eose
EUROPEAN OBSERVATOIRE
OF SPORT AND EMPLOYMENT

▶ **NATIONAL FACT SHEET DENMARK**

Latest Statistics for the National Sport and Physical Activity Labour Market

1
DENMARK AND ITS LABOUR MARKET IN 2022

2
THE SPORT AND PHYSICAL ACTIVITY SECTOR AND ITS NATIONAL LABOUR MARKET
From 2011 to 2022 - Latest official statistics available for the sector
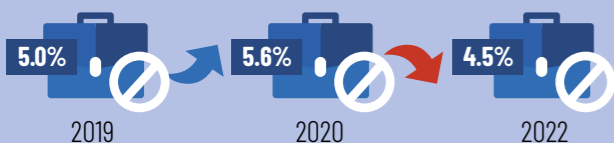
Source: Eurostat (2019-2022)

National total population, total employment and rate of unemployment

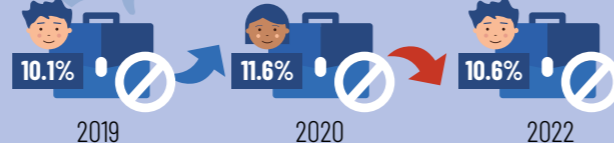**NATIONAL TOTAL POPULATION IN 2022**
5 873 420

NATIONAL TOTAL EMPLOYMENT*

2019	-0.9%	2020	+4.0%	2022
2 779 100		**2 752 800**		**2 864 200**

National total unemployment rate**

5.0%	5.6%	4.5%
2019	2020	2022

National youth unemployment rate***

10.1%	11.6%	10.6%
2019	2020	2022

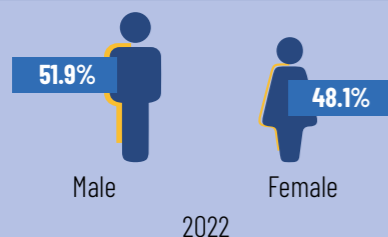* Total employment is the total number of employed persons (both employees and self-employed) in all sectors
** The unemployment rate is the number of people aged 15 to 64 years old unemployed as a percentage of the active population.
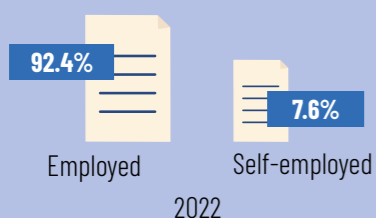*** People aged between 15 and 24 years old

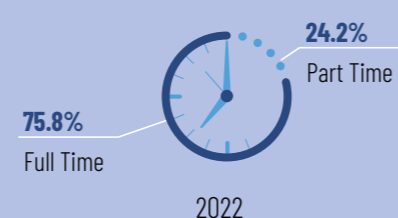### National total employment - By gender

- **51.9%** Male
- **48.1%** Female

2022

National total employment - By age band

- **13.9%** 15 - 24
- **54.6%** 25-49
- **31.6%** 50+

2022
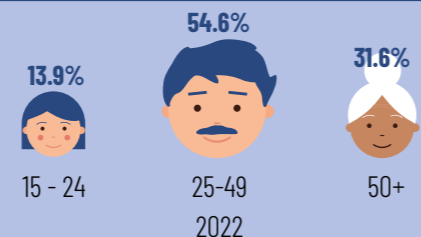
National total employment - By professional status

- **92.4%** Employed
- **7.6%** Self-employed

2022

National total employment - By type of contract

- **75.8%** Full Time
- **24.2%** Part Time

2022

National total employment - By level of education*

- **18.7%** Low
- **41.2%** Medium
- **40.1%** High

2022
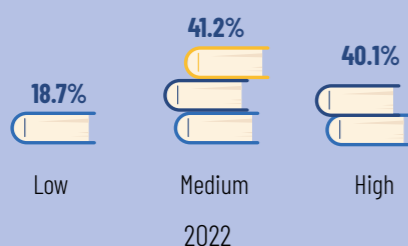
* The statistics on level of education collated from Eurostat refer to ISCED levels (Levels 0-2 for low education, Levels 3-4 for Medium education, and Levels 5-8 for High education)

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

This part of the fact sheets which gathers 3 distinctive sections presents the main findings from the analysis of the latest official statistics collated at the national level through National Statistics Offices (NSO) and Eurostat. For the purpose of the factsheet, national statistics are provided for the period from 2011 to 2022 to underline tendencies and realities.

