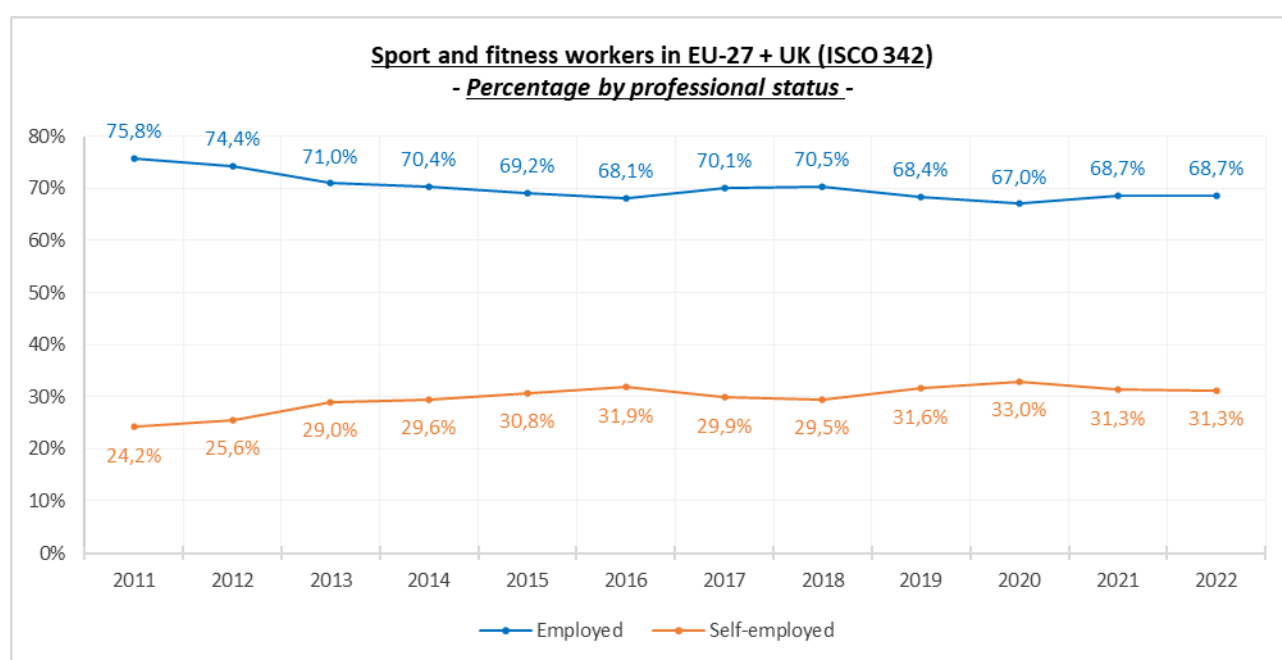


Figure 29: Percentage Share of Sport and Fitness Workers by Professional Status 2011-2022

Figure 30 shows the total actual numbers of sport and fitness workers in the EU-27+UK by professional status (employed and self-employed). By 2022, the sector has 734 862 employed sport and fitness workers and 334 655 self-employed.

When we consider the growth trends, self-employed sport and fitness workers have increased by 141 957 (+73.7%) compared to those employed 130 464 (+21.6%) during the period from 2011 to 2022.

Whereas the growth of self-employed workers flattens in the period from 2016 to 2018, a marked increase in growth (+20%) resumes in 2018-2022 despite a 7.2% dip in 2021.

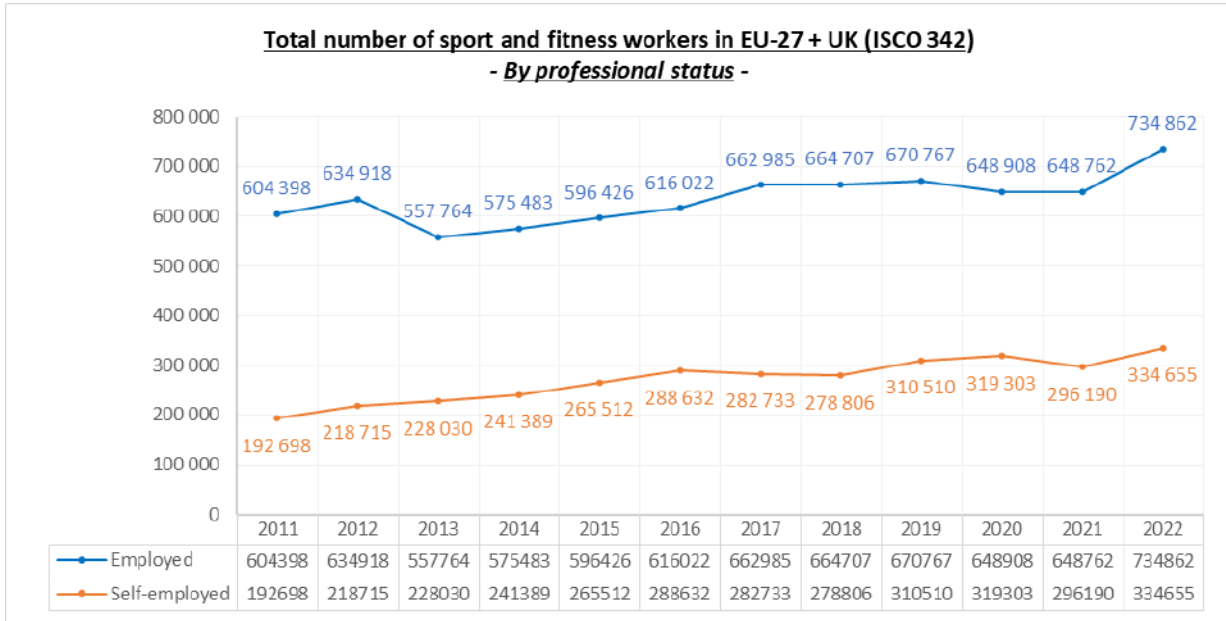


Figure 30: Actual Numbers of Sport and Fitness Workers by Professional Status 2011-2022

**g) 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 2019 and 2022. These numbers need to be carefully interpreted.

Proportion per sport occupation in 2019 and 2022		2019	2022
	Athletes and Sports Players - ISCO 3421	8.0%	7.9%
	Sports Coaches, Instructors and Officials - ISCO 3422	57.7%	48.9%
	Fitness and Recreation Instructors and Programme Leaders - ISCO 3423	34.3%	43.1%

Figure 31 shows the breakdown of sport and fitness workers into more specific occupational groups.

