



2024 SPORT EMPLOYMENT STATISTICS IN EUROPE

RESEARCH REPORT

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2024 Sport Employment Statistics in Europe – Research Report

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INTRODUCTION

Welcome to EOSE's latest statistics on paid employment in the sport sector in Europe covering the years 2011-2024!

Every year we compile, analyse and publish the available sport employment data collected from Eurostat and national statistics offices and present these in three main categories:

- **Total sport employment** (Section 2 / page 16)
Combining people with all types of occupations working in sport organisations with all those with a sport and fitness occupation working in non-sport organisations
- **Workers with a sport and fitness occupation** in sport and non-sport organisations (Section 3 / page 36)
Including athletes and players, sports coaches, instructors and officials, fitness and recreation instructors and programme leaders
- **People working in organisations whose main business is sport** in all occupations (Section 4 / page 59)
For example, those working in sport clubs, sport facilities, fitness centres etc.

For each category, we present the total number of people as well as breakdowns by gender, age, level of education, type of working contract (full-time or part-time), professional status (employed or self-employed), number of jobs held, places of work, types of occupations, etc. This enables readers to see characteristics and realities of sport employment. Where relevant, we include data not just for 2024 but also the trends from 2011.

We should emphasise that the statistics throughout the report refer to paid workers (full-time, part-time and self-employed) whose main job is in the sport sector, and do not include volunteers.

For a full explanation of EOSE's statistical definitions and working methodology, please refer to Section 1 (page 11).

>>> SUMMARY FACT SHEETS ABOUT EUROPEAN AND NATIONAL SPORT EMPLOYMENT <<<

We encourage you to read and download Fact Sheets which have been produced to summarise with infographics the main findings presented in this report.

One specific fact sheet has been developed for sport employment in Europe (EU-27).

Also, 32 national fact sheets will be available: for each of the EU-27 Member States as well as the UK, Iceland, Norway, Switzerland and Türkiye.

You can access and download these summary fact sheets on

www.eose.org



Changes in this year's report

This new report includes some changes and improvements compared to previous years:

- When presenting the employment totals, we include only the EU27 member states and no longer include the United Kingdom (UK).
- However, acknowledging the importance of the UK as a sport employer in the wider European context, we show the UK statistics separately. This year we are also able to include national statistics for all EU27 members states as well as four other non-EU countries (apart from UK): Iceland, Norway, Switzerland and Türkiye.
- This year we are also able to present some additional data and analysis including:
 - self-employed people who also employ others
 - workers with one and more than one job
 - number of hours actually worked
 - managers and clerical workers employed in sport organisations.

EXECUTIVE SUMMARY – 2024 SPORT EMPLOYMENT IN EUROPE

This executive summary presents some of the key findings from the 2024 Sport Employment Statistics in Europe. It highlights main characteristics for 2024 and tendencies since 2011, using the methodology explained in Section 1 below. Figures in accompanying tables are shown for **total sport employment**, as well as its two constituent parts:

- > **workers with a sport and fitness occupation (ISCO 342)** and
- > **people employed in sport organisations (NACE 93.1)**.

We also compare these with **total EU employment** which helps to show some of the particular features of the sport workforce relative to other sectors.

Far more findings, supported by detailed analysis and charts country-by-country, can be found in the rest of the report, and readers are encouraged to explore those sections which are most interesting to them.

Size, share and growth of sport employment

In 2024 sport employment continued grow rapidly overall with a good recovery from the Covid period, but there were national variations.

- > Total sport employment in the EU reached a record of **1.64 million in 2024**. 1.01 million of these were workers with a sport and fitness occupation, most of whom (53.4%) were employed by sport organisations.
- > Since 2011, sport has grown strongly in absolute terms and as a **share of total EU employment**, now at **0.79%** (up 0.22 percentage points), confirming sport employment was still expanding faster (+52.9% since 2011) than the wider EU economy (+10.9%).
- > There were wide variations by country: sport’s share of national employment spanned from **less than 0.3%** in some Member States to **well above 1%** in others.
- > The overall long-term trend was upward despite the Covid-19 dip, with gains since 2020 more than offsetting a -3% decline during the pandemic. However, nine EU countries still have sport employment numbers below those of 2019.

	All sectors (EU27)	Sport employment (EU27)	National spread (EU27, sport)	Workers with a sport and fitness occupation (ISCO 342)	People employed in sport organisations (NACE 93.1)	Comment
Employment	187M	1.64M	MT 2K — FR 311K	1.01M	1.17M	Record values since 2011.
Share of total employment	100%	0.79%	RO 0.21% — SE 1.51%	—	—	Share of sport growing, but with significant national variations.
Change 2023–2024	+1.03%	+6.6%	RO -24.9% — HR +26.4%	+7.6%	+6.4%	Strong momentum: workers with a sport and fitness occupation grew fastest.
Change 2011–2024	+10.9%	+52.9%	CY -34.2% — HU +186.7%	+51.7%	+72.1%	Sport is a rapidly growing sector for job creation.

Figure 1: Size, share and growth of sport employment – summary of findings (2024)

Demographic characteristics of the sector

In 2024 the sport labour force showed a widening gender gap in favour of males. There was a much higher and growing percentage of younger workers (15-24) compared to all sectors, although the share of those aged 50+ is also growing. The relative gender and age imbalances are notable, and there may be clear advantages in attracting and progressing more female workers and boosting the representation of the middle age group by retaining younger workers as they develop in their careers. On a positive note, compared to all EU employment sectors, sport has a higher percentage of workers with graduate level qualifications.

- > In 2024 there was a **lower share of female employment in sport (43.8%)** compared to the EU average for all sectors (46.4%). The gender gap has increased since 2011 when 47.9% were female. In 2024 the representation of females with a sport and fitness occupation and those working in sport organisations was lower still.
- > Only 32.4% of managers in sport organisations were female compared to 74% of clerical workers. Females were more likely to be part-time than full-time.
- > The workforce was **considerably younger than the EU all sector average**, with a very large proportion aged 15–24 in the sector (23.5% vs 8.0% in all sectors). Since 2011, there has been a decline in those aged 25-49 with a growth of those aged 50+.
- > Educational attainment was **relatively high** compared with the EU workforce (40.7% with graduate-level education vs 38.6% in all sectors), growing in recent years but with country-by-country variations. There was a higher percentage of females with graduate level qualifications compared to males, and this was particularly strong in workers with a sport and fitness occupation.

	All sectors (EU27)	Sport employment (EU27)	National spread (EU27, sport)	Workers with a sport and fitness occupation (ISCO 342)	People employed in sport organisations (NACE 93.1)	Comment
Female share	46.4%	43.8%	SI 22.8% — LV 53.1%	41.5%	40.5%	Gender gap wider than in the overall EU economy.
Aged 15-24	8.0%	23.5%	HU 7.5% — DK 41.4%	27.4%	23.3%	Sport is an attractive employment option for young people but are we retaining them as they grow older?
Aged 25-49	56.9%	51.3%	SE 33.8% — CY 77.3%	52.3%	51.7%	The share of the middle age group in sport is lower than the EU average and has shrunk since 2011 (60.3%).
Aged 50+	35.2%	25.3%	BE 19.8% — DE 31.7%	20.3%	25.0%	Sport has a lower share of those aged 50+, but this older age group is growing.
Graduate-level (ISCED 5–8)	38.6%	40.7%	SK 19.5% — CY 74.6%	43.2%	37.7%	The sport workforce is better educated than the EU workforce as whole and this is significantly higher for workers with a sport and fitness occupation.

Figure 2: Demographic characteristics of the sector – summary of findings (2024)

Employment status, contracts and multiple jobs

In 2024 the sport workforce had a much higher percentage of part-time contracts, the self-employed and workers with more than one job than the EU average for all sectors. These features can aid entry and responsiveness to demand, but they also raise issues around retention, progression, professionalisation of the sector and social protection.

- > **Part-time work** was much more common (40.8% vs 18.8% in all sectors), especially among females (over 53% of females in sport employment in 2024 were part-time).
- > **Self-employment** was also much higher (22.4% in sport vs 13.7% in all sectors) and has become more prevalent since 2011 (17.9%).
- > A significantly higher proportion of workers held **more than one job** (8.4% in sport vs 4% in all sectors).
- > In all cases, there were significant variations country-by-country.

	All sectors (EU27)	Sport employment (EU27)	National spread (EU27, sport)	Workers with a sport and fitness occupation (ISCO 342)	People employed in sport organisations (NACE 93.1)	Comment
Part-time employment	18.8%	40.8%	RO 2.5% — DK 62.8%	46.0%	38.7%	Very high part-time rate, especially among females and sport and fitness workers which may have implications for long-term retention and a more professional workforce.
Self-employed	13.7%	22.4%	RO 7.0% — IT 50.7%	30.4%	16.3%	Self-employment prevalent, showing need for flexibility or a willingness to be entrepreneurial.
With >1 job	4.0%	8.4%	BG 1.2% — DK 20.6%	9.4%	8.1%	Portfolio careers are widespread especially in some countries.

Figure 3: Employment status, contracts and multiple jobs – summary of findings (2024)



1

**STATISTICAL DEFINITION
AND WORKING
METHODOLOGY**

1. Statistical definition and working methodology

1.1 Objective

The overall objective of EOSE and its network of national members is to collate latest available data and statistics on sport employment in Europe. 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.

1.2 Scope of research

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*”.

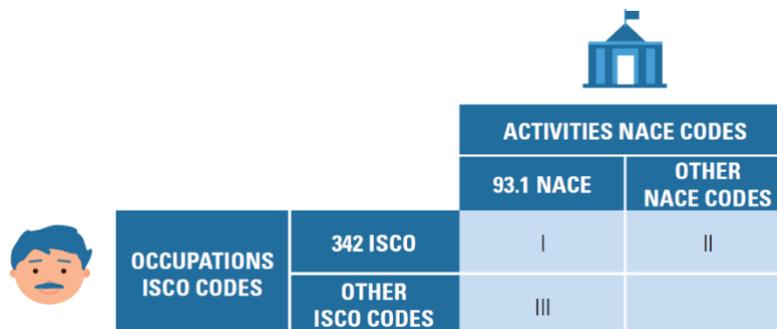
In the report, we will use the word “sport sector” having the meaning of the broad sector of “Sport and Physical Activity”.

1.3 Statistical definition

Eurostat collates annual employment data from National Statistics Offices (NSO) from all over Europe coming from the national Labour Force Surveys (LFS). This data is used by EOSE to collate the statistics for the sector. The data received from Eurostat and the NSOs is raw and, in some cases, incomplete, so an imputation process and analysis is carried out each year by EOSE to elaborate and publish relevant findings, graphs and clear infographics on employment for our sector.

Every year, the aim is to collate available statistics for the previous year on the number and characteristics of:

- > **I - Workers with a sport and fitness occupation (ISCO 342) in organisations whose main business is the provision of sport (NACE 93.1), e.g., professional athletes, coaches, instructors**
- > **II - Workers with a sport and fitness occupation (ISCO 342) in organisations whose main business is not the provision of sport (other NACE codes), e.g., a fitness instructor working in a hotel**
- > **III - Workers with a non-sport and fitness occupation (Other ISCO codes) in organisations whose main business is the provision of sport (NACE 93.1), e.g., managers, receptionists**



Sport employment as defined in this report is the sum of groups I, II and III.

It is important to note that all figures in this report count individuals whose **main job is in the sport sector**. Because the LFS contains detailed records on industry and occupation only for main employment, secondary jobs in sport are not captured. Accordingly, the totals are likely to understate the true level of employment in the sector.

1.4 NACE and ISCO classifications

All registered organisations across Europe are classified under a **NACE code**. 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 classification¹ 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).

The NACE codes targeted for the analysis of sport organisations are under 93.1, defining the organisations whose main business is the provision of sport:

- 93: Sports activities and amusement and recreation activities
 - **93.1 Sports activities**
 - 93.11 Operation of sports facilities
 - 93.12 Activities of sport clubs
 - 93.13 Fitness facilities
 - 93.19 Other sports activities

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.

ISCO divides occupations into 10 major groups. Each major group is further organised into sub-major, minor and unit groups.

In this report, we use ISCO 342 minor group, under ISCO 3 – Technicians and associate professionals, as the code containing workers with a sport and fitness occupation.

Analysing the statistics for all workers with a sport and fitness occupation allows us to combine those working in sport organisations (NACE 93.1) as well as those with a sport occupation working within other organisations (other NACE codes) with a broader role than just sport and whose

	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

¹ Source : http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Statistical_classification_of_economic_activities_in_the_European_Community_%28NACE%29

main business is not the provision of sport e.g., local authorities, hotels, residential activity centres, universities and schools.

1.5 ISCED classification of education levels

The education levels reported through the LFS use UNESCO’s International Classification of Education (ISCED) framework, which aligns fairly closely with the European Qualifications Framework (EQF). Within statistics we use the designation of “low”, “medium” and “high” education:

Label	ISCED 2011 level	Description
Low education	0	Early childhood education
	1	Primary education
	2	Lower secondary education
Medium education	3	Upper secondary education
	4	Post-secondary non-tertiary education
High education	5	Short-cycle tertiary education
	6	Bachelor's or equivalent
	7	Master's or equivalent
	8	Doctorate or equivalent

Figure 4: ISCED classification of education levels used in the report

1.6 Note on the statistics

This report presents the analysis of the main statistics collated at both national and European level and this data can be used to communicate the realities and challenges of sport employment, to implement consultation activities and discuss with main stakeholders, to prepare further research activities and other activities valuable to the sector.

It is important to highlight that what follows in the report is **the best information from available sources about sport employment** and should not necessary be seen as the exact reality of the sector. The ambition of such work is to collate a maximum of available statistics to underline main findings and tendencies and to help create discussions and debates with stakeholders.

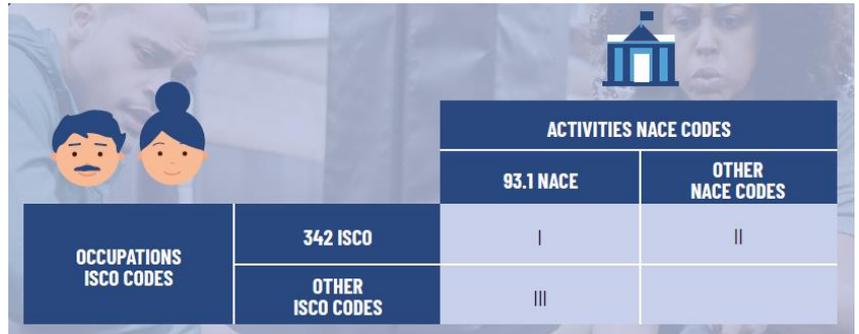
EOSE have made use of various sources such as Eurostat and National Statistics Offices (NSO) which means methodologies of collection might differ slightly in some cases and statistics should be considered carefully. Some of the datapoints presented in this report, especially national ones, may have low reliability.

In looking at trends from 2011-2024, it is important to note breaks in the time series, e.g. 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.

1.7 Structure of the presented data on sport employment

The next section of the report includes three sub-parts of content from the analysis of the available statistics on sport employment.

> **The first part** highlights the overall sport employment based on our statistical definition (I + II + III) and presents the composition and characteristics of total employment in sport.



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

> **The second part** focuses on workers with a sport and fitness occupation as defined by 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. regardless of their place of work (I + II).

> **The third part** is about people working in organisations whose main business is the provision of sport defined as NACE 93.1.

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) (I + III).



2

SIZE AND CHARACTERISTICS OF TOTAL SPORT EMPLOYMENT IN THE EU

2. SIZE AND CHARACTERISTICS OF TOTAL SPORT EMPLOYMENT IN THE EU

2.1 Total sport employment in the EU

By total sport employment we mean workers in all types of occupations working in sport organisations combined with all workers with a sport and fitness occupation working in non-sport organisations. Total sport employment includes, for example, cleaners, managers, receptionists, office staff and caterers etc. as well as sport specific jobs like athletes, coaches, fitness instructors, trainers, officials, programme leaders etc.

Sport employment in EU27 in 2011 - 2024

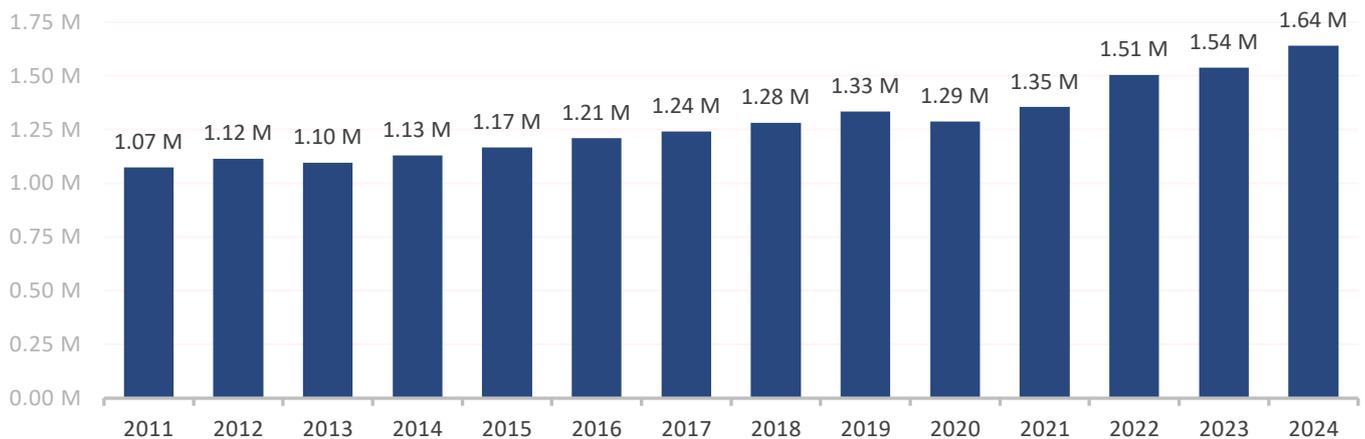


Figure 5: Sport employment in EU27 in 2011-2024

Figure 5 shows that total paid sport employment in the EU27 in 2024 was 1.64 million. This shows growth of just over 100,000 positions (+6.55%) since 2023. Since 2011, 0.57 million positions have been added which represents a growth of +52.9%. This compares with a growth in total EU employment (all economic sectors) of +10.9% in the same period.

The year from 2019-2020 (the highpoint of the Covid pandemic) showed a loss of over 48,000 positions (-3.6%), but since then 353,000 positions have been added, a growth of 27.5%. This compares with a post-Covid recovery for all economic sectors of +5.3%.

Share of sport employment in total employment in 2011 - 2024



Figure 6: Share of sport employment in total employment 2011-2024

Figure 6 shows the total sport employment as a percentage of the total employment for all EU economic sectors 2011-2024. Employment in sport increased to reach 0.79% of the total EU in all economic sectors. This represented a growth in its share of overall employment in the EU of +0.22 percentage points since 2011, suggesting sport is a significantly increasing area of growth in jobs.

However, sport’s share of overall EU employment in all economic sectors declined by -0.02 percentage points in 2019-2020 which suggests that sport employment was more severely affected by Covid than the EU economy in general.

2.2 Total sport employment by country

Figure 7 shows the numbers of people employed in sport for each EU country, Iceland, Norway, Türkiye and the UK in 2024.

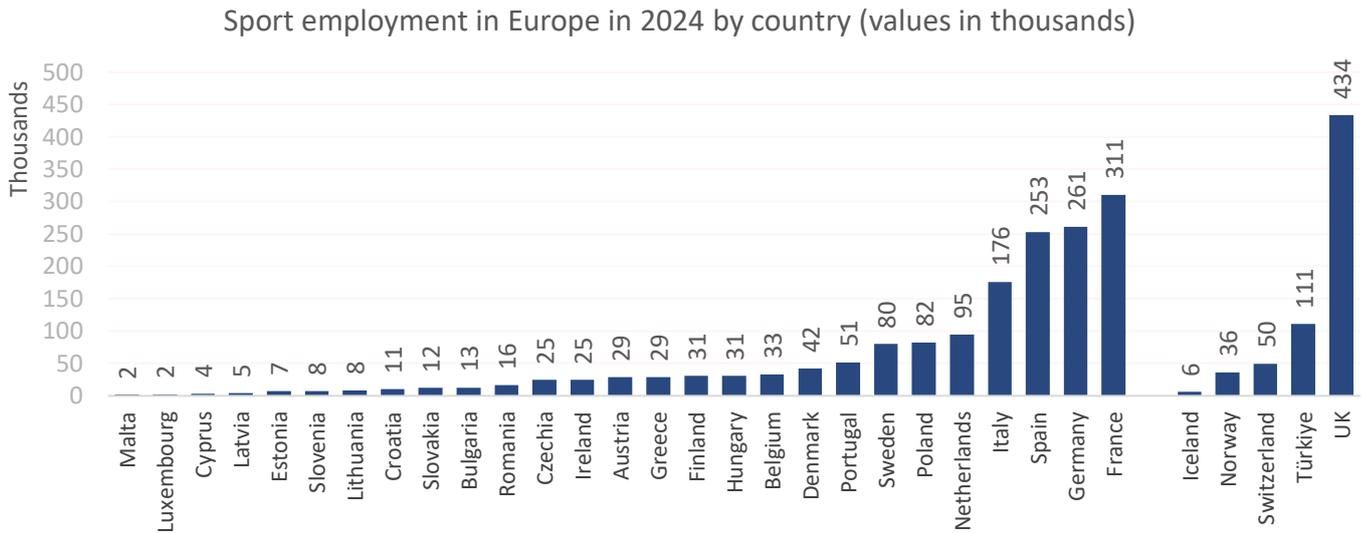


Figure 7: Sport employment in Europe in 2024 by country

France (311,000), Germany (261,000), Spain (253,000) and Italy (176,000) had the largest sport workforces in the EU. In the wider European context, the UK (434,000) had the largest overall.

Figure 8 shows the total sport employment for each country as a percentage of its total employment for all economic sectors in the period from 2011 to 2024.

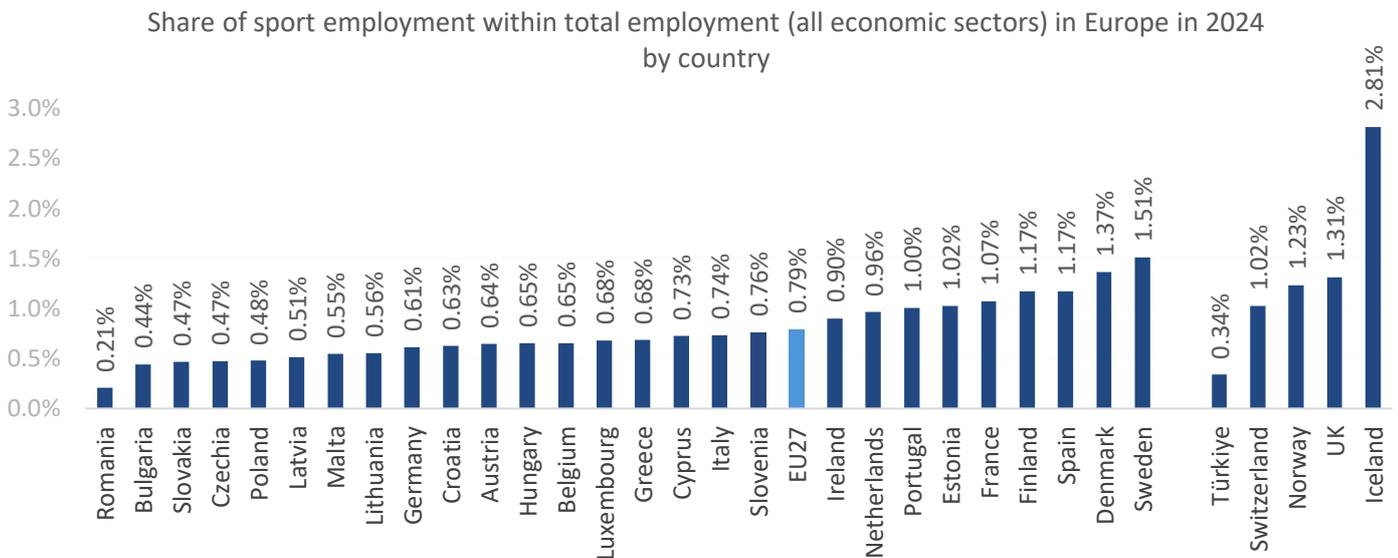


Figure 8: Share of sport employment in total employment (all economic sectors) in Europe in 2024 by country

In 2024, within the EU, Sweden (1.51%), Denmark (1.37%), Spain (1.17%) and Finland (1.17%) had the largest shares. In the wider European context, Iceland (2.81%) had the largest overall (almost twice that of Sweden).

2.3 Post-Covid recovery in total sport employment

Figure 9 shows the positive and negative growth by country between 2019 (the year before the Covid pandemic) and 2024.

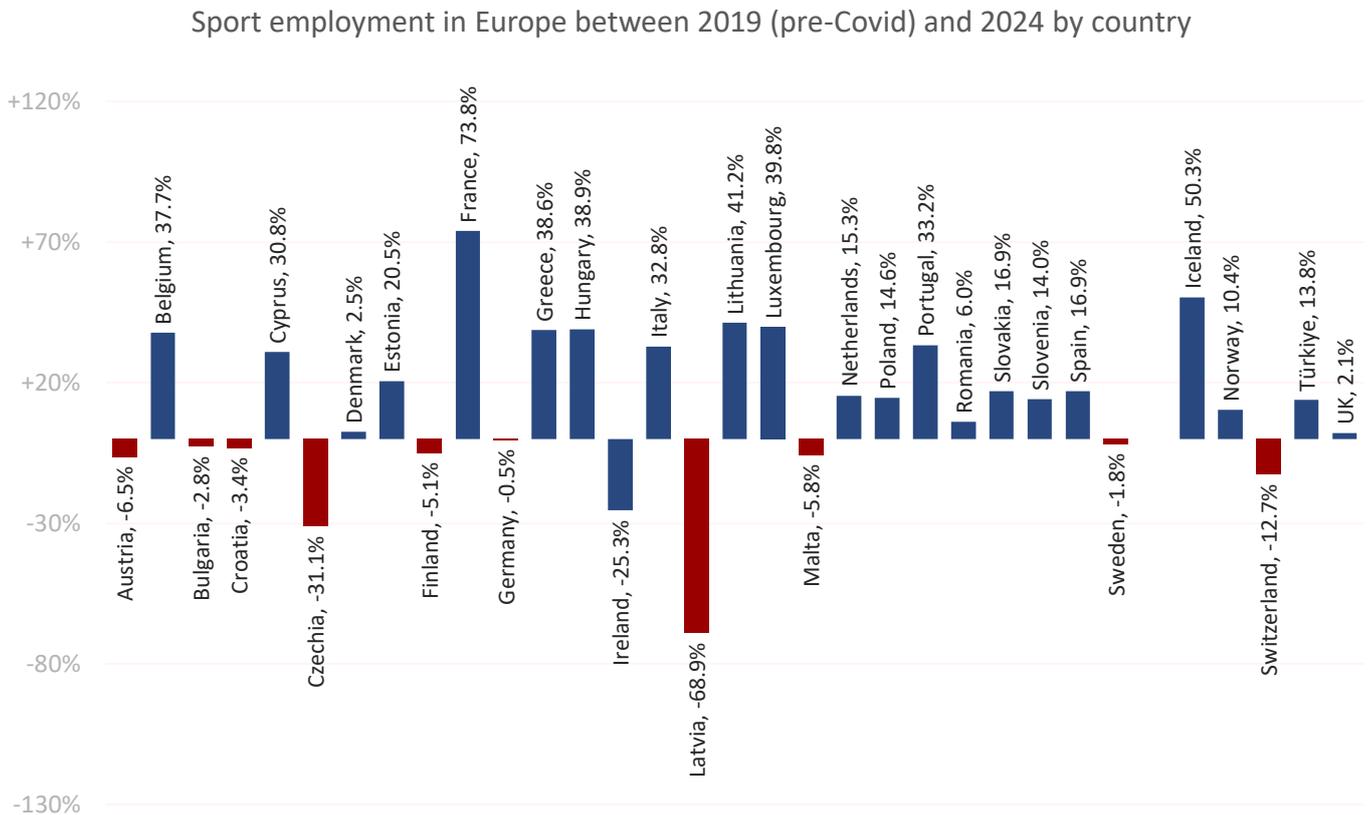


Figure 9: Sport employment in Europe between 2019 (pre-Covid) and 2024 by country

France (+73.8%)², Lithuania (+41.1%), Hungary (+38.9%) and Greece (+38.6%) showed the greatest growth. It is notable, however, that nine EU countries had still not recovered to 2019 levels, including Germany (-0.5%) which has one of the largest sport workforces.

² It should be noted that INSEE, the French National Statistics Office, made some definitional changes in 2020 which make reliable comparisons between 2019 and 2024 difficult for France.

2.4 Total sport employment by gender

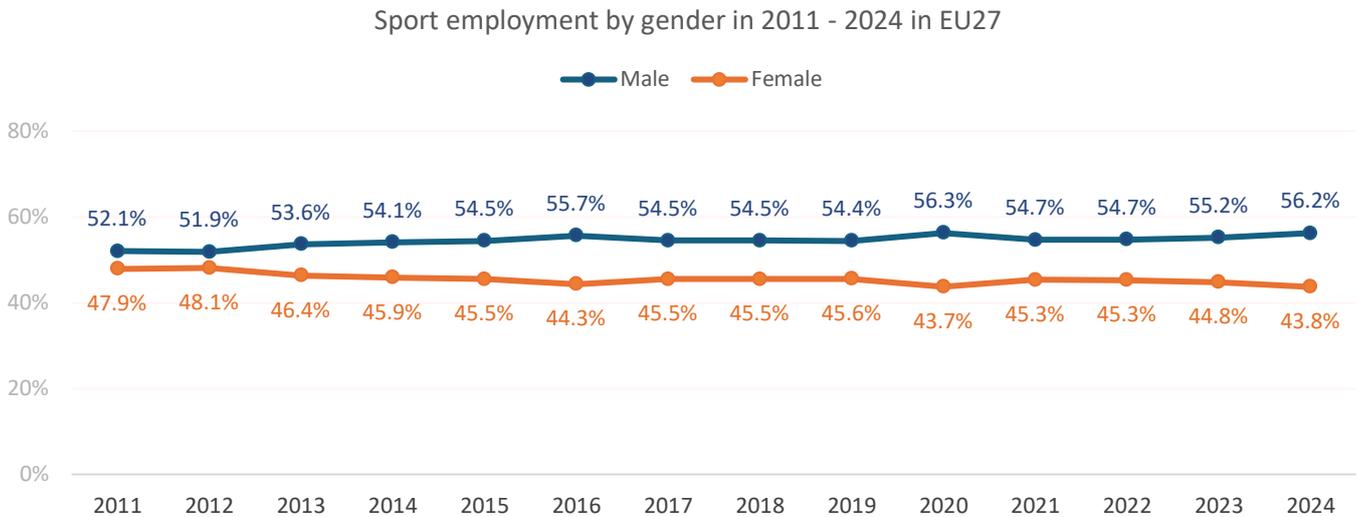


Figure 10: Total EU sport employment by gender 2011-2024

Figure 10 shows the breakdown of EU total sport employment by gender in 2011-2024. In 2024, share of female employment had declined since 2011 leading to a gender gap in 2024 of 12.4 percentage points in favour of males. For females, there was a significant fall of -1.9 percentage points 2019-2020 which suggests female employment was more adversely affected by the Covid pandemic. Despite some recovery in 2021 and 2022, the percentage share of female employment in 2024 was almost the same as it was at the lowest point of female employment during Covid.

Figure 11 shows the gender breakdown of sport employment and total employment (all sectors) in EU27 in 2024.

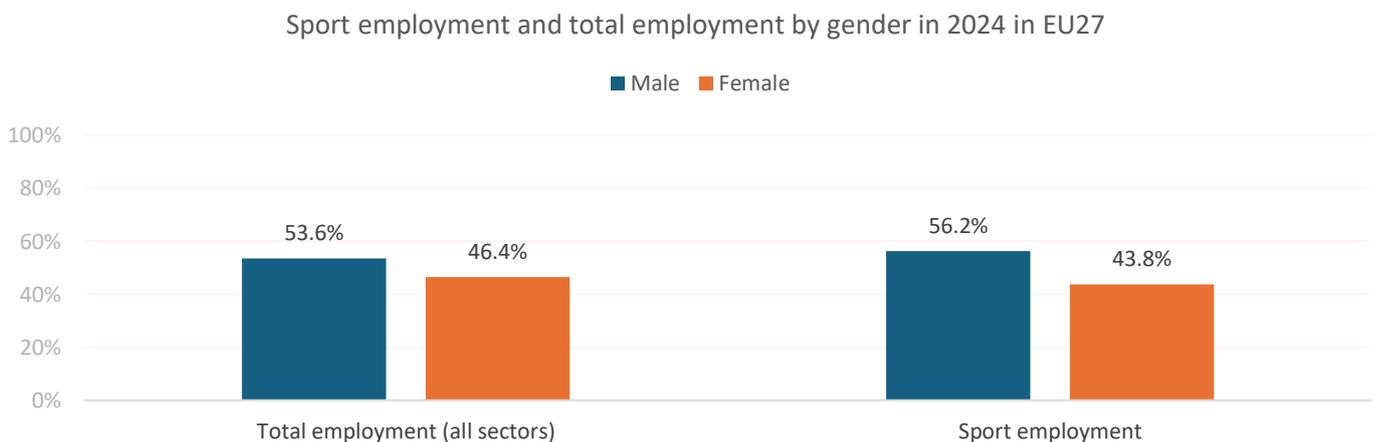


Figure 11: Sport employment and total employment by gender in 2024 in EU27

The female percentage of total sport employment in 2024 was -2.6 percentage points lower than the female percentage of total EU employment in all economic sectors.

Figure 12 shows the female percentage share of total sport employment by each country.

Share of females in sport employment in 2024 in Europe by country

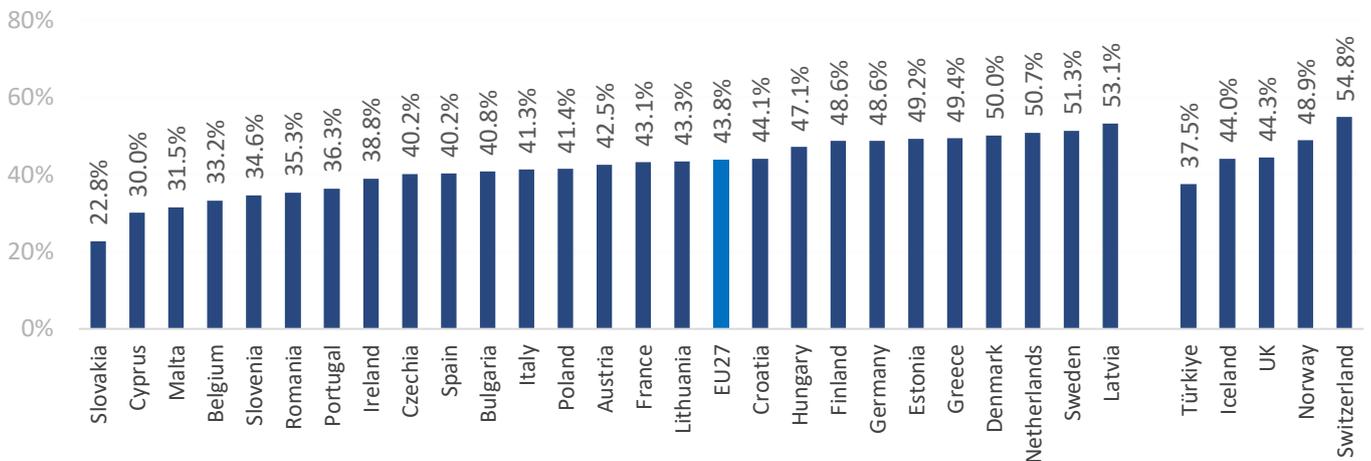


Figure 12: Share of females in total sport employment in Europe by country

In 2024, within the EU, Latvia (53.1%), Sweden (51.3%), Netherlands (50.7%) and Denmark (50%) had the highest female percentage shares (slightly above or equal to parity). In the broader European context, Switzerland had the largest overall at 54.8%.