It is important to remind that the year 2020 saw a sudden, unexpected and severe pandemic starting in March and the whole society all over the world has been directly impacted by Covid-19 including the sport sector. It was then decided to make a focus on the variation of the sport labour market from 2019 to 2020 and to underline the statistics for 2022 to be able to understand better the recovery situation (when possible with the available statistics).

This fact sheet gathers the latest available statistics for the sport labour market. EOSE ambition is to produce such fact sheet on an annual basis.

RESEARCH METHODOLOGY

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 word *"sport"* having the meaning of the broad sector of *"sport and physical activity"*.
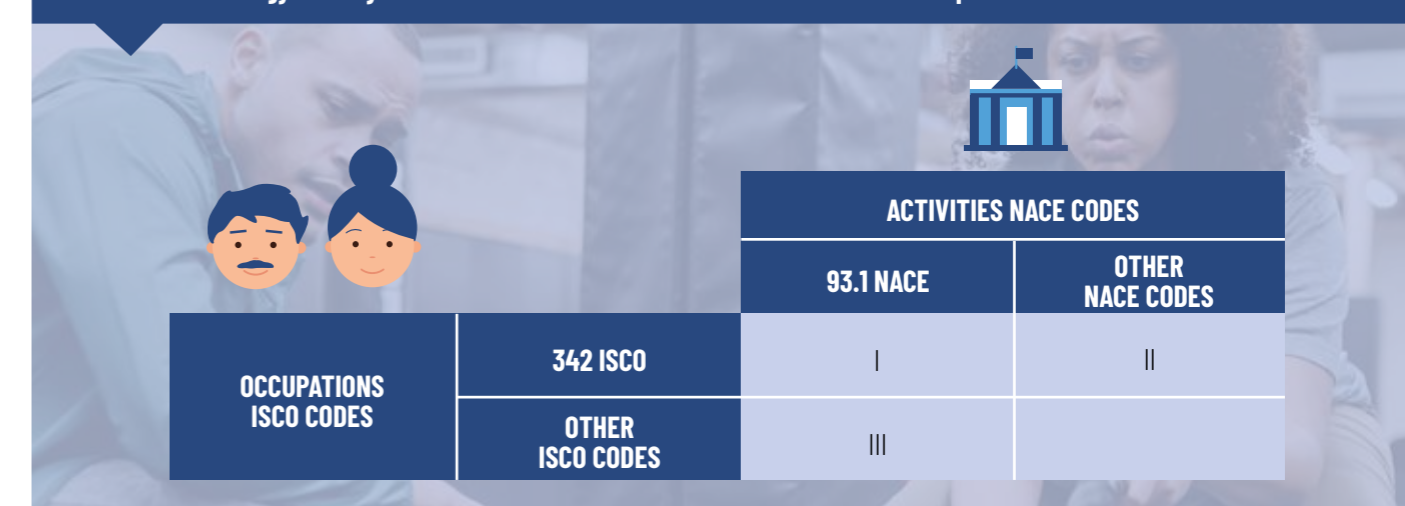
To summarise our statistical definition for the sport labour market, the ambition of the work carried out was to liaise with Eurostat and National Statistics Offices (NSO) to collate all official statistics available on the number of:

- 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 *(Box I on the summary chart below)*
- 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 *(Box III on the summary chart below)*
- 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 *(Box II on the summary chart below)*

* 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 National Community". NACE is a basically 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).

Research methodology used by EOSE for the collection of available statistics for the sport sector can be summarised as follows:

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

Source: Eurostat and National Statistics Offices (2011 -2022)

1.1 SIZE OF THE NATIONAL SPORT LABOUR MARKET

National Sport Labour Market (= Total Sport Employment)

2011		2019		2020		2022
24 131	+25.6%	30 300	-12.2%	26 600	+30.2%	34 626

- **Top 5 countries (representing 69.3% of the EU-27 + UK Sport Labour Market in 2022)**