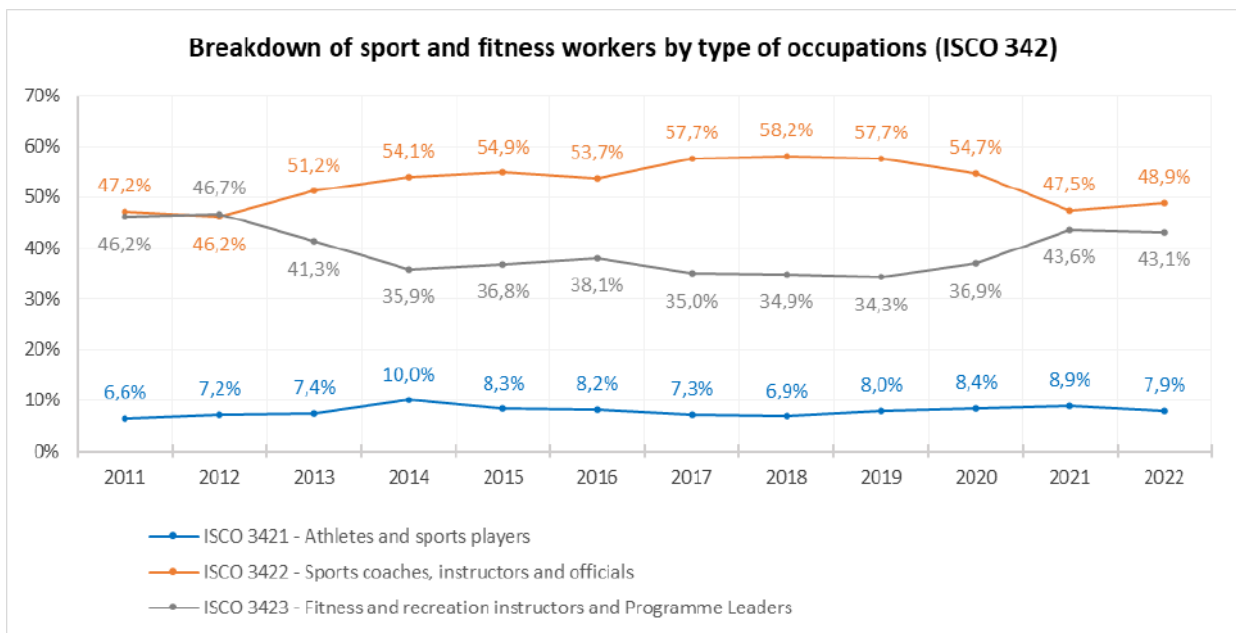


Figure 31: Percentage Share of Sport and Fitness Workers by Type of Occupation 2011-2022

Through the period from 2011 to 2019, the percentage share of fitness and recreation instructors and programme leaders (ISCO 3423) declined (-11.9 percentage points) whilst the share of sports coaches, instructors and officials (ISCO 3422) increased (+10.5%) with an increase in athletes and players by 1.4% (ISCO 3421). 2020-2022 changes this trend showing a relative decline in sports coaches, instructors and sport officials (-5.8 percentage points) and an increase in the share of fitness and recreation instructors and programme leaders (+6.2 percentage points). The percentage share of athletes and players remained fairly static (-0.5 percentage points).

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

Figure 32 shows the distribution of paid sport and fitness workers in the EU-27+UK between sport organisations (NACE 93.1) and non- sport organisations (those not classified under NACE 93.1).

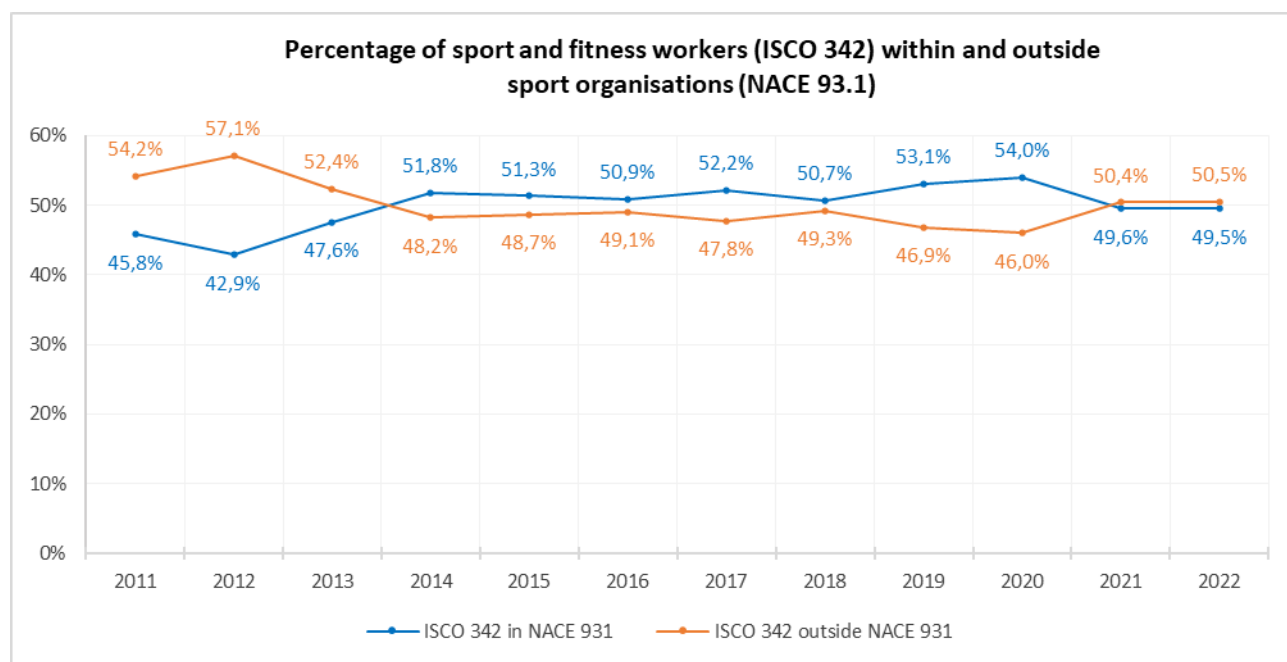


Figure 32: Percentage Share of Sport and Fitness Workers Inside and Outside Sport Organisations 2011-2022

A narrow majority of sport and fitness workers are now employed in non-sports organisations (50.5%) compared to 2011 (54.2%). This reverses a trend seen in the period 2014-2020 when the majority of sport and fitness workers were employed in organisations whose main business was sport. 2020-2022 sees a decline of sport and fitness workers in sport organisations by 4.5 percentage points and a corresponding rise in those working in non-sport organisations.



**TOTAL NUMBER OF PEOPLE WORKING  
IN A SPORT ORGANISATION  
(NACE 93.1)**

**6**

## 6. TOTAL NUMBER OF PEOPLE WORKING IN A SPORT ORGANISATION (NACE 93.1)

This section uses Eurostat and National Statistic Offices figures for the period from 2011 to 2022 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).

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

Figure 33 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 lower than the growth of the sport labour force as a whole (+30.8%). However, 2020-2021 sees a fall of 79 142 (-5.9%). This is marginally higher than the decline in the sport labour market as a whole in the same period (-3.7%).