2.5 Total sport employment by age bands

Figure 13 shows total EU sport employment in 2011-2024 by age in three broad age bands – 15-24, 25-49 and 50+.

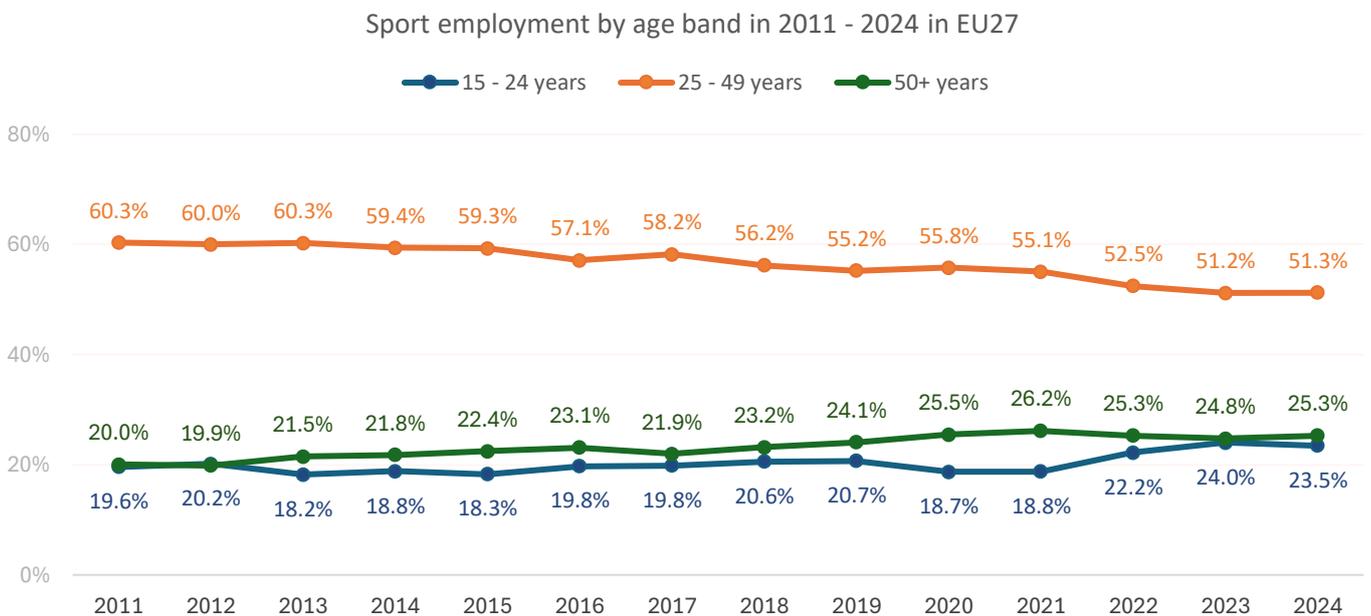


Figure 13: Total sport employment by age band in 2011-2024 in EU27

In 2024, just over one half were aged 25-49 with the remaining half divided almost equally between the 15-24 and 50+ age groups. Since 2011, the tendency has been for those aged 25-49 to decline (by -9 percentage points) and the younger and older age groups to share the increase. There was a notable decline of -2 percentage points in the 15-24 age group between 2019-2020 suggesting that youth employment was more significantly impacted by Covid.

However, the growth of young people in the total sport workforce since 2021 was unprecedentedly large (+4.7 percentage points) for the period 2011-2024. Representation of this younger age group is now the largest it has ever been since 2011.

Figure 15 shows the shares of the three age groups in total sport employment compared to EU employment in all economic sectors in 2024. Figure 15 focuses on the younger age groups in particular (<40).

Sport employment and total employment by age band in 2024 in EU27

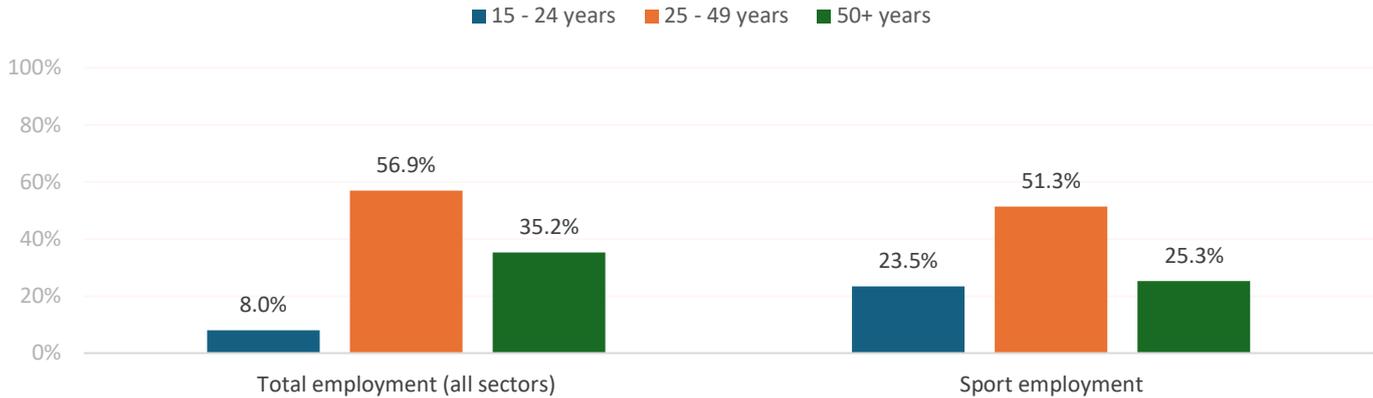


Figure 14: Sport employment and total employment by age band in EU27

Sport employment and total employment by age band in 2024 in EU27 - focus on <40



Figure 15: Sport employment and total employment by age band in EU27 – focus on <40 age groups

The percentage of those in the 15-24 age groups (23.5%) in sport employment was almost three times greater than the representation of this age group in the overall EU working population (8%). The share of 25-29 age group in sport was 13.3%, still 4 percentage points higher than the value for all economic sectors. The percentage of those in the 30-34 age group then drops further to almost the EU value for all sectors. This shows a significant over-representation of young workers (under 30) in the sport sector, implying a potential withdrawal of young people from the sport sector between the ages of 25-34.

Figure 16 shows the age breakdown within males and females in total sport employment in 2024.

Females and males in sport employment by age band in EU27 in 2024

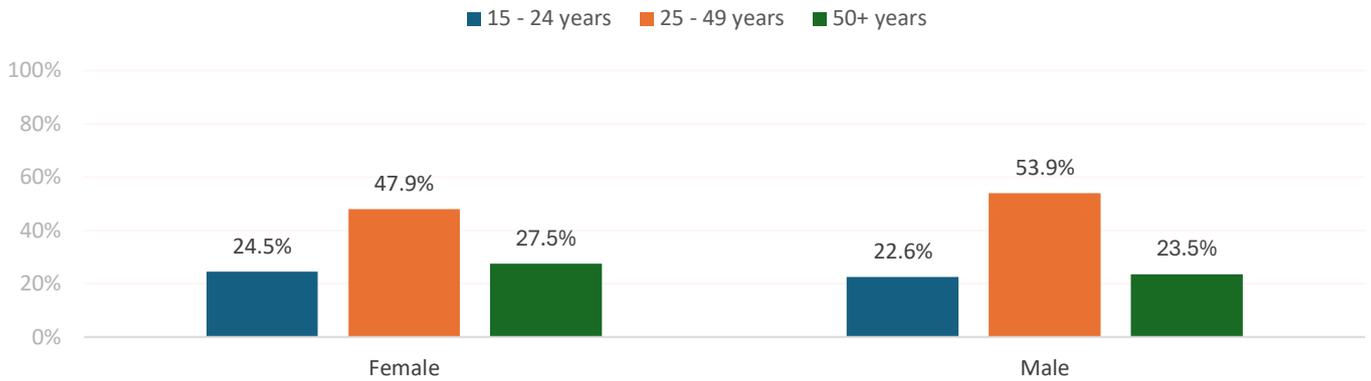


Figure 16: Females and males in sport employment by age band in EU27 in 2024

Females in sport employment are more likely to fall within the youngest (<24) and oldest (50+) age band than males. Figure 17 shows the percentage of those in the 15-24 age group in total sport employment by country in 2024

Share of young workers (15 - 24 years) in sport employment in 2024 in Europe by country

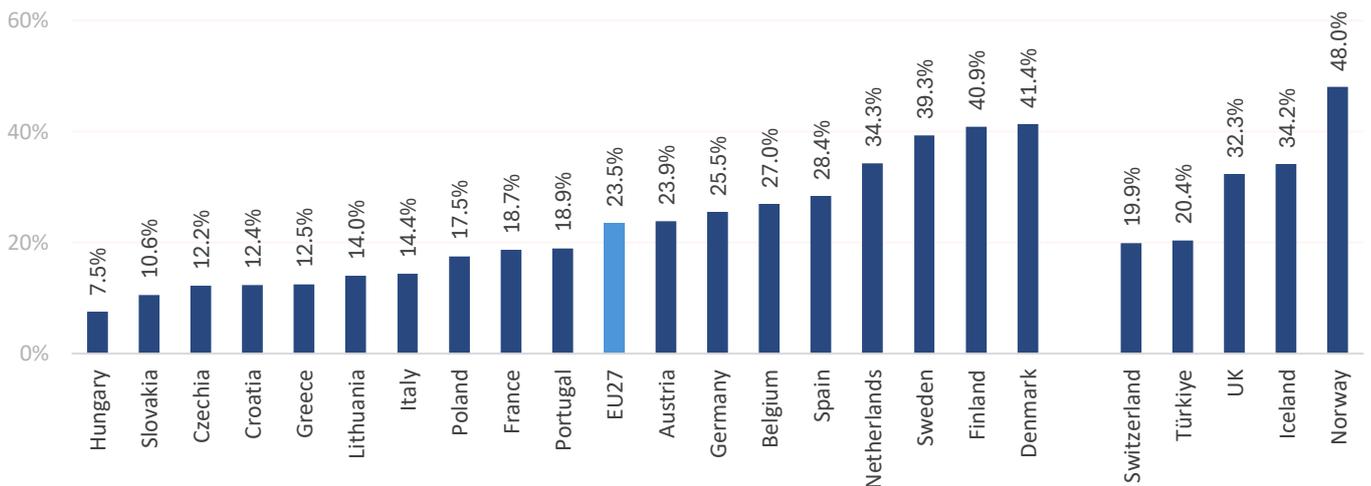


Figure 17: Share of young workers (15 - 24 years) in sport employment in 2024 in Europe by country

Within the EU, Denmark (41.4%), Finland (40.9%), Sweden (39.3%) and Netherlands (34.3%) had the largest representation of 15-24 workers. In the broader European context, Norway (48%) had the largest overall.

In all countries that the data was available for, the share of young people in employment was higher in sport than in all sectors (from a difference of 1.9 percentage points in Hungary, up to 30.9 in Finland and 34.9 percentage points difference in Norway).

2.6 Total sport employment by level of education

Figure 18 shows the total EU sport employment by level of education³.

³ For definitions see section 1.5 *ISCED classification of education levels*

Sport employment by level of education in 2011 - 2024 in EU27

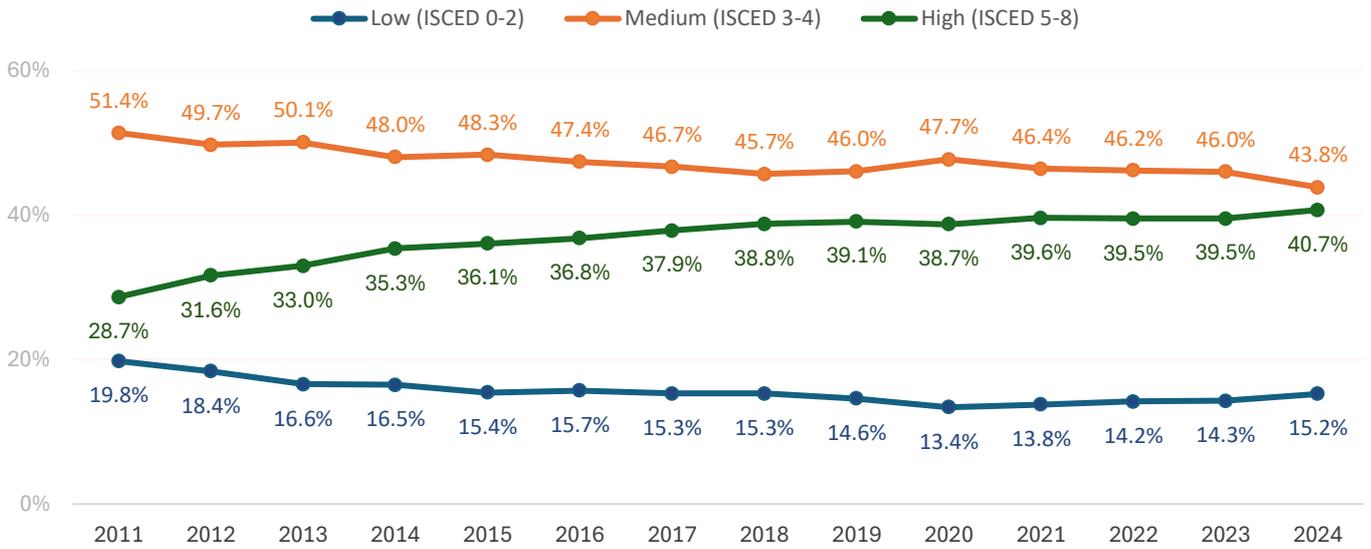


Figure 18: Sport employment by level of education in 2011 - 2024 in EU27

Since 2011, there has been a steady decline in the percentages of those with low and medium level qualifications in sport employment. There has been a rise in the percentage of graduates by +12 percentage points. However, there was a notable drop of -1.2 percentage points for those with low level qualifications 2019-2020 suggesting this group was more significantly impacted by the Covid pandemic than others. However, it is notable that there was a rise of those with low level qualifications by +1.8 percentage points since 2020.

Figure 19 shows the percentages of those with high- and low-level qualifications in total EU sport employment compared to EU employment as a whole (all economic sectors) in 2024.

Sport employment and total employment by level of education in 2024 in EU27

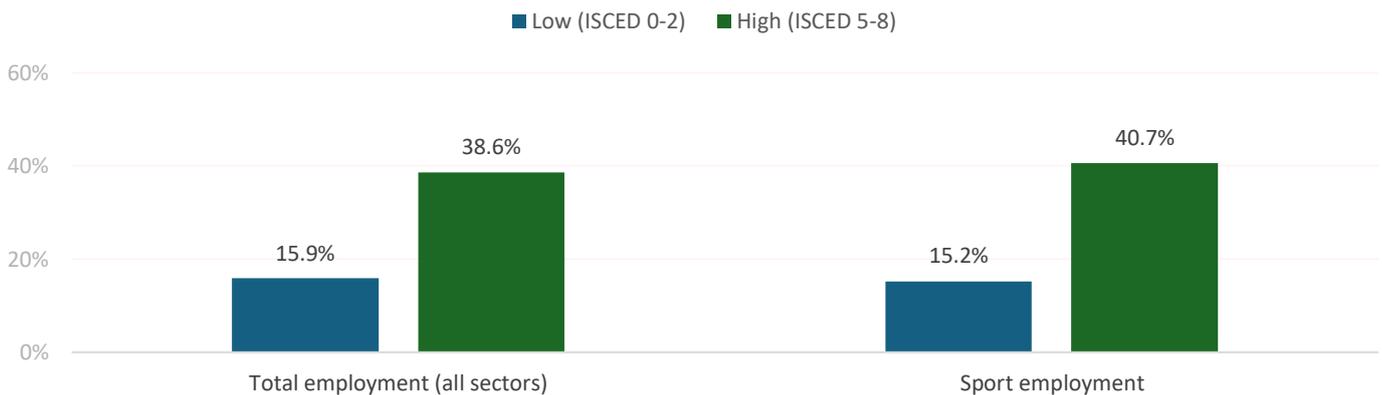


Figure 19: Sport employment and total employment by level of education in 2024 in EU27

The percentage of workers with high level qualifications in total sport employment exceeded the percentage of those with high level qualifications in the EU workforce as a whole by 2.1 percentage points.

Figure 20 shows the breakdown of those with low- and high-level qualifications in EU sport employment by gender in 2024.

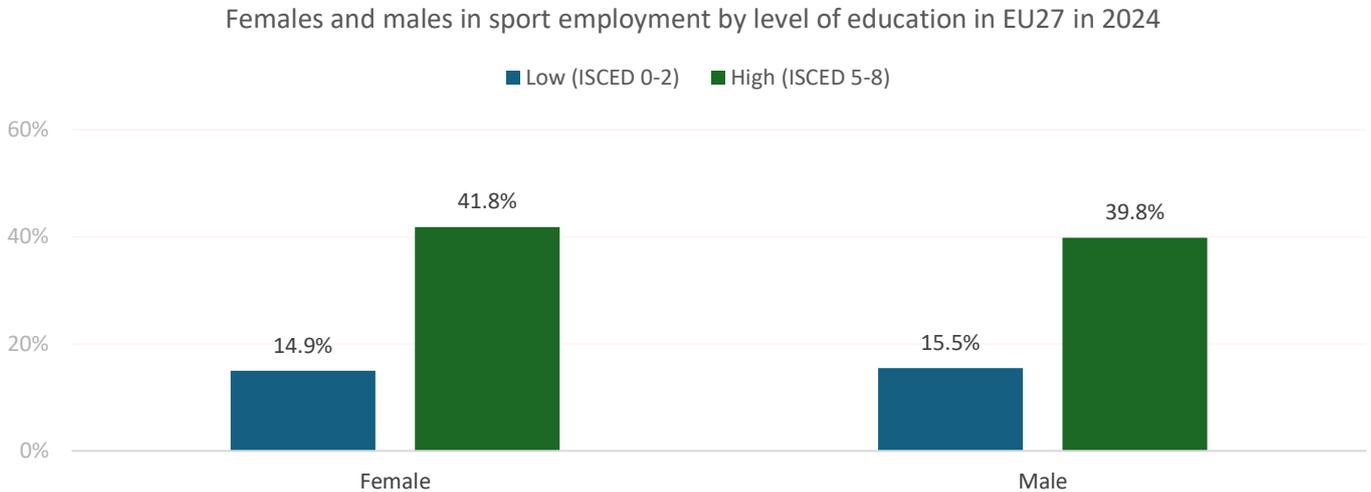


Figure 20: Females and males in sport employment by level of education in EU27 in 2024

Higher proportion (2 percentage points) of females in sport employment had a high-level qualification than males.

Figure 21 shows the percentages of those with high level qualifications by country.

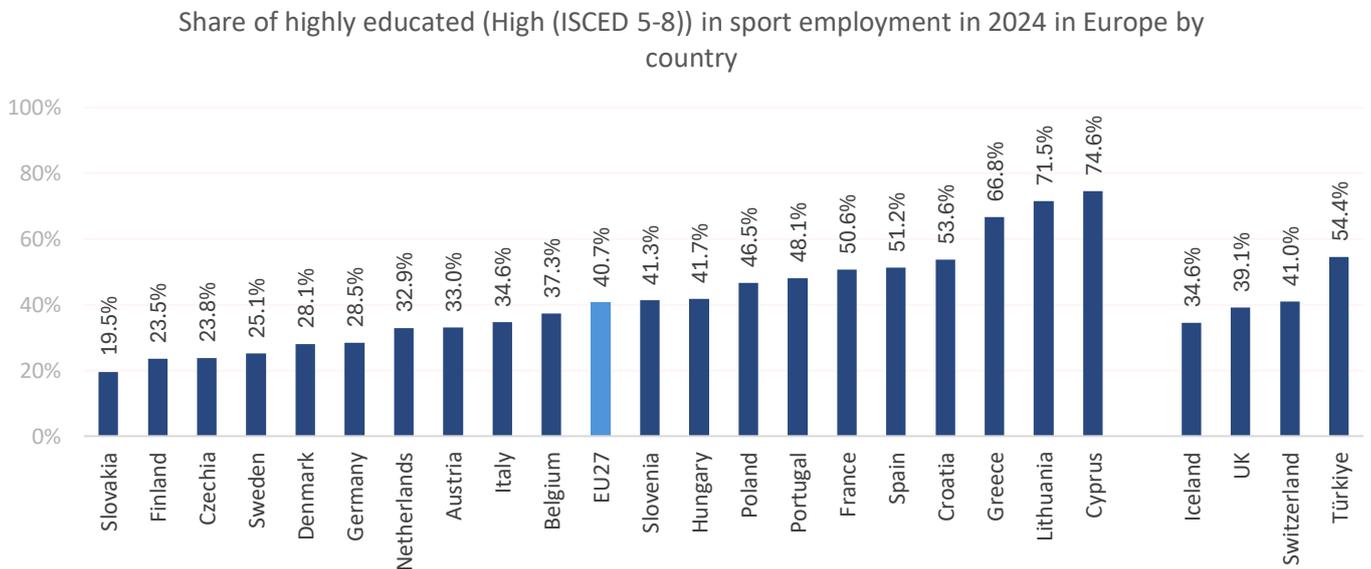


Figure 21: Share of highly educated (High (ISCED 5-8)) in sport employment in 2024 in Europe by country

In 2024, within the EU Cyprus (74.6%), Lithuania (71.5%), Greece (66.8%) and Croatia (53.6%) had the highest percentages of highly educated in sport employment.

2.7 Total sport employment by type of working contract (full-time and part-time)

Figure 22 shows the percentages of full-time and part-time contracts in total EU sport employment in 2011-2024.

Sport employment by type of working contract in 2011 - 2024 in EU27

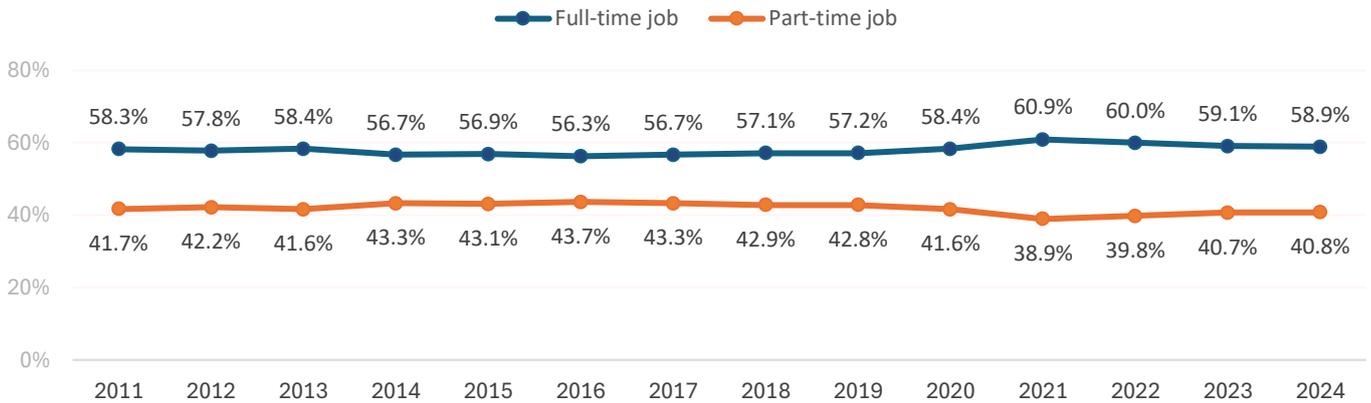


Figure 22: Sport employment by type of working contract in 2011 - 2024 in EU27

The proportions of the two types of contracts have remained relatively stable since 2011. However, there was a notable adjustment in 2019-2020 showing a decline of -1.2 percentage points in part-time employment, a trend which continued into 2021, suggesting that part-time employment was more significantly impacted during the highpoint of Covid.

Figure 23 shows the percentages of full- and part-time employment in the EU total sport workforce compared to EU employment in all economic sectors in 2024.

Sport employment and total employment by type of working contract in 2024 in EU27

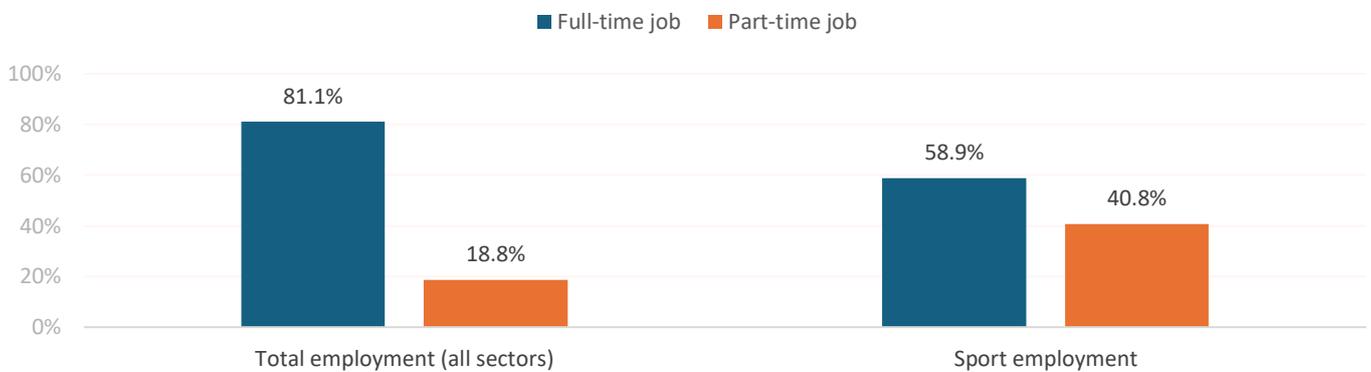


Figure 23: Sport employment and total employment by type of working contract in 2024 in EU27

Part-time employment in sport (40.8%) was twice as prevalent compared to part-time employment in all sectors (18.8%), a difference of 22 percentage points.

Figure 24 shows the breakdown of full- and part-time jobs in total EU sport employment by gender in 2024.

Females and males in sport employment by type of working contract in EU27 in 2024

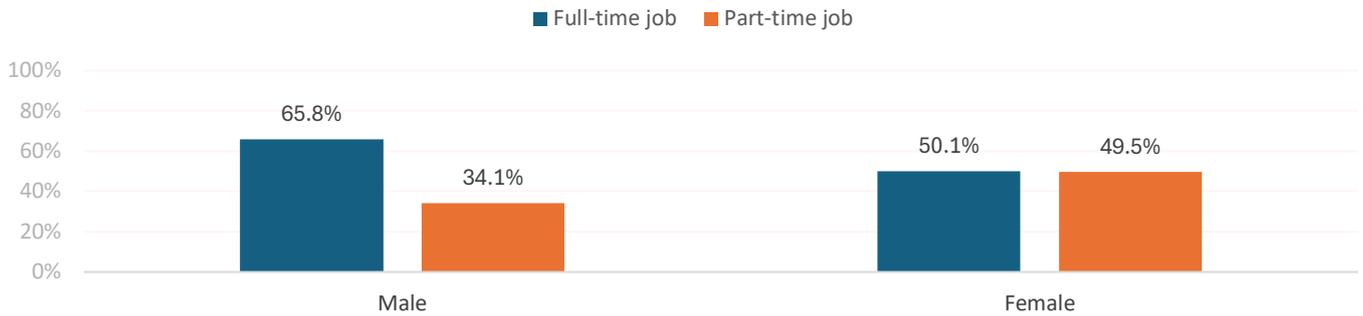


Figure 24: Females and males in sport employment by type of working contract in EU27 in 2024

Almost half (49.5%) of females in sport employment had a part-time contract, compared to about a third (34.1%) of males – a difference of 15.4 percentage points.

Figure 25 shows the percentages of part-time jobs in total sport employment by country in 2024.

Share of part-time employment in sport employment in 2024 in Europe by country



Figure 25: Share of part-time employment in sport employment in 2024 in Europe by country

Within the EU, Denmark (62.8%), Netherlands (62.5%), Germany (53.7%) and Sweden (51.9%) had the highest percentages of part-timers. In the broader European context, Norway (64.7%) had the highest percentage overall.

2.8 Total sport employment by professional status (employed and self-employed)

Figure 26 shows the breakdown of employed and self-employed workers in total EU sport employment 2011-2024.



Figure 26: Sport employment by professional status in 2011 - 2024 in EU27

In 2024, 22.4% of people in sport employment were self-employed. Since 2011, self-employment has grown by +4.5 percentage points. There was a notable increase in 2019-2020 of +1.9 percentage points, suggesting that self-employment may have grown as a result of the Covid pandemic. This was followed by a decline in 2021, but since then self-employment has continued to grow and by 2024 exceeded the percentage share of 2019 and, with the exception of the Covid year, was at its highest ever at 22.4%.

Figure 27 presents the distribution of employed/self-employed in sport and in total employment in EU27 in 2024.

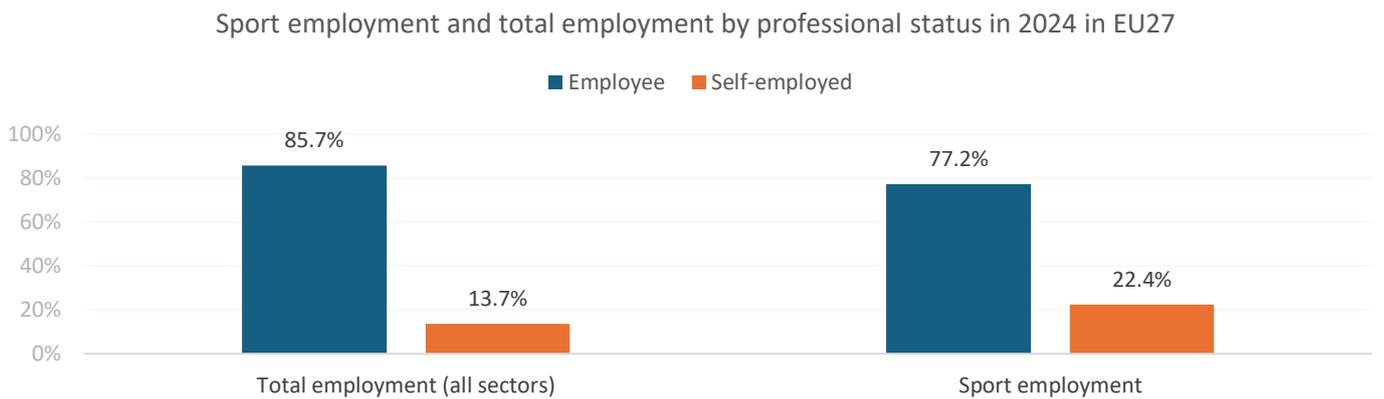


Figure 27: Sport employment and total employment by professional status in 2024 in EU27

Compared to employment in all sectors, self-employment is significantly more often utilised in sport (22.4% in sport, compared to 13.7% across all sectors).

Figure 28 shows the breakdown of self-employed workers in total sport employment by gender in 2024.

Females and males in sport employment by professional status in EU27 in 2024

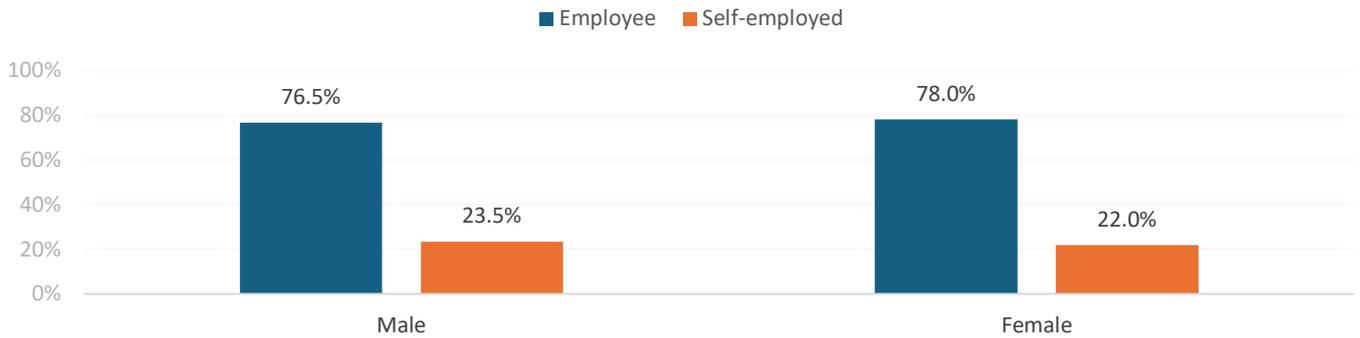


Figure 28: Females and males in sport employment by professional status in EU27 in 2024

Males in sport employment were slightly more likely to be self-employed compared to females (a difference of 1.5 percentage point).

Figure 29 shows the percentages of self-employed workers in total sport employment by country in 2024.

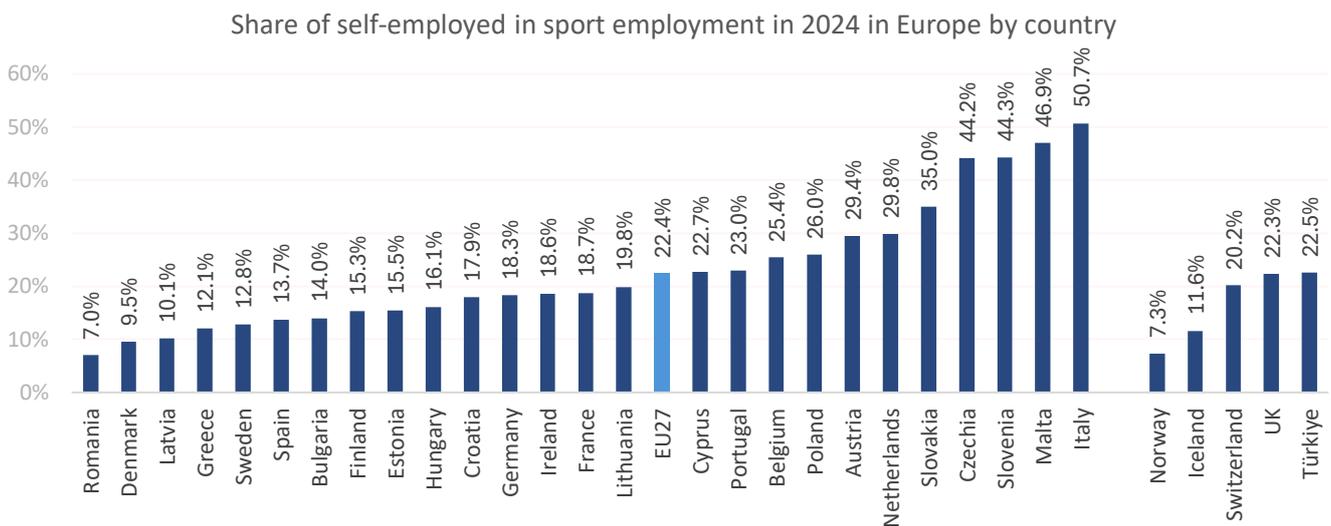


Figure 29: Share of self-employed in total sport employment in 2024 in Europe by country

The range of the share of self-employed in sport employment is very wide – from just 7% in Romania up to over 40% in countries with the highest percentages of self-employed workers such as Italy (50.7%), Malta (46.9%), Slovenia (44.3%) and Czechia (44.2%).

Figure 30 shows the percentages of self-employed workers in total sport employment according to whether or not they had employees.