| 🇬🇧 21.9% | 🇫🇷 16.1% | 🇩🇪 12.3% | 🇪🇸 12.0% | 🇮🇹 7.0% |

National Sport Labour Market as a share of Total Employment

2011		2019		2020		2022
0.93%	+0.16pp* (increase of +16.9%)	1.09%	-0.12pp* (decrease of -11.4%)	0.97%	+0.24pp* (increase of +25.1%)	1.21%
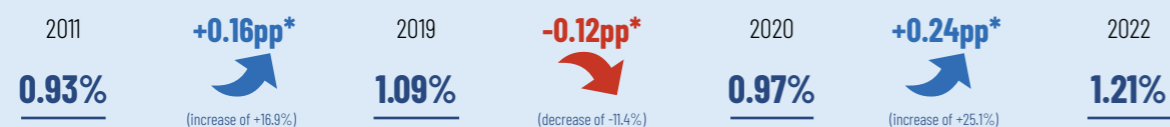
- **Top 5 countries in 2022**
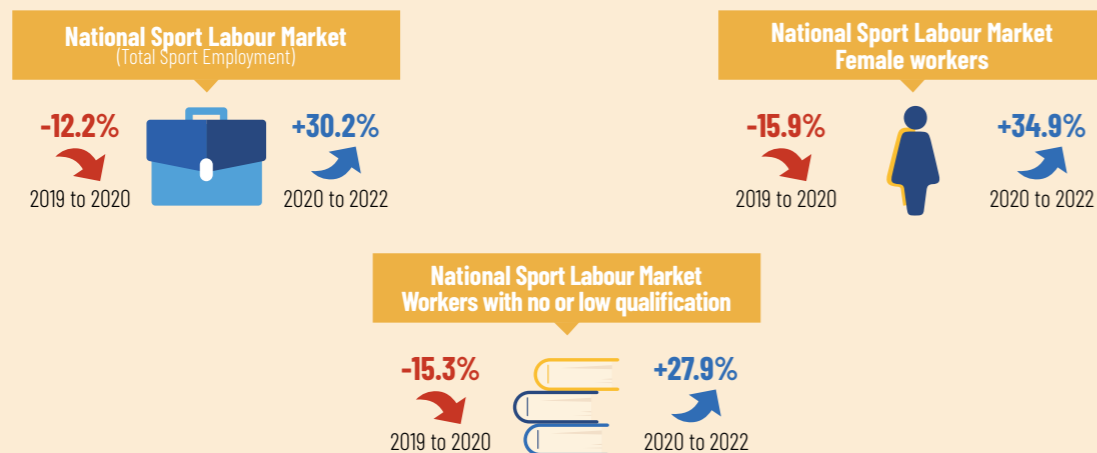
| 🇸🇪 1.45% | 🇬🇧 1.30% | 🇫🇮 1.27% | 🇩🇰 1.21% | 🇪🇸 1.16% |

*percentage point

## 1.2 MAIN FINDINGS ON THE IMPACT OF COVID-19 ON THE NATIONAL SPORT LABOUR MARKET AND ITS RECOVERY SITUATION

| YEAR 2019 | TO | YEAR 2020 | TO | YEAR 2022 |

National Sport Labour Market characteristics (variation from 2019 to 2020 and from 2020 to 2022)

National Sport Labour Market (Total Sport Employment)
- -12.2% (2019 to 2020)
- +30.2% (2020 to 2022)

National Sport Labour Market Female workers
- -15.9% (2019 to 2020)
- +34.9% (2020 to 2022)

National Sport Labour Market Workers with no or low qualification
- -15.3% (2019 to 2020)
- +27.9% (2020 to 2022)

1.3 CHARACTERISTICS OF THE NATIONAL SPORT LABOUR MARKET
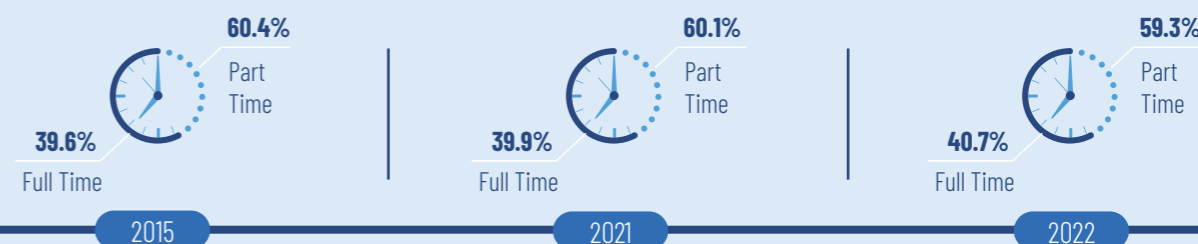
National Sport Labour Market - By gender

