



2023 SPORT EMPLOYMENT STATISTICS IN EUROPE

FACT SHEET

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TOTAL SPORT EMPLOYMENT IN EU+UK



This fact sheet presents key sport employment statistics in Europe for the period 2011-2023. Figures include the United Kingdom.

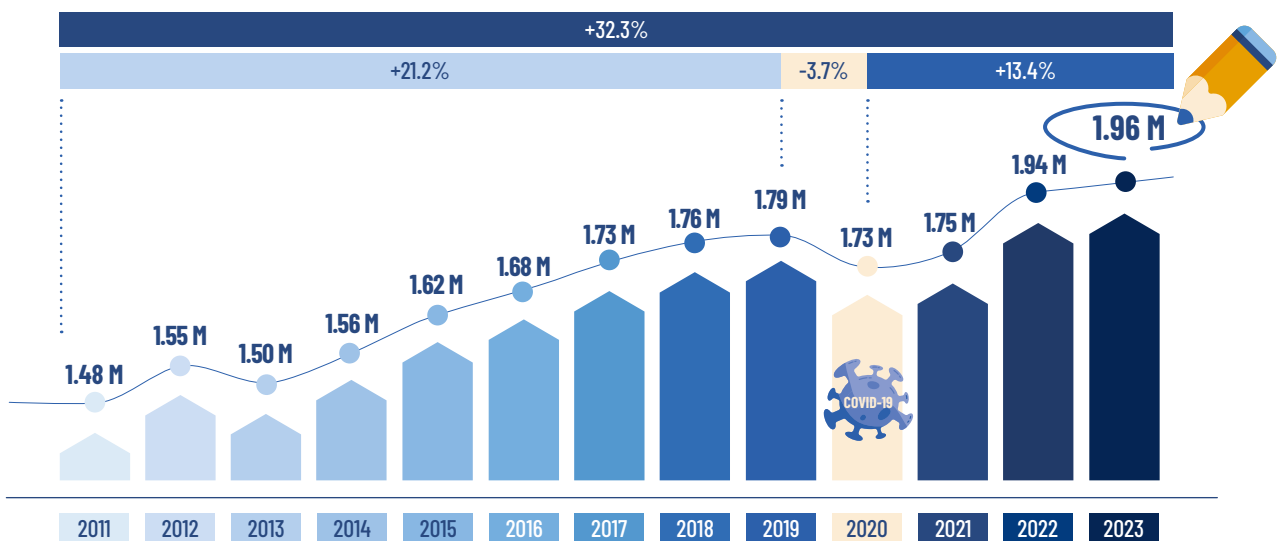
Section 1 is about total sport employment - the sum of workers with a sport and fitness occupation (**section 2**) and all people working in a sport organisation (**section 3**), both employed and self-employed.

Section 4 focuses on the effect of Covid pandemic on sport employment and the sector's recovery.

The methodology used to create this fact sheet is explained in **section 5**.



Total sport employment in EU+UK



1.96 M IN 2023

+32.3% SINCE 2011

5 countries represented
69.2% of total sport
employment in 2023:

• UK	21.4%	
• France	14.7%	
• Spain	12.5%	
• Germany	12.2%	
• Italy	8.3%	



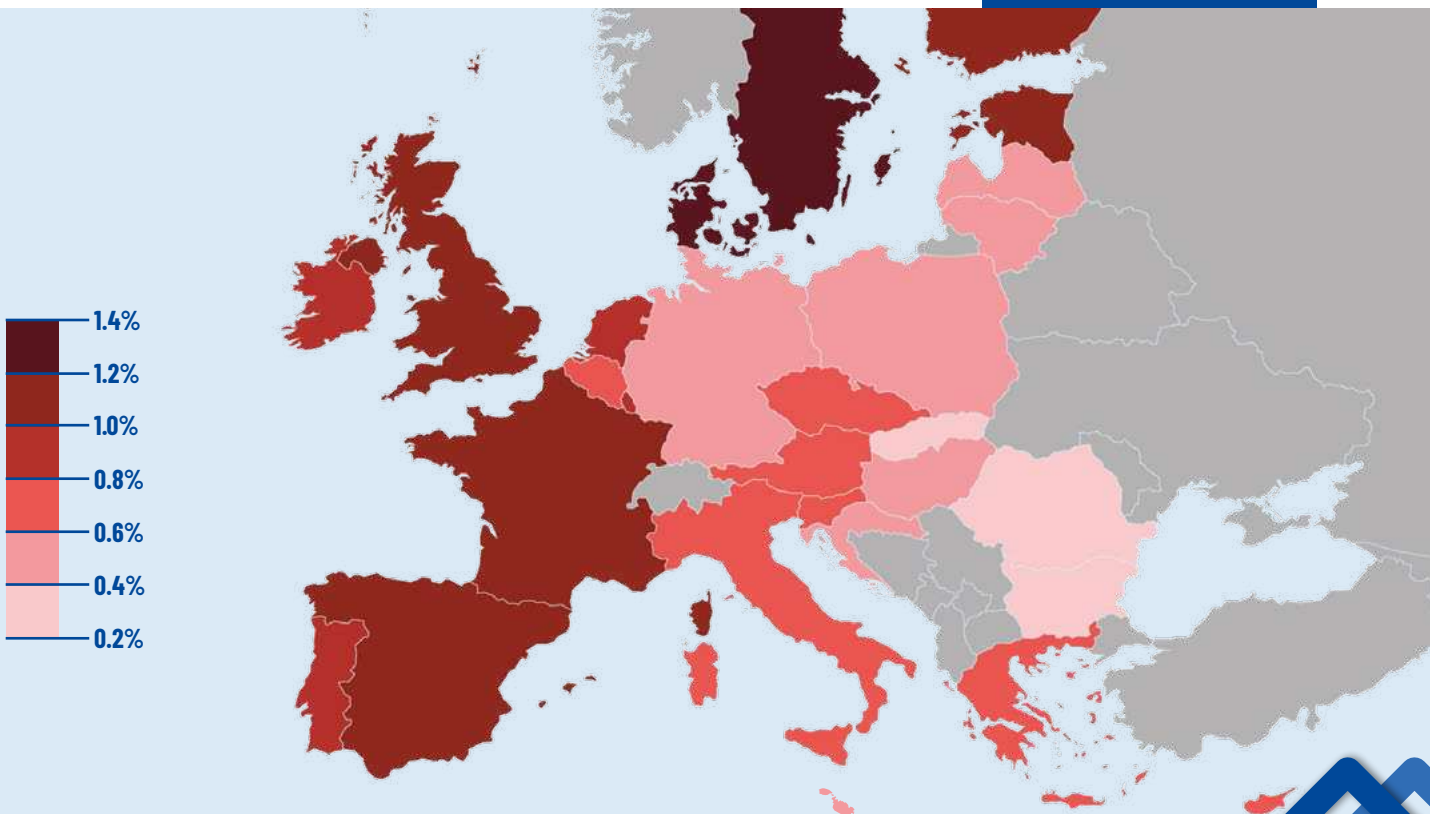
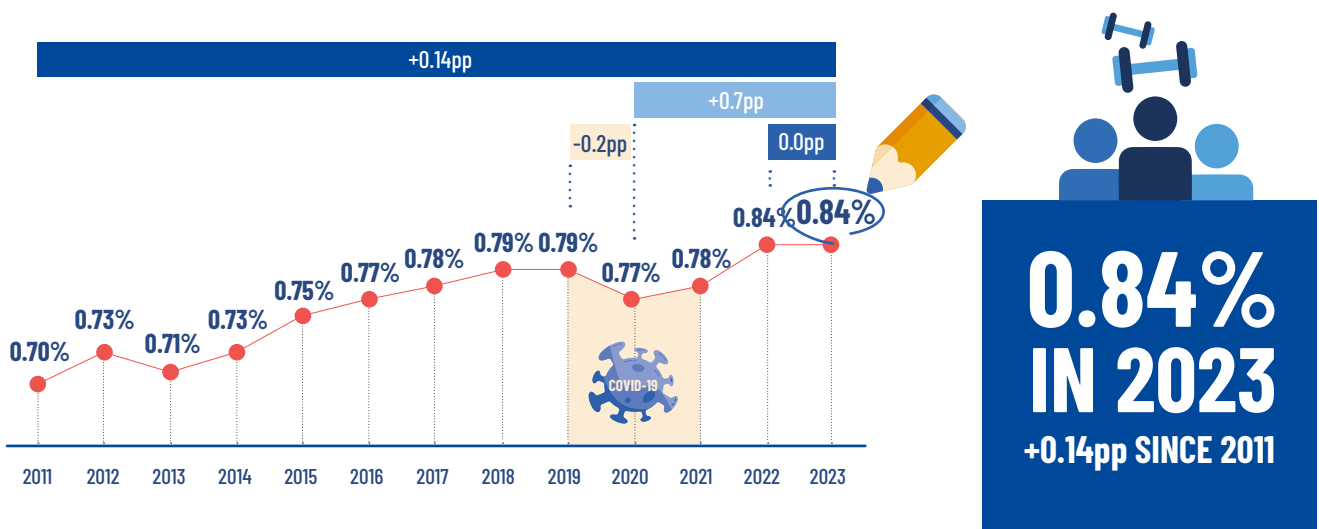
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TOTAL SPORT EMPLOYMENT IN EU+UK



Below is the share of sport employment within total employment across all economic sectors, including both employees and the self-employed.