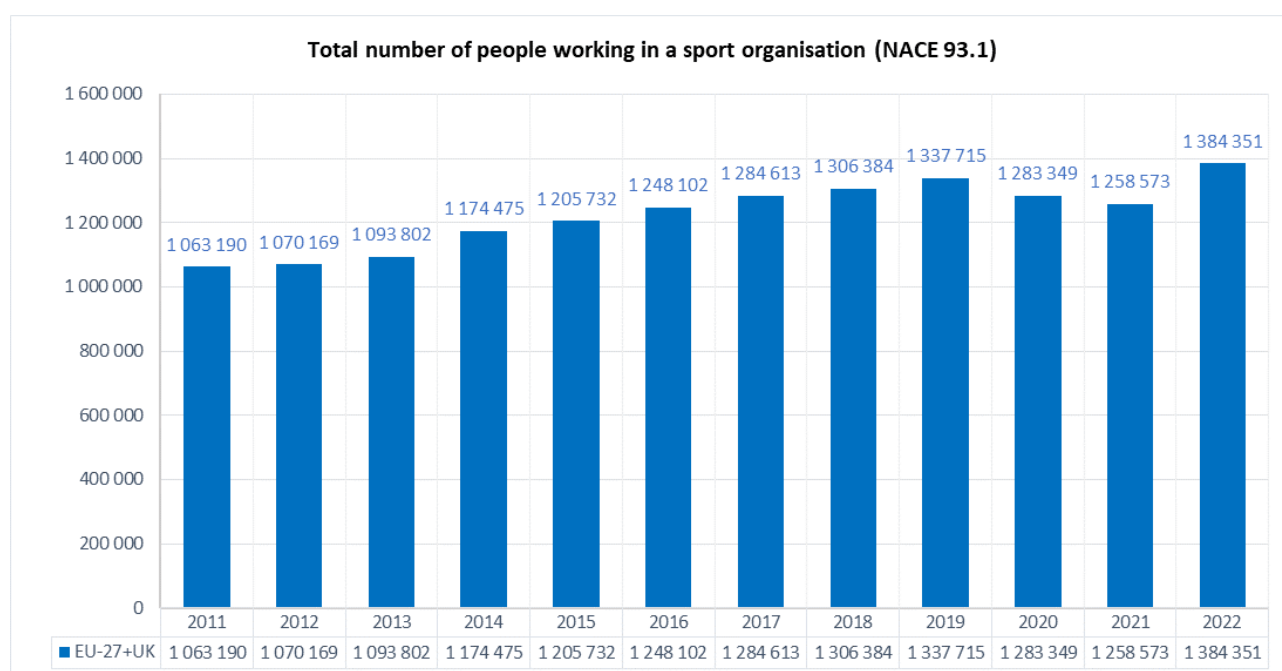


Figure 33: Total Number of People Working in Sport Organisations 2011-2022

In 2022, the total number of people working in a sport organisation was 71.5% of the EU-27+UK total sport labour market. There is an overall upward trend over the period from 2011 to 2022.

Figure 34 shows the number of people employed in a sport organisation for the years 2019 and 2022. The four countries with the largest numbers in 2022 are the UK, 333 649, France, 198 227, Spain, 163 640 and Germany, 154 970.

Those with the smallest numbers are Luxembourg 1 484, Malta 1 770, Cyprus 2 957 and Latvia 3 543.

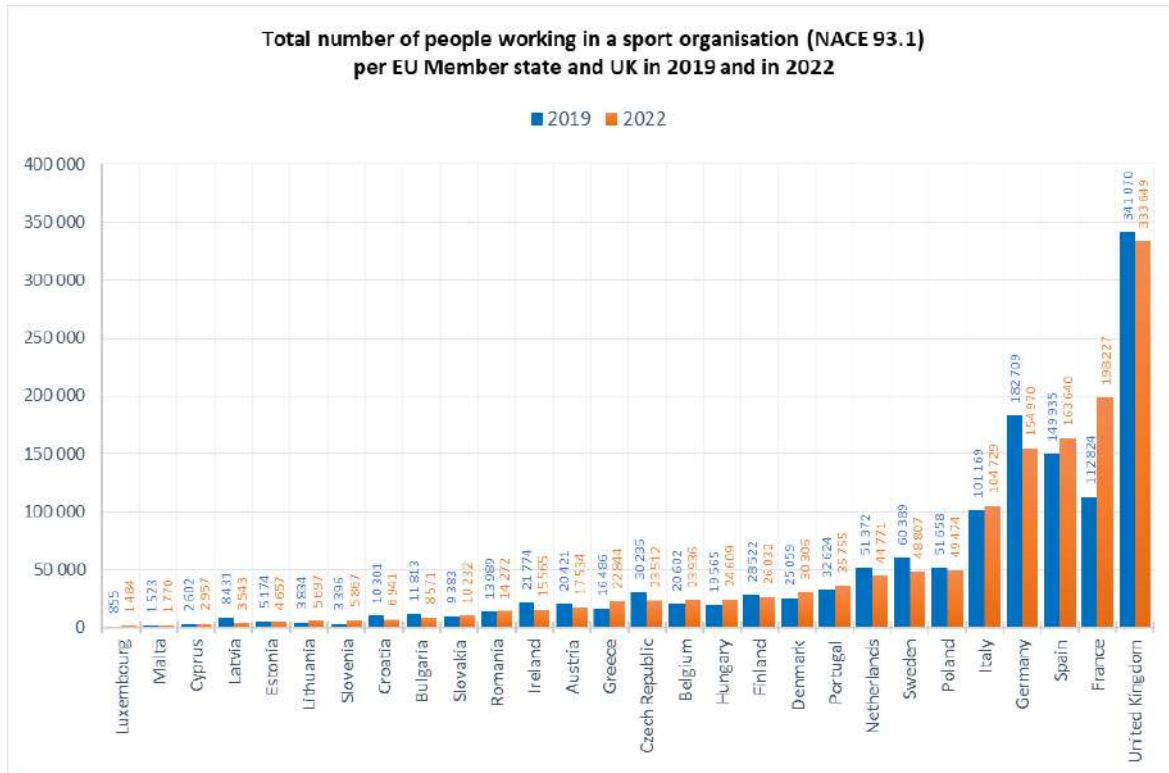


Figure 34: Total Numbers of People Working in Sport Organisations for Each Country 2019 and 2022

Figure 35 shows positive and negative growth for people working in a sport organisation for the years 2019 and 2022. 15 countries are showing positive growth with the remaining 13 showing negative growth. The four countries with the strongest growth are France (+75.7%), Luxembourg (+73.6%), Slovenia (+72.8%) and Lithuania (+48.6%). Those with the greatest negative growth are Latvia (-58.0%), Croatia (-32.6%), Ireland (-28.5%) and Bulgaria (-27.4%). The average for all countries in the EU27+UK is +3.5%.