Self-employed in sport employment by employment of others in 2011 - 2024 in EU27

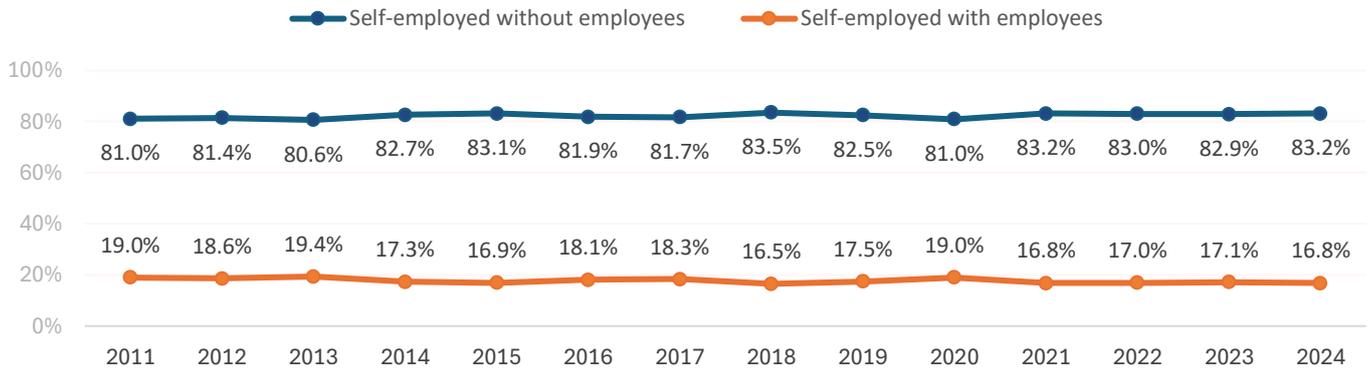


Figure 30: Self-employed in sport employment by employment of others in 2011 - 2024 in EU27

In 2024 and throughout the period, by far the largest percentage (83.2%) had no employees, and this group has grown by +1.2 percentage points since 2011.

This is higher than the share of self-employed without employees in the overall economy (68.6%) as shown in Figure 31 below.

Self-employed in sport employment and total employment by employment of others in 2024 in EU27

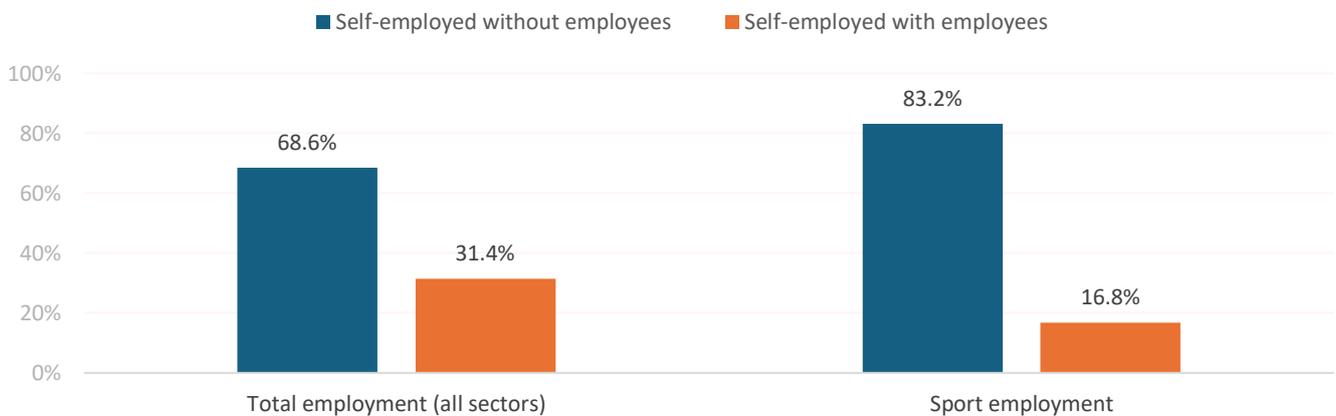


Figure 31: Self-employed in sport employment and total employment by employment of others in 2024 in EU27

Figure 32 shows the percentages of self-employed people with employees in total sport employment by country where the data is available.

Share of self-employed with employees in all self-employed in sport employment in 2024 in Europe by country

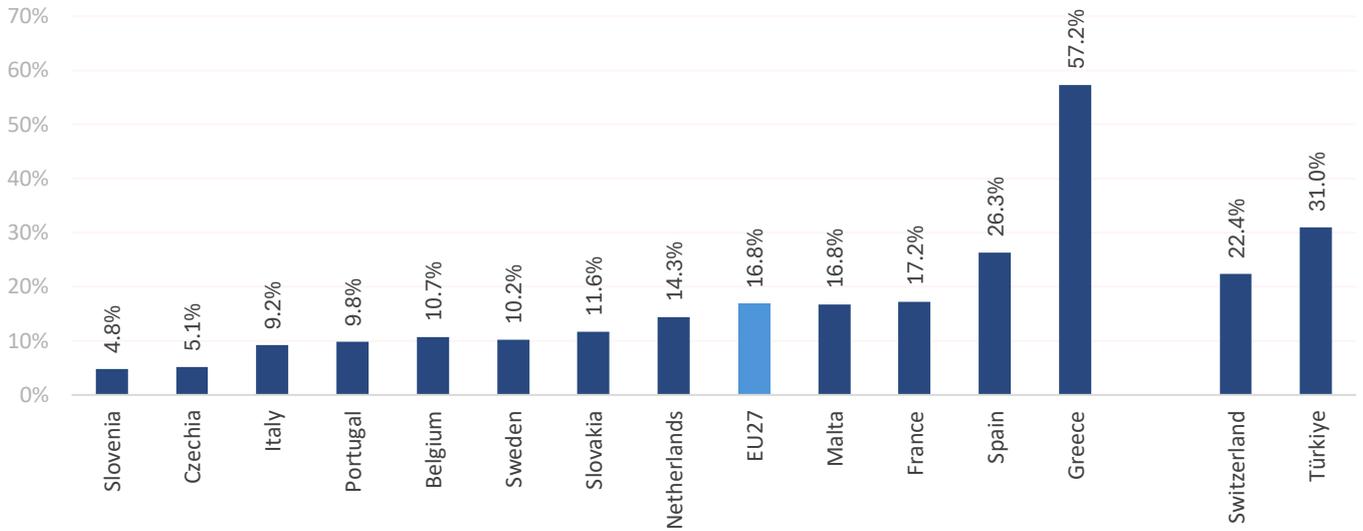


Figure 32: Share of self-employed with employees in all self-employed in sport employment in 2024 in Europe by country

Even though the data is not available for many countries, the countries which significantly exceeded the EU average are Greece (57.2%) and Spain (26.3%). In the wider European context, Türkiye had 31%.

2.9 Total sport employment by existence of one or more than one job

Figure 33 shows the percentages of workers in total EU sport employment with only one job and those with more than one job 2011-2024. Other jobs in this case could be in sport or any other sector.

Sport employment by existence of more than one job in 2011 - 2024 in EU27

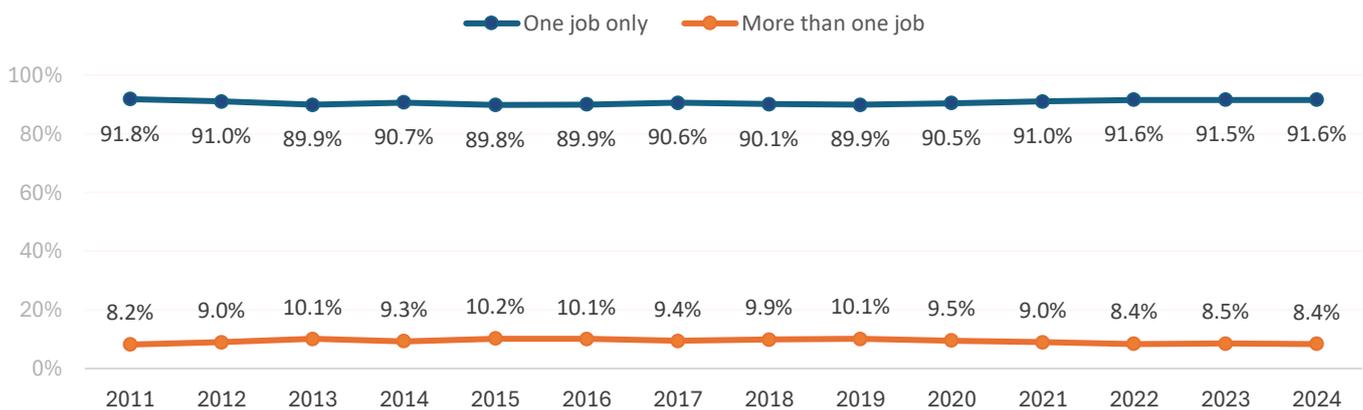


Figure 33: Sport employment by existence of second job in 2011 - 2024 in EU27

In 2024, 8.4% had more than one job, and this has remained fairly steady since 2011. It may be interesting to note that the percentage of those with more than one job has declined since the start of the Covid pandemic in 2020.

Figure 34 shows the percentages of those in total EU employment who have one job and those who have more than one job compared to total sport employment in 2024.

Sport employment and total employment by existence of more than one job in 2024 in EU27

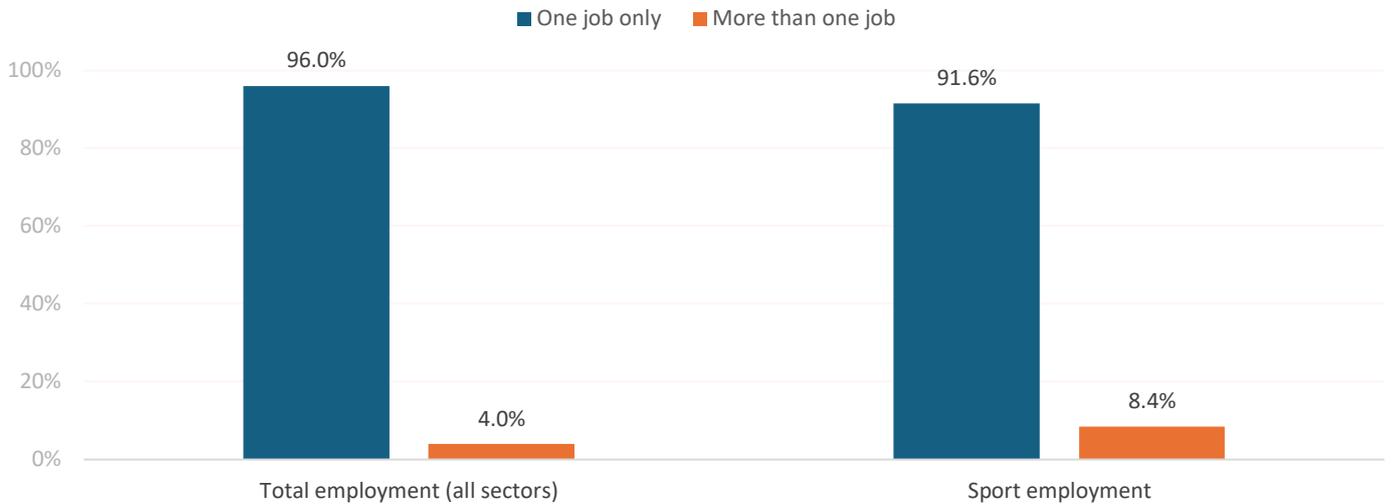


Figure 34: Sport employment and total employment by existence of more than one job in 2024 in EU27

It is notable that those working in total sport employment are twice as likely to have more than one job by comparison with EU employment for all sectors (8.4% versus 4%).

Figure 35 shows the percentages of those in sport employment with more than one job by gender in 2024.

Females and males in sport employment by existence of more than one job in EU27 in 2024

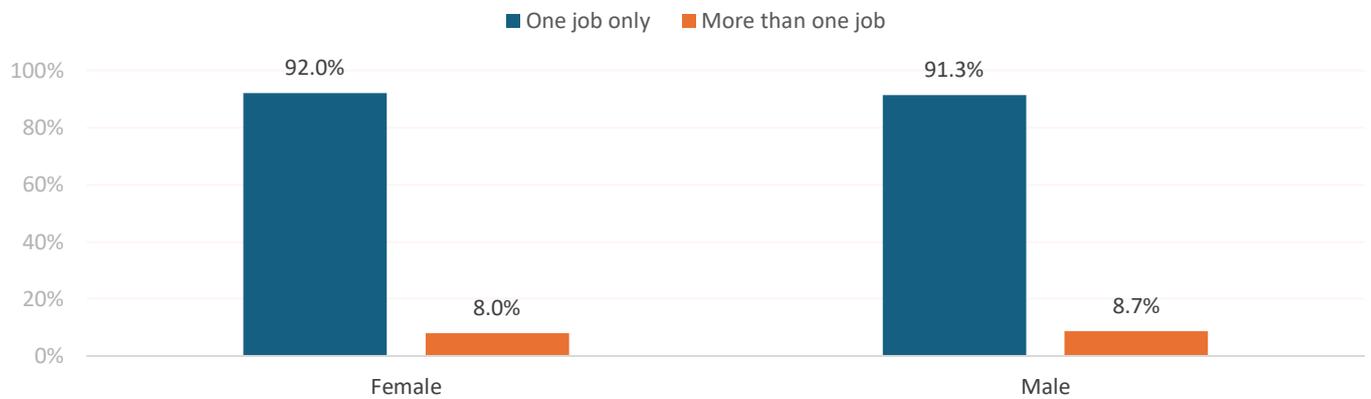


Figure 35: Females and males in sport employment by existence of more than one job in EU27 in 2024

Males were slightly more likely to have more than one job, but only by 0.7 percentage points.

Figure 36 shows a comparison of those who have more than one job who worked < 35 hours in a reference week and 35+ hours in total EU employment in all sectors with those with more than one job who worked the same hours in total sport employment.

Sport employment and total employment by share of people with more than one job by hours worked in main job in 2024 in EU27

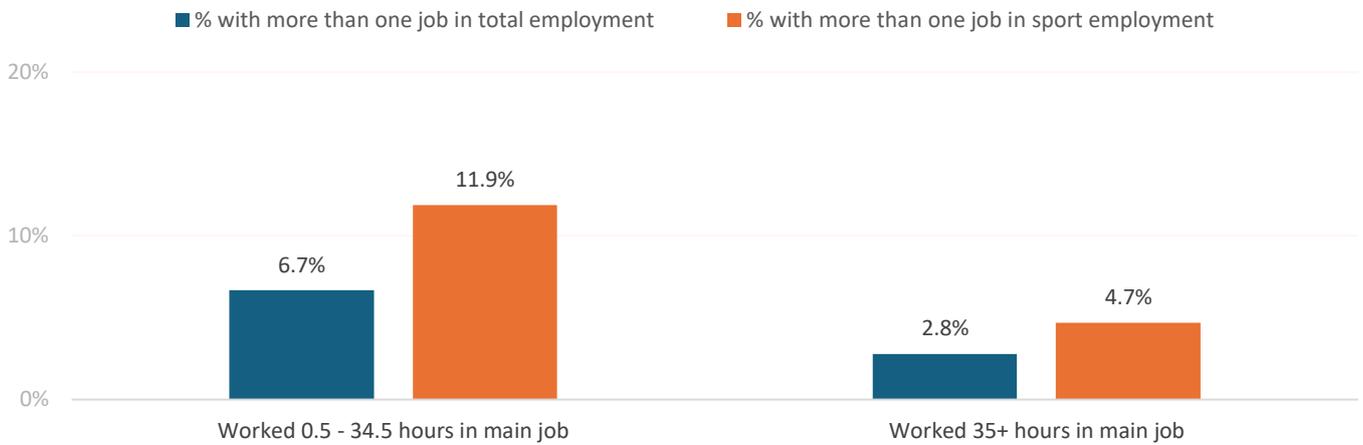


Figure 36: Sport employment and total employment by share of people with more than one job by hours worked in main job in 2024 in EU27

Sport employment follows the general trend of a double share of those having other jobs apart from their main one compared to total employment in all sectors. Almost 12% of those that had worked <35 hours in the main job in sport had a second job, compared to 6.7% in total employment.

Figure 37 shows the percentages of those in total sport employment with more than one job by country.

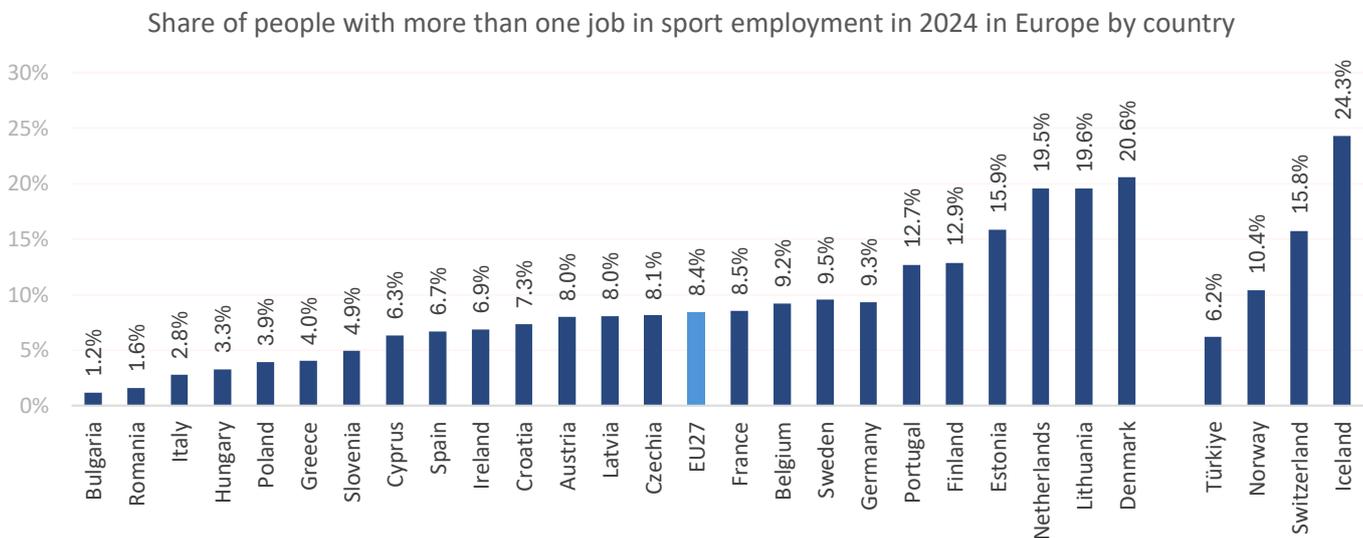


Figure 37: Share of people with more than one job in sport employment in 2024 in Europe by country

In 2024, within the EU, the countries with the highest percentages were Denmark (20.6%), Lithuania (19.6%), Netherlands (19.5%) and Estonia (15.9%). In the wider European context, Iceland (24.3%) had the highest percentage overall.

2.10 Total sport employment by number of hours worked

Figure 38 shows the number of hours actually worked in a reference week by people in total EU sport employment in three selected bands – 35-40.5 hours, 48+ hours and “Did not work in main job”.

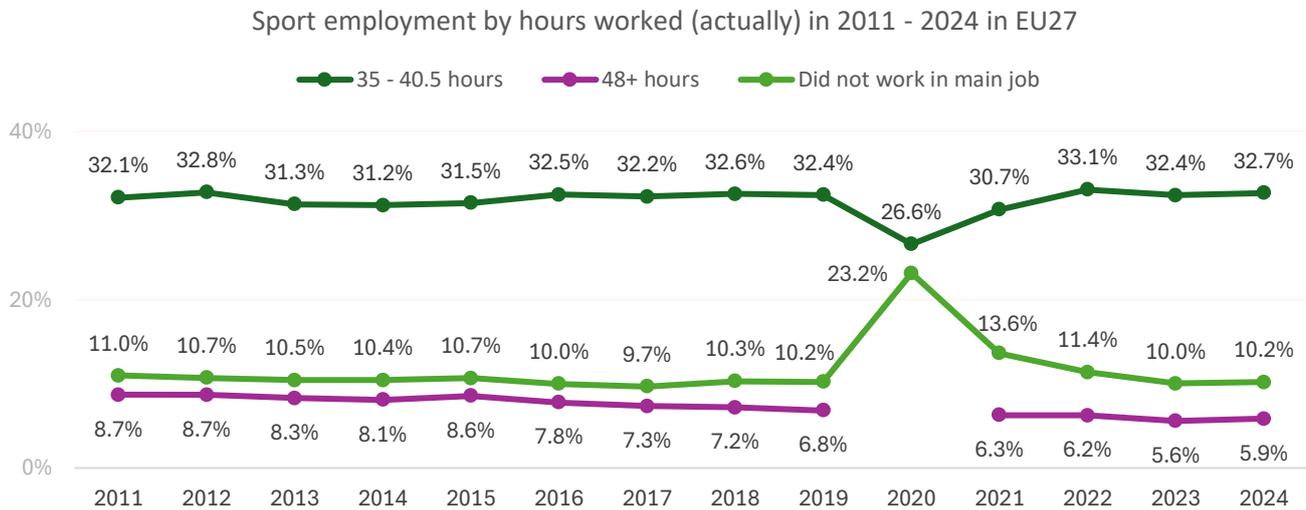


Figure 38: Sport employment by hours worked (actually) in 2011 - 2024 in EU27

It is notable that the percentage of those who reported that they had not worked in their main job increased from 10.2% in 2019 to 23.2% in 2020 at the highpoint of the Covid pandemic and did not return to 10% until 2023. This probably shows the impact of the Covid lockdowns on sport employment and its continuing impact 2021-2023.

Figure 39 shows actual hours worked in the lowest (<19.5 hours) and highest (48+ hours) available bands by comparison with EU total employment in all sectors in 2024.

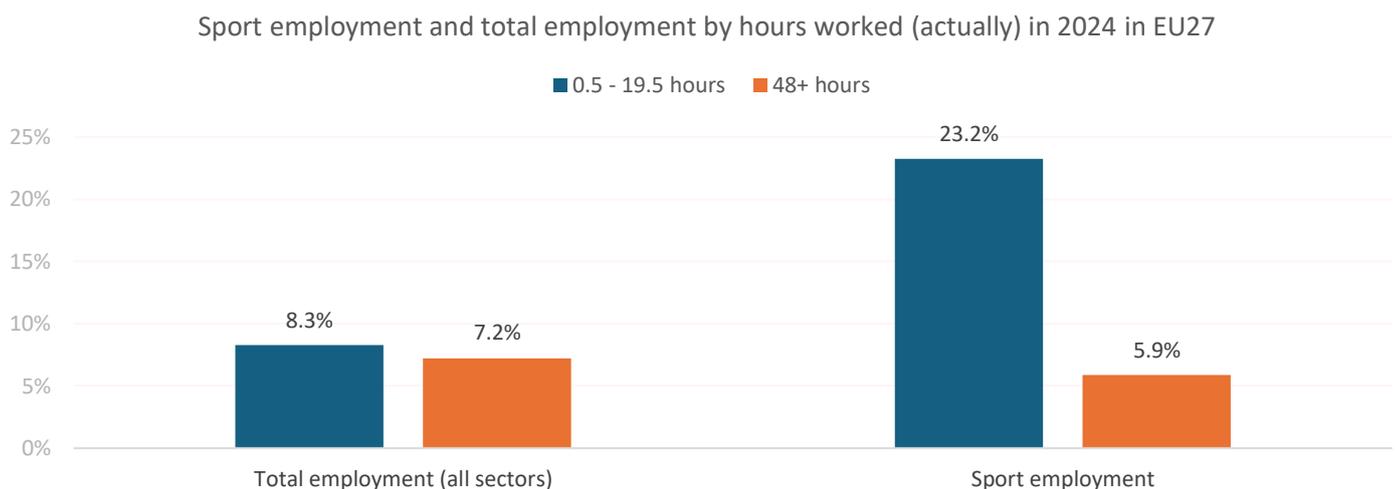


Figure 39: Sport employment and total employment by hours worked (actually) in 2024 in EU27

The prevalence of working 0.5-19.5 hours was almost three times greater in total sport employment than in the overall EU economy, as expected by the distribution of part-time contracts in sport employment. Those in sport employment were slightly less likely to have worked 48+ hours in the reference week (1.3 percentage point difference).

Figure 40 shows the percentages of males and females in the highest and lowest bands of hours actually worked in 2024.

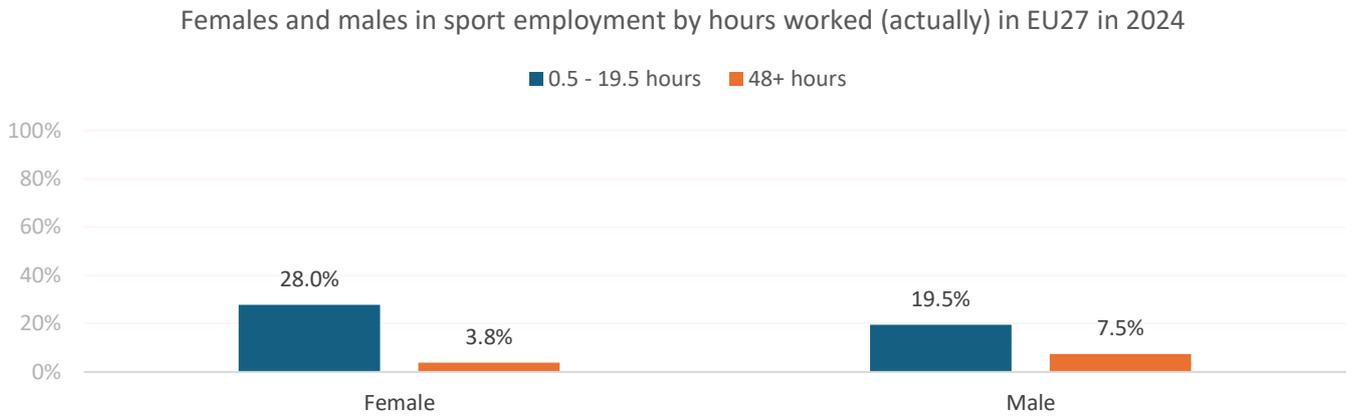


Figure 40: Females and males in sport employment by hours worked (actually) in EU27 in 2024

Women were more likely to have worked <19.5 hours (8.5 percentage points difference), whereas men were almost twice as likely to have worked 48+ hours (7.5% versus 3.8%).

A male referee in a black and white striped shirt is shown in profile, pointing his right arm forward. He is wearing a black shorts with a small orange tag. The background is a blurred indoor sports arena with yellow seats and a player in a red jersey.

3

**WORKERS WITH A SPORT
AND FITNESS
OCCUPATION (ISCO 342)
IN THE EU**

3. Workers with a sport and fitness occupation (ISCO 342) in the EU

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 highlight that the figures in this section are for people with a sport and fitness occupation in all types of organisations: sports organisations but also all 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.

3.1 Total number of workers with a sport and fitness occupation

Figure 41 shows the total number of people with a sport and fitness occupation in 2011-2024.

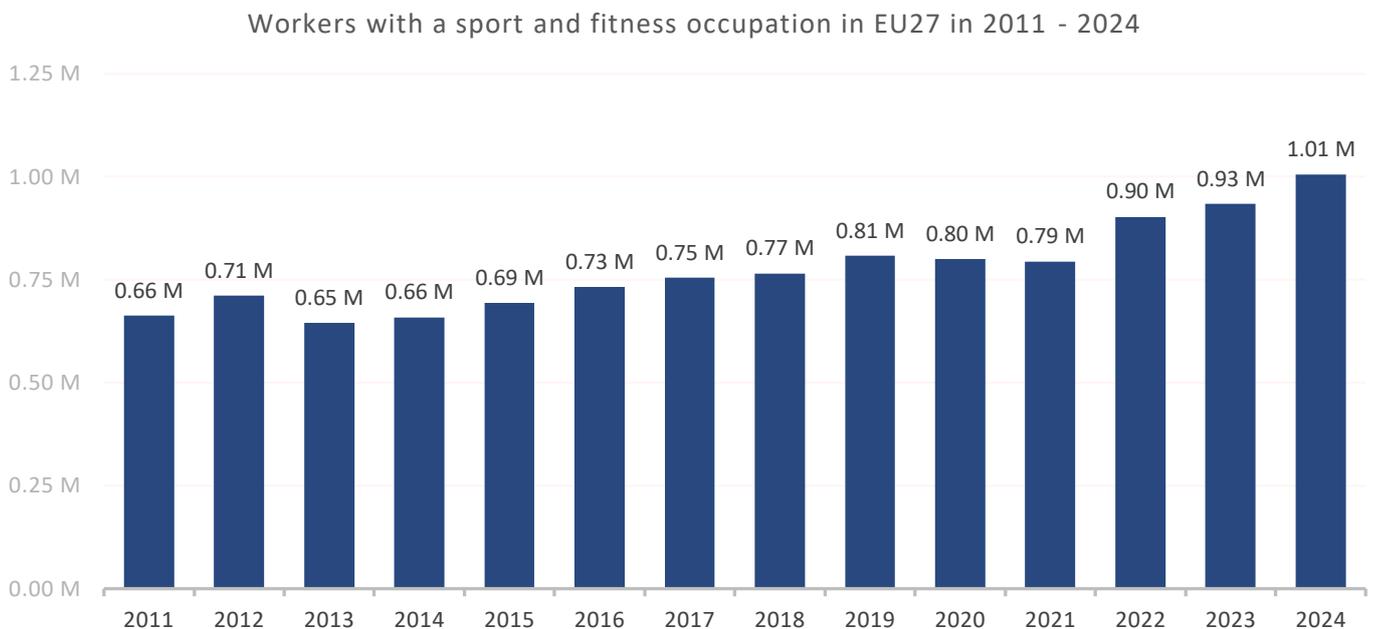


Figure 41: Workers with a sport and fitness occupation in EU27 in 2011 - 2024

In 2024, there were 1.01 million workers with a sport occupation which is 61.3% of total EU sport employment (1.64 million). Since 2011, the number of workers with a sport and fitness occupation has grown by 342,000 positions (+51.7%). 2023-2024 showed a growth of 71,000 or +7.6%. This is 1 percentage points greater than the growth in total EU sport employment in the same period (+6.6%).

Whereas 7,000 positions were lost during the highpoint of Covid (2019-2020), there was a growth of 205,000 positions 2020-2024. This is a growth of +25.6%, almost the same as the growth in total sport employment in the same period.

3.1 Distribution of workers with a sport and fitness occupation (ISCO 342) by specific occupation

Figure 42 shows the breakdown of workers with a sport and fitness occupation into more specific occupational groups:

- Athletes and sports players (3421)
- Sports coaches, instructors and officials (3422)
- Fitness and recreation instructors and program leaders (3423)

Workers with a sport and fitness occupation by specific occupation groups in 2011 - 2024 in EU27 - totals

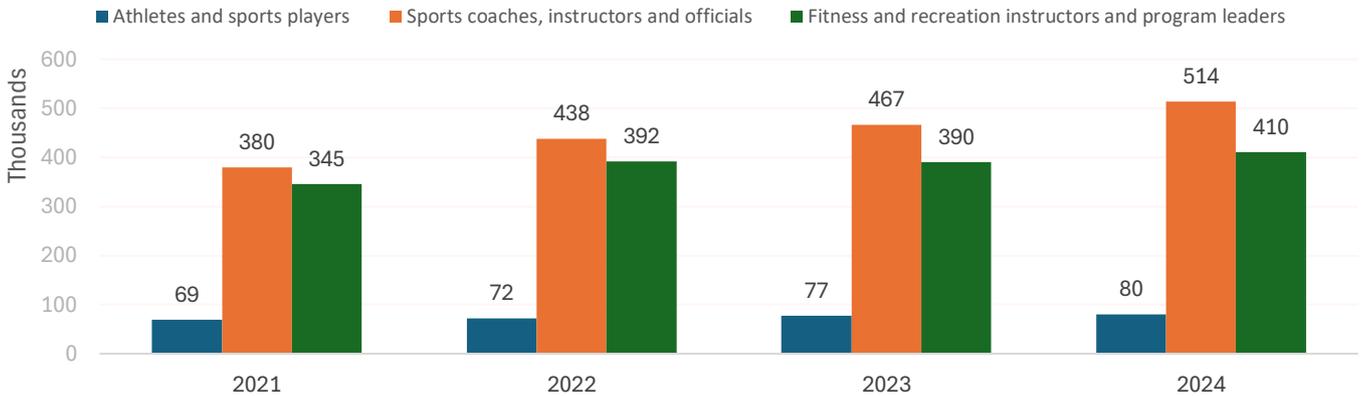


Figure 42: Total numbers of workers with a sport and fitness occupation by specific occupation groups in 2021 - 2024 in EU27

In 2024, there were 514,000 sports coaches, instructors and officials employed in the EU, 410,000 fitness and recreation instructors, and 80,000 athletes and sports players. The total number of each category has grown since 2021.

Figure 43 shows the percentage distribution of each of the groups.

Workers with a sport and fitness occupation by specific occupation groups in 2011 - 2024 in EU27 - % distribution

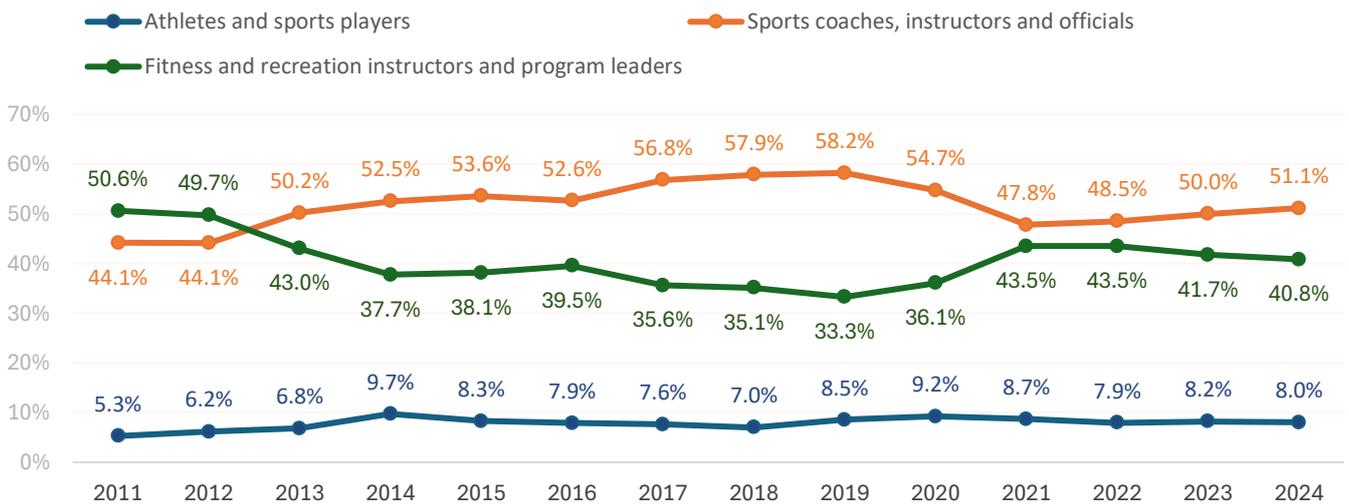


Figure 43: Distribution of workers with a sport and fitness occupation by specific occupation groups in 2011 – 2024 in EU27 (note: 2011-2020 data is from ~50% of population, as it only contains countries that provided the data to this level of detail)

Since 2011, sports coaches increased their share in all workers with a sport occupation, from 44.1% to 51.1% in 2024 (+7 percentage points), and so did the share of athletes (5.3% in 2011, 8.0% in 2024). At the same time, the share of fitness instructors fluctuates but follows a comparative downward trend since 2011, and in recent years following an increase between 2019-2021.

3.2 Workers with a sport and fitness occupation by country

Figure 44 shows the numbers of people employed in a sport and fitness occupation for each EU country, Iceland, Norway, Türkiye and the UK in 2024.