	2011	2019	2020	2022
	47.1% / 52.9%	52.1% / 47.9%	54.1% / 45.9%	52.5% / 47.5%
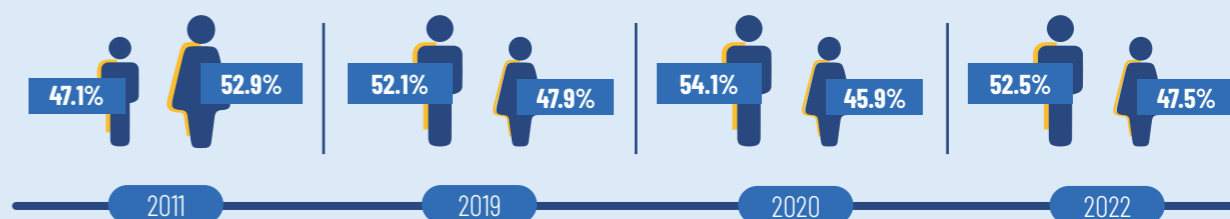
National Sport Labour Market - By age band

	2021	2022
15 - 24	41.8%	37.9%
25 - 49	35.8%	36.8%
50+	22.4%	25.2%

National Sport Labour Market - By professional status

	2021	2022
Employed	90.5%	90.6%
Self-employed	9.5%	9.4%

National Sport Labour Market - By type of contract

	2015	2021	2022
Part Time	60.4%	60.1%	59.3%
Full Time	39.6%	39.9%	40.7%

National Sport Labour Market - By level of education

	2015	2019	2020	2022
Low	41.5%	36.9%	35.3%	35.0%
Medium	42.2%	40.9%	40.6%	41.4%
High	16.3%	22.3%	24.1%	23.6%
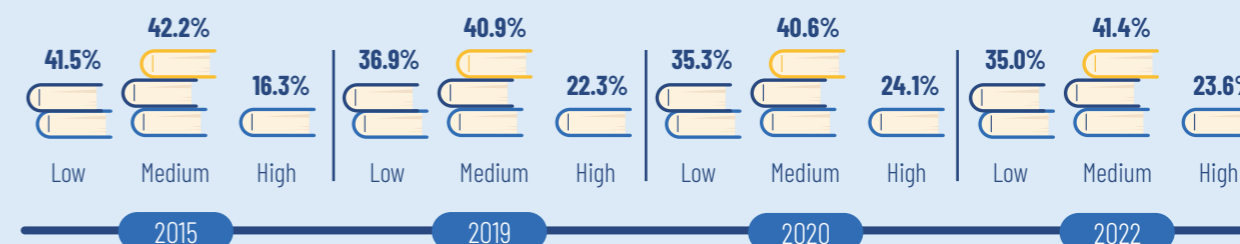
SECTION 2 - PEOPLE HAVING A SPORT AND FITNESS OCCUPATION AT THE NATIONAL LEVEL (ISCO 342)

ISCO 342 Sport and fitness workers comprises ISCO 3421 - Athletes and Sports Players; ISCO 3422 - Sports Coaches, Instructors and Officials; ISCO 3423 - Fitness and Recreation Instructors and Programme Leaders.

Source: Eurostat and National Statistics Offices (2011 -2022)

2.1 TOTAL NUMBER OF PEOPLE HAVING A SPORT AND FITNESS OCCUPATION AT THE NATIONAL LEVEL (ISCO 342)

Total number of sport and fitness workers at the national level (ISCO 342)

	2011	+12.0%	2019	-10.9%	2020	+18.1%	2022
	14 286		**16 007**		**14 259**		**16 840**

	2011	2019	2020	2022
Within a sport organisation (NACE 93.1)	82.7%	67.3%	68.8%	74.3%
Within an organisation whose main business is not sport (other NACE codes)	17.3%	32.7%	31.2%	25.7%

- **Proportion per sport occupation in 2019 and 2022**

	2022
Athletes and Sports Players - ISCO 3421	4.4%
Sports Coaches, Instructors and Officials - ISCO 3422	70.9%
Fitness and Recreation Instructors and Programme Leaders - ISCO 3423	24.7%

2.2 MAIN FINDINGS ON THE POTENTIAL IMPACT OF COVID-19 ON SPORT AND FITNESS WORKERS AT THE NATIONAL LEVELAND THE RECOVERY SITUATION

YEAR 2019	TO	YEAR 2020	TO	YEAR 2022

Sport and fitness workers at the national level (variation from 2019 to 2020 and from 2020 to 2022)

Total number of sport and fitness workers at the national level
- -10.9% (2019 to 2020)
- +18.1% (2020 to 2022)

Youth sport and fitness workers at the national level (under 25)
- -13.5% (2019 to 2020)
- +12.7% (2020 to 2022)

Female sport and fitness workers at the national level
- -15.7% (2019 to 2020)
- +19.9% (2020 to 2022)

Young female sport and fitness workers at the national level
- -16.3% (2019 to 2020)
- +10.2% (2020 to 2022)