Figure 35: Positive and Negative Growth for People Working in Sport Organisations for Each Country 2019 and 2022

**b) Total number of people working in a sport organisation in EU-27+UK (NACE 93.1) by gender**

Figure 36 shows the percentage shares of females and males working in a sport organisation in EU-27+UK over the 12-year period. Those working in sport organisations are more likely to be male (56.9%) than female (43.1%) 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-27+UK total sport labour market. It is notable that the share of females versus males declines in 2019-2020 (-1.2 percentage points) although there is a recovery of 0.8 percentage points 2020-2022.

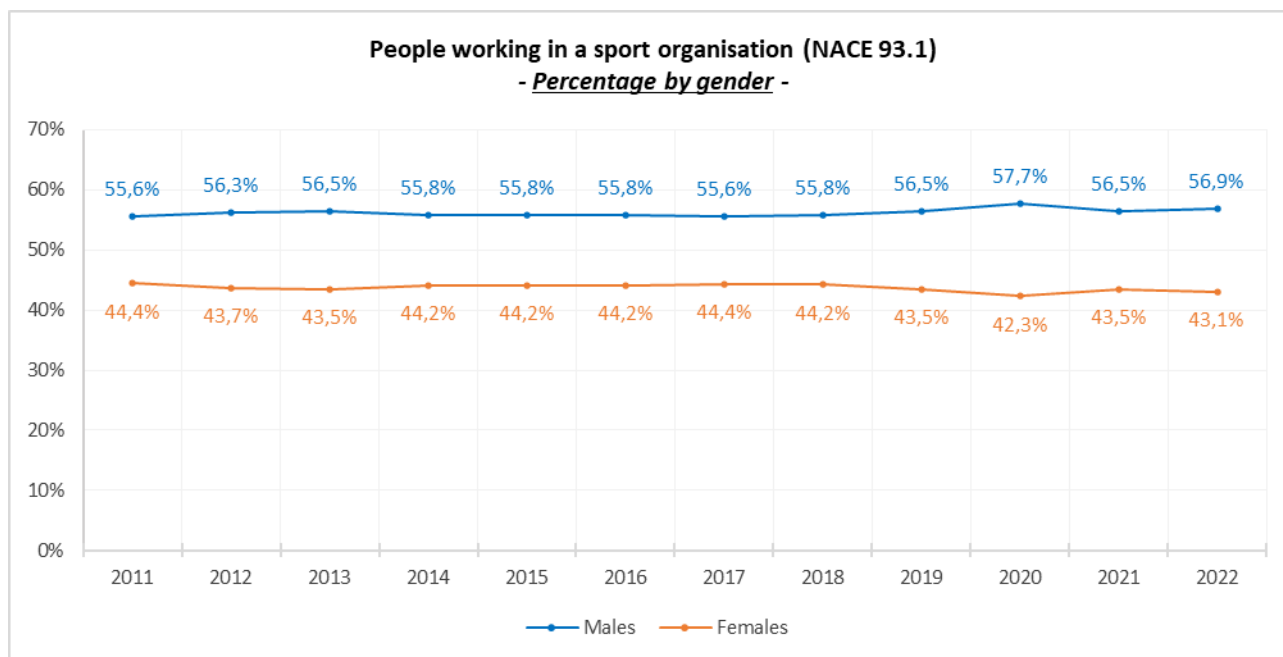


Figure 36: Percentage Share of People Working in Sport Organisations by Gender 2011-2022

Figure 37 shows the total numbers of people working in a sport organisation in EU-27+UK by gender over the period from 2011 to 2022.

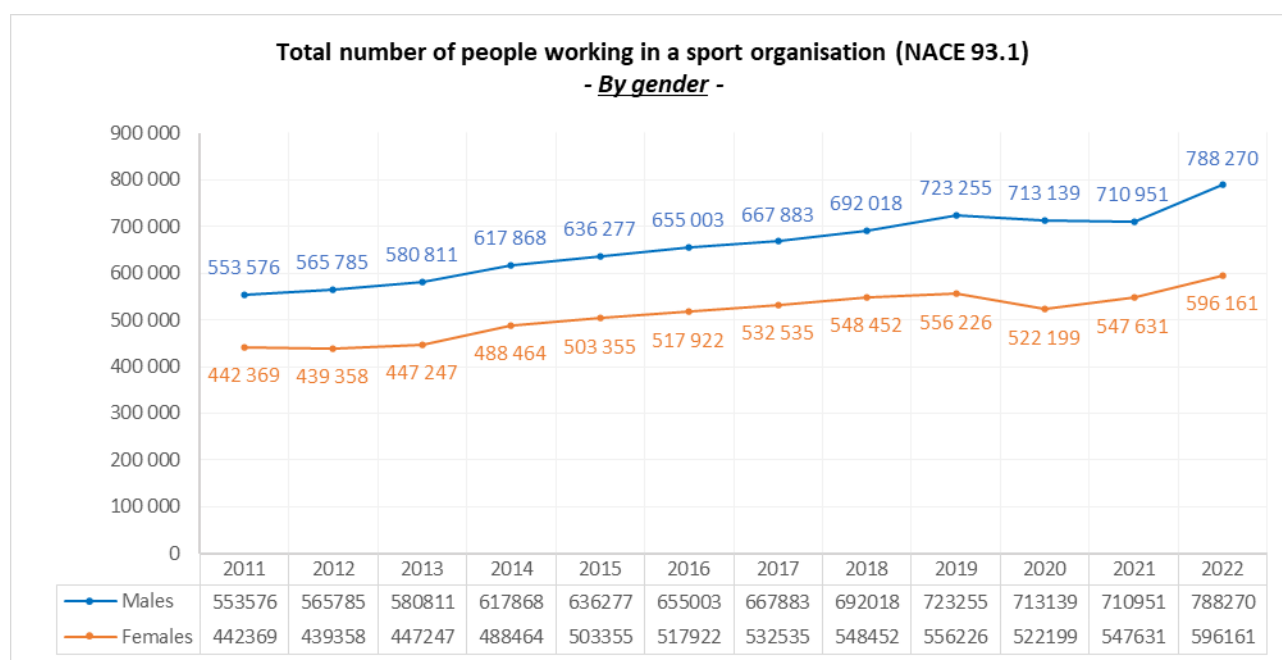


Figure 37: Actual Numbers of People Working in Sport Organisations by Gender 2011-2022



Over the period from 2011 to 2022, the growth in the number of females working in a sport organisation in EU-27+UK is 153 792 (34.8%) which is higher by 10 percentage points than female growth in the EU-27+UK sport labour market as a whole (+24.8%). 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 2019-2020, the number of female workers goes down by 34 027 (-6.1%) compared to the number of men (-1.4%). However, 2020-2022 shows growth in female employment in sport organisations by 73 962 (+14.2%).