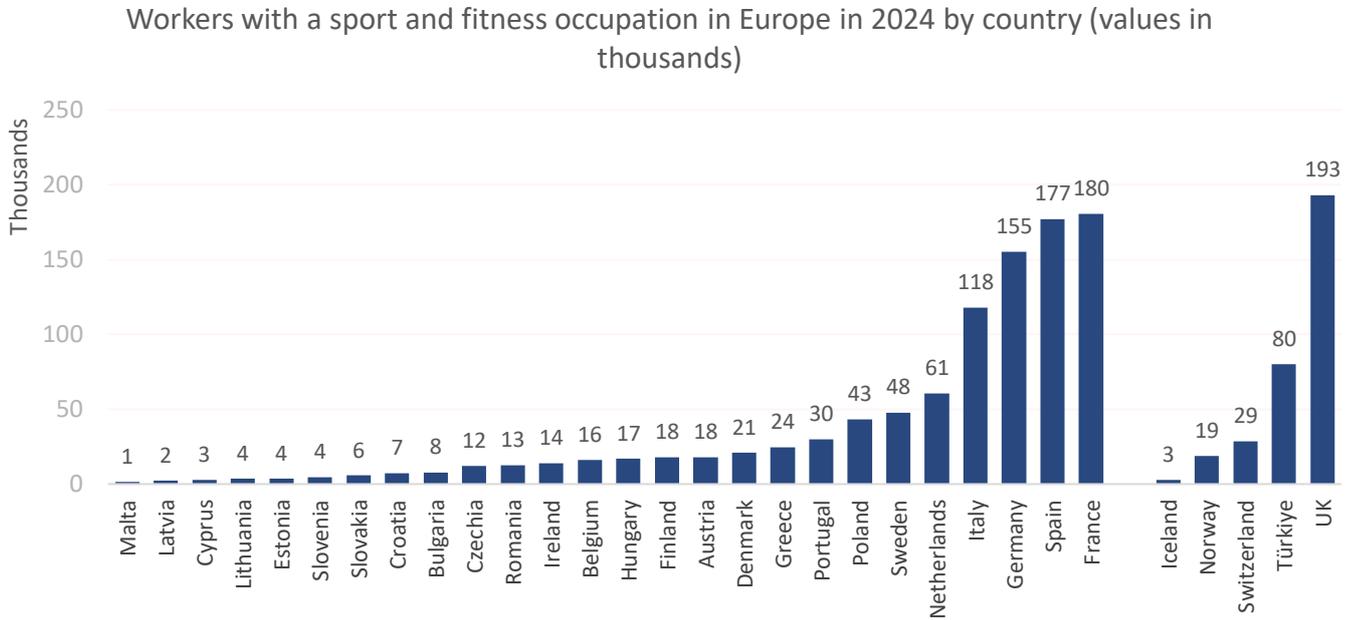


Figure 44: Workers with a sport and fitness occupation in Europe in 2024 by country (values in thousands)

France (180,400), Spain (177,000), Germany (155,000) and Italy (118,000) had the largest numbers of workers with a sport and fitness occupation. In the broader European context, the UK (193,200) had the greatest number overall.

Figure 45 shows share of workers with a sport and fitness occupation in total sport employment in 2024 by country.

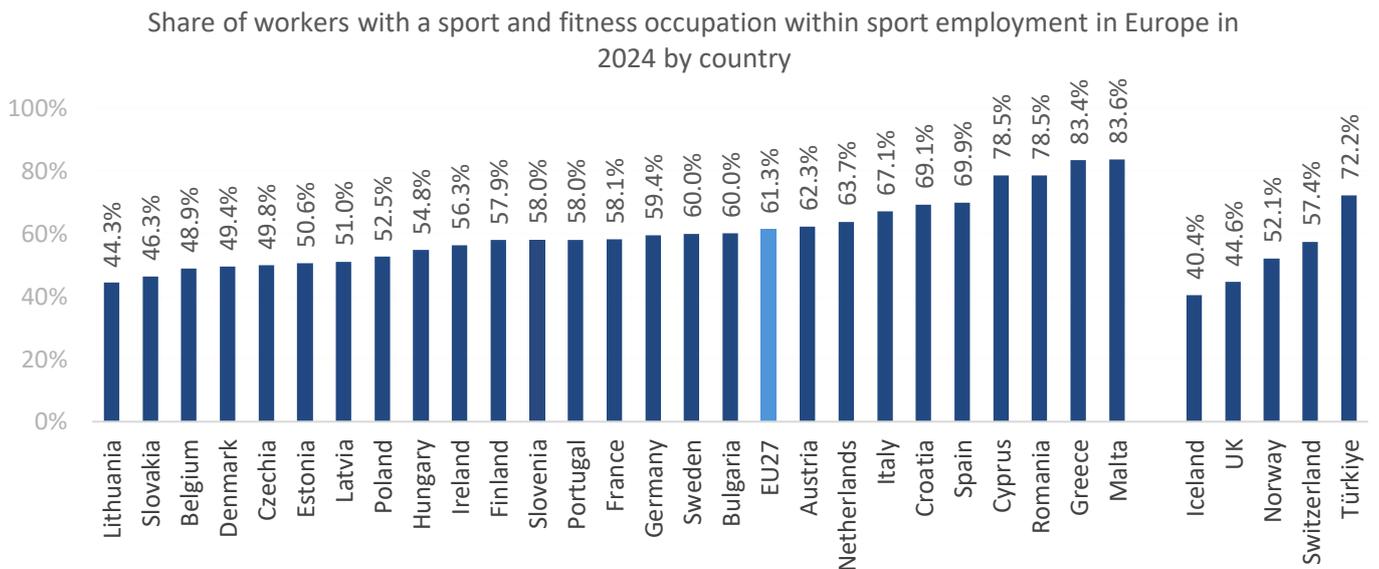


Figure 45: Share of workers with a sport and fitness occupation within sport employment in Europe in 2024 by country

Malta (83.6%), Greece (83.4%), Romania and Cyprus (78.5% each) had the highest share of sport workers within sport employment. In countries with the lowest share such as Lithuania, it was almost halved (44.3%), so a

significantly higher share of workers with non-sport occupations in sport employment as defined by our methodology.

3.3 Post-Covid recovery for workers with a sport and fitness occupation

Figure 46 shows the growth by country of workers with a sport and fitness occupation between 2019 (the year before the Covid pandemic) and 2024.

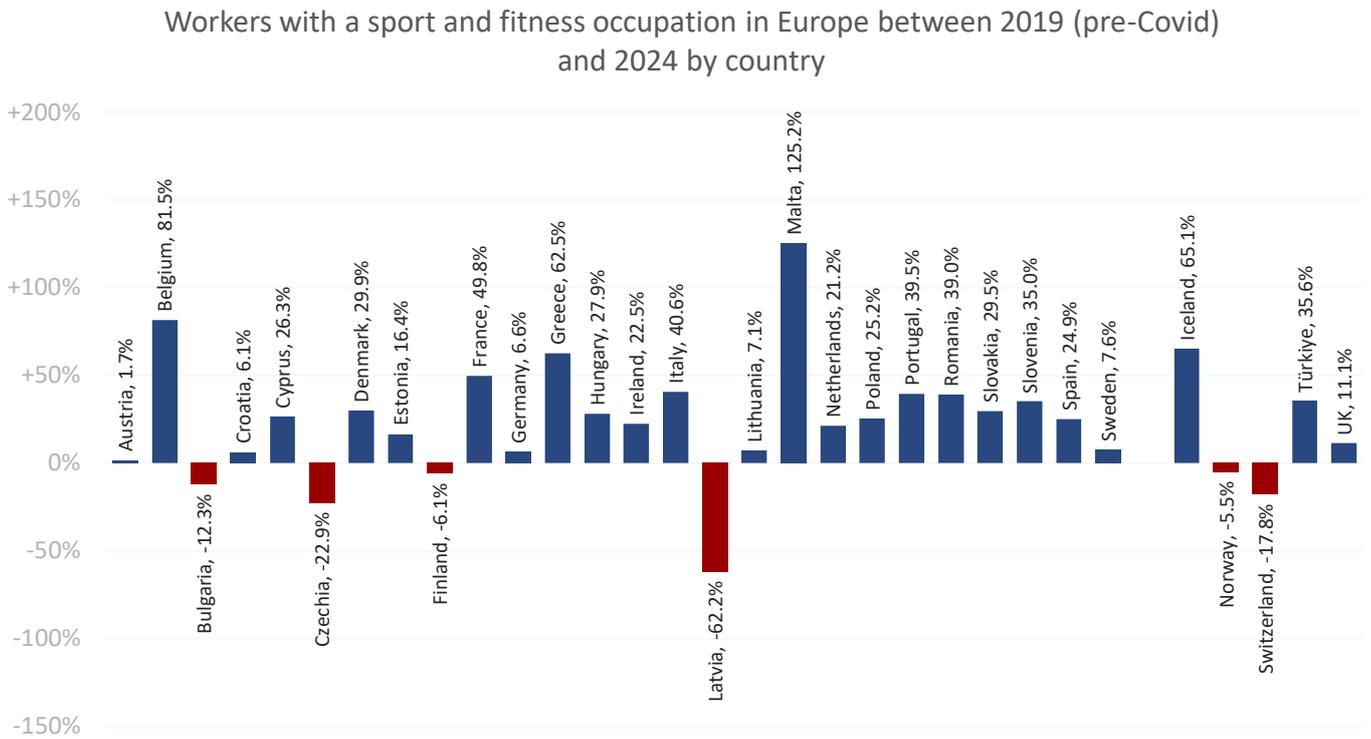


Figure 46: Workers with a sport and fitness occupation in Europe between 2019 (pre-Covid) and 2024 by country

Malta (+125.2%), Belgium (+81.5%), Greece (+62.5%) and France (+49.8%) show the greatest growth. This is notably different to the growth in total EU sport employment where France (+73.8%), Lithuania (+41.1%), Hungary (+38.9%) and Greece (+38.6%) showed the most growth. In the case of workers with a sport and fitness occupation, four EU countries showed negative growth. When compared to total EU sport employment (where nine countries remained in negative growth), it appears post-Covid recovery may have been more successful for workers with a sport and fitness occupation.

3.4 Workers with a sport and fitness occupation within and outside sport organisations

Error! Reference source not found. Figure 42 shows the distribution of workers with a sport and fitness occupation according to whether they are working in an organisation whose main business is sport compared to other types of organisations 2011-2024.

Workers with a sport and fitness occupation by place of work in 2011 - 2024 in EU27

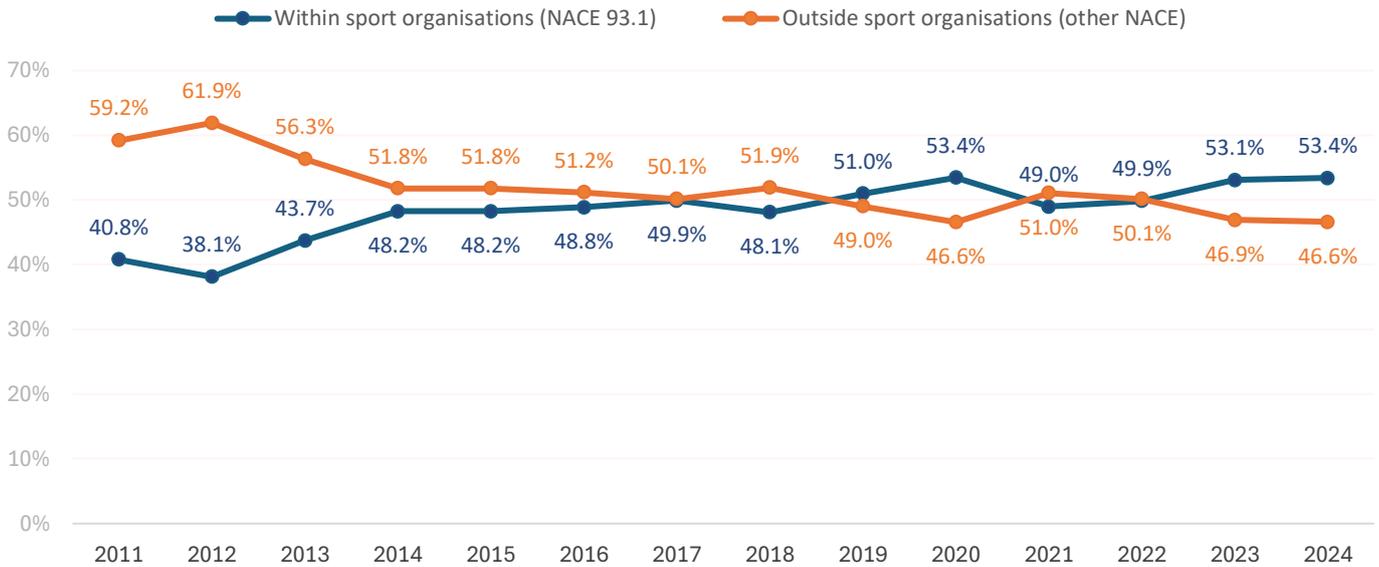


Figure 47: Workers with a sport and fitness occupation by place of work in 2011 - 2024 in EU27

In 2024, 53.4% of workers with a sport and fitness occupation were employed in sport organisations. 2011-2024, those working in sport organisations increased by 12.6 percentage points with a corresponding drop in those employed in non-sport organisations. It is notable that there was a drop of 2.4 percentage points in those employed in other types of organisations (and a corresponding rise of those employed in sport organisations) during the Covid period of 2019-2020.

Figure 48 **Error! Reference source not found.** shows the percentages of males and females working in organisations whose main business is sport and in other types of organisations.

Females and males in workers with a sport and fitness occupation by place of work in EU27 in 2024

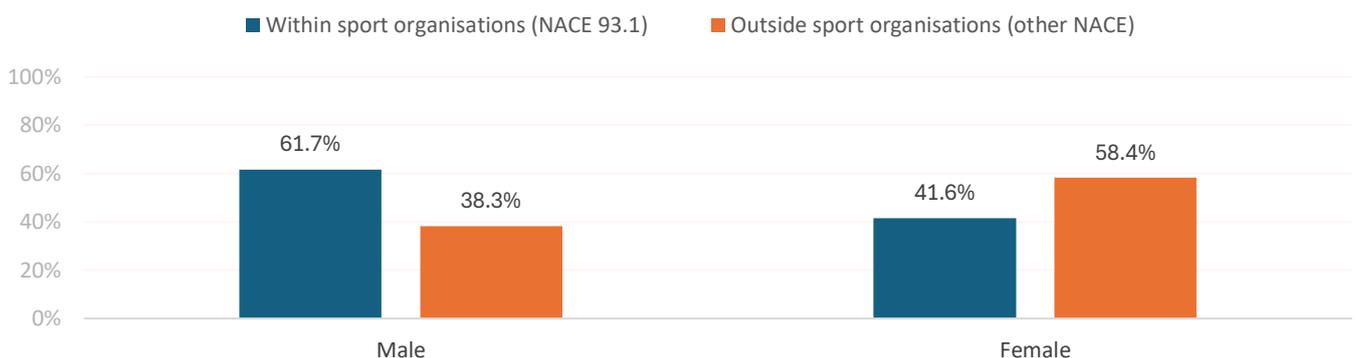


Figure 48: Females and males in workers with a sport and fitness occupation by place of work in EU27 in 2024

There is a significant difference in the place of work depending on the gender of the workers with a sport and fitness occupation. Female workers were much more likely to work outside sport organisations (58.4% of them versus 38.3% of males).

Figure 49 shows the breakdown of the types of organisations where workers with a sport and fitness occupations were employed in 2024.

NACE code		All workers with a sport and fitness occupation	Male workers only	Female workers only	% of female workers within organisation type
Sports activities (sport organisations)		93.1	53.4%	61.7%	41.6%
Non-sport organisations			46.6%	38.3%	58.4%
Other education including sports and recreation education		85.5	17.3%	15.7%	19.6%
Amusement and recreation activities		93.2	5.3%	4.0%	7.2%
Administration of the State and the economic and social policy of the community		84.1	3.9%	2.8%	5.3%
Primary education		85.2	1.9%		3.1%
Other personal service activities		96.0	1.6%		2.9%
Other human health activities		86.9	1.5%		
Activities of other membership organisations		94.9	1.4%		
Other social work activities without accommodation		88.9	1.4%		
Other codes			12.3%	15.8%	20.3%

Figure 49: Distribution of workers with a sport and fitness occupation by type of organisation (NACE) and gender in EU27 in 2024.

From non-sport organisations, from the available data the top three NACE codes where EU27 sport workers were employed in 2024 were:

- Other education including sports and recreation education (85.5)
- Amusement and recreation activities (93.2)
- Administration of the State and the economic and social policy of the community (84.1)

Figure 50 shows the percentage breakdown by country of sport and fitness workers working in sport organisations in 2024.

Share of those working in sport organisations within all workers with a sport and fitness occupation in 2024 in Europe by country

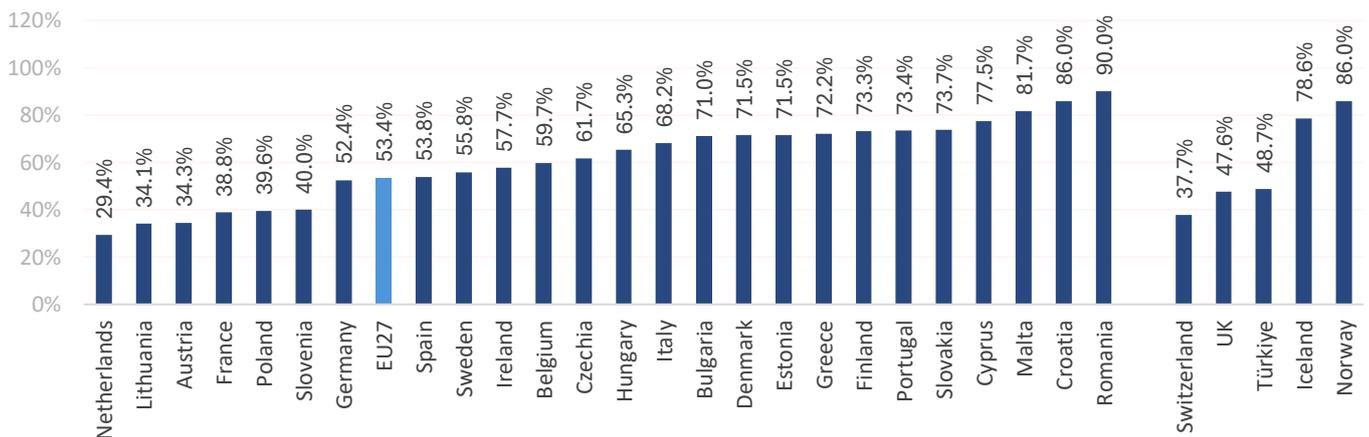


Figure 50: Share of those working in sport organisations within all workers with a sport and fitness occupation in 2024 in Europe by country

We can see considerable differences in the shares across European countries, ranging from <35% (Netherlands, Lithuania, Austria) to over 80% (Romania, Croatia, Malta).

3.5 Workers with a sport and fitness occupation by gender

Figure 51 shows the breakdown of those with a sport and fitness occupation by gender 2011-2024.

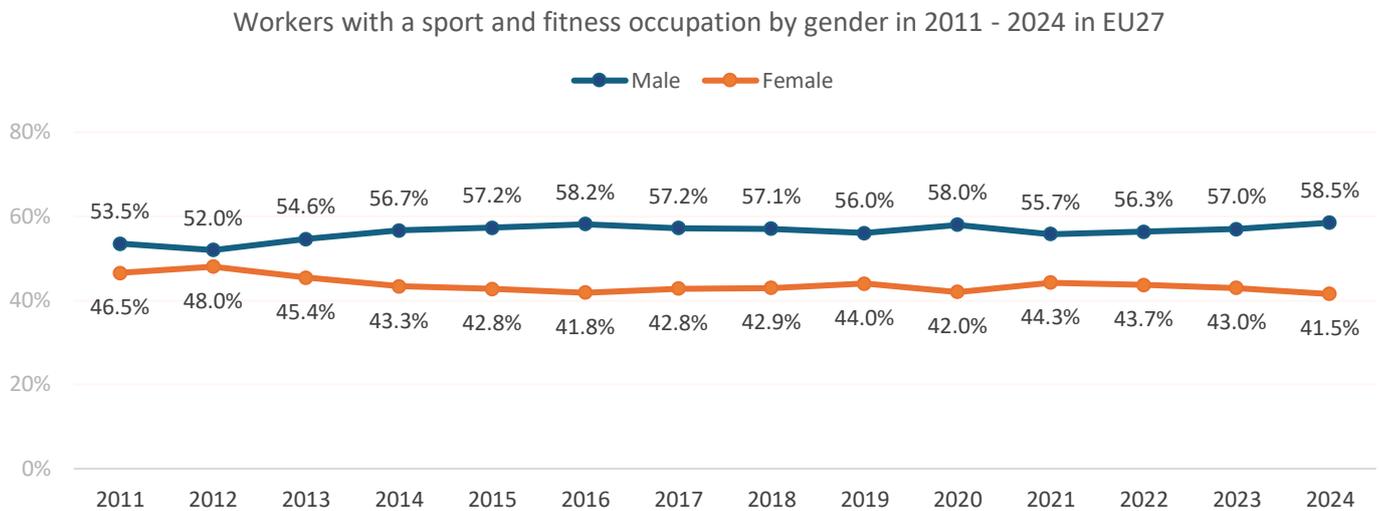


Figure 51: Workers with a sport and fitness occupation by gender in 2011 - 2024 in EU27

The share of female employment declined by -5 percentage points since 2011. There was a significant fall of -2 percentage points 2019-2020 which suggests female workers with a sport and fitness occupation were more adversely affected by the Covid pandemic. Despite some recovery in 2021, the percentage share of female sport and fitness workers in 2024 was actually lower than it was at the highpoint of Covid by 0.5 percentage points and is now the lowest it has ever been.

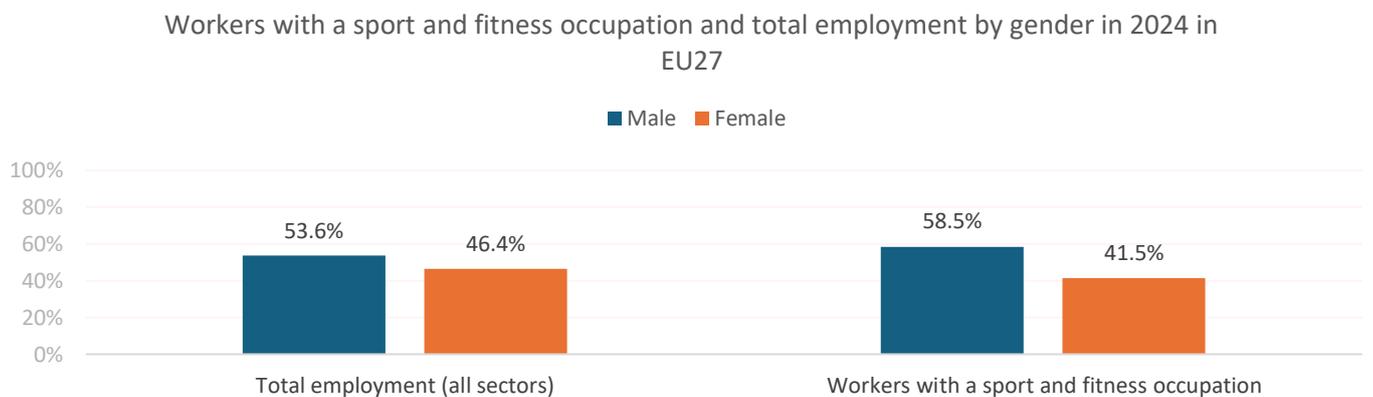


Figure 52: Workers with a sport and fitness occupation and total employment by gender in 2024 in EU27

Figure 52 shows that the female percentage of workers with a sport and fitness occupation in 2024 was 4.9 percentage points lower than the female percentage of total EU employment in all economic sectors. The gender gap here is notably greater than the gender gap in total EU sport employment, by 4.5 percentage points.

Figure 53 shows the female percentages of workers with a sport and fitness occupation by country.

Share of females in workers with a sport and fitness occupation in 2024 in Europe by country

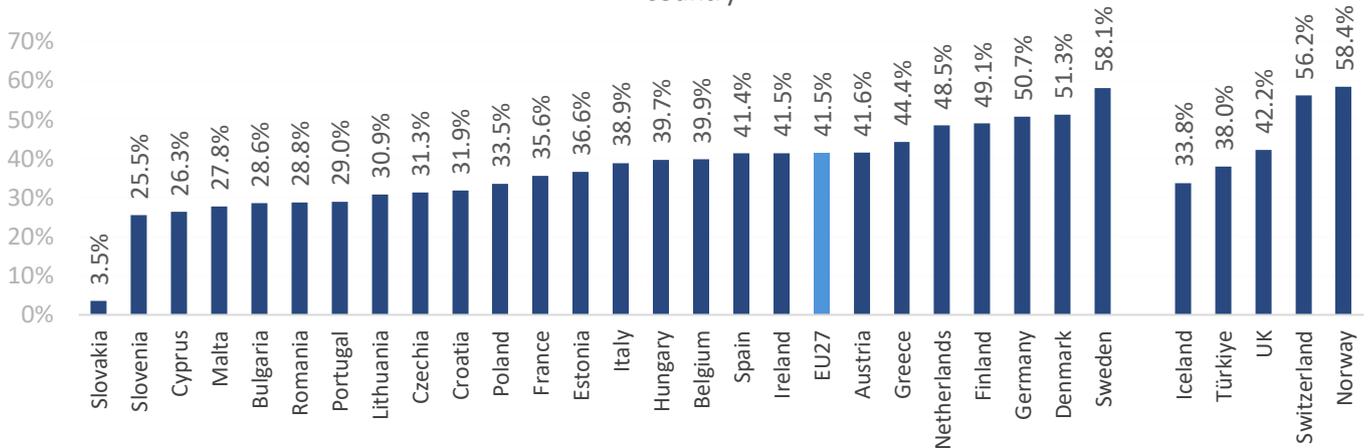


Figure 53: Share of females in workers with a sport and fitness occupation in 2024 in Europe by country

In 2024, within the EU, Sweden (58.1%), Denmark (51.3%), Germany (50.7%) and Finland (49.1%) had the highest female percentage shares (slightly above or nearing parity, except Sweden with significantly more female workers). In the wider European context, Norway, had the largest overall at 58.4%.

3.6 Workers with a sport and fitness occupation by age bands

Figure 54 shows workers with a sport and fitness occupation by age 2011-2024.

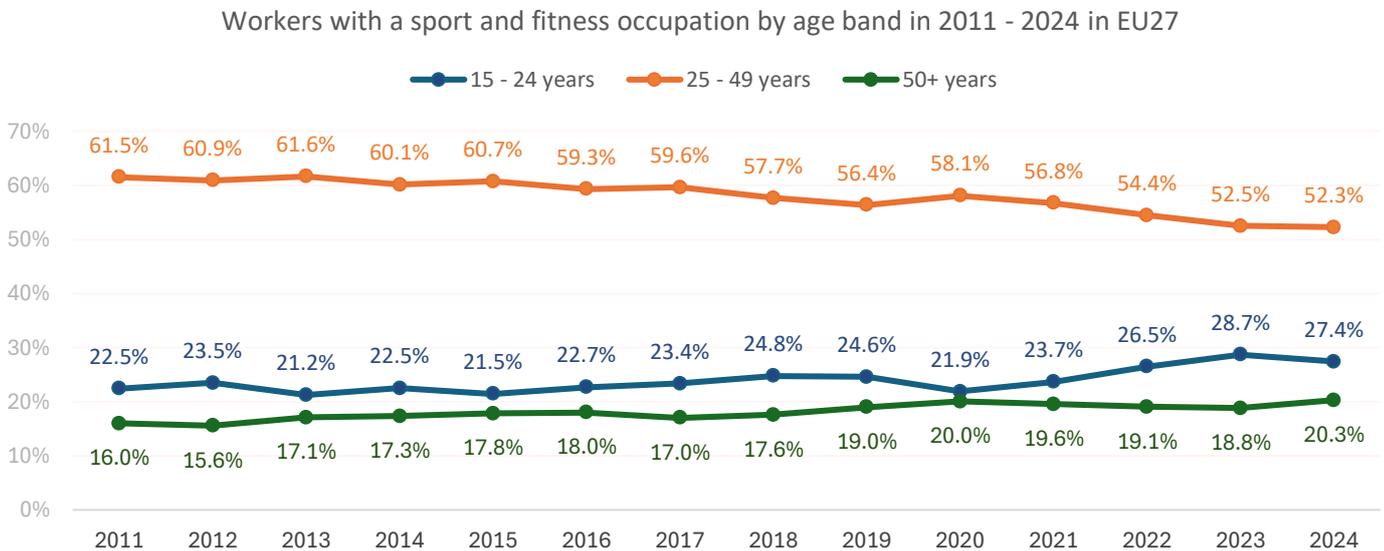


Figure 54: Workers with a sport and fitness occupation by age band in 2011 - 2024 in EU27

In 2024, just over one half were aged 25-49 with the remaining half divided almost equally between the 15-24 and 50+ age groups. Since 2011, the tendency has been for those aged 25-49 to decline (by 8.7 percentage points) and the younger and older groups to share the increase, with the youngest age group growing their share since 2020 (by 5.5 percentage points). Just before that, there was a notable decline in the 15-24 age group in 2019-2020 suggesting that youth employment was more significantly impacted by Covid.

Figure 55 shows the shares of more detailed age buckets for workers with a sport and fitness occupation compared to EU employment in all economic sectors in 2024 (note: bucket sizes are not proportional).

Workers with a sport and fitness occupation and total employment by age band in 2024 in EU27

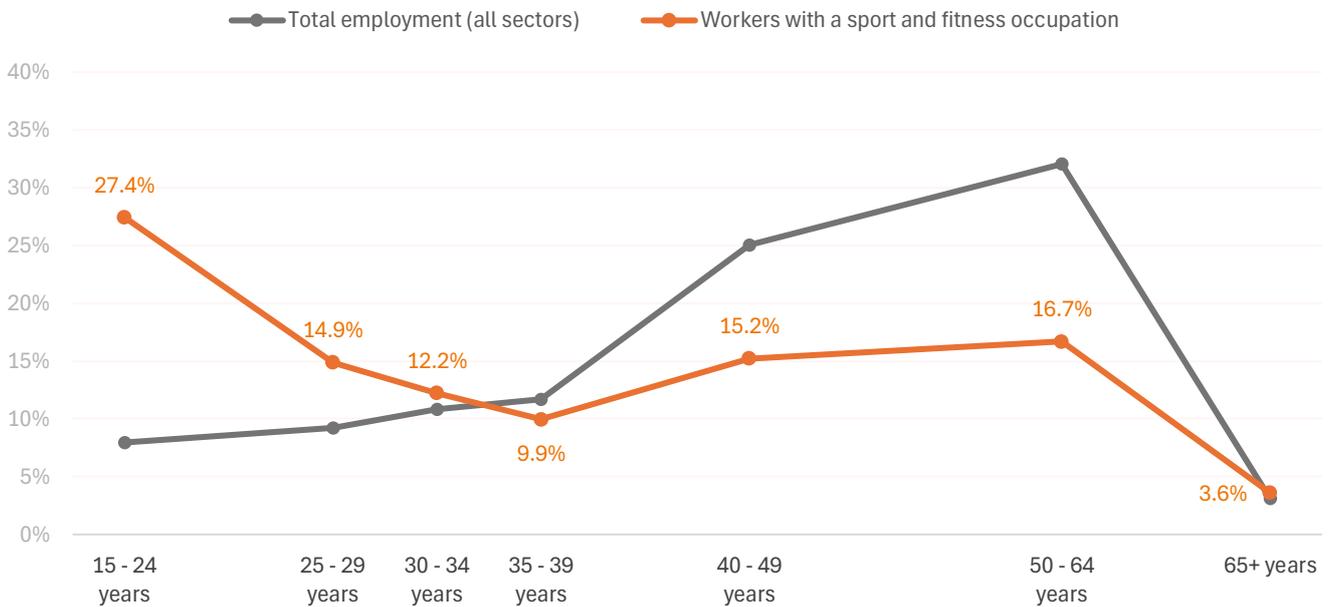


Figure 55: Workers with a sport and fitness occupation and total employment by age band in EU27

Similarly to EU sport employment, we could see a significant over-representation of the younger age groups of workers with a sport and fitness occupation compared to all economic sectors. The percentage of those in the 15-24 age groups (27.4%) was +19.4 percentage points greater than the representation of this age group in the overall EU working population (8%), and +3.9 percentage points higher than its share in total sport employment.

The share of 25-29 age group (14.9%) was still +5.6 percentage points higher than the share for all economic sectors but much less so. The gap narrows in 30-34 age group to 1.3%, wider than the gap for sport employment for this group.

This shows a significant over-representation of young workers (under 34) in workers with a sport and fitness occupation and suggests the possibility that many workers with a sport and fitness occupation may withdraw from the sport sector in their late 20s and early 30s.

Figure 56 shows the breakdown of the youngest and oldest age groups for workers with a sport and fitness occupation by gender in 2024.

Females and males in workers with a sport and fitness occupation by age band in EU27 in 2024

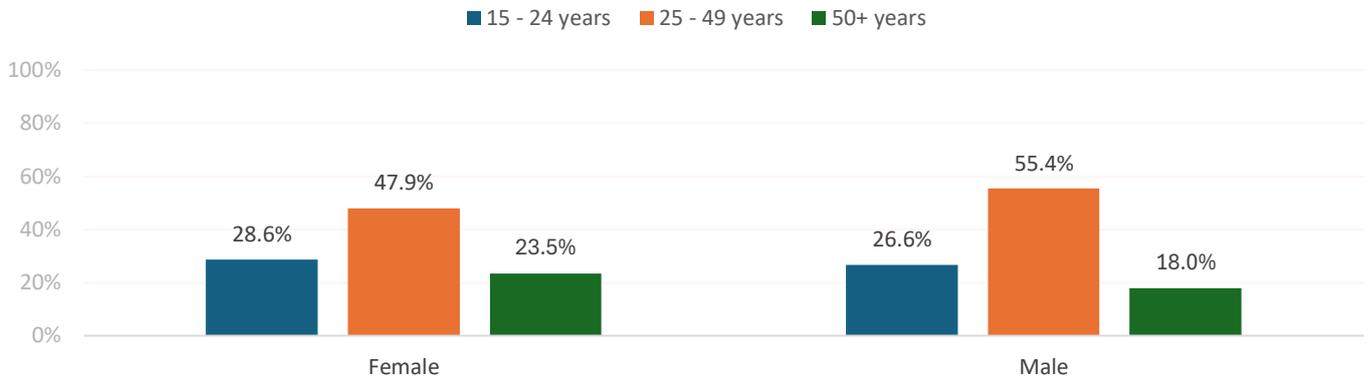


Figure 56: Females and males in workers with a sport and fitness occupation by age band in EU27 in 2024

Females with a sport and fitness occupation are more likely to fall within the youngest (<24) and oldest (50+) age band than males.

Figure 57 shows the percentage of workers with a sport and fitness occupation in the 15-24 age group by country in 2024.