Part time sport and fitness workers at the national level
- -3.4% (2019 to 2020)
- +8.0% (2020 to 2022)

Sport and fitness workers with no or low qualification at the national level
- -10.7% (2019 to 2020)
- +27.7% (2020 to 2022)

Self employed sport and fitness workers at the national level
- -22.6% (2019 to 2020)
- +45.8% (2020 to 2022)
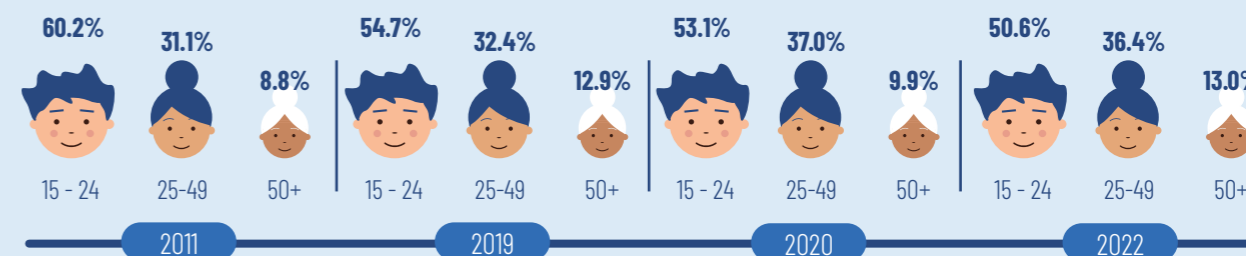
2.3 CHARACTERISTICS OF PEOPLE HAVING A SPORT AND FITNESS OCCUPATION AT THE NATIONAL LEVEL (ISCO 342)

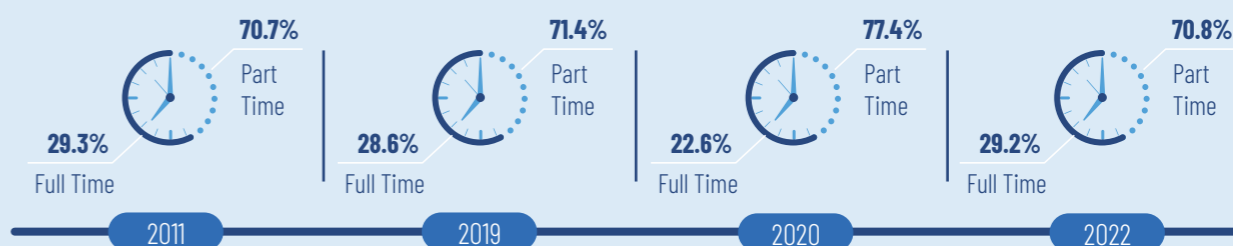### Sport and fitness workers at the national level - By gender
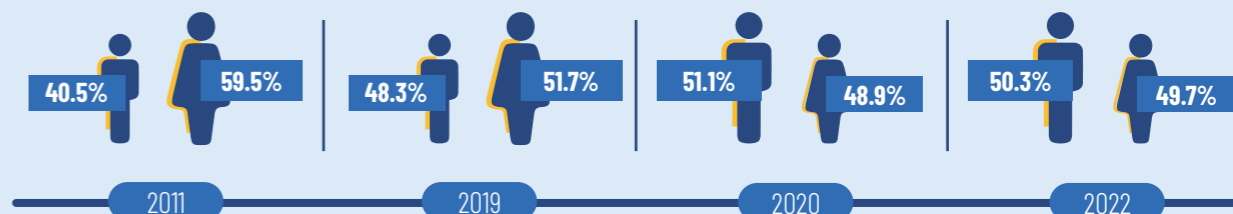
	2011	2019	2020	2022
	40.5% / 59.5%	48.3% / 51.7%	51.1% / 48.9%	50.3% / 49.7%

Sport and fitness workers at the national level - By age band

	15 - 24	25-49	50+
2011	60.2%	31.1%	8.8%
2019	54.7%	32.4%	12.9%
2020	53.1%	37.0%	9.9%
2022	50.6%	36.4%	13.0%

Sport and fitness workers at the national level - By professional status

	Employed	Self-employed
2011	87.7%	12.3%
2019	86.8%	13.2%
2020	88.5%	11.5%
2022	85.9%	14.1%

Sport and fitness workers at the national level - By type of contract

	Full Time	Part Time
2011	29.3%	70.7%
2019	28.6%	71.4%
2020	22.6%	77.4%
2022	29.2%	70.8%