**c) Total number of people working in a sport organisation in EU-27+UK (NACE 93.1) by age band**

Figure 38 shows the percentage breakdown of people working in a sport organisation by age bands. These are the age bands used by Eurostat. In 2022, the majority of people working in sport organisations in EU-27+UK fall into the 25-49 age bracket (49.7%) which is similar compared the EU-27+UK total sport labour market. 25.7% are aged 50+ and 24.5% are aged 15-24.

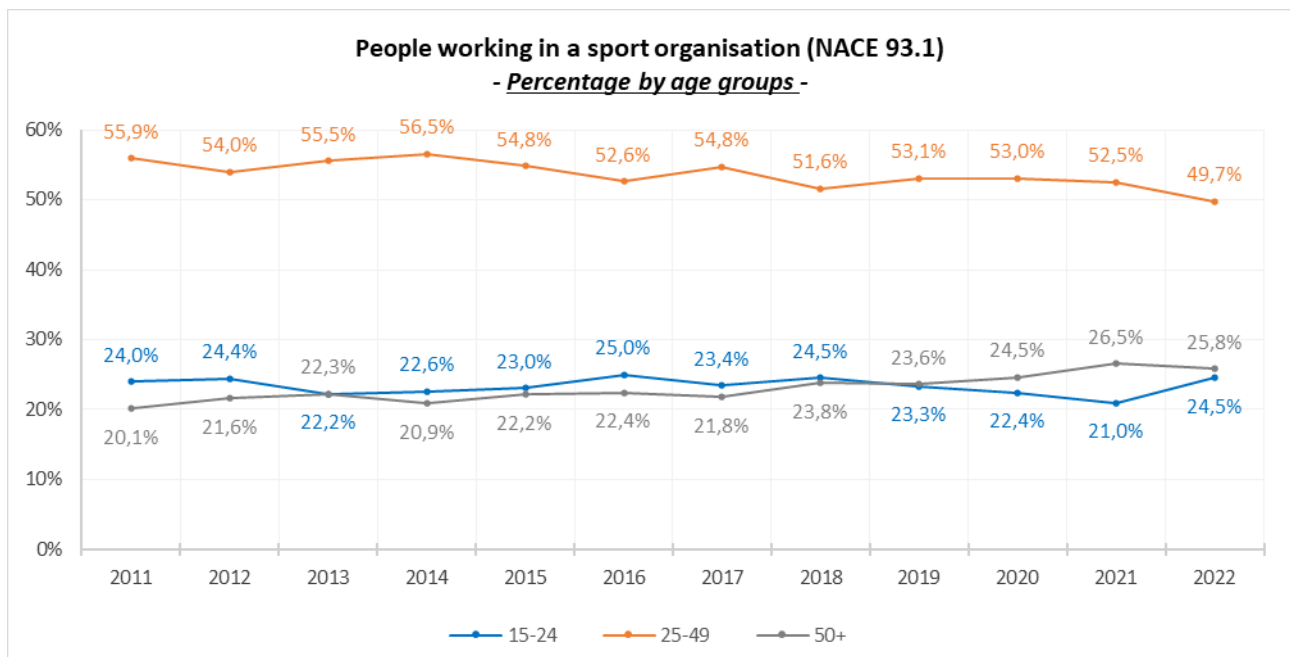


Figure 38: Percentage Share of People Working in Sport Organisations by Age Bands 2011-2022

The trend over the last 12 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-27+UK sport labour market as a whole.

It is notable that there is a sharp decline in the employment of younger workers in the period 2019-2021 of 2.33 percentage points followed by a recovery of 4.52 percentage points in 2021-2022. In fact, the share of younger workers in those employed in sport organisations is now almost equal to the high point of 2016.

Figure 39 shows the total numbers of people working in a sport organisation in EU-27+UK by age band over the period from 2011 to 2022.

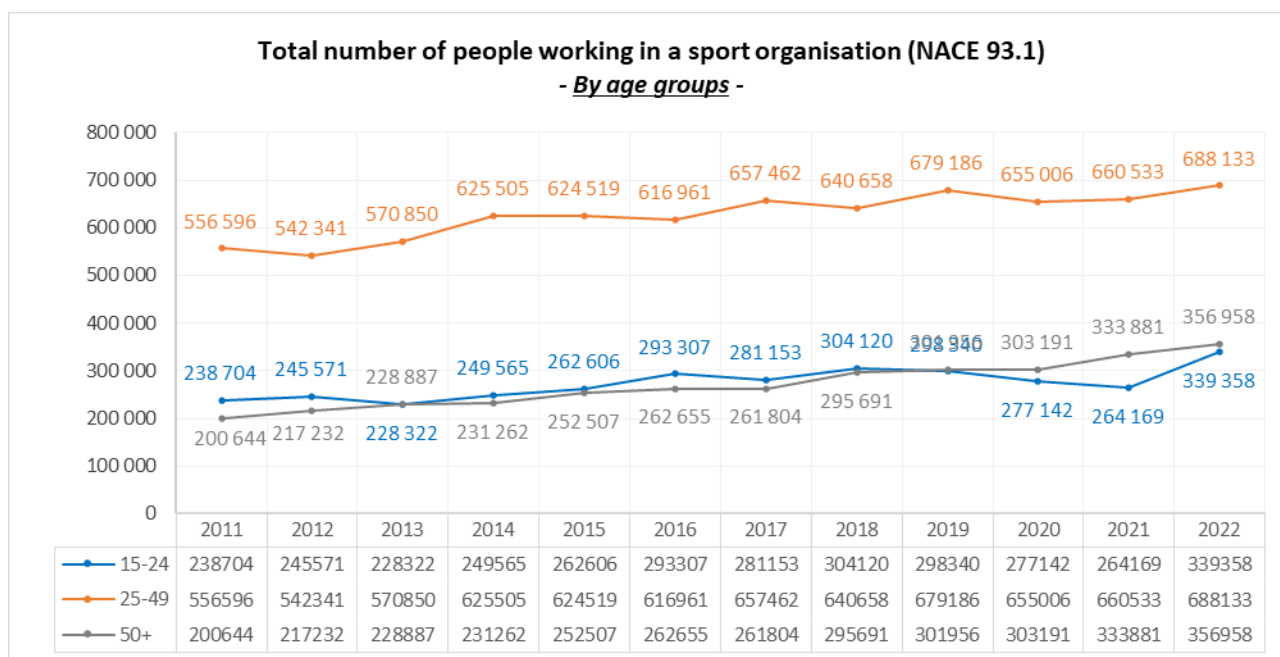


Figure 39: Actual Numbers of People Working in Sport Organisations by Age Bands 2011-2022

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-27+UK. 2019-2021 shows a drop in younger workers of 34 171 (-11.5%) whereas the older age group showed an increase of 31 925 (+10.6%). Those in the middle age group declined (-3.6%). 2021-2022 shows a continued growth in the older age group, a slight rise in the middle age group and an uptick in the younger age group of 75 189 (+28.5%).