Share of young workers (15 - 24 years) in workers with a sport and fitness occupation in 2024 in Europe by country

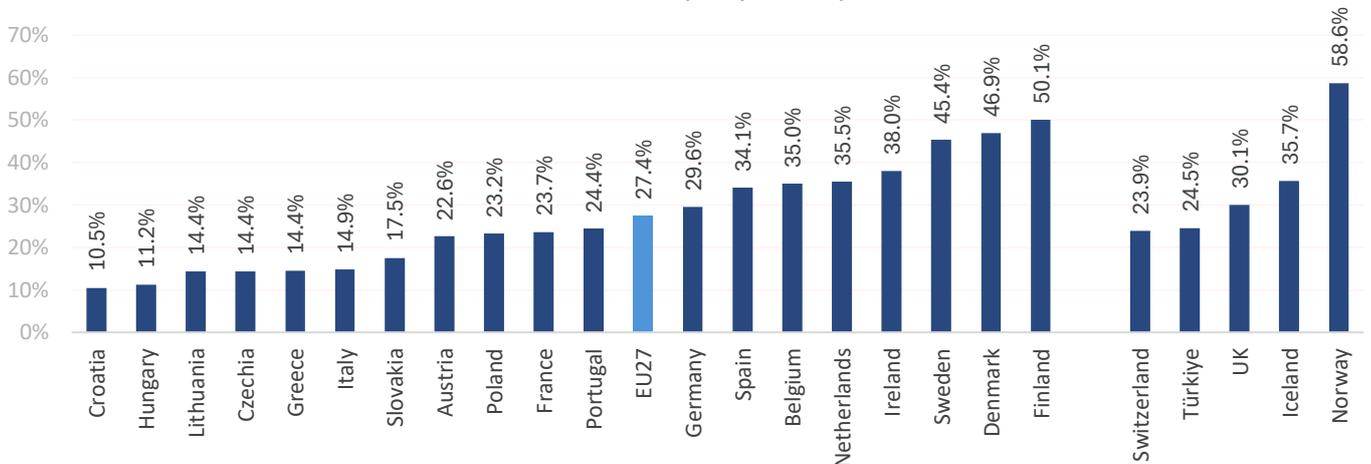


Figure 57: Share of young workers (15 - 24 years) in workers with a sport and fitness occupation in 2024 in Europe by country

Within the EU, Finland (50.1%), Denmark (46.9%), Sweden (45.4%) and Ireland (38%) had the largest representation of 15-24 workers. In the wider European context, Norway (58.6%) had the largest overall.

3.7 Workers with a sport and fitness occupation by level of education

Figure 58 shows workers in the EU with a sport and fitness occupation by level of education⁴.

⁴ For definitions see section 1.5 *ISCED classification of education levels*

Workers with a sport and fitness occupation by level of education in 2011 - 2024 in EU27

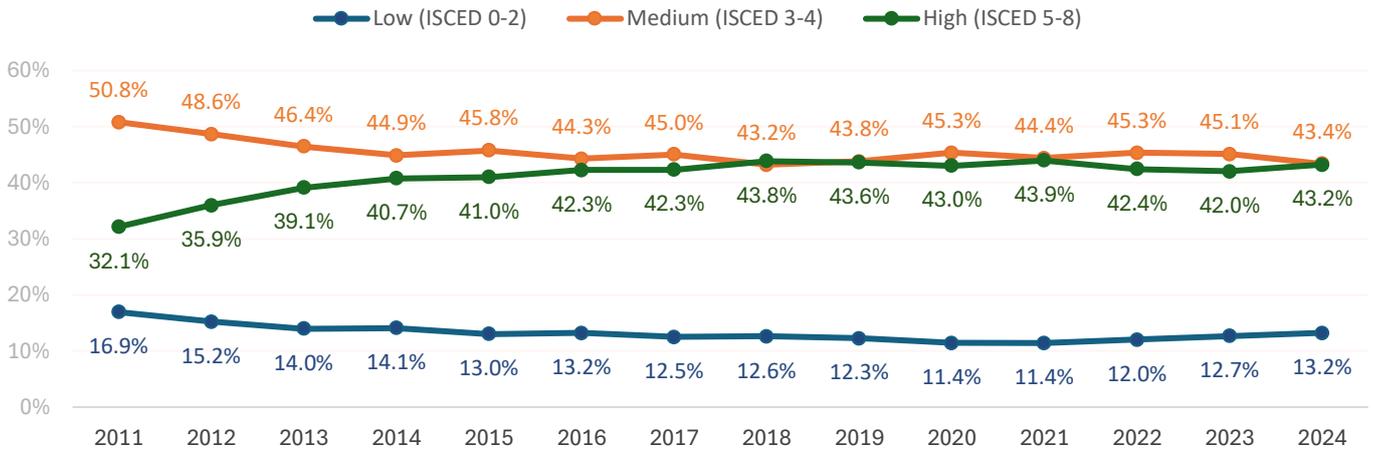


Figure 58: Workers with a sport and fitness occupation by level of education in 2011 - 2024 in EU27

In 2024, the percentages of those with high and middle level qualifications were almost equal. Since 2011, there has been a steady decline in the percentages of those with low and medium level qualifications and a rise in the percentage of graduates. There was a notable drop of -0.9 percentage points for those with low level qualifications 2019-2020 suggesting this group was more significantly impacted by the Covid pandemic than others.

Figure 59 shows the percentages of those with high- and low-level qualifications working in a sport and fitness occupation compared to EU employment as a whole (all economic sectors) in 2024.

Workers with a sport and fitness occupation and total employment by level of education in 2024 in EU27

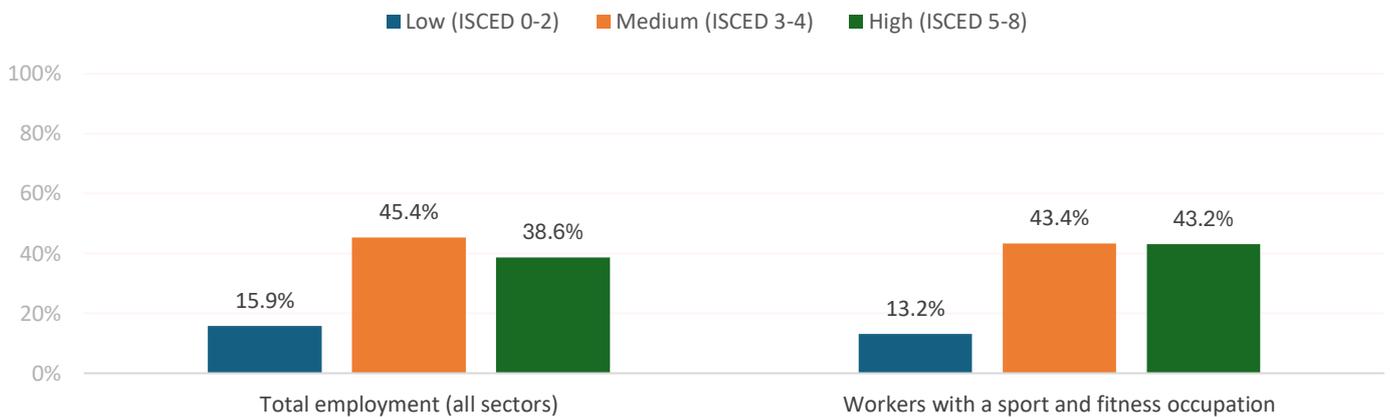


Figure 59: Workers with a sport and fitness occupation and total employment by level of education in 2024 in EU27

The percentage of workers with high level qualifications in total sport employment exceeded the percentage of those with high level qualifications in the EU workforce as a whole by 4.6 percentage points. In the case of total sport employment, this gap is only 2.1 percentage points suggesting that workers with a sport and fitness occupation are more highly educated than the sport workforce as a whole.

Figure 60 shows the breakdown of workers with a sport and fitness occupation by education level by gender in 2024.

Females and males in workers with a sport and fitness occupation by level of education in EU27 in 2024

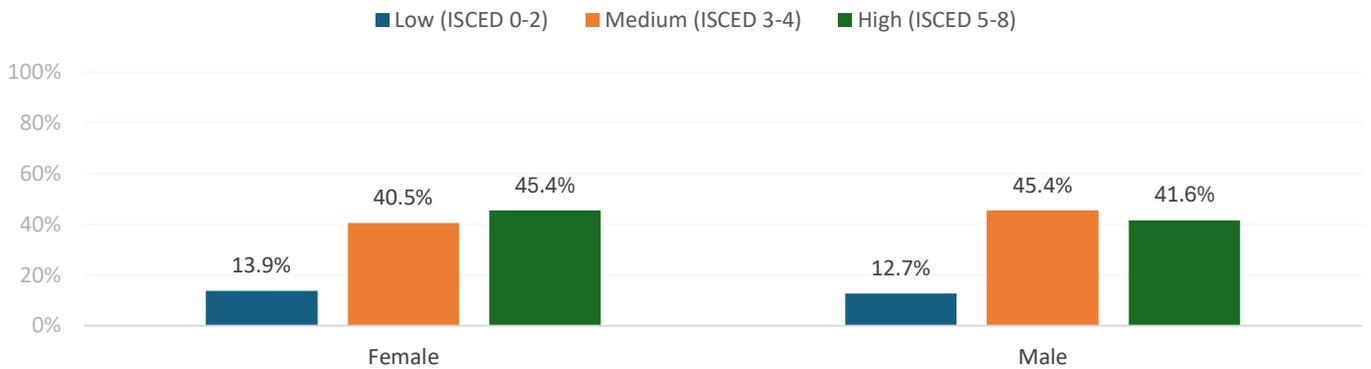


Figure 60: Females and males in workers with a sport and fitness occupation by level of education in EU27 in 2024

The percentage of females with high level qualifications within sport workers exceeded males by 3.8 percentage points.

Figure 61 shows the percentages of workers with a sport and fitness occupation holding high level qualifications by country.

Share of highly educated (High (ISCED 5-8)) in workers with a sport and fitness occupation in 2024 in Europe by country



Figure 61: Share of highly educated (High (ISCED 5-8)) in workers with a sport and fitness occupation in 2024 in Europe by country

In 2024, within the EU Lithuania (88.1%), Cyprus (81.2%), Greece (66.1%) and Estonia (65.3%) had the highest percentages.

3.8 Workers with a sport and fitness occupation by type of working contract (full-time and part-time)

Figure 62 shows the percentages workers with a sport and fitness occupation by full-time and part-time contracts 2011-2024.

Workers with a sport and fitness occupation by type of working contract in 2011 - 2024 in EU27

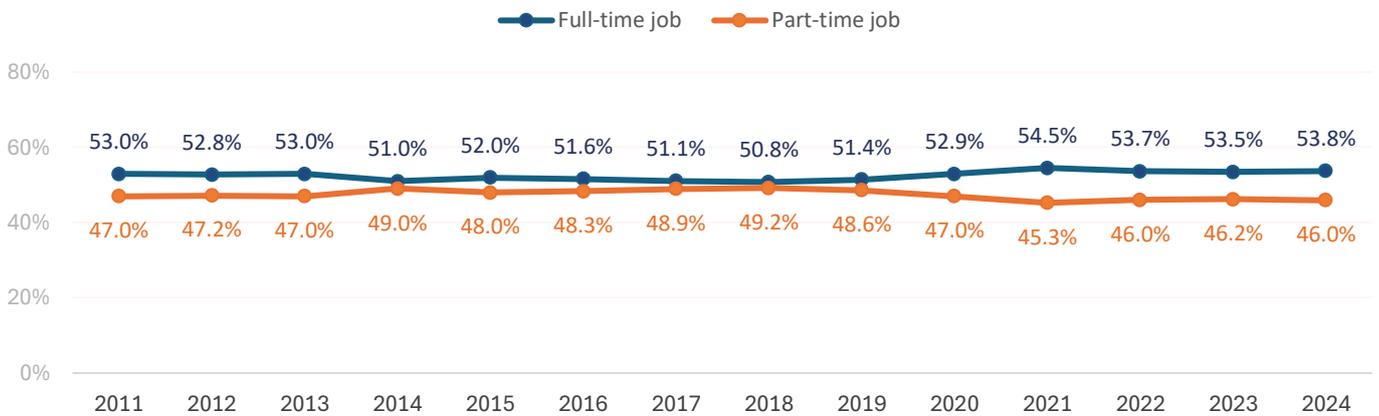


Figure 62: Workers with a sport and fitness occupation by type of working contract in 2011 - 2024 in EU27

The distribution of full- and part-time workers has remained relatively stable since 2011. However, there was a notable adjustment in 2019-2021 with a decline of -3.3 percentage points in part-time employment suggesting part-time employment for this group was more severely impacted by the Covid pandemic. Despite some signs of recovery 2021-2024, the percentage of part-time workers with a sport and fitness occupation was still -2.6 percentage points below the level in 2019.

Figure 63 shows the percentages of workers with a sport and fitness occupation by full- and part-time employment in compared to EU employment in all economic sectors in 2024.

Workers with a sport and fitness occupation and total employment by type of working contract in 2024 in EU27

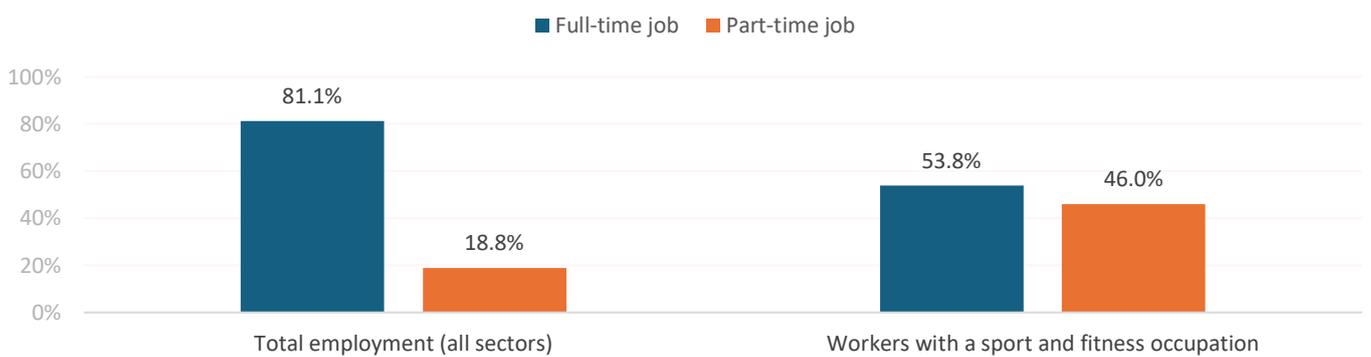


Figure 63: Workers with a sport and fitness occupation and total employment by type of working contract in 2024 in EU27

Part-time employment for workers with a sport and fitness occupation was more prevalent than part-time employment in all EU economic sectors by +27.2 percentage points (more than twice part-time working in the EU economy as a whole). This is also higher by +5.2 percentage points when compared with total EU sport employment.

Figure 64 shows the breakdown of workers with a sport and fitness occupation by full- and part-time jobs by gender in 2024.

Females and males in workers with a sport and fitness occupation by type of working contract in EU27 in 2024

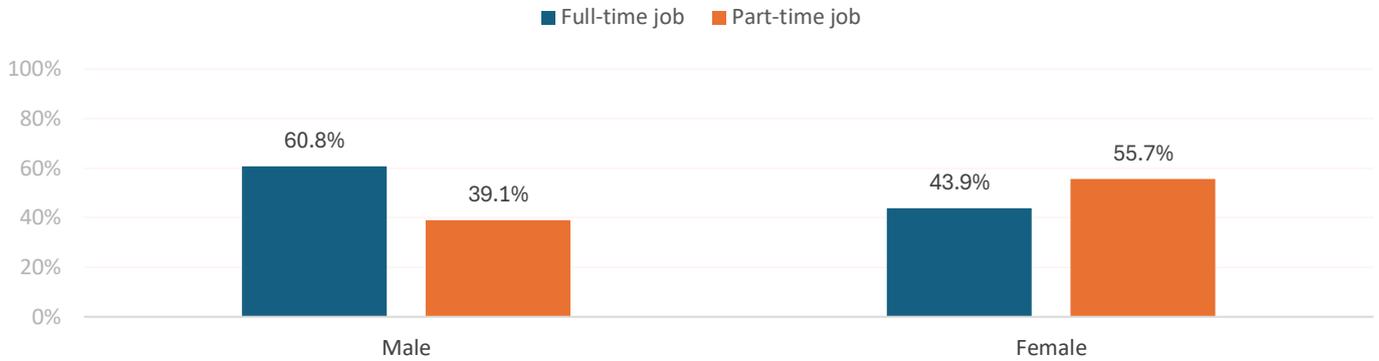


Figure 64: Females and males in workers with a sport and fitness occupation by type of working contract in EU27 in 2024

55.7% of females with a sport and fitness occupation had a part-time contract, compared to 39.1% of males.

Figure 65 shows the percentages of workers with a sport and fitness occupation with part-time jobs by country.

Share of part-time employment in workers with a sport and fitness occupation in 2024 in Europe by country

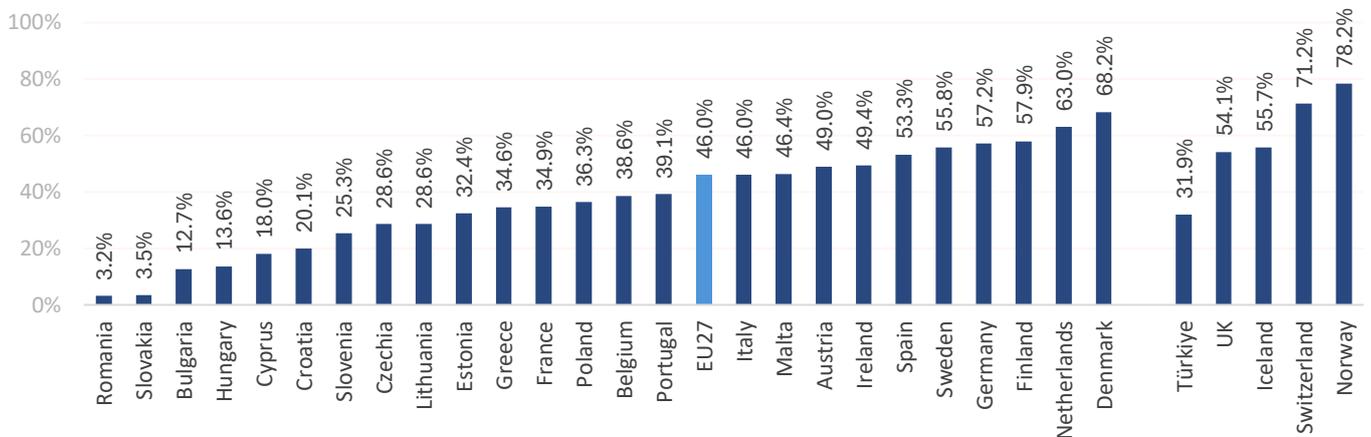


Figure 65: Share of part-time employment in workers with a sport and fitness occupation in 2024 in Europe by country

In 2024, within the EU, Denmark (68.2%), Netherlands (63%), Finland (57.9%) and Germany (57.2%) had the highest percentages. In the broader European context, Norway had the highest percentage overall (78.2%).

3.9 Workers with a sport and fitness occupation by professional status (employed and self-employed)

Figure 66 shows the breakdown of employed and self-employed workers with a sport and fitness occupation 2011-2024.

Workers with a sport and fitness occupation by professional status in 2011 - 2024 in EU27

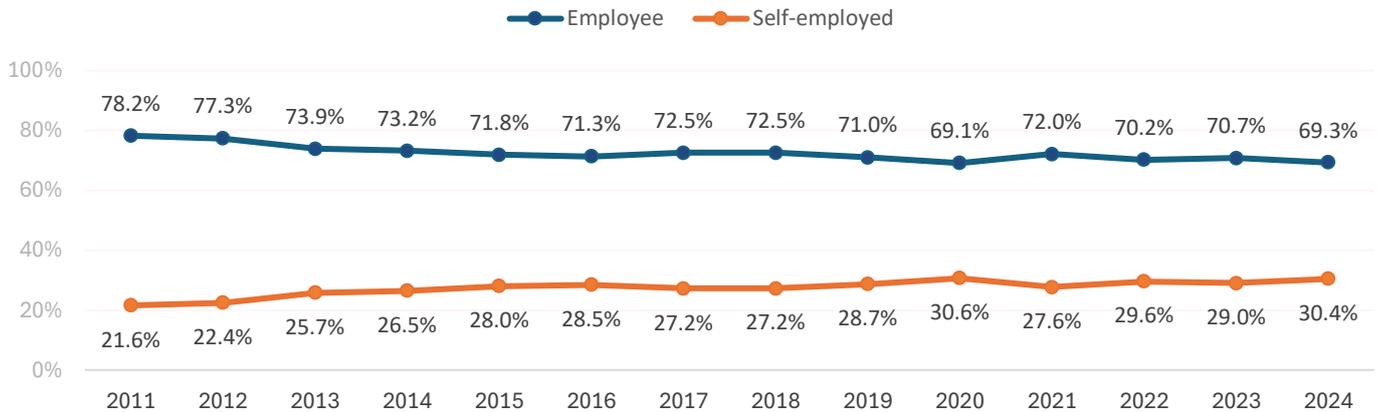


Figure 66: Workers with a sport and fitness occupation by professional status in 2011 - 2024 in EU27

Since 2011, self-employment has grown by +8.8 percentage points. This is almost twice the growth of self-employment in total EU sport employment in the same period (+4.5 percentage points). For workers with a sport and fitness occupation, there was a notable increase in 2019-2020 of +1.9 percentage points, suggesting that self-employment for this group may have grown as a result of the Covid pandemic. This was followed by a decline in 2021, but since then self-employment has continued to grow and by 2024 exceeded the percentage share of 2019 and, with the exception of the Covid year, was at its highest ever at 30.4%.

Figure 67 shows the percentages of people employed and self-employed in the total EU workforce (all sectors) compared to workers with a sport and fitness occupation in 2024.

Workers with a sport and fitness occupation and total employment by professional status in 2024 in EU27

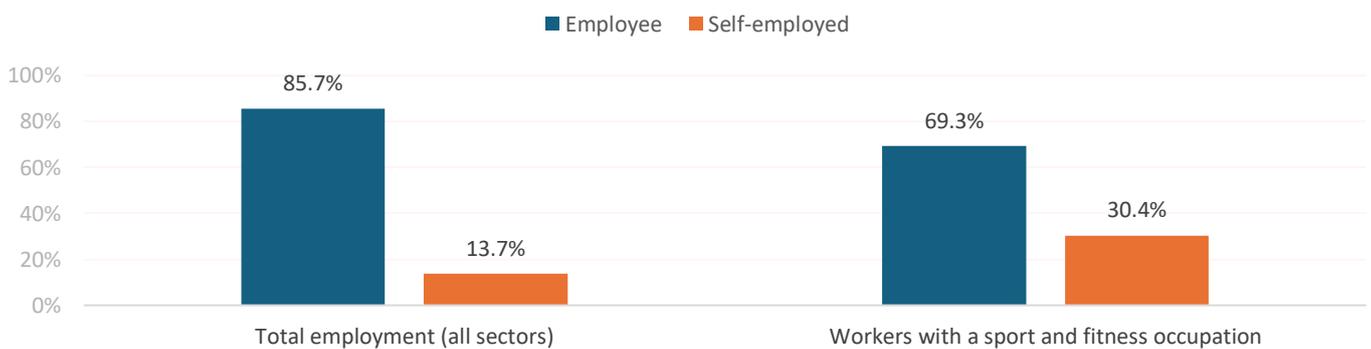


Figure 67: Workers with a sport and fitness occupation and total employment by professional status in 2024 in EU27

Self-employed workers with a sport and fitness occupation exceed self-employed workers in all EU economic sectors by 16.7 percentage points and are more than twice as likely to be self-employed. Compared to overall sport employment, sport workers were more likely to be self-employed (30.4% versus 22.4% for sport employment).

Figure 68 shows the breakdown of self-employed workers with a sport and fitness occupation by gender in 2024, revealing that females were slightly more likely to be self-employed than males (difference of 3 percentage points).

Females and males in workers with a sport and fitness occupation by professional status in EU27 in 2024

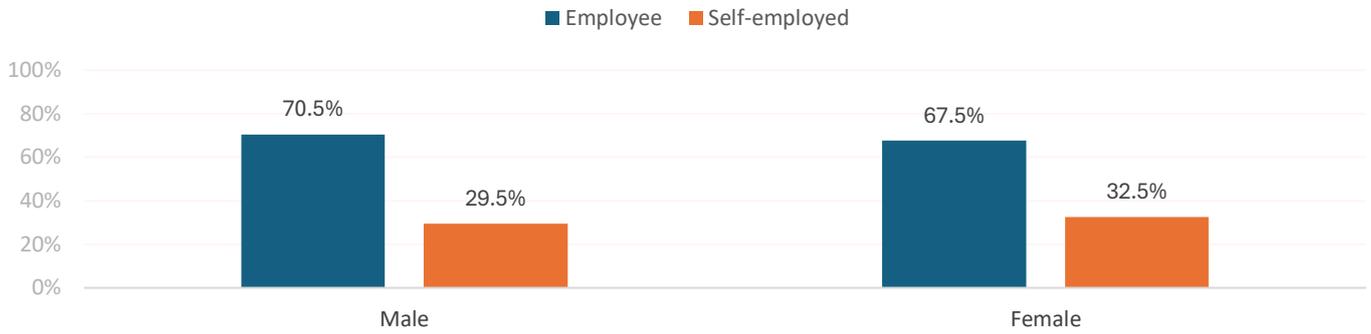


Figure 68: Females and males in workers with a sport and fitness occupation by professional status in EU27 in 2024

Figure 69 shows the percentages of self-employed workers with a sport and fitness occupation by country in 2024.

Share of self-employed in workers with a sport and fitness occupation in 2024 in Europe by country



Figure 69: Share of self-employed in workers with a sport and fitness occupation in 2024 in Europe by country

The range of the share of self-employed across EU countries is very pronounced, from under 10% to over 70%. Those with the highest percentages of self-employed workers with a sport and fitness occupation were Czechia (76.2%), Slovakia (70.2%), Slovenia (66.1%) and Italy (61.0%).

Figure 70 shows the percentages of self-employed workers with a sport and fitness occupation according to whether or not they had employees.

Workers with a sport and fitness occupation by employment of others in 2011 - 2024 in EU27



Figure 70: Workers with a sport and fitness occupation by employment of others in 2011 - 2024 in EU27

In 2024 and throughout the period, by far the largest percentage had no employees, and this group has grown by 0.5 percentage points since 2011.

Figure 71 compares self-employed workers with and without employees in the EU workforce as a whole (all economic sectors) with self-employed workers with a sport and fitness occupation.

Workers with a sport and fitness occupation and total employment by employment of others in 2024 in EU27

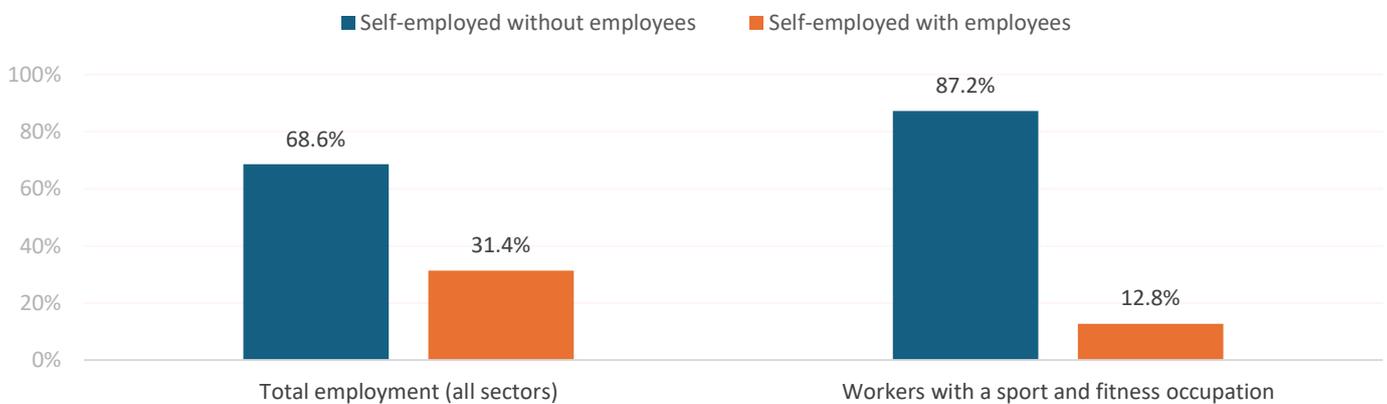


Figure 71: Workers with a sport and fitness occupation and total employment by employment of others in 2024 in EU27

Self-employed workers with a sport and fitness occupation are much less likely to employ others by 18.6 percentage points.

Share of self-employed with employees in self-employed workers with a sport and fitness occupation in 2024 in Europe by country

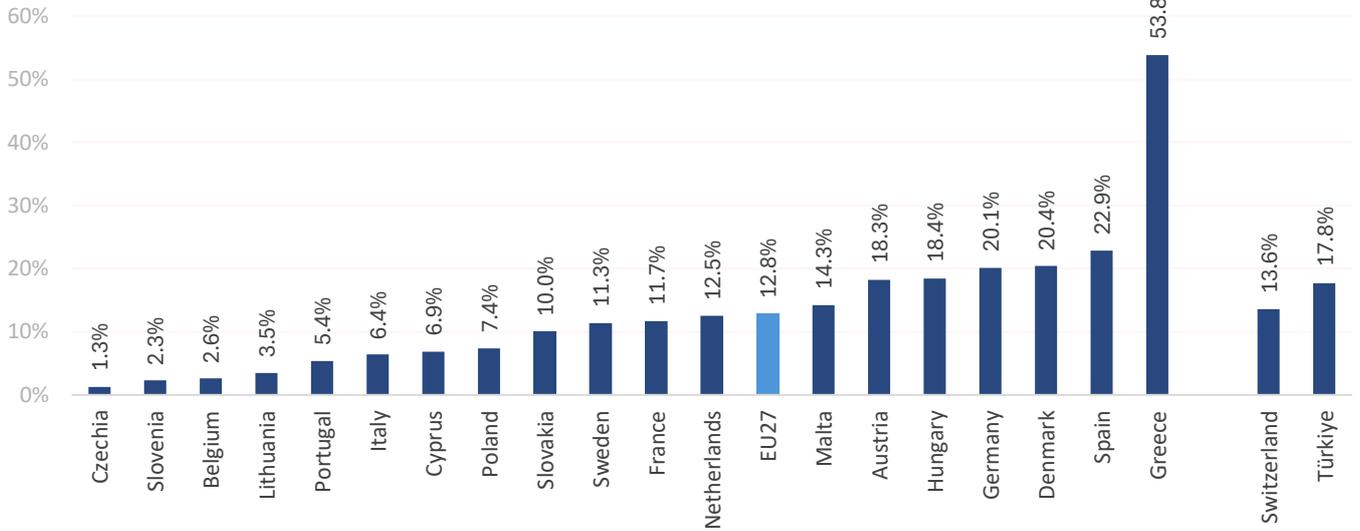


Figure 72: Share of self-employed with employees in all workers with a sport and fitness occupation in 2024 in Europe by country

Figure 72 shows the percentages of self-employed workers with a sport and fitness occupation with employees by country in 2024. The countries with the greatest percentages are Greece (53.8%), Spain (22.9%), Denmark (20.4%) and Germany (20.1%).

3.10 Workers with a sport and fitness occupation with one or more than one job

Figure 73 shows the percentages of workers with a sport and fitness occupation who have only one job and those with more than one job 2011-2024. ‘Other jobs’ in this case could be in sport or any other sector.

Workers with a sport and fitness occupation by existence of more than one job in 2011 - 2024 in EU27

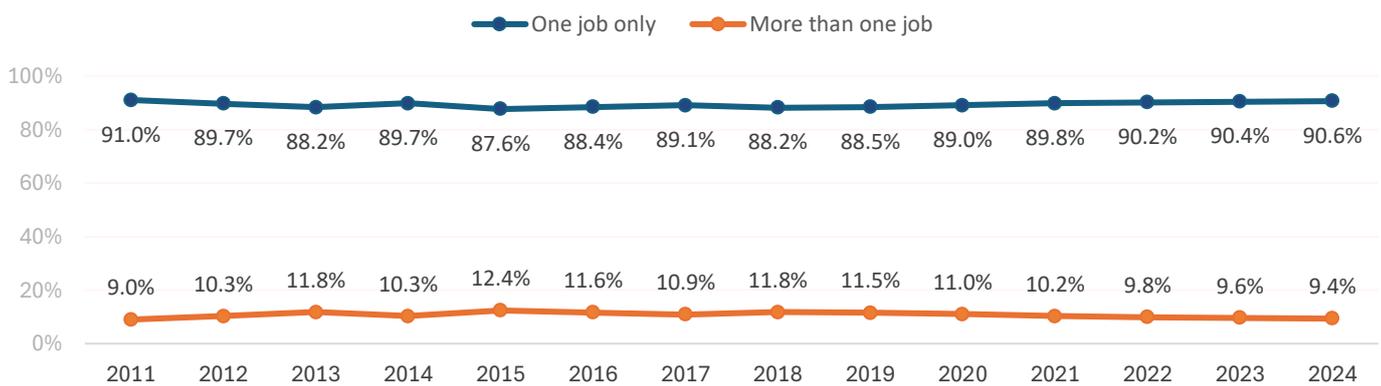


Figure 73: Workers with a sport and fitness occupation by existence of more than one job in 2011 - 2024 in EU27

In 2024, 9.4% had more than one job, and this has remained fairly steady since 2011. This is 1 percentage point higher than the percentage of employees with more than one job in the total EU sport workforce.

Figure 74 shows the percentages of sport and fitness workers who have one job and those who have more than one job compared to total EU employment (all sectors).

Workers with a sport and fitness occupation and total employment by existence of more than one job in 2024 in EU27

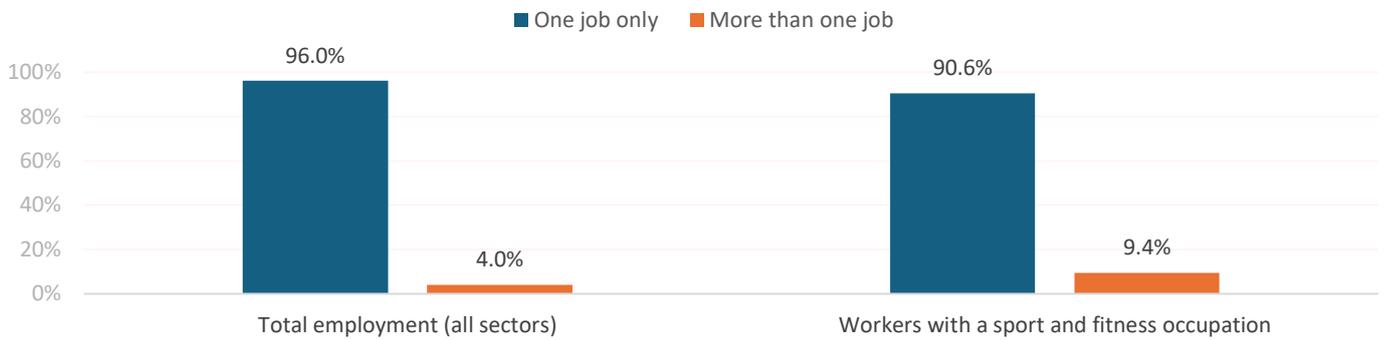


Figure 74: Workers with a sport and fitness occupation and total employment by existence of more than one job in 2024 in EU27

It is notable that those working in sport and fitness occupations are twice as likely to have more than one job by comparison with EU employment for all sectors (9.4% versus 4%).

Figure 75 shows the percentages of sport and fitness workers in the EU with more than one job by gender in 2024.