Sport and fitness workers at the national level - By level of education

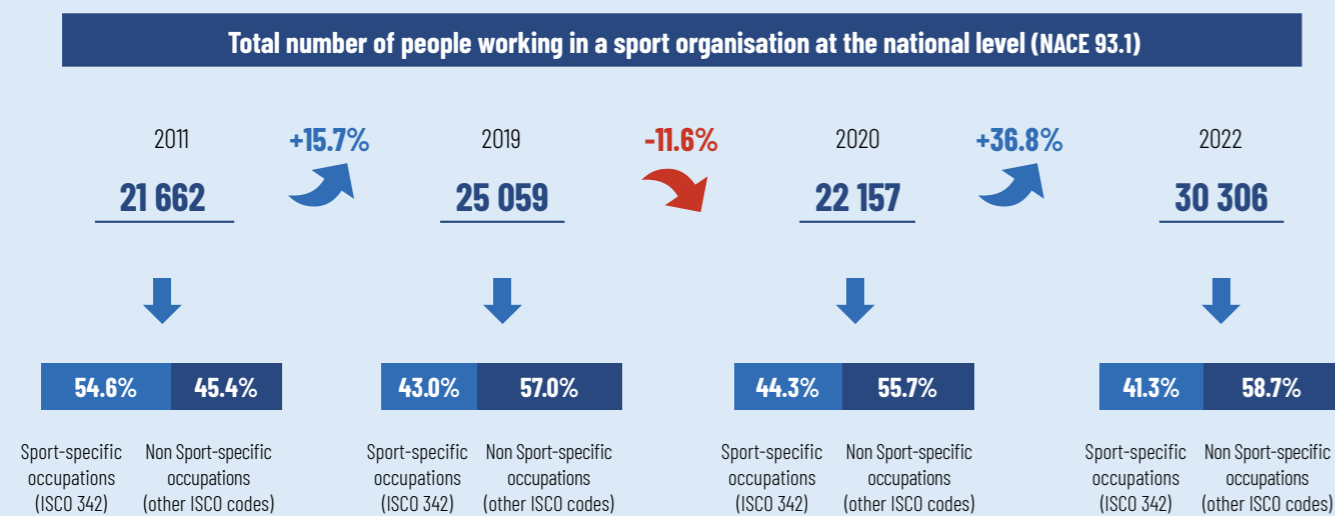|	Low	Medium	High
2011	53.4%	32.3%	14.3%
2019	41.4%	42.9%	15.7%
2020	38.9%	35.6%	25.5%
2022	42.2%	31.9%	25.9%
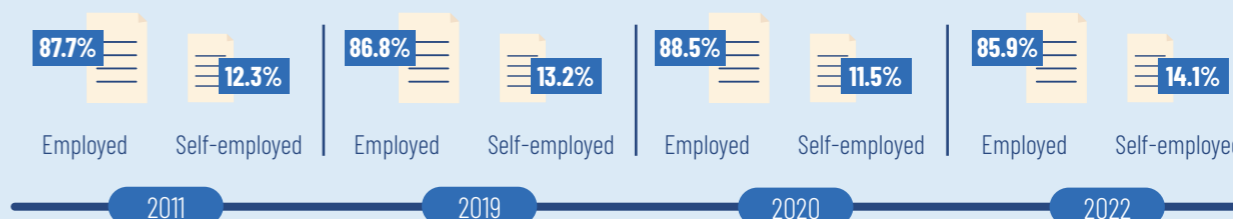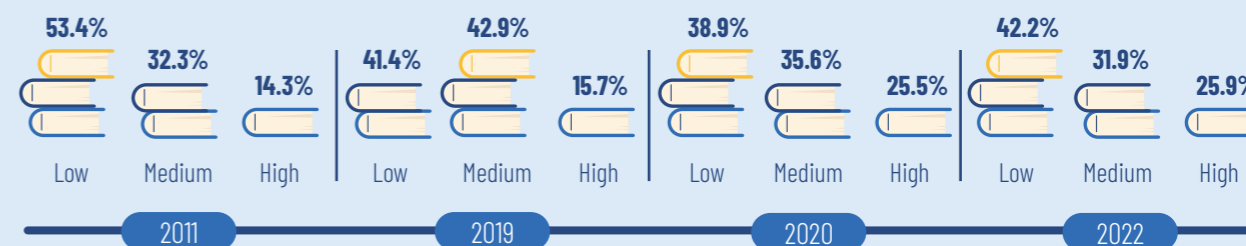
SECTION 3 – PEOPLE WORKING IN A SPORT ORGANISATION AT THE NATIONAL LEVEL (NACE 93.1)