**d) Total number of people working in a sport organisation in EU-27+UK (NACE 93.1) by level of education**

Figure 40 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 has a middle education level (48.6%). This has declined from 53.7% in 2011. Those with higher level qualifications has continued to increase from 26.3% in 2011 to 36.5% in 2022. Those with low level qualifications have declined from 20% in 2011 to 14.9% in 2022.

In 2020, the share of those with high level qualifications goes up (+0.7 percentage points) and the share of those with low level qualifications declines (-2.7 percentage points).

The share of those with middle level qualifications goes up by 2.0 percentage points. However, in 2020-2022 the share of those with low level qualifications recovers by 1.98 percentage points.

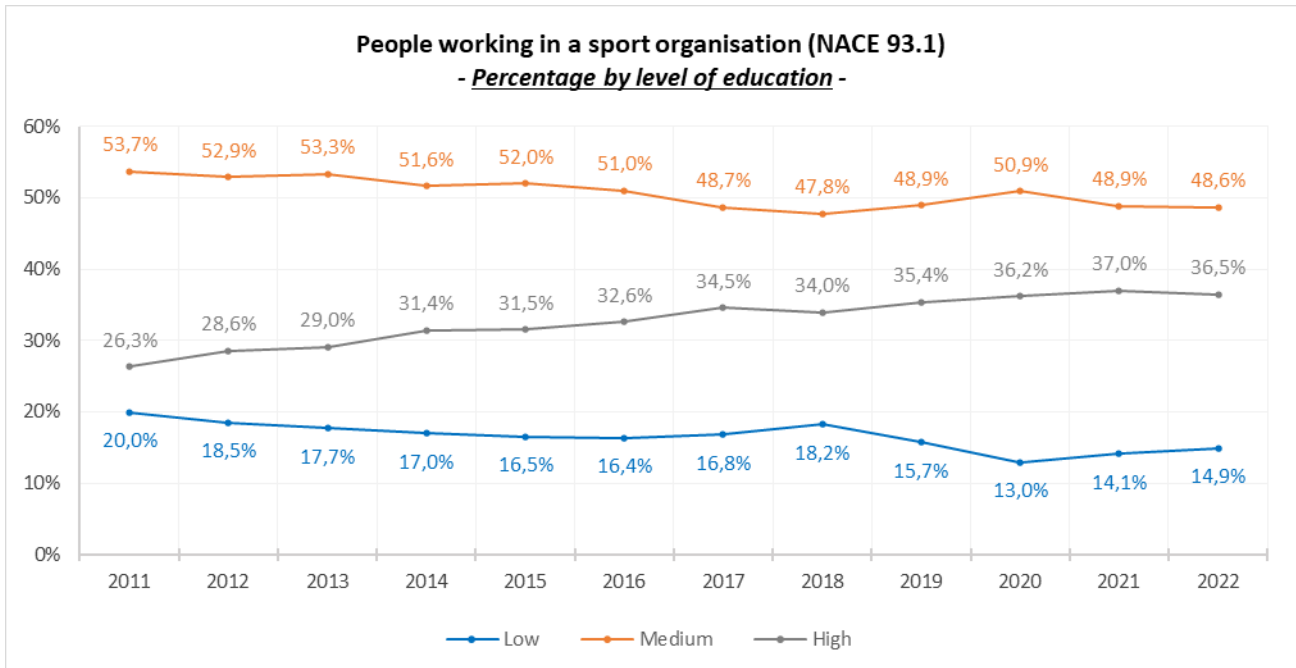


Figure 40: Percentage Share of People Working in Sport Organisations by Age Band 2011-2022

Figure 41 shows the total numbers of people working in a sport organisation in EU-27+UK by level of education over the period from 2011 to 2022.

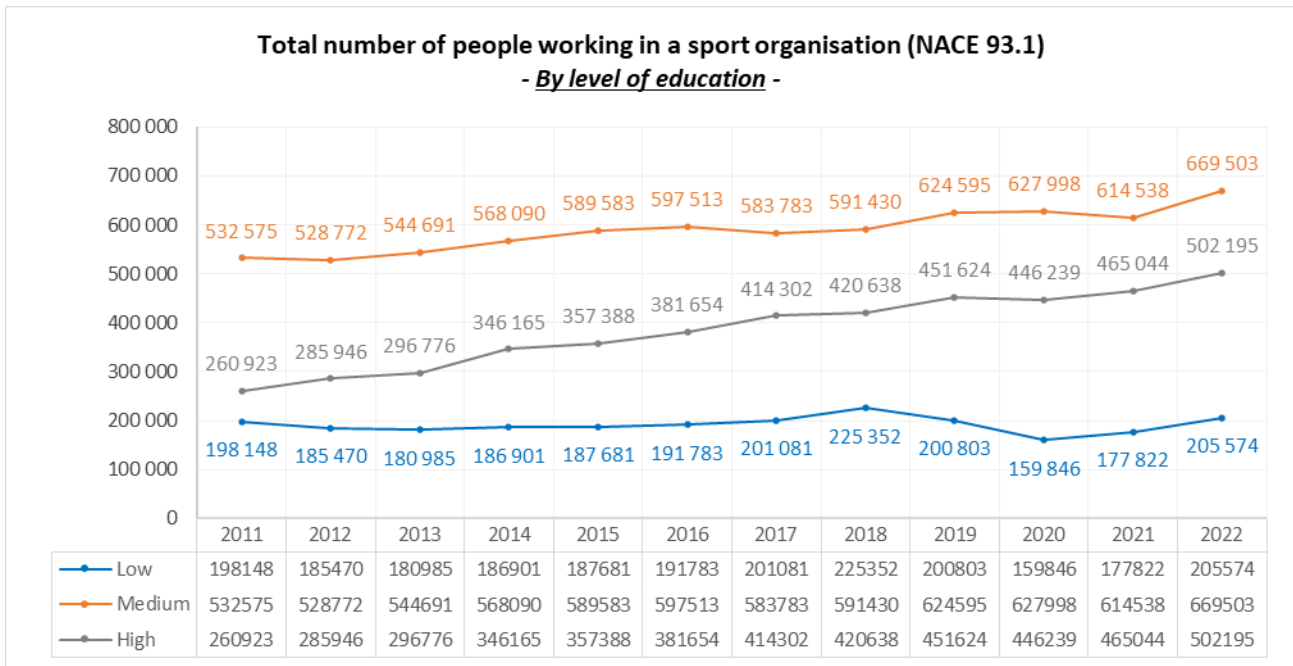


Figure 41: Actual Numbers of People Working in Sport Organisations by Level of Education 2011-2022

As we have seen earlier with the EU-27+UK sport labour market as a whole, the greatest growth from 2011 to 2022 was in the high education group which grew by 241 272 (+92.5%).