Females and males in workers with a sport and fitness occupation by existence of more than one job in EU27 in 2024

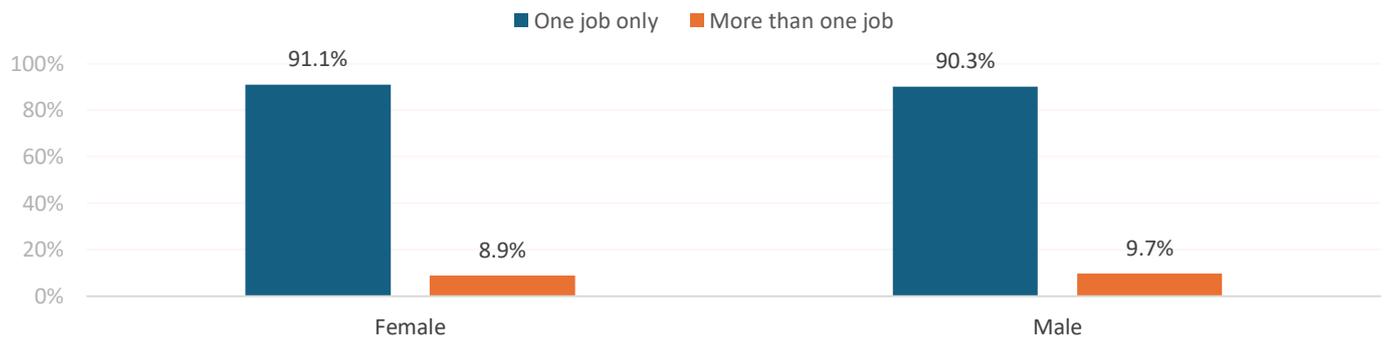


Figure 75: Females and males in workers with a sport and fitness occupation by existence of more than one job in EU27 in 2024

Males were slightly more likely to have more than one job but only by 0.8 percentage points.

Figure 76 shows the percentages of sport and fitness workers with more than one job by country.

Share of people with more than one job in workers with a sport and fitness occupation in 2024 in Europe by country

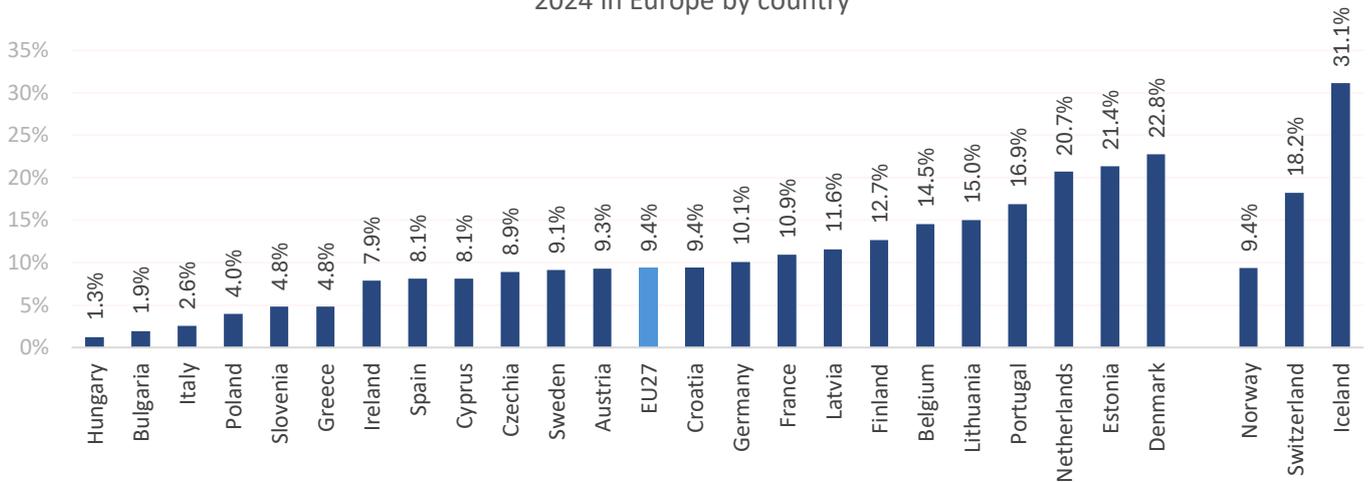


Figure 76: Share of people with more than one job in workers with a sport and fitness occupation in 2024 in Europe by country

In 2024, within the EU, the countries with the highest percentages were Denmark (22.8%), Estonia (21.4%), Netherlands (20.7%) and Portugal (16.9%). In the wider European context, Iceland (31.1%) had the highest percentage overall.

3.11 Workers with a sport and fitness occupation by number of hours worked

Figure 77 shows the percentages of number of hours actually worked per week by workers with a sport and fitness occupation in three selected bands.

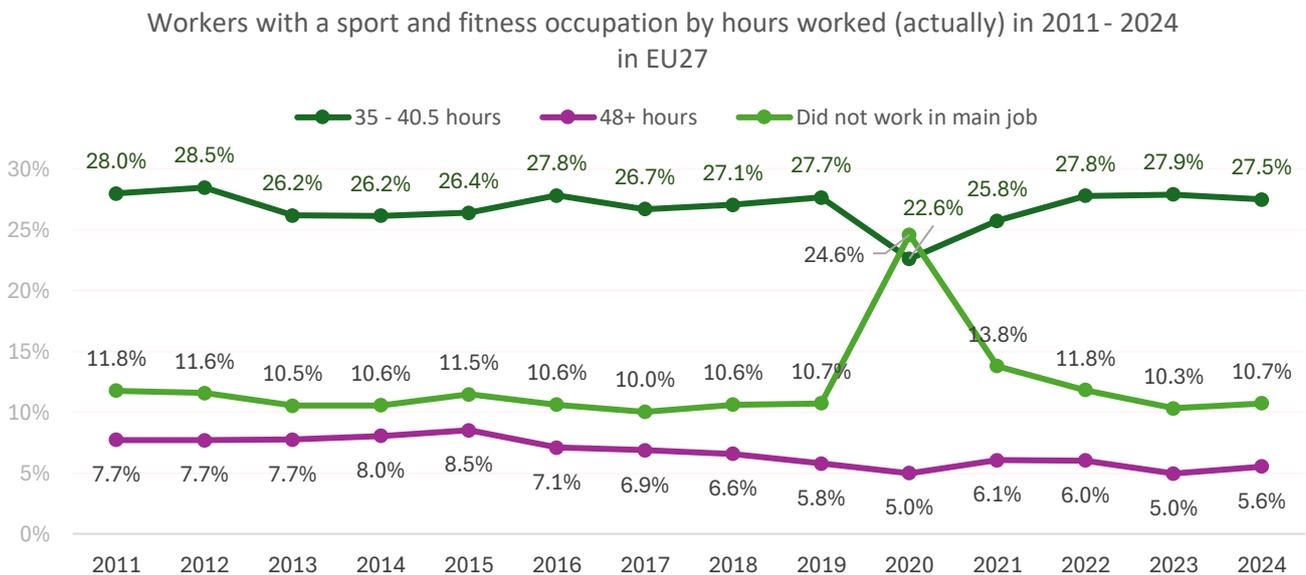


Figure 77: Workers with a sport and fitness occupation by hours worked (actually) in 2011 - 2024 in EU27

It is notable that the percentage of those who reported that they had not worked in their main job increased from 10.7% in 2019 to 24.6% in 2020 at the highpoint of the Covid pandemic and did not return to 10% until 2023. This probably shows the impact of the Covid lockdowns on sport employment and its continuing impact 2021-2023.

Figure 78 shows actual hours worked by sport and fitness workers in the lowest and highest bands by comparison with EU total employment in all sectors in 2024.

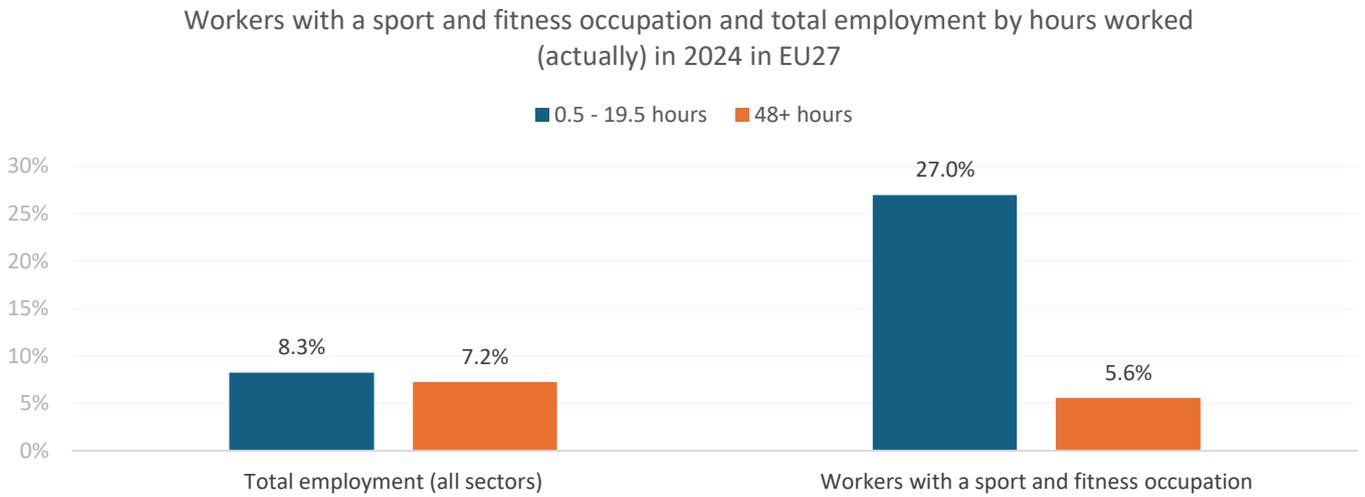


Figure 78: Workers with a sport and fitness occupation and total employment by hours worked (actually) in 2024 in EU27

The prevalence of workers with a sport and fitness occupation working 0.5-19.5 hours was 18.7 percentage points greater than in the overall EU economy. The share of those working 48 hours+ was lower but only by 1.6 percentage points.

Figure 79 shows the percentages of those having more than one job by the number of hours they worked in the reference week – comparing total and sport employment.

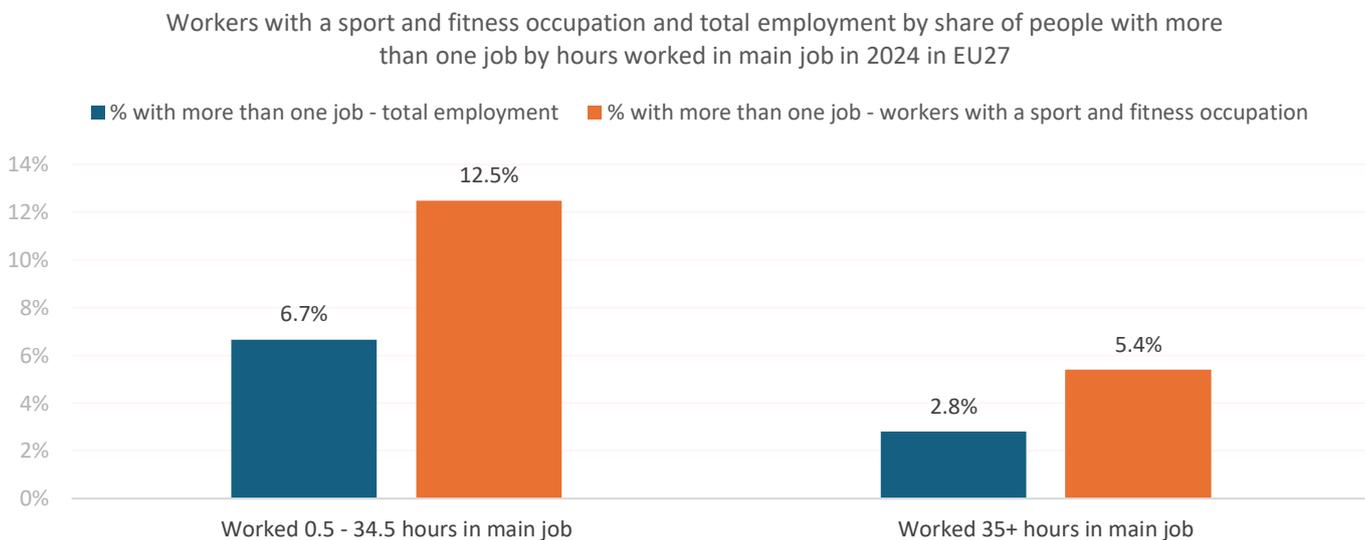


Figure 79: Workers with a sport and fitness occupation and total employment by share of people with more than one job by hours worked in main job in 2024 in EU27

Those sport workers that have worked less than 35 hours were more than twice as likely to have more than one job compared to those that worked full time hours (12.5% versus 5.4%). In comparison to total employment, the difference of the share of those having more than one job stays relatively constant regardless of the number of hours worked (roughly twice as likely for workers with a sport and fitness occupation), suggesting the reasons for this elevated share are the same regardless of type of contract (full / part time).

Figure 80 shows the percentages of male and female sport and fitness workers in the highest and lowest bands of hours actually worked.

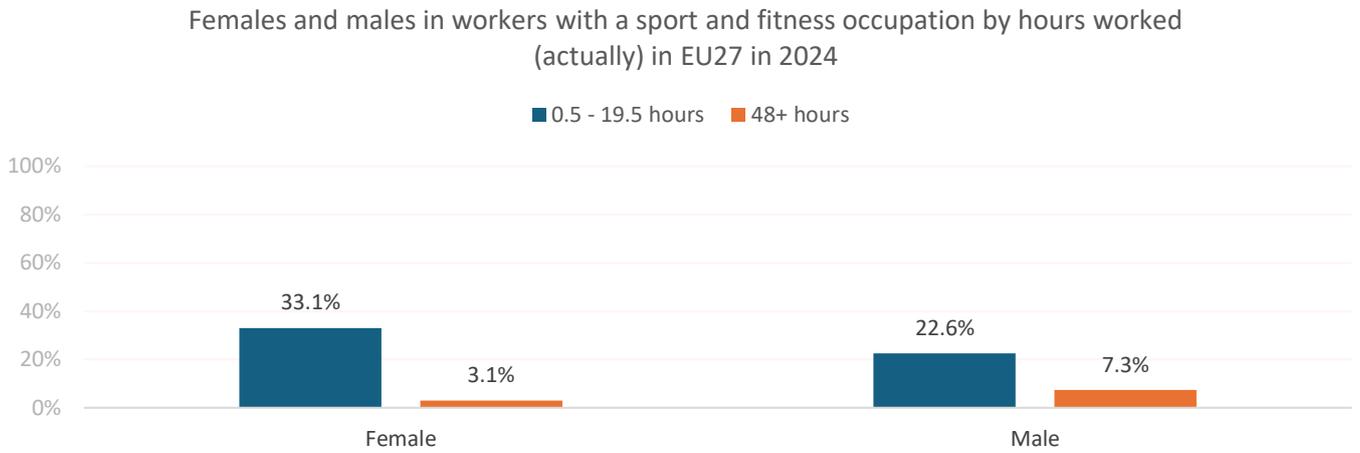


Figure 80: Females and males in workers with a sport and fitness occupation by hours worked (actually) in EU27 in 2024

As expected, based on the full- / part-time contract distribution, females were much more likely to have worked under 20 hours in the reference week (33.1% versus 22.6% for males). In contrast, males were over twice more likely to have worked 48+ hours (7.3% vs 3.1%).

Figure 81 shows the percentages of people working 0.5-19.5 hours band by country where the data is available.

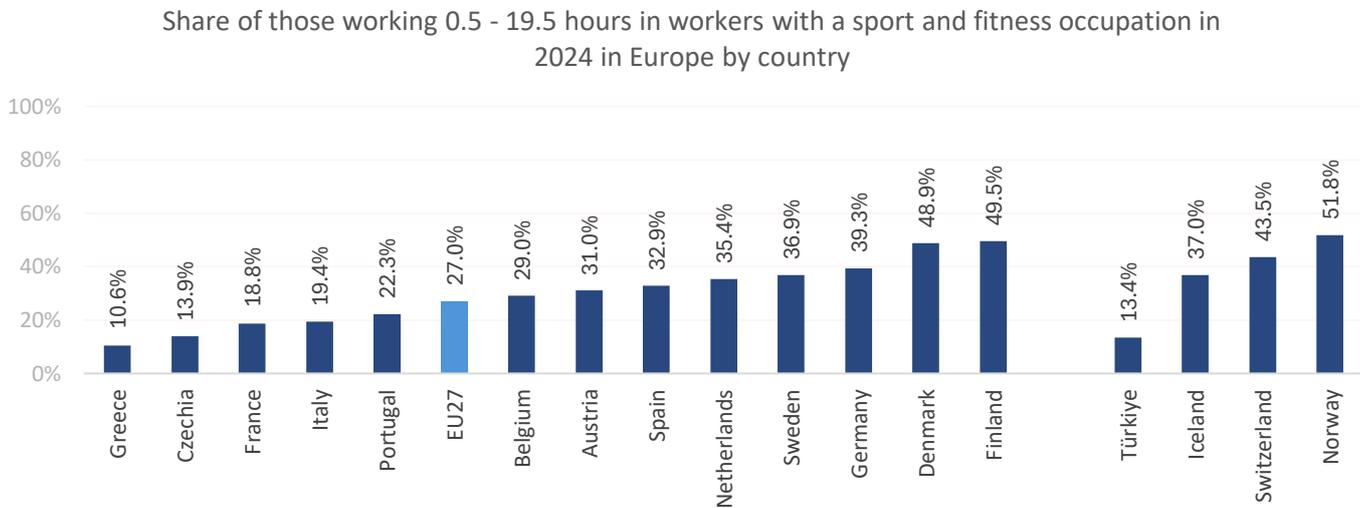


Figure 81: Share of those working 0.5 - 19.5 hours in workers with a sport and fitness occupation in 2024 in Europe by country

In 2024, those with the highest percentages were Finland (49.5%), Denmark (48.9%), Germany (39.3%) and Sweden (36.9%). This corresponds fairly closely with part-time working discussed in section 3.7.



4

PEOPLE EMPLOYED IN
SPORT ORGANISATIONS
(NACE 93.1)

4. People employed in sport organisations (NACE 93.1)

This section covers workers in all types of occupations in organisations whose main business is sport (for example sport clubs, sport federations, National Olympic Committees, Sport NGOs, fitness centres etc.). Data here will include workers with a sport and fitness occupation and all other types of occupation like cleaners, managers, receptionists, office staff and caterers.

4.1 Total number of people employed in sport organisations in the EU (NACE.93.1)

Figure 82 shows the total number of people in all occupations employed in sport organisations in the EU27, 2011-2024.

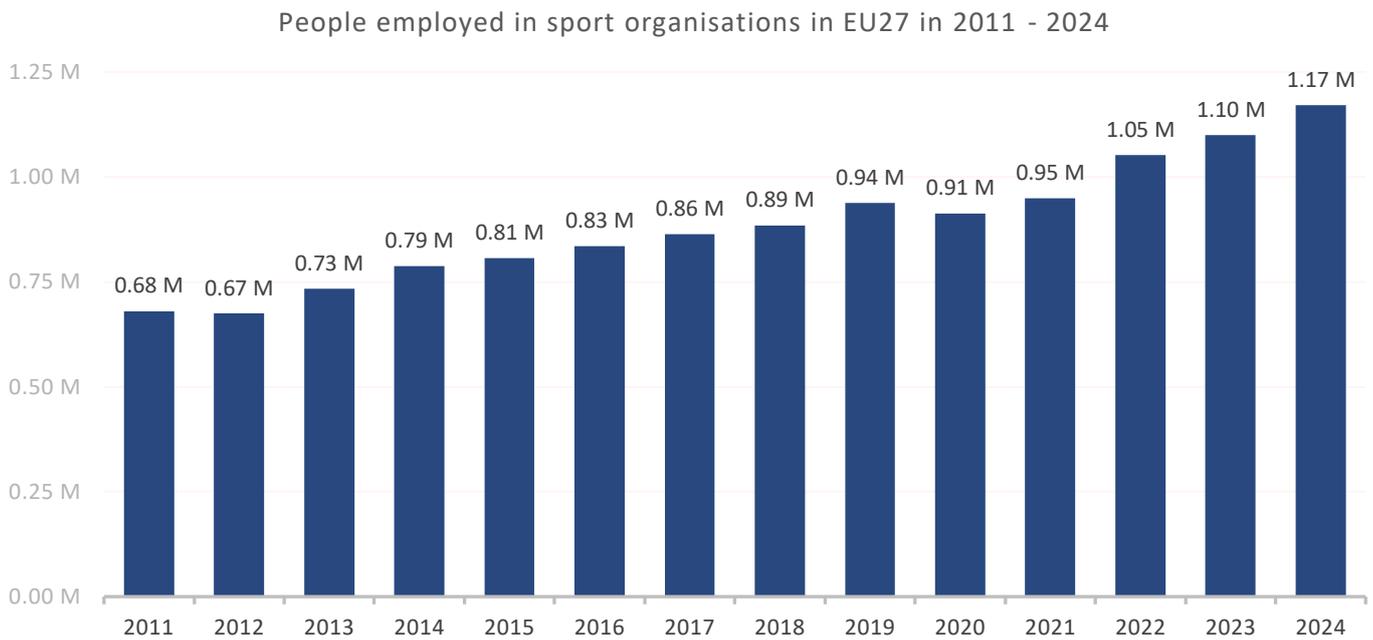


Figure 82: People employed in sport organisations in EU27 in 2011 – 2024

In 2024, the total was 1.17 million. This is 71.3% of total sport employment (1.64 million). Since 2023, there was a growth of 70,000 workers (+6.4%). Since 2011, 490,000 positions have been added which is a growth of +72.1%. This is 19.1 percentage points higher than growth in total EU sport employment over the same period. The Covid period (2019-2020) shows a loss of over 25,000 jobs, but since 2020, there has been a growth of 258,000 positions (+28.2%). 2023-2024 showed a rise of 70,000 positions (+6.4%).

4.2 Distribution of people working in a sport organisation by country

Figure 83 shows the numbers of people employed in sport organisations by country in 2024 for the EU27, Iceland, Norway, Türkiye and the UK.

People employed in sport organisations in Europe in 2024 by country (values in thousands)

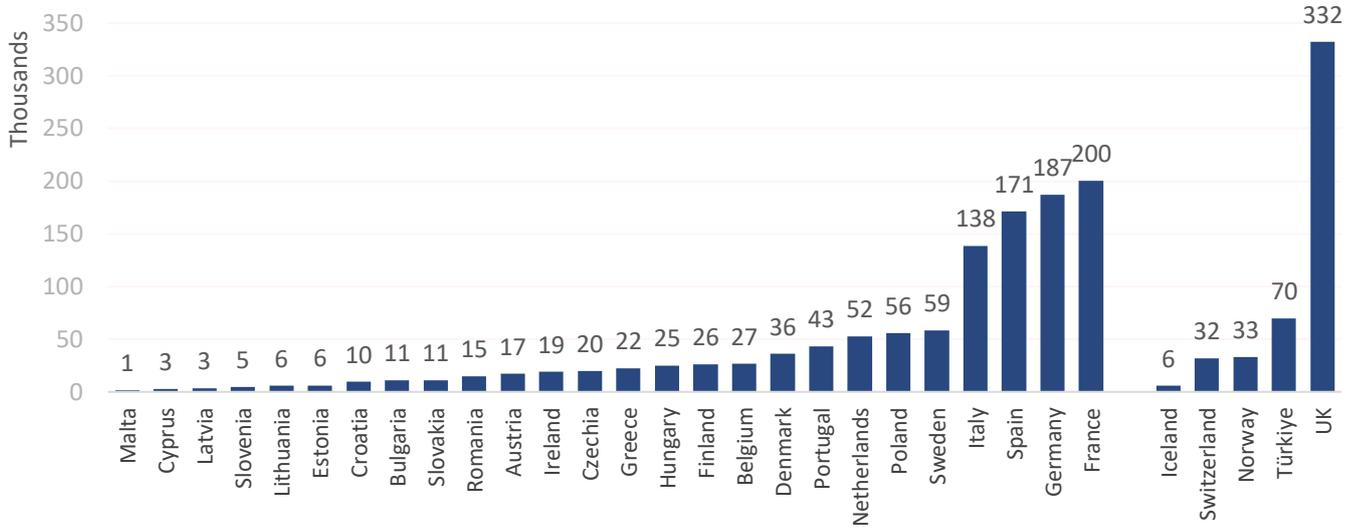


Figure 83: People employed in sport organisations in Europe in 2024 by country (values in thousands)

Within the EU, the countries with highest numbers are France (200,000), Germany (187,000), Spain (171,000) and Italy (138,000). In the wider European context, the UK (332,000) has the largest number.

4.3 Post-Covid recovery for people working in a sport organisation

Figure 84 shows the growth of people employed in sport organisations by country between 2019 (the year before the Covid pandemic) and 2024.

People employed in sport organisations in Europe between 2019 (pre-Covid) and 2024 by country

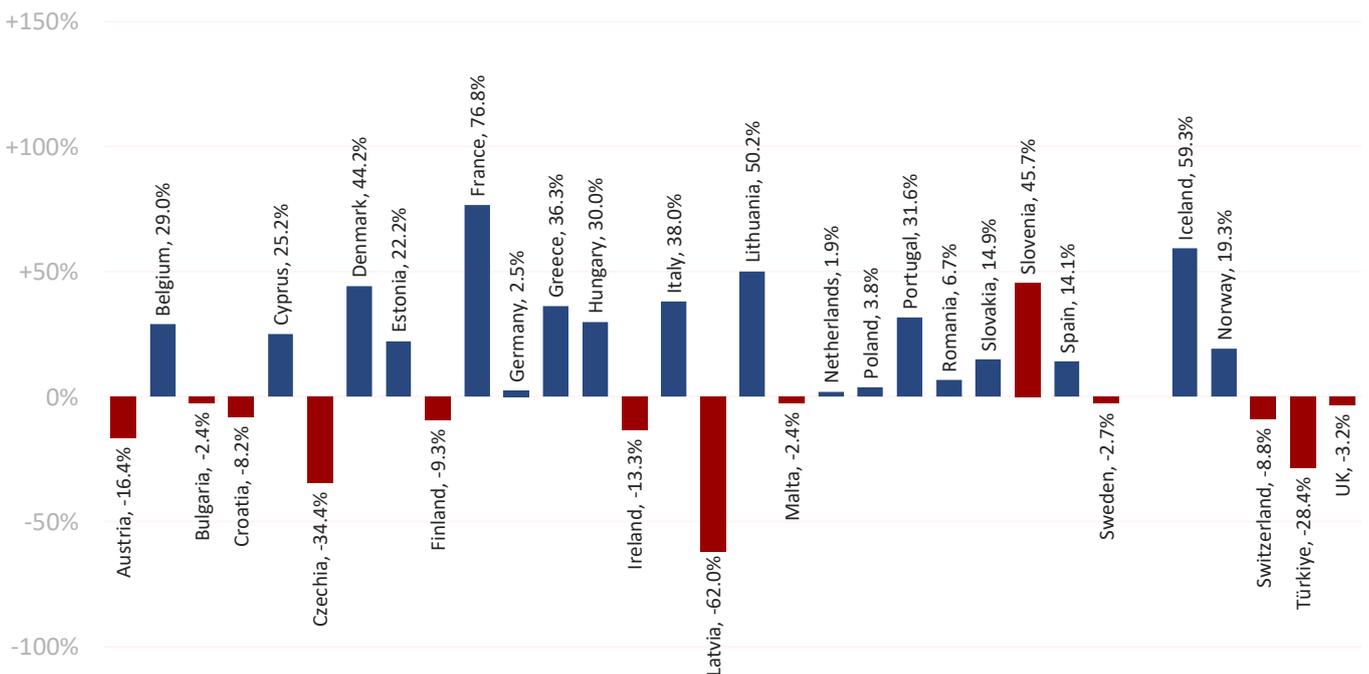


Figure 84: People employed in sport organisations in Europe between 2019 (pre-Covid) and 2024 by country

France (76.8%)⁵, Lithuania (50.2%), Italy (38%) and Greece (36.3%) showed the greatest growth. It is notable, however, that nine EU countries had still not recovered to 2019 levels.

Share of people employed in sport organisations within sport employment in Europe in 2024 by country

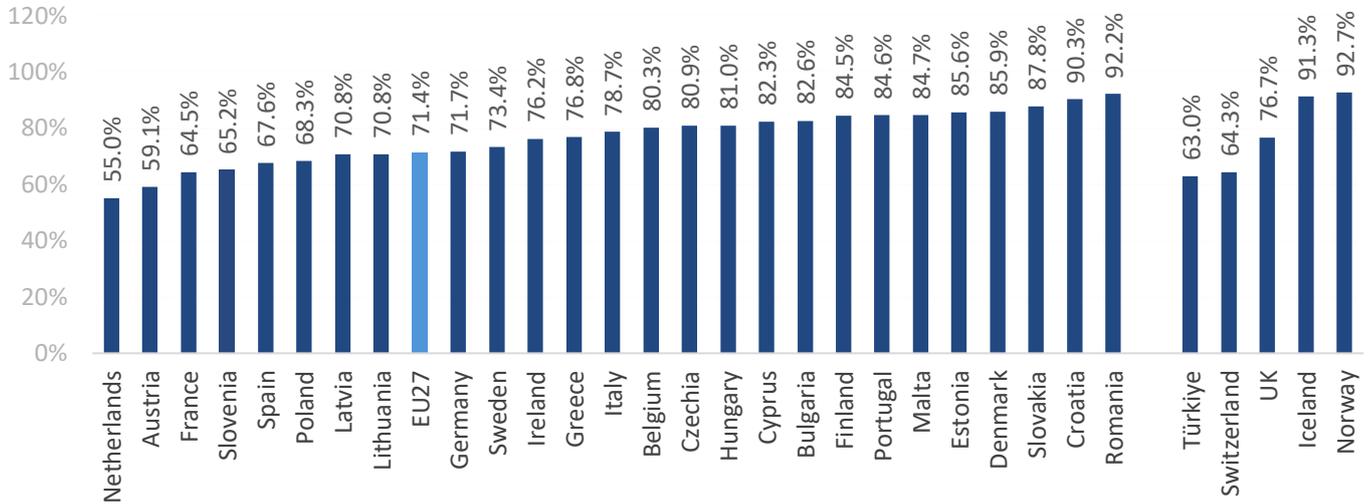


Figure 85: Share of people employed in sport organisations within sport employment in Europe in 2024 by country

Figure 85 shows employment in sport organisations as a percentage of sport employment for each country. The range starts with <60% of sport employment being employed in sport organisations (Netherlands, Austria), up to over 90% (Romania, Croatia, Norway).

4.4 People employed in sport organisations by gender

Figure 86 shows the breakdown of people employed in EU27 sport organisations by gender 2021-2024.

People employed in sport organisations by gender in 2011 - 2024 in EU27

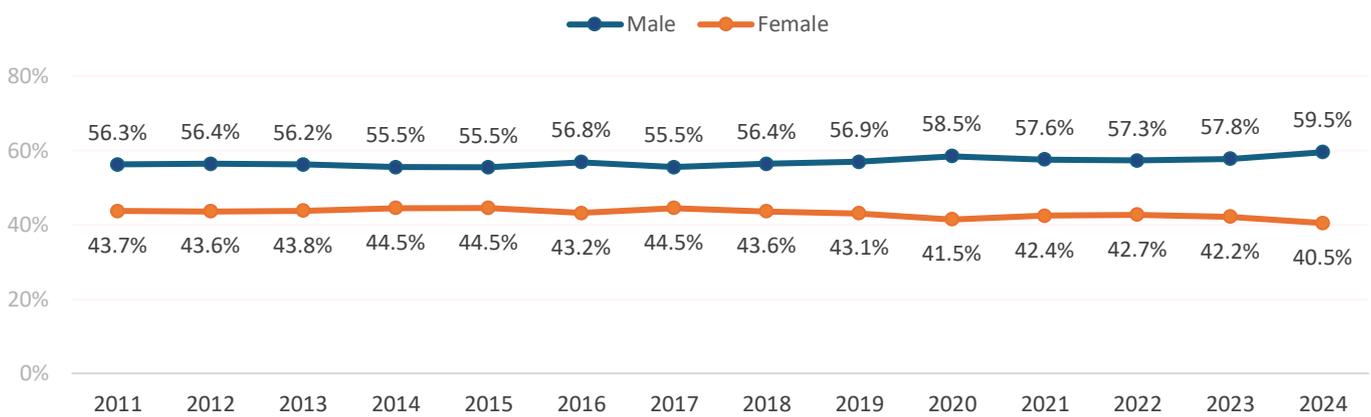


Figure 86: People employed in sport organisations by gender in 2011 - 2024 in EU27

The gender gap was already quite wide in 2011 with males exceeding females by 12.6 percentage points. By 2024 this gap had grown to 19 percentage points. This compares with a gender gap in total EU sport employment of 12.4

⁵ It should be noted that the French National Statistics Office made some definitional changes in 2020 which make reliable comparisons between 2019 and 2024 difficult for France.

percentage points. There was a noticeable drop in female employment in sport organisations of 1.6 percentage points in 2019-2020 suggesting female employment was more adversely affected by Covid. Some gains were made up to 2023, but by 2024 it was lower than 2020 and is now the lowest it has ever been at 40.5%.

Figure 87 compares the gender balance in EU employment in all economic sectors with that in sport organisations in 2024.

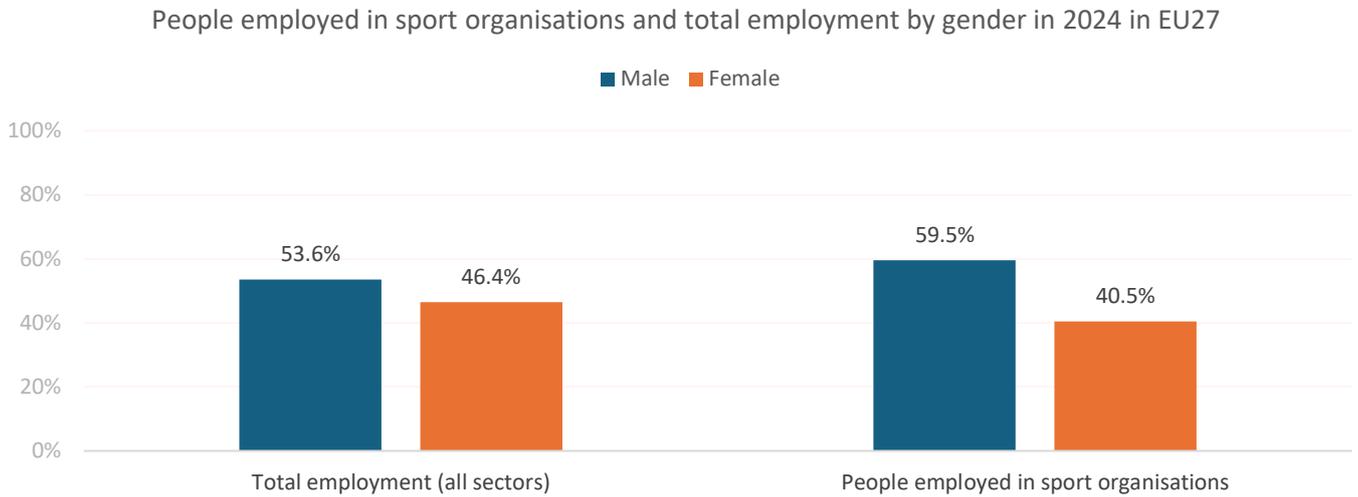


Figure 87: People employed in sport organisations and total employment by gender in 2024 in EU27

Female employment in sport organisations is 5.9 percentage points lower than EU employment as a whole. This is twice as great as the difference between total EU sport employment and total EU employment in all economic sectors (2.7 percentage points).