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)

Source: Eurostat and National Statistics Offices (2011 -2022)

3.1 TOTAL NUMBER OF PEOPLE WORKING IN A SPORT ORGANISATION AT THE NATIONAL LEVEL (NACE 93.1)

Total number of people working in a sport organisation at the national level (NACE 93.1)

2011		2019		2020		2022
21 662	+15.7%	25 059	-11.6%	22 157	+36.8%	30 306

54.6%	45.4%		43.0%	57.0%		44.3%	55.7%		41.3%	58.7%
Sport-specific occupations (ISCO 342)	Non Sport-specific occupations (other ISCO codes)		Sport-specific occupations (ISCO 342)	Non Sport-specific occupations (other ISCO codes)		Sport-specific occupations (ISCO 342)	Non Sport-specific occupations (other ISCO codes)		Sport-specific occupations (ISCO 342)	Non Sport-specific occupations (other ISCO codes)

3.2 MAIN FINDINGS ON THE POTENTIAL IMPACT OF COVID-19 ON PEOPLE WORKING IN A SPORT ORGANISATION AT THE NATIONAL LEVEL AND THE RECOVERY SITUATION

YEAR 2019	TO	YEAR 2020	TO	YEAR 2022

People working in a sport organisation at the national level (variation from 2019 to 2020 and from 2020 to 2022)

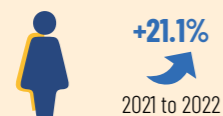**Total number of people working in a sport organisation at the national level**
-11.6% 2019 to 2020
+36.8% 2020 to 2022

Youth working in a sport organisation at the national level (under 25)
+13.9% 2021 to 2022

Female working in a sport organisation at the national level
+21.1% 2021 to 2022

Part timers working in a sport organisation at the national level
+23.8% 2021 to 2022

With no or low qualification working in a sport organisation at the national level
+24.4% 2021 to 2022

Self-employed persons working in a sport organisation at the national level
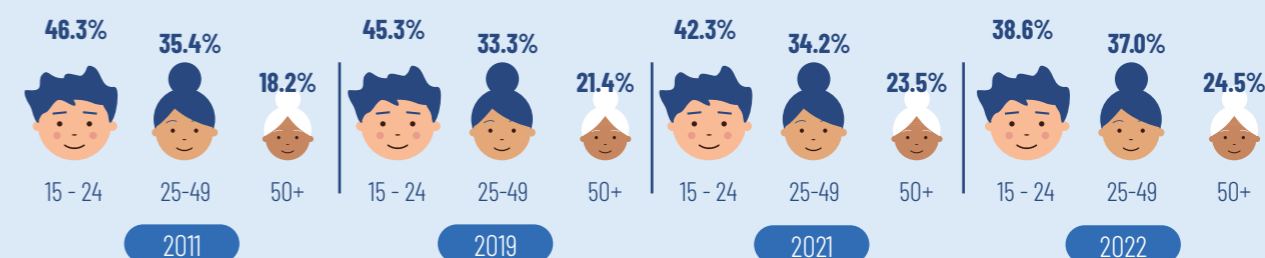+13.4% 2020 to 2022