Those with middle level qualifications increased by only 136 928 (+25.7%) and those with low level qualifications has slightly increased by 7 426 (+3.7%).

**e) Total number of people working in a sport organisation in EU-27+UK (NACE 93.1) by type of contract**

Figure 42 shows the percentages of people working in a sport organisation by full and part-time contracts. 61.3% working in a sport organisation are employed on a full-time working contract and the proportion has changed very little over the 12-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-27+UK sport workforce as a whole (38.7% versus 41.4%) and even less likely than sport-specific workers (38.7% versus 46.8%).

Up to 2019, the shares appear to track each other quite closely. 2020-2021, however, shows a decline in part-time employment in this group by 3.84 percentage points with a corresponding rise in full-timers. By 2022 there is a slight recovery in part-time employment by 0.68 percentage points.

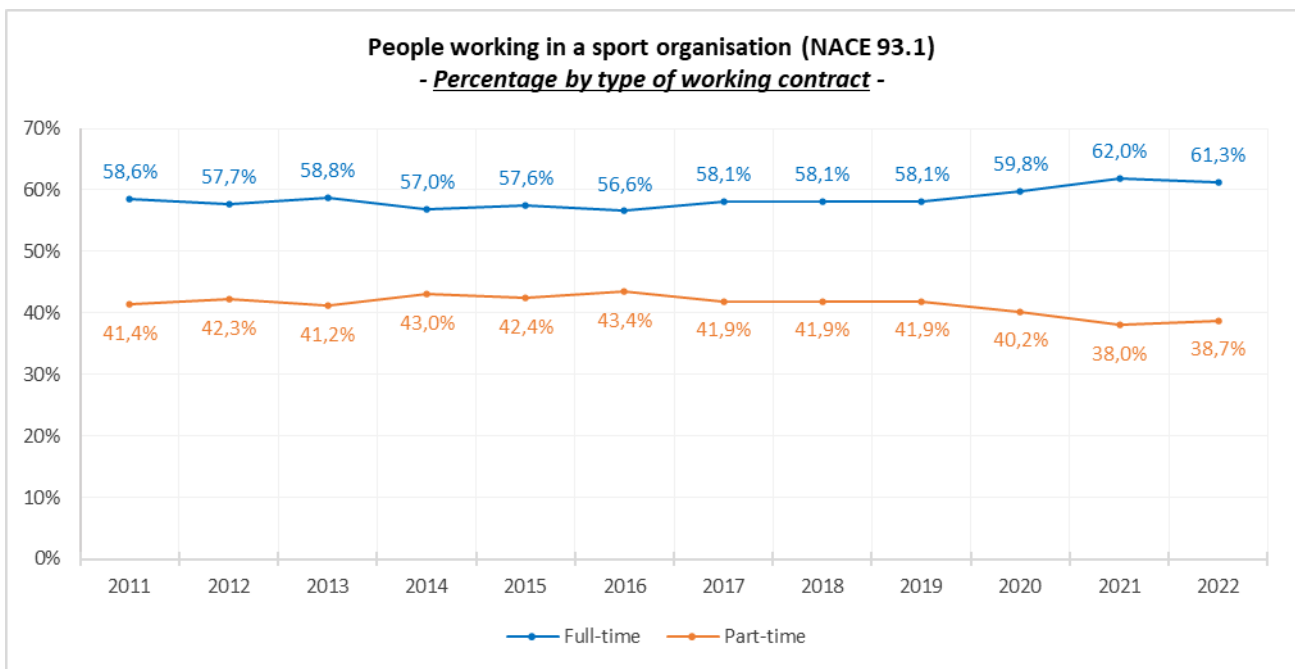


Figure 42: Percentage Share of People Working in Sport Organisations by Type of Working Contract 2011-2022



Figure 43 shows the total numbers of people working in a sport organisation in EU-27+UK by type of working contract over the period from 2011 to 2022.

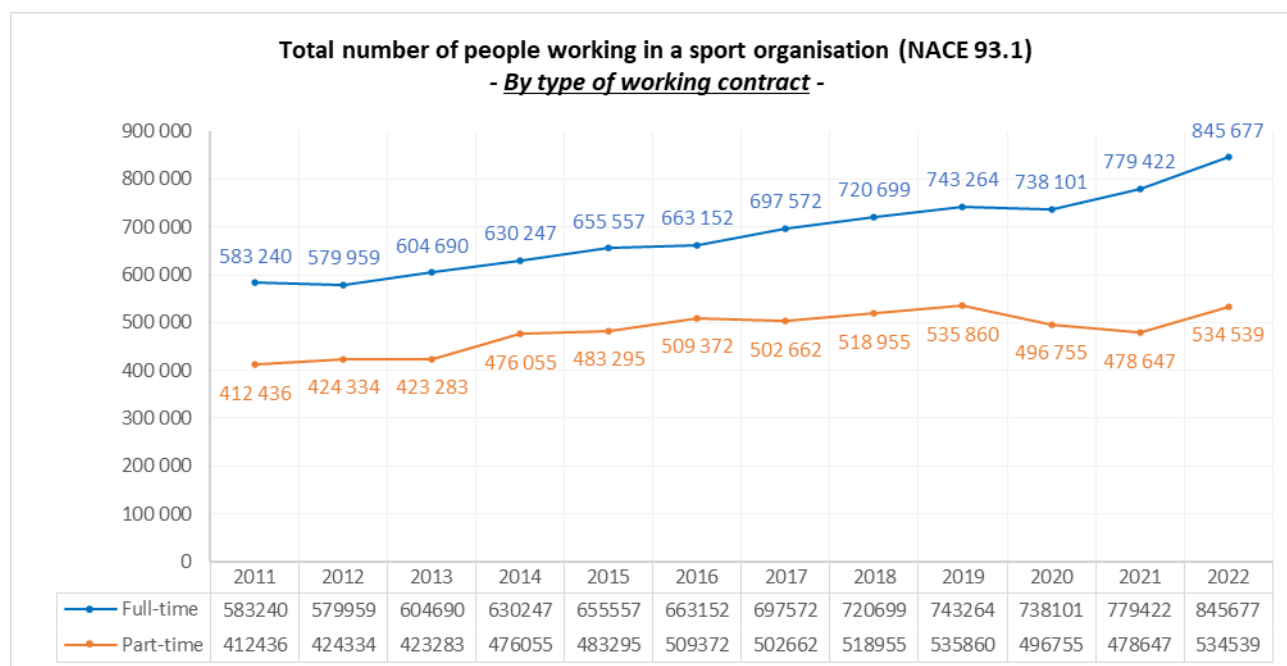


Figure 43: Actual Numbers of People Working in Sport Organisations by Type of Working Contract 2011-2022

Up to 2019, the growth of people working in a sport organisation on part-time contracts has been very similar to the growth of those working on full-time contracts (+29.9% for part-timers compared to +27.4% for full-timers).