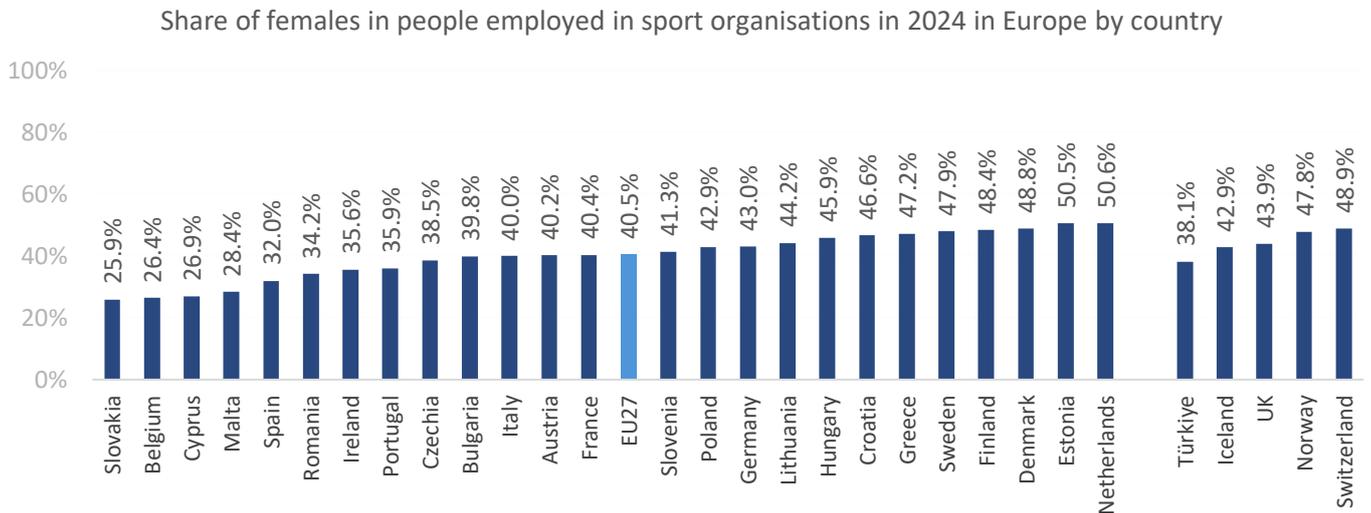


Figure 88: Share of females in people employed in sport organisations in 2024 in Europe by country

Figure 88 shows the percentage of female employment in sport organisations by country. Within the EU, Netherlands (50.6%), Estonia (50.5%), Denmark (48.8%) and Finland (48.4%) had the largest percentages.

4.5 People employed in sport organisations by age bands

Figure 89 shows the age distribution of people employed in sport organisations in three major age bands.

People employed in sport organisations by age band in 2011 - 2024 in EU27

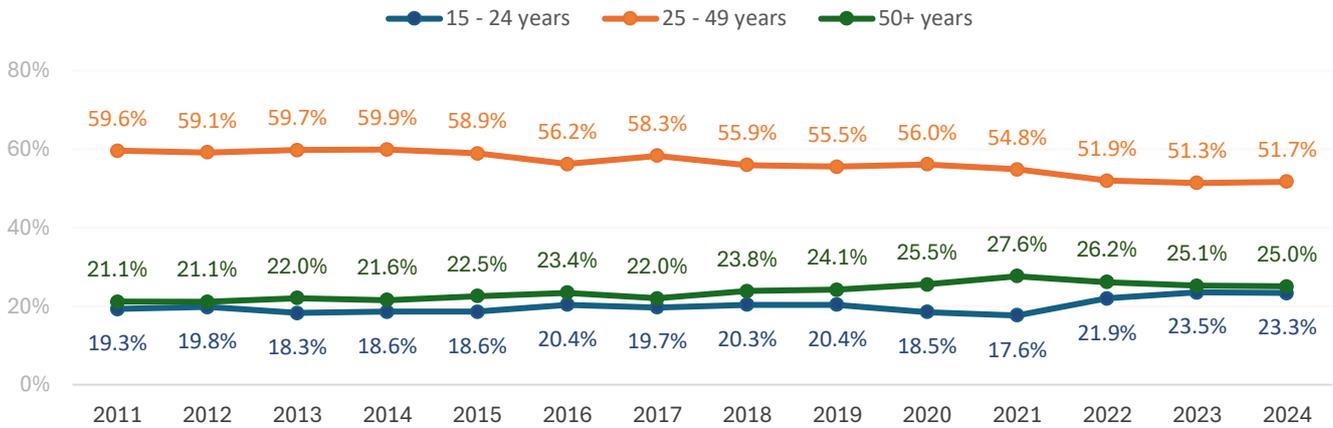


Figure 89: People employed in sport organisations by age band in 2011 - 2024 in EU27

The share of those 25-49 has been decreasing steadily since 2011, down to 51.7% in 2024. At the same time, the share of both youngest and oldest groups increased. Between 2023 and 2024 the trend reversed slightly but without any major change in the values presented.

Figure 90 shows the shares of the three of the younger age groups for those working in a sport organisation compared to EU employment in all economic sectors in 2024, focusing on the young age bands (<35)

People employed in sport organisations and total employment by age band in EU27

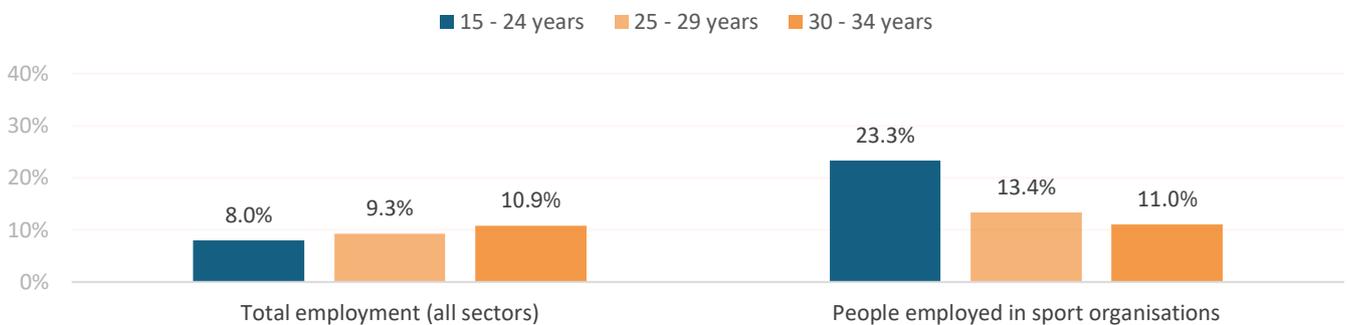


Figure 90: People employed in sport organisations and total employment by age band in EU27

The percentage of those in the 15-24 age groups (23.3%) was 15.3 percentage points greater than the representation of this age group in the overall EU working population (8%). This very similar to total sport employment.

The percentage of people employed in sport organisations in the 25-29 age group is 13.4% - still 4.1 percentage points higher than the EU average for all economic sectors but much less so. The percentage of those in the 30-34 age group then almost equals the EU value for all sectors. This suggests that there may be a withdrawal of young people employed in sport organisations between the ages of 25-34 .

Figure 91 shows the age breakdown by gender.

Females and males in people employed in sport organisations by age band in EU27 in 2024

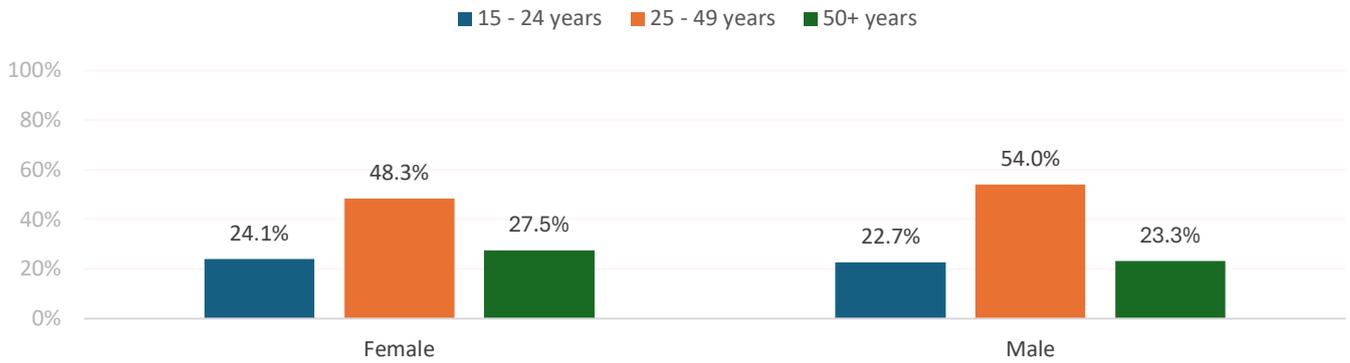


Figure 91: Females and males in people employed in sport organisations by age band in EU27 in 2024

Similar to sport employment, females were more likely to fall under the youngest or the oldest age bands.

Figure 92 shows the percentages of workers in the 15-24 age group employed in sport organisations by country.

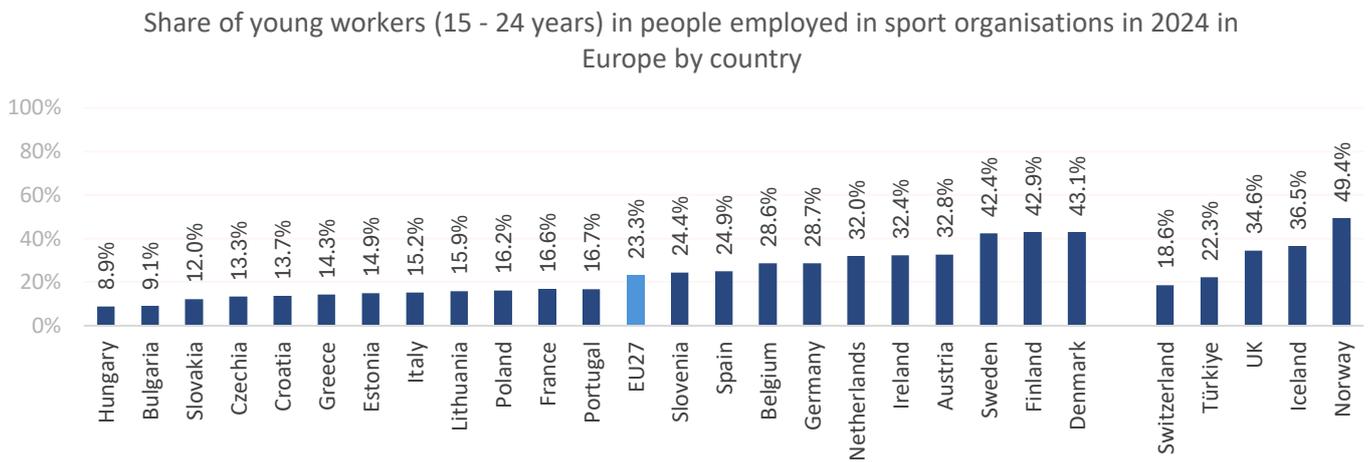


Figure 92: Share of young workers (15 - 24 years) in people employed in sport organisations in 2024 in Europe by country

Within the EU, Denmark (43.1%), Finland (42.9%), Sweden (42.4%) and Austria (32.8%) have the highest percentages. In the broader European context, Norway has the largest with 49.4%.

4.6 People employed in sport organisations by level of education

Figure 93 shows the levels of education for those people working in a sport organisation 2011-2024⁶.

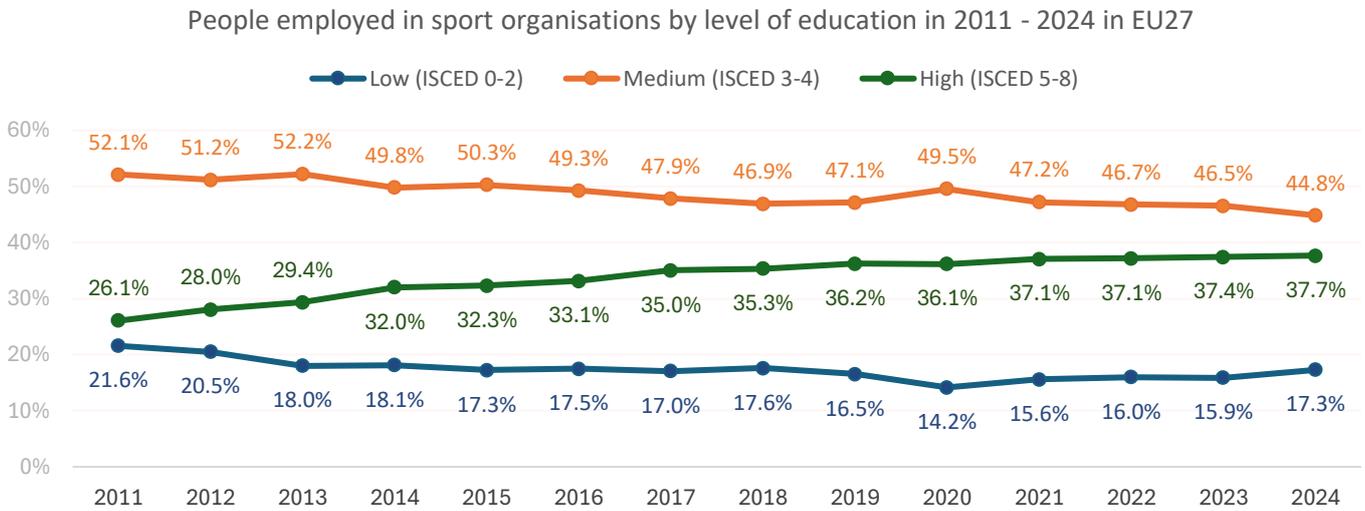


Figure 93: People employed in sport organisations by level of education in 2011 - 2024 in EU27

Between 2011-2024, the percentage of those with high level qualifications rose by 11.6 percentage points whilst the percentages of those with middle and low qualifications has declined.

Figure 94 compares the percentage of people in the total EU workforce in all economic sectors with people working in sport organisations holding high- and low-level qualifications.

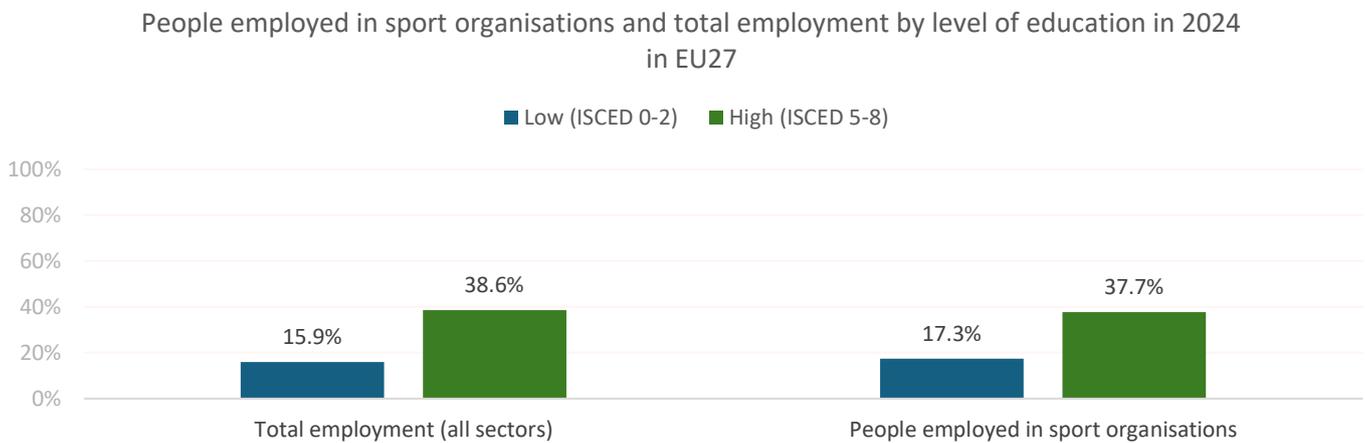


Figure 94: People employed in sport organisations and total employment by level of education in 2024 in EU27

People working in sport organisations were slightly less highly qualified than the EU workforce as a whole by 0.9 percentage points. This group also had a higher percentage of people with low level qualifications (by 1.4 percentage points).

Figure 95 shows the breakdown of people working in sport organisations who have high- and low- level qualifications by gender in 2024.

⁶ For definitions see section 1.5 *ISCED classification of education levels*

Females and males in people employed in sport organisations by level of education in EU27 in 2024

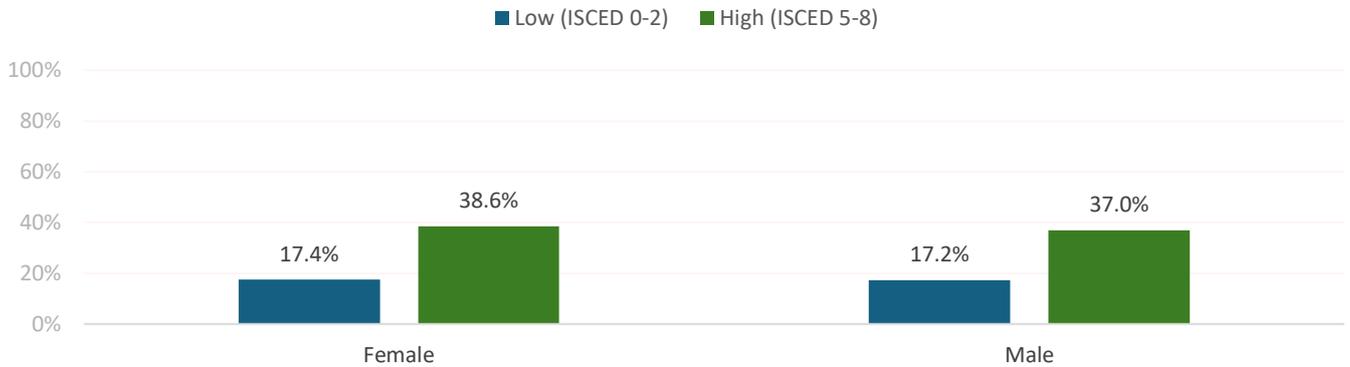


Figure 95: Females and males in people employed in sport organisations by level of education in EU27 in 2024

Females with high level qualifications exceeded males by 1.6 percentage points. The percentages of females and males with low level qualifications were almost equal.

Figure 96 shows the percentages of people working in sport organisations with high level qualifications by country.

Share of highly educated (High (ISCED 5-8)) in people employed in sport organisations in 2024 in Europe by country



Figure 96: Share of highly educated (High (ISCED 5-8)) in people employed in sport organisations in 2024 in Europe by country

This ranges from <25% (Slovakia, Czechia, Finland, Sweden, Germany) up to those with the highest percentages e.g. Cyprus (75.5%), Lithuania (61.5%), Greece (60.2%) and Estonia (58.3%).

4.7 People employed in sport organisations by type of contract (full-time and part-time)

Figure 97 shows the percentages of full- and part-time contracts for people working in sport organisations 2011-2024.

People employed in sport organisations by type of working contract in 2011 - 2024 in EU27

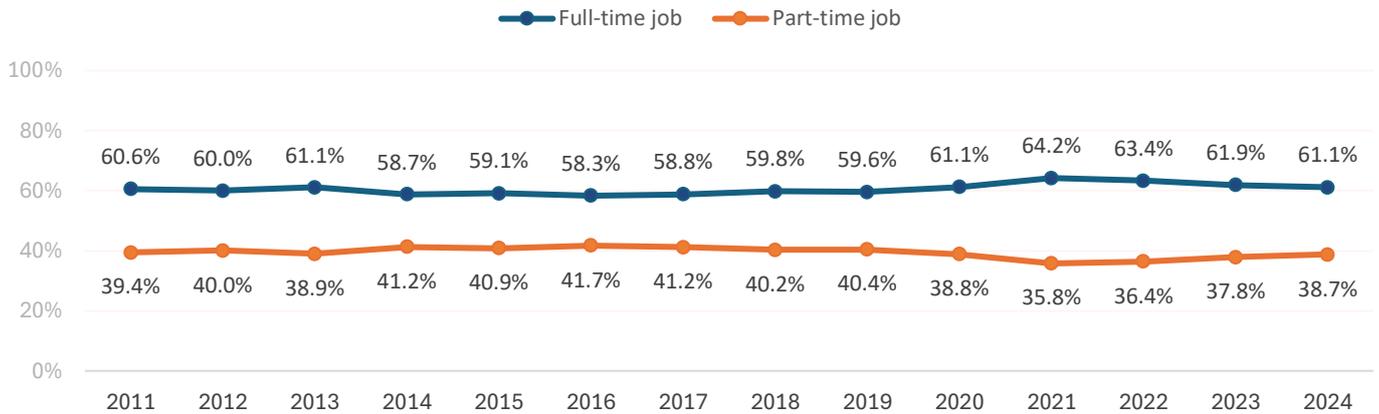


Figure 97: People employed in sport organisations by type of working contract in 2011 - 2024 in EU27

These have varied little. The only notable variation was in 2019-2021 when there was a decline in part-time employment by -4.6 percentage points suggesting this group was more heavily impacted by the Covid pandemic. Although the percentage increased in 2022-2024, it has still not reached 2019 levels.

Figure 98 compares full- and part-time contracts in the total EU workforce in all economic sectors with contracts for people working in sport organisations in 2024.

People employed in sport organisations and total employment by type of working contract in 2024 in EU27

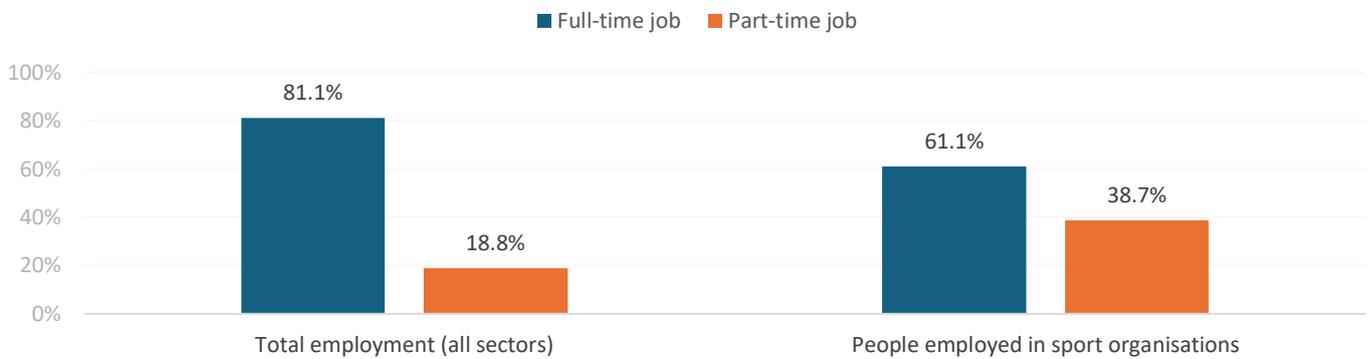


Figure 98: People employed in sport organisations and total employment by type of working contract in 2024 in EU27

The percentage of part-time contracts for people working in sport organisations is more than twice as high (19.9 percentage points) than the total EU workforce in all economic sectors.

Figure 99 shows the breakdown of people with full- and part-time contracts working in sport organisations by gender in 2024.

Females and males in people employed in sport organisations by type of working contract in EU27 in 2024

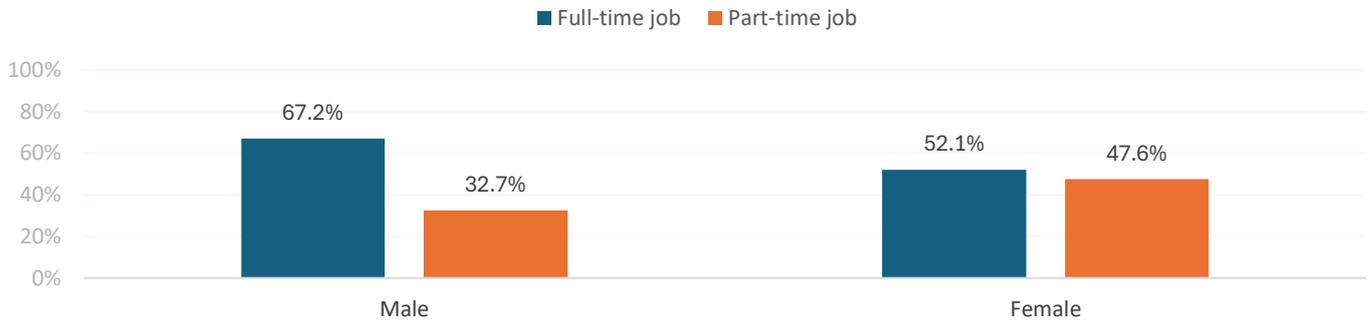


Figure 99: Females and males in people employed in sport organisations by type of working contract in EU27 in 2024

47.6% of females in sport organisations had a part-time job, compared to 32.7% of males.

Figure 100 shows the percentages of people working part-time in a sport organisation by country in 2024.

Share of part-time employment in people employed in sport organisations in 2024 in Europe by country

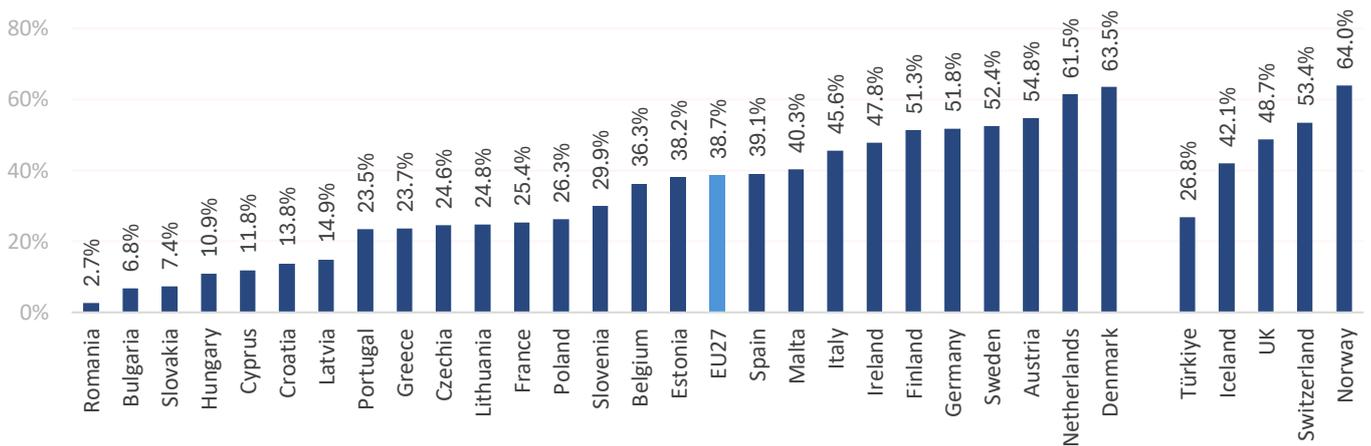


Figure 100: Share of part-time employment in people employed in sport organisations in 2024 in Europe by country

Within the EU, those with the highest percentages are Denmark (63.5%), Netherlands (61.5%), Austria (54.8%) and Sweden (52.4%). In the wider European context Norway has the highest percentage with 64%.

4.8 People employed in sport organisations by professional status (employed and self-employed)

Figure 101 shows the percentages of employed and self-employed people working in EU sport organisations 2011-2024.

People employed in sport organisations by professional status in 2011 - 2024 in EU27

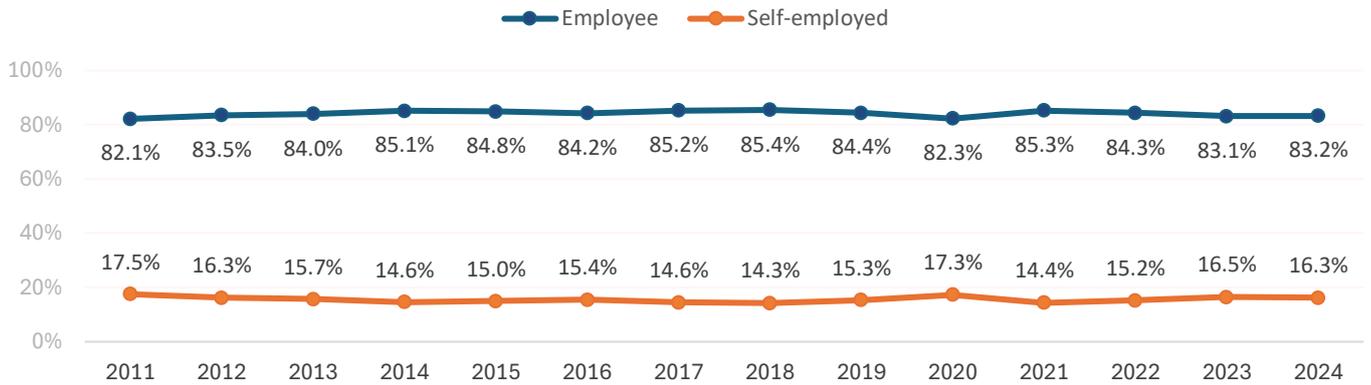


Figure 101: People employed in sport organisations by professional status in 2011 - 2024 in EU27

Self-employment in sport organisations in the EU has declined by -1.2 percentage points over this period, although there was a +2 percentage points increase in 2019-2020 during the Covid pandemic. The tendency for self-employment in people working for a sport organisation is notably different to total EU sport employment where there was a rise of self-employment for 2011-2024 of 4.5 percentage points. It also contrasts sharply with self-employment among workers with a sport and fitness occupation in sport organisations and non-sport organisations. In this case, 2011-2024 saw a rise of 8.8 percentage points.

Figure 102 compares employment and self-employment in the total EU workforce in all economic sectors with employment and self-employment for people working in a sport organisation in 2024.

People employed in sport organisations and total employment by professional status in 2024 in EU27



Figure 102: People employed in sport organisations and total employment by professional status in 2024 in EU27

Self-employment is 2.6 percentage points higher for those working in sport organisations. This is notably lower than self-employment amongst workers with a sport and fitness occupation employed in sport and non-sport organisations where the difference is 16.7 percentage points higher.

Figure 103 shows the breakdown of self-employed people working in sport organisations by gender in 2024.

Females and males in people employed in sport organisations by professional status in EU27 in 2024

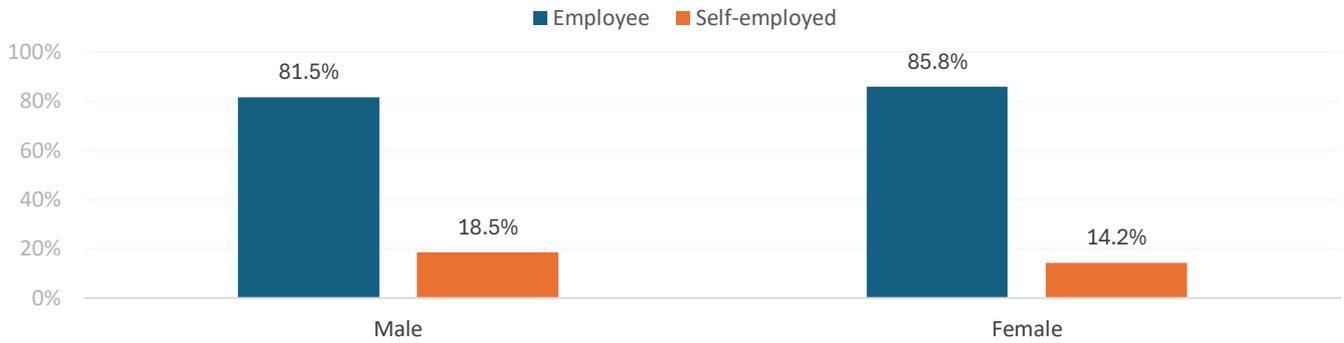


Figure 103: Females and males in people employed in sport organisations by professional status in EU27 in 2024

Males in sport organisations were more likely to be self-employed (18.5% versus 14.2%).

Figure 104 shows the percentages of self-employed people working in sport organisations in 2024 by country.

Share of self-employed in people employed in sport organisations in 2024 in Europe by country

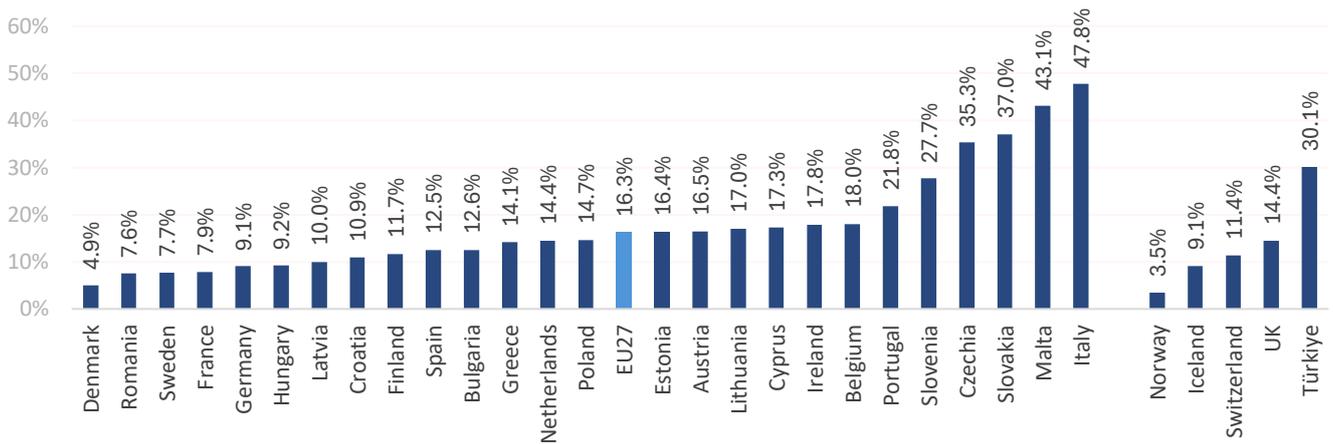


Figure 104: Share of self-employed in people employed in sport organisations in 2024 in Europe by country

Those with the highest percentages are Italy (47.6%), Malta (43.1%), Slovakia (37%) and Croatia (35.3%).

Figure 105 shows a breakdown of self-employed people working in sport organisations according to whether they do or do not employ other staff 2011-2024.

Self-employed people in sport organisations by employment of others in 2011 - 2024 in EU27

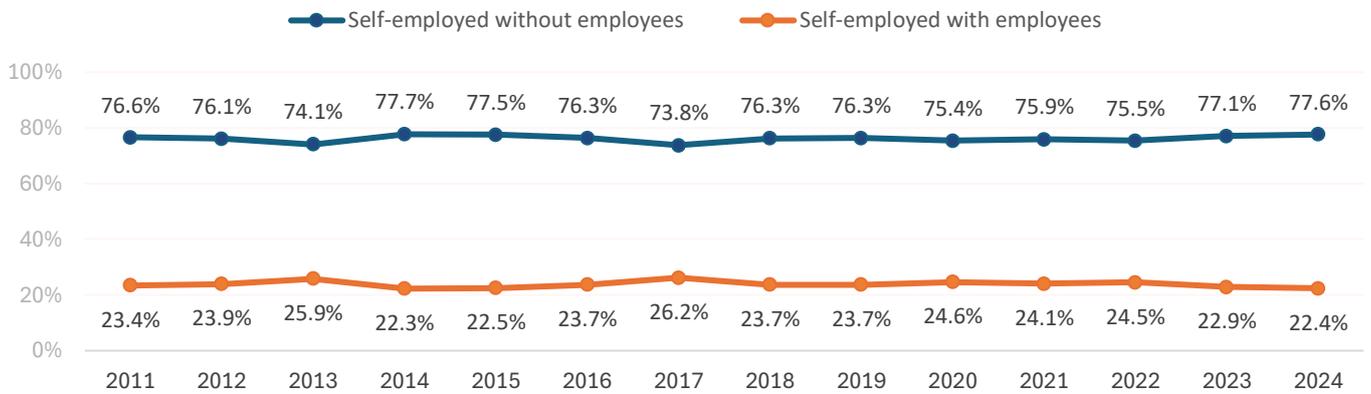


Figure 105: Self-employed people in sport organisations by employment of others in 2011 - 2024 in EU27

This has remained fairly stable and was 22.4% in 2024. However, the percentage of self-employed workers employing other staff in sport organisations is notably higher than that for total EU sport employment (16.8%).