3.3 CHARACTERISTICS OF PEOPLE WORKING IN A SPORT ORGANISATION AT THE NATIONAL LEVEL (NACE 93.1)

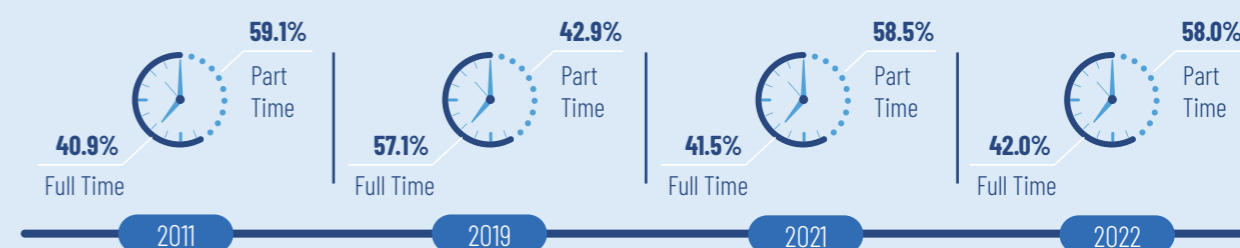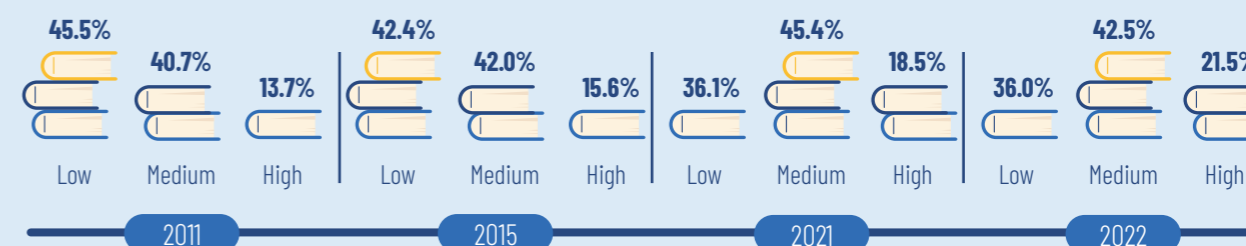### People working in a sport organisation at the national level - By gender
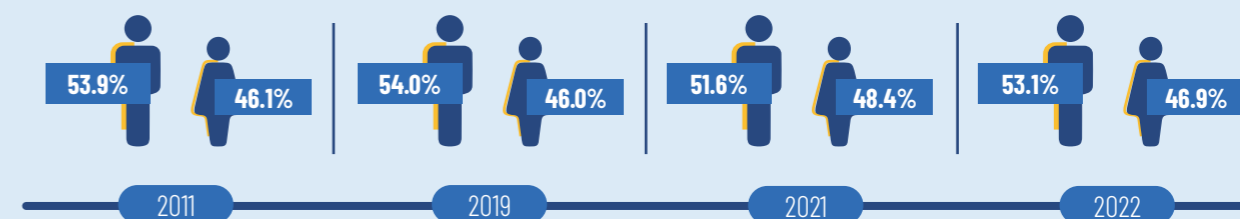
2011		2019		2021		2022	
53.9%	46.1%	54.0%	46.0%	51.6%	48.4%	53.1%	46.9%

People working in a sport organisation at the national level - By age band

	2011			2019			2021			2022	
15 - 24	25-49	50+	15 - 24	25-49	50+	15 - 24	25-49	50+	15 - 24	25-49	50+
46.3%	35.4%	18.2%	45.3%	33.3%	21.4%	42.3%	34.2%	23.5%	38.6%	37.0%	24.5%

People working in a sport organisation at the national level - By professional status

2021		2022	
Employed	Self-employed	Employed	Self-employed
92.4%	7.6%	93.1%	6.9%

People working in a sport organisation at the national level - By type of contract

2011		2019		2021		2022	
Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
40.9%	59.1%	57.1%	42.9%	41.5%	58.5%	42.0%	58.0%

People working in a sport organisation at the national level - By level of education

	2011			2015			2021			2022	
Low	Medium	High	Low	Medium	High	Low	Medium	High	Low	Medium	High
45.5%	40.7%	13.7%	42.4%	42.0%	15.6%	36.1%	45.4%	18.5%	36.0%	42.5%	21.5%

The overall ambition of EOSE and its networks of members and partners all over Europe is to collate, analyse and publish new knowledge and latest statistics about the National sport labour market on an annual basis.

To make an impact on the overall sector and allow it to unlock its recognised and growing potential to improve peoples' lives and have an impact on health, employment and the economy in Europe, it is necessary to have a precise idea of the size and characteristics of the current labour market, as well as information about its evolutions and tendencies. And this is even more important to get such information now with the overall EU context and following the worldwide unexpected and sudden pandemic which has impacted our sector.

The ambition of this factsheet is to publish latest official statistics about the size and evolution of the sport labour market but also to breakdown these statistics by gender, age, level of education, type of employment (employed or self-employed) and type of working contract (full-time or part time) to get a better understanding of the realities and tendencies.

It is important to underline that the content of this annual factsheet is the best information available and should not necessary be seen as the exact reality of the sector. The ambition of such ongoing work 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.

Various sources such as Eurostat and National Statistics Offices (NSO) have been used to develop this fact sheet which means methodologies of collection might differ slightly in some cases and statistics should be considered carefully.

The fact sheet is a summary paper so it doesn't gather all available data collected by EOSE about the National sport labour market.

We invite you to visit EOSE website (www.eose.org) if you are willing to consult more detailed information about the sport labour market at both the National and national level. National fact sheets have been developed for each of the 27 EU Member States as well as for the United Kingdom and you can also find a National Research Report gathering all main statistics and providing an analysis of the current situation.

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