2019-2021, however, shows a decline of part-time workers by 57 213 (-10.7%). This is greater than the decline in part-time workers in the sport labour force as a whole (-6.2%) and is also greater than that for part-time contracts for sport and fitness workers (-4.6%).

Fulltime employment during this period increased by 102 413 (13.8%).

**f) Total number of people working in a sport organisation in EU-27+UK (NACE 93.1) by professional status**

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

Figure 44 shows the percentages of people who work in a sport organisation who have employed and self-employed status. In 2022 84.5% of this workforce were employed and 15.6% are self-employed. This has remained relatively static over the 12-year period.

The level of self-employment in this group is smaller than that for the total EU + UK sport labour force which stands at 21.9%.

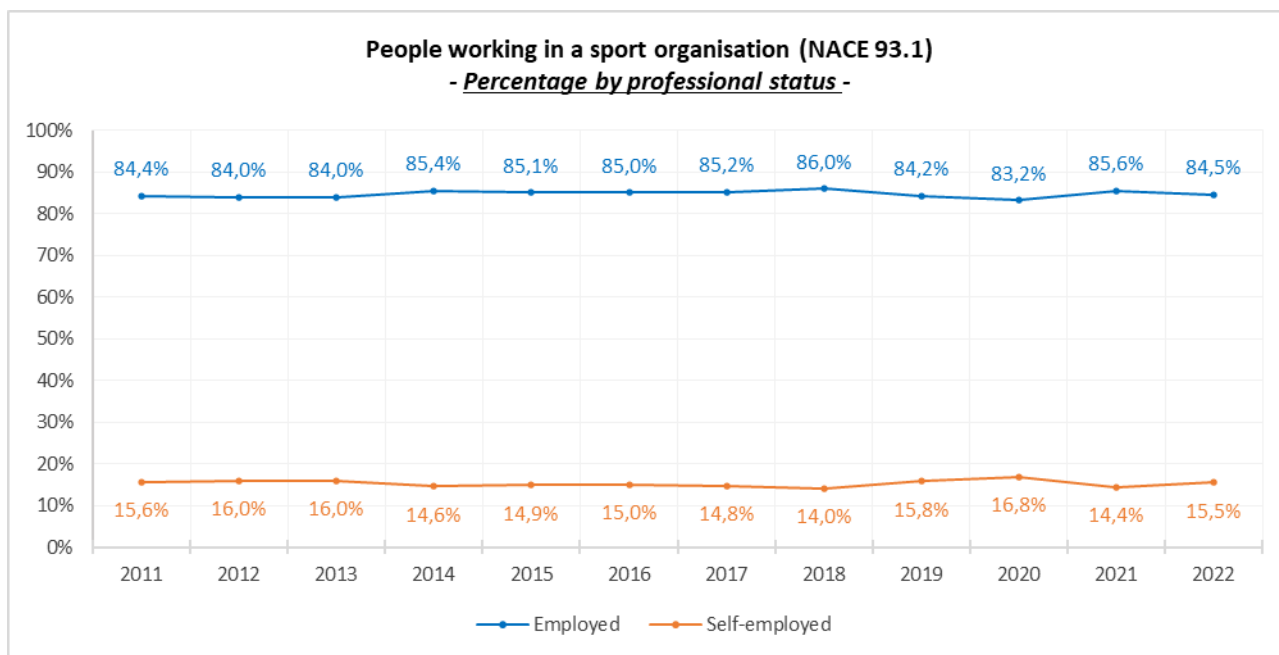


Figure 44: Percentage Share of People Working in Sport Organisations by Professional Status 2011-2022

Figure 45 shows the total numbers of people working in a sport organisation in EU-27+UK professional status over the period from 2011 to 2022.

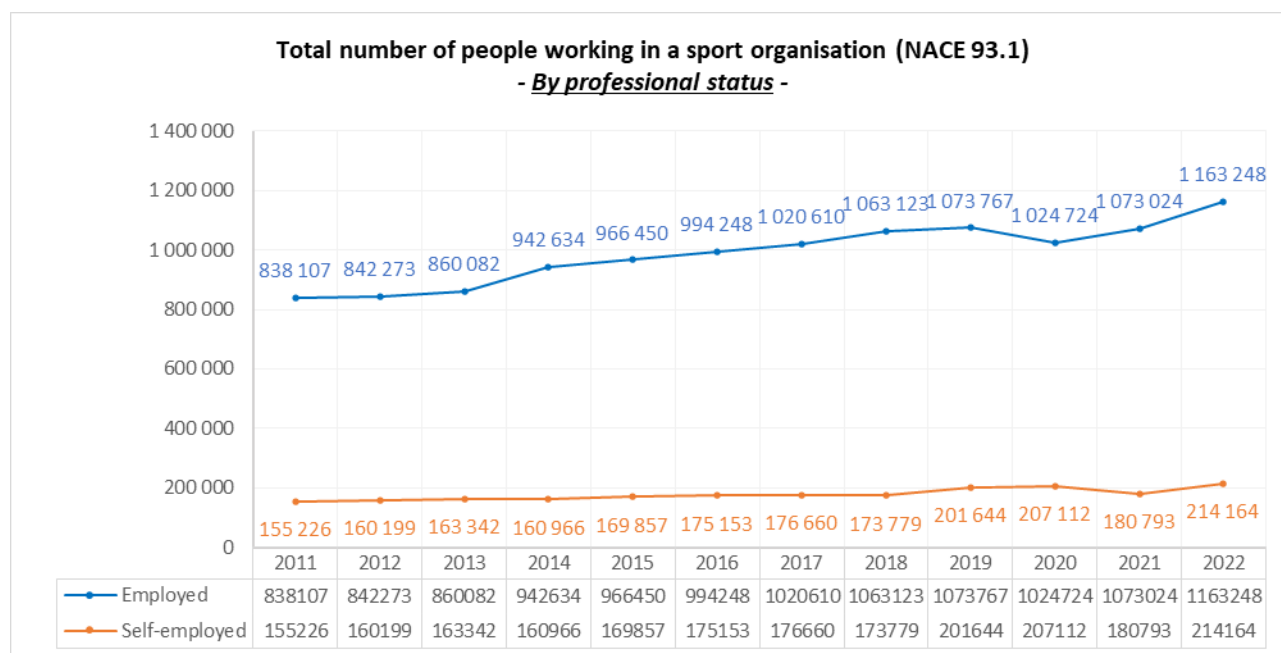


Figure 45: Actual Numbers of People Working in Sport Organisations by Professional Status 2011-2022

The total number of self-employed people working in a sport organisation in EU-27+UK has grown by 58 938 (40%) over the 12-year period compared to a growth of 325 141 (38.8%) 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 2019-2020, we can see an increase in self-employed workers (+2.7%) which is followed by a decline of 12.7% in 2021 and then a rise in 2022 of 18.5%. 2022 sees the highest number of self-employed workers in this group since 2011.



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