Figure 106 compares the 2024 finding with the total employment in all sectors.

People employed in sport organisations and total employment by employment of others in 2024 in EU27

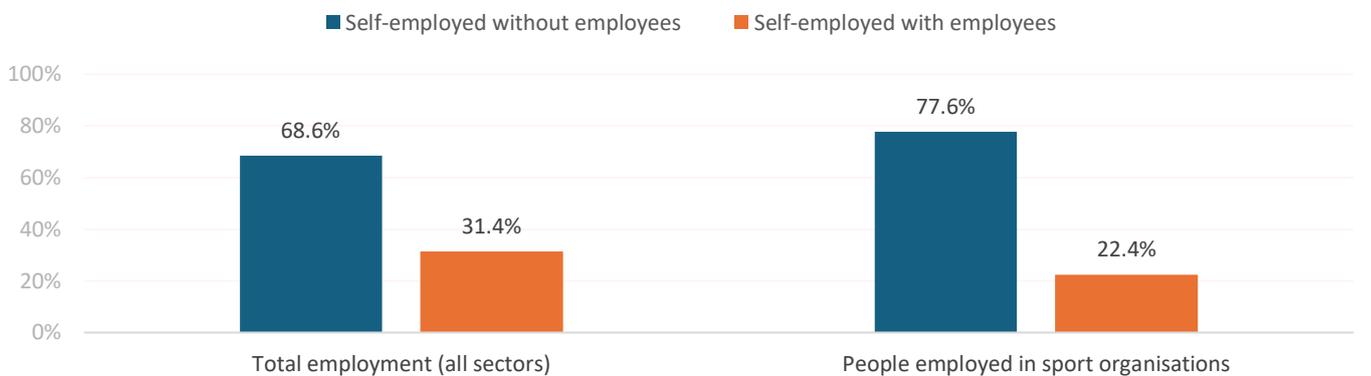


Figure 106: People employed in sport organisations and total employment by employment of others in 2024 in EU27

The share of self-employed with employees was still 9 percentage points lower than that in the total EU workforce in all economic sectors.

Figure 107 shows the percentage distribution of self-employed people working in sport organisations who employ others by country where the data is available for 2024.

Share of self-employed with employees in all self-employed in sport organisations in 2024 in Europe by country

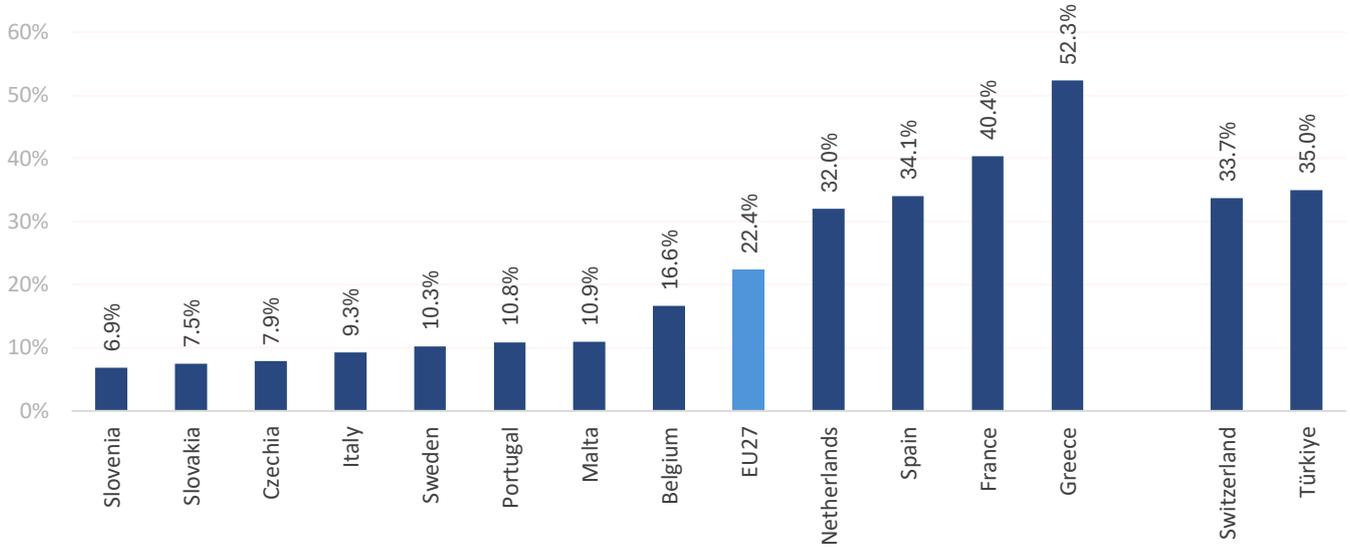


Figure 107: Share of self-employed with employees in all people employed in sport organisations in 2024 in Europe by country

Countries with the highest percentages are Greece (52.3%), France (40.4%), Spain (34.1%) and Netherlands (32%).

4.9 People employed in sport organisations with one or more than one job

Figure 108 shows the percentages of people working in sport organisations with one job and more than one job 2011-2024.

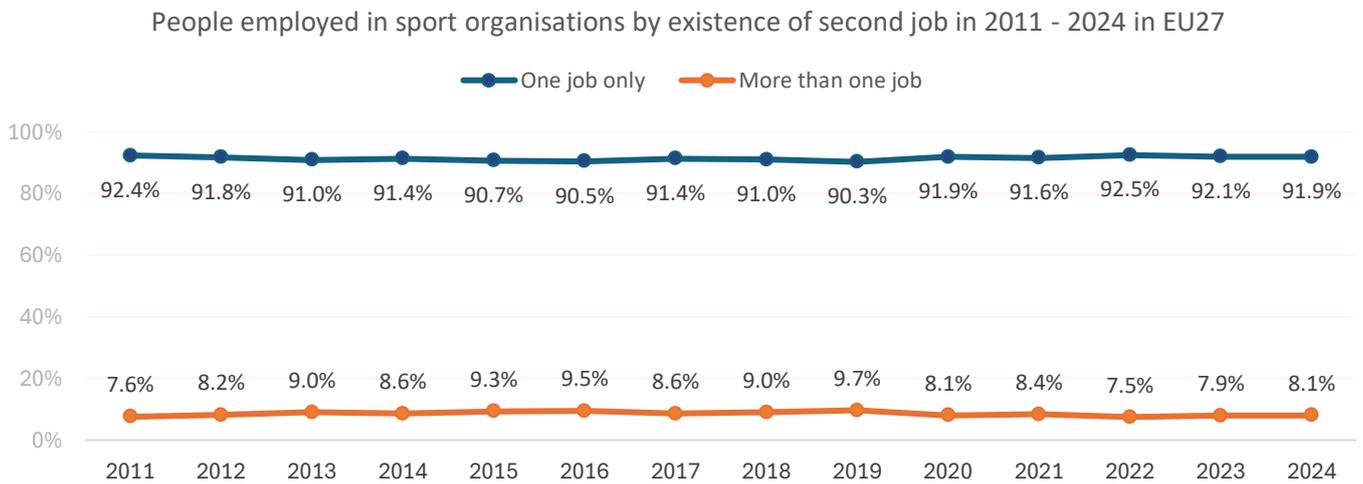


Figure 108: People employed in sport organisations by existence of second job in 2011 - 2024 in EU27

These have remained stable over the period although there was a notable dip in 2019-2020. At 8.1% in 2024, people working in a sport organisation are slightly less likely to have more than one job than workers with a sport and fitness occupation working in sport and non-sport organisations (9.4% in 2024).

Figure 109 compares the percentages of people in the total EU workforce in all economic sectors who have one and more than one job with people employed in a sport organisation in 2024.

People employed in sport organisations and total employment by existence of second job in 2024 in EU27

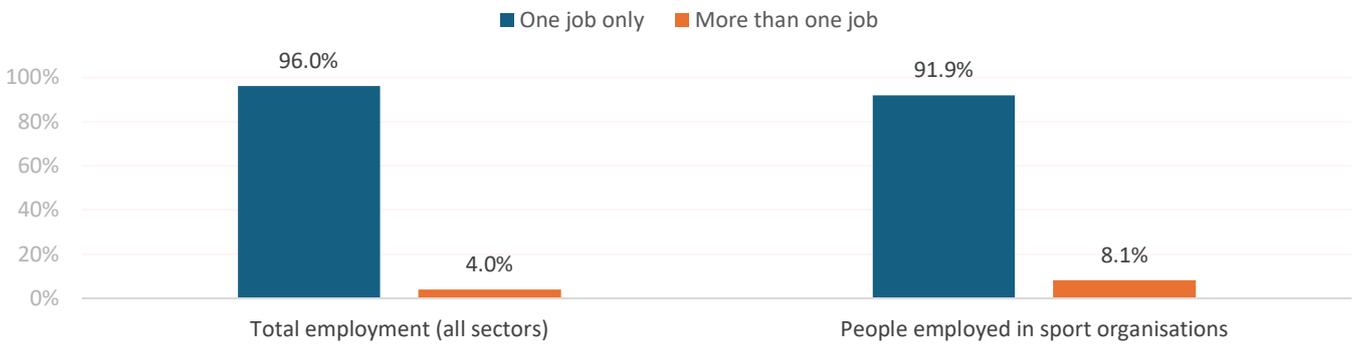


Figure 109: People employed in sport organisations and total employment by existence of second job in 2024 in EU27

Those working in a sport organisation are twice as likely to have more than one job than the EU average for all sectors (8.1% versus 4%).

Females and males in people employed in sport organisations by existence of second job in EU27 in 2024

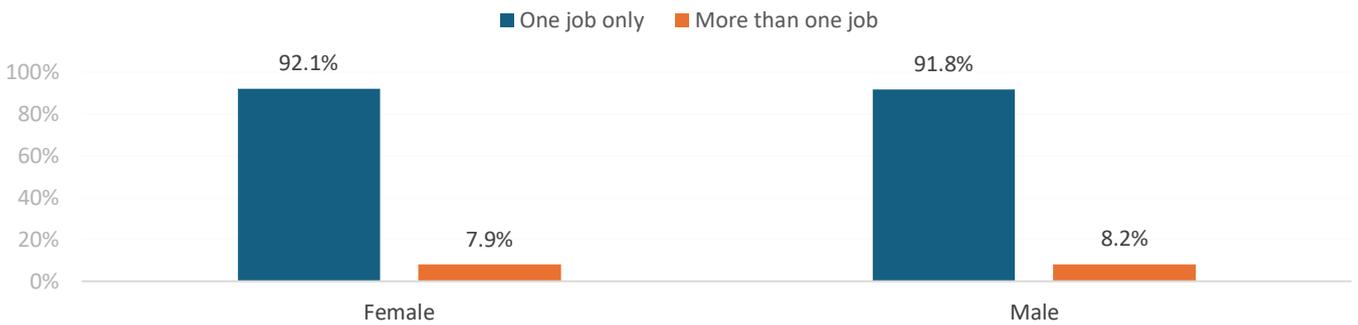


Figure 110: Females and males in people employed in sport organisations by existence of second job in EU27 in 2024

As we can see in Figure 110 the percentages of males and females with more than one job working in a sport organisation in 2024 is almost equal.

Figure 111 shows the percentage of people employed in sport organisations with more than one job by country in 2024.

Share of people with more than one job in people employed in sport organisations in 2024 in Europe by country

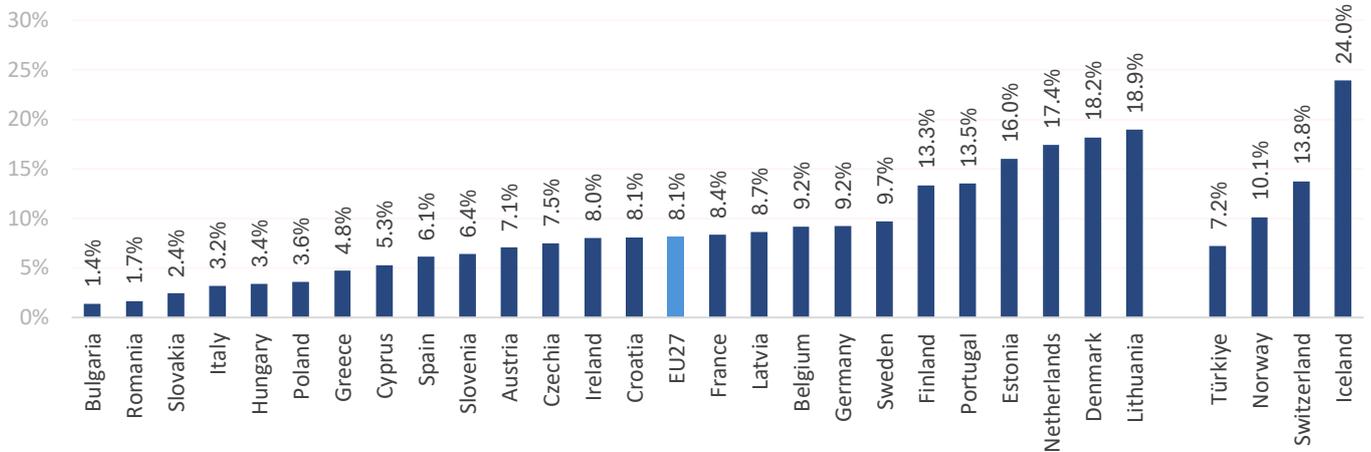


Figure 111: Share of people with more than one job in workers with a sport and fitness occupation in 2024 in Europe by country

The range is quite significant with almost no people (less than 2.5% in Bulgaria, Romania, Slovakia), up to over 17% in Lithuania, Denmark, Netherlands and in the wider European context, Iceland.

4.10 People working in a sport organisation by number of hours worked

Figure 112 shows the percentages of hours worked per week by people employed in a sport organisation in three selected bands in EU between 2011-2024.

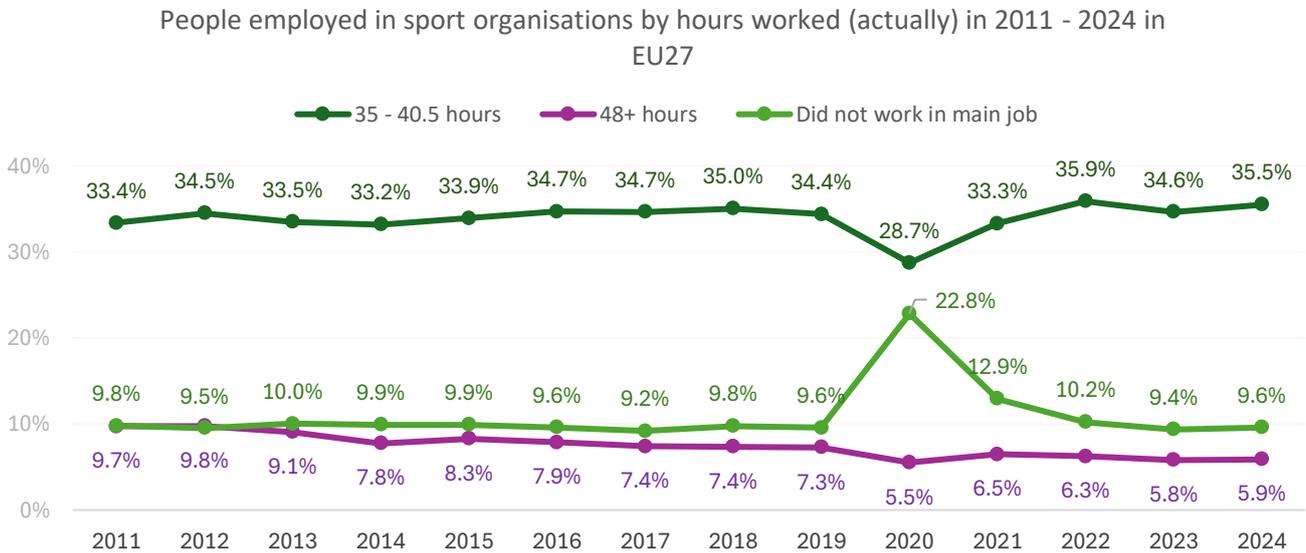


Figure 112: People employed in sport organisations by hours worked (actually) in 2011 - 2024 in EU27

The share of people employed in sport organisations that had worked 48+ hours in the reference week has been steadily decreasing since 2011 (9.7% to 5.9% in 2024). We can see a similar case during Covid years as in section 2 and 3 of this report, where the share of those not working in their main job more than doubled between 2019 and 2020 and got back to the pre-Covid levels only in 2023.

Figure 113 compares the percentages of people working 0.5-19.5 hours and 48+ hours for the total EU workforce in all economic sectors with people working in sport organisations in 2024.

People employed in sport organisations and total employment by hours worked (actually) in 2024 in EU27

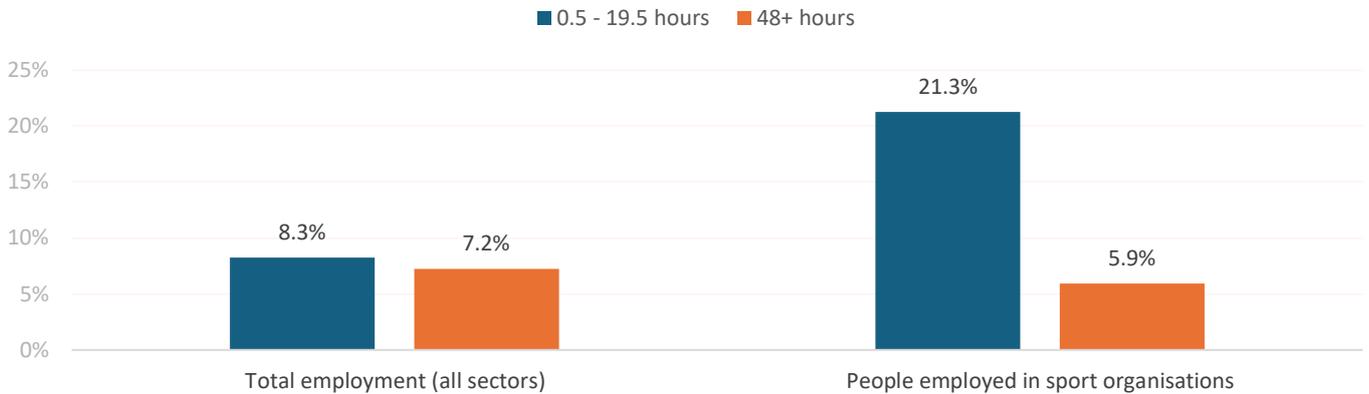


Figure 113: People employed in sport organisations and total employment by hours worked (actually) in 2024 in EU27

As expected, people employed in sport organisations were more likely to work less than 20 hours (21.3% versus 8.3% in total employment), while the share of those that had worked 48+ hours was lower in 2024 than in total employment (5.9% in sport versus 7.2% in total employment).

Figure 114 shows the shares of people in sport organisations and in total employment having more than one job depending on their actual hours worked.

People employed in sport organisations and total employment by share of people with more than one job by hours worked in main job in 2024 in EU27

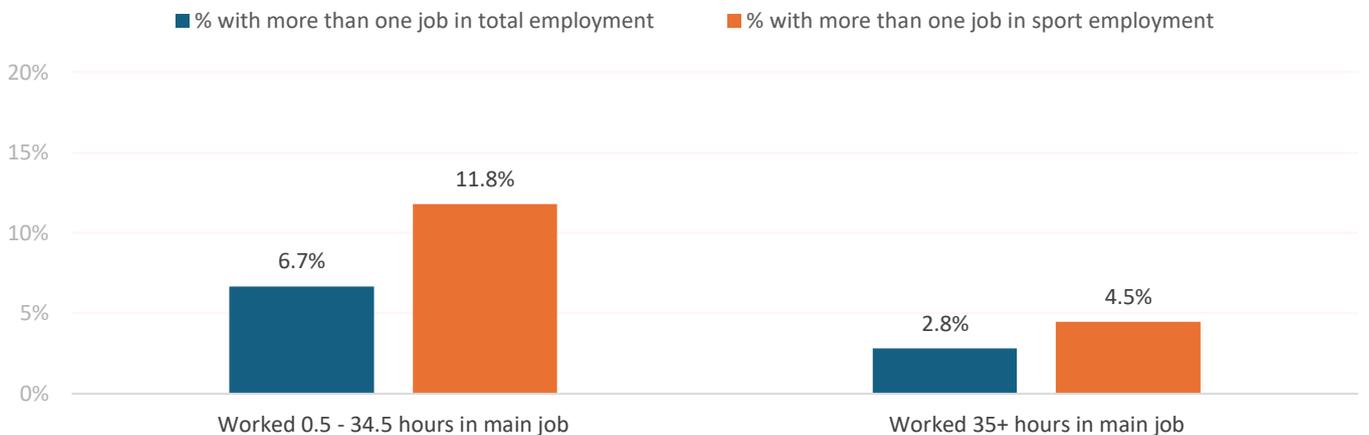


Figure 114: People employed in sport organisations and total employment by share of people with more than one job by hours worked in main job in 2024 in EU27

As seen before, people with a main job in sport organisations are almost twice as likely to have more than one job. This hold both for those that had worked under 35 hours (almost 12% of them have additional job(s)) and over 35 hours in their main job.

Figure 115 presents the share of people that had worked <30 hours and over 48+ hours divided by gender.

Females and males in people employed in sport organisations by hours worked (actually) in EU27 in 2024

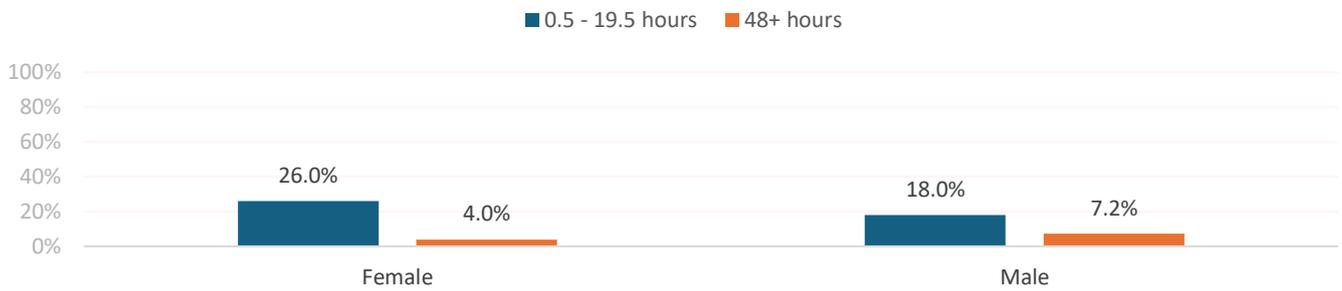


Figure 115: Females and males in people employed in sport organisations by hours worked (actually) in EU27 in 2024

Females were more likely to have worked <20 hours, and less likely to have worked over 48 hours (4.0% versus 7.2% for males) in 2024.

Figure 116 gives the percentages of people working 0.5-19.5 hours per week in sport organisations by country in 2024 where data is available.

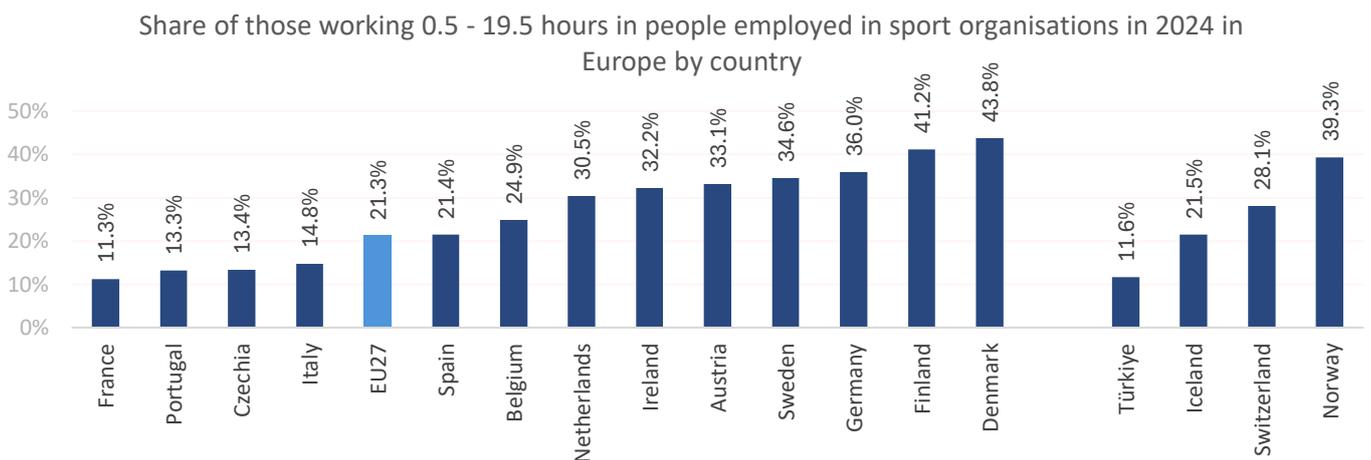


Figure 116: Share of those working 0.5 - 19.5 hours in people employed in sport organisations in 2024 in Europe by country

Those with the highest percentages in the EU are Denmark (43.8%), Finland (41.2%), Germany (36%) and Sweden (34.6%).

4.11 Managers and clerical workers in sport organisations

Figure 117 shows the percentages of people working in sport organisations by different occupational categories 2011-2024 for the EU27.

For this graph, it is important to note that:

- **‘Technicians and Associate Professionals’** is ISCO Major Group 3 and includes all workers with a sport and fitness occupation (athletes, coaches, trainers, fitness instructors etc.).
- **‘Managers’** include occupations such as:
 - Chief executives, senior officials and legislators
 - Administrative and commercial managers

- Production and specialized services managers
- Hospitality, retail and other services managers
- **‘Clerical Support Workers’** include occupations such as:
 - Office clerks, secretaries
 - Customer service
- **‘Others’** in this graph would include for example:
 - Health, business, engineering, teaching and IT professionals
 - Service and sales workers
 - Trades workers
 - Cleaners, maintenance staff, caterers etc.

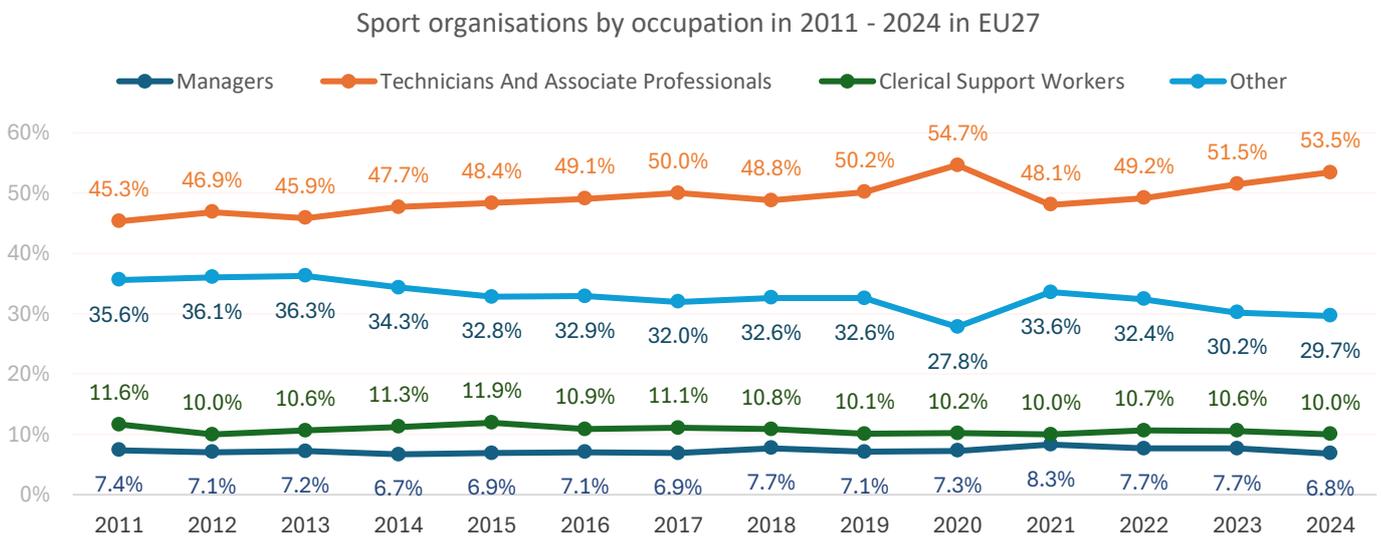


Figure 117: Sport organisations by occupation in 2011 - 2024 in EU27

The percentages of managers 2011-2024 has remained relatively stable at about 7% (79,000 managers). The percentages of clerical support workers on the other hand stood at 10% which equates to about 117,000 clerical support workers.

Figure 118 shows the breakdown of managers and clerical support workers working in EU sport organisations by gender in 2024.

Females and males in sport organisations by occupation in EU27 in 2024

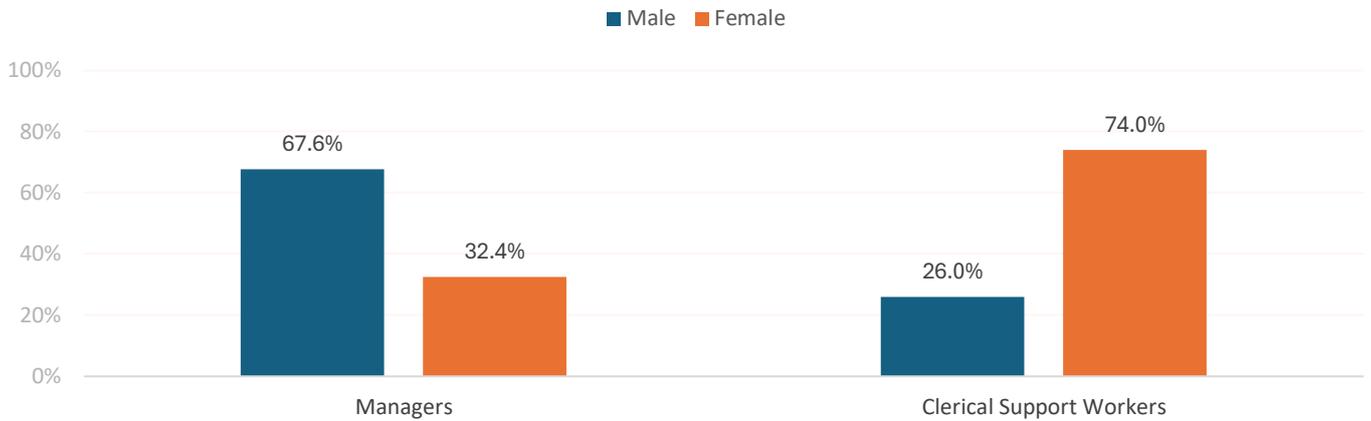


Figure 118: Females and males in sport organisations by occupation in EU27 in 2024

For managers, males exceeded females by 35.2 percentage points (over twice as many males than females, i.e. two thirds). For clerical support workers, females exceed males by 48 percentage points (nearly three times as many females than males).

National data on gender breakdown of sport organisations’ managers is very sparse – displayed in Figure 119 below.

Share of females within workers with Managers-type occupations in sport organisations in 2024 in Europe by country

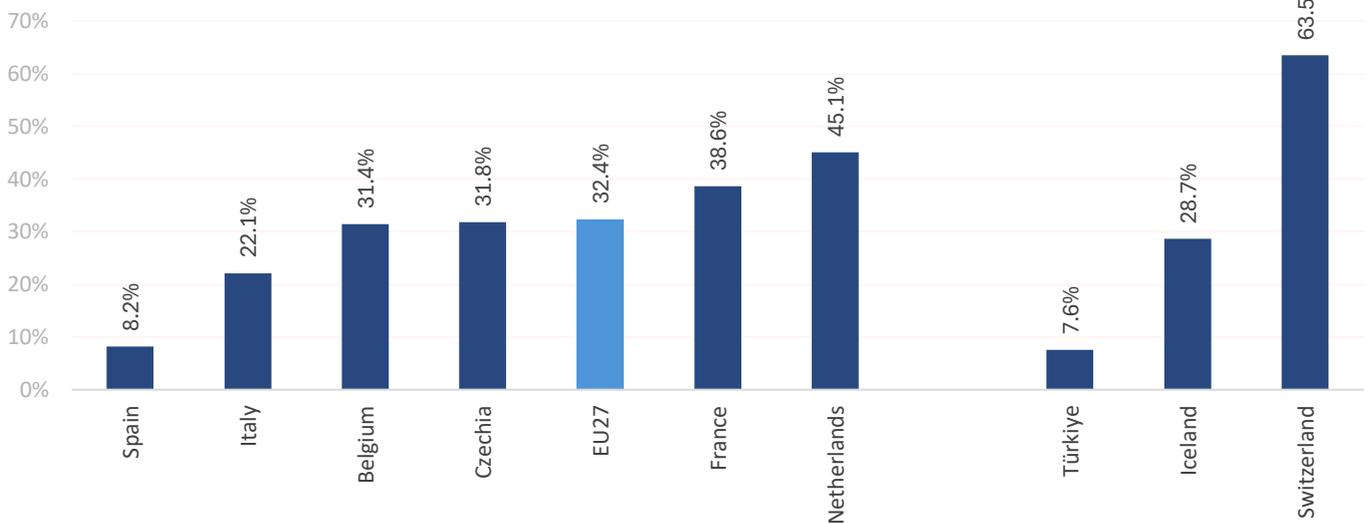


Figure 119: Share of females within workers with Managers-type occupations in sport organisations in 2024 in Europe by country

The share ranges from 8.2% in Spain to (in the wider European context) 63.5% in Switzerland. In the EU, the only countries with available data which are higher than the EU average are Netherlands (45.1%) and France (38.6%).



5

**NEW REPORT ON
EMPLOYMENT
CHALLENGES IN SPORT**

5. ADDITIONAL READING: NEW REPORT ON EMPLOYMENT CHALLENGES IN SPORT



To complement the findings of this report, we would like to point readers' attention to the recently-published [European Research Report on Employment Challenges and Innovative Forms of Employment in Sport](#), an output of EU-funded [IN-FORMS Project](#) (full title: "Improving employability in sport through investigating, promoting and supporting innovative forms of employment in Europe "). The report gives a more detailed and qualitative view on the current employment challenges and potential solutions of the challenges in sport sector in Europe.

The report is the result of over 18 months of research, including desk studies, a major survey of 2 264 sport organisations and interviews with 60 sport employees and employers. Supported by graphs and quotes from the interviewees, the report presents some troubling findings on the recruitment and retention of paid staff in the sector, but also some glimmers of hope that good practices and innovative approaches to employment can help to address some of the problems.

Some of the many findings from the major survey include:

- 63% of respondents who had tried to recruit paid staff in the previous 12 months had experienced recruitment problems,
- 39% reported difficulties with the retention of paid staff, and 73% of those agreed that retaining staff over the age of 30 is a particular problem,
- 69% agreed that part-time and temporary jobs make it more difficult to retain skilled staff,
- 30% agreed that undeclared work (grey economy) was an issue,
- 82% agreed that paid employment in sport is precarious and this needs to be addressed if professionalisation of the workforce is to grow.

On the positive side, there was also clear evidence that good employment practices can help. The following percentages of respondents had tried and would recommend as good practice:

- Providing education and training opportunities (69%)
- Improving working conditions (54%)
- Implementing work/life balance initiatives (50%)
- Increasing financial benefits (42%)

The research also discovered that more innovative approaches to employment identified by [Eurofound's study of other sectors](#) were already finding their way into sport and were having a positive impact. The ones with the highest level of support from users were:

- Remote/hybrid working
- Employee sharing
- Platform work
- Job sharing
- Intermittent permanent employment

However, awareness of these innovations was mostly very low in the sport sector, and the report recommends wider dissemination of these new forms of employment at EU, national and regional levels and that sport employers and employees need practical guidance on how to select and use them effectively and with due regard to employment rights.

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