Share of sport employment within total employment (all economic sectors combined)





1

TOTAL SPORT EMPLOYMENT IN EU+UK



Characteristics of sport employment

Total sport employment in 2023

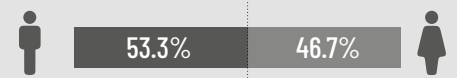
compared to

Total employment in 2023 (all economic sectors combined)

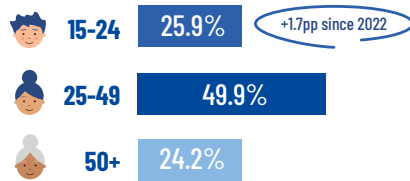
By gender



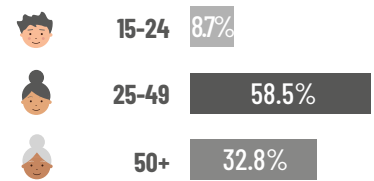
By gender



By age



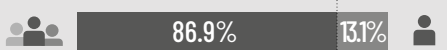
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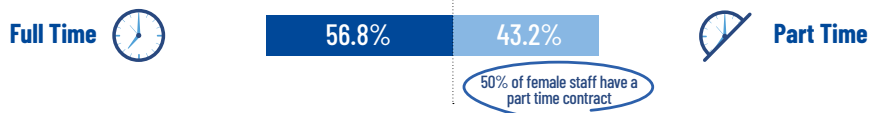
By professional status



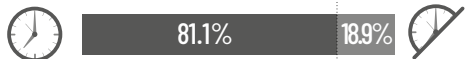
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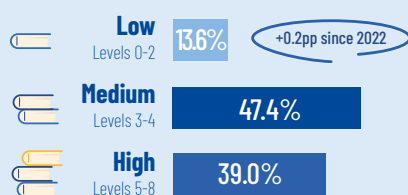
By type of contract



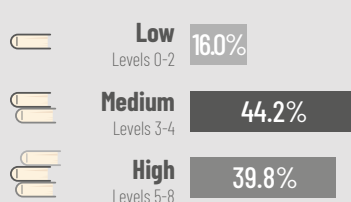
By type of contract



By level of education



By level of education

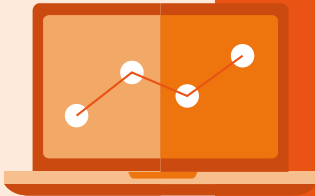


Levels 0-8 by ISCED 2011, i.e.:
 Level 3 - Upper secondary education
 Level 5 - Short-cycle tertiary education



2

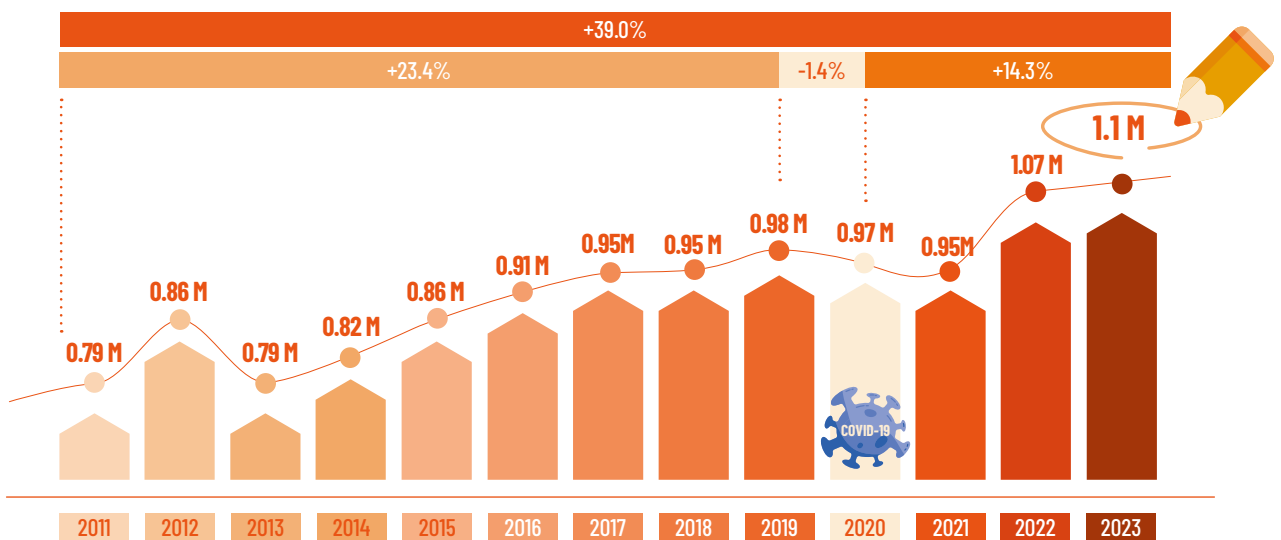
WORKERS WITH A SPORT AND FITNESS OCCUPATION IN EU+UK



This section shows total employment and characteristics of **workers with a sport and fitness occupation** - including athletes, sports players, sport coaches, instructors, officials, fitness and recreation instructors, and programme leaders.

It includes all **workers with a sport and fitness occupation** involved in organisations whose main business is the provision of sport (e.g., a sport coach in a sport club) as well as those involved in organisations whose main business is not the provision of sport (e.g., a fitness instructor in a hotel).

Total number of workers with a sport and fitness occupation



1.11 M
IN 2023
+39.0% SINCE 2011

Breakdown per occupations:

- Sport Coaches, Instructors and Officials
- Fitness and Recreation Instructors and Programme Leaders
- Athletes and Sports Players

51.1%

41.0%

7.9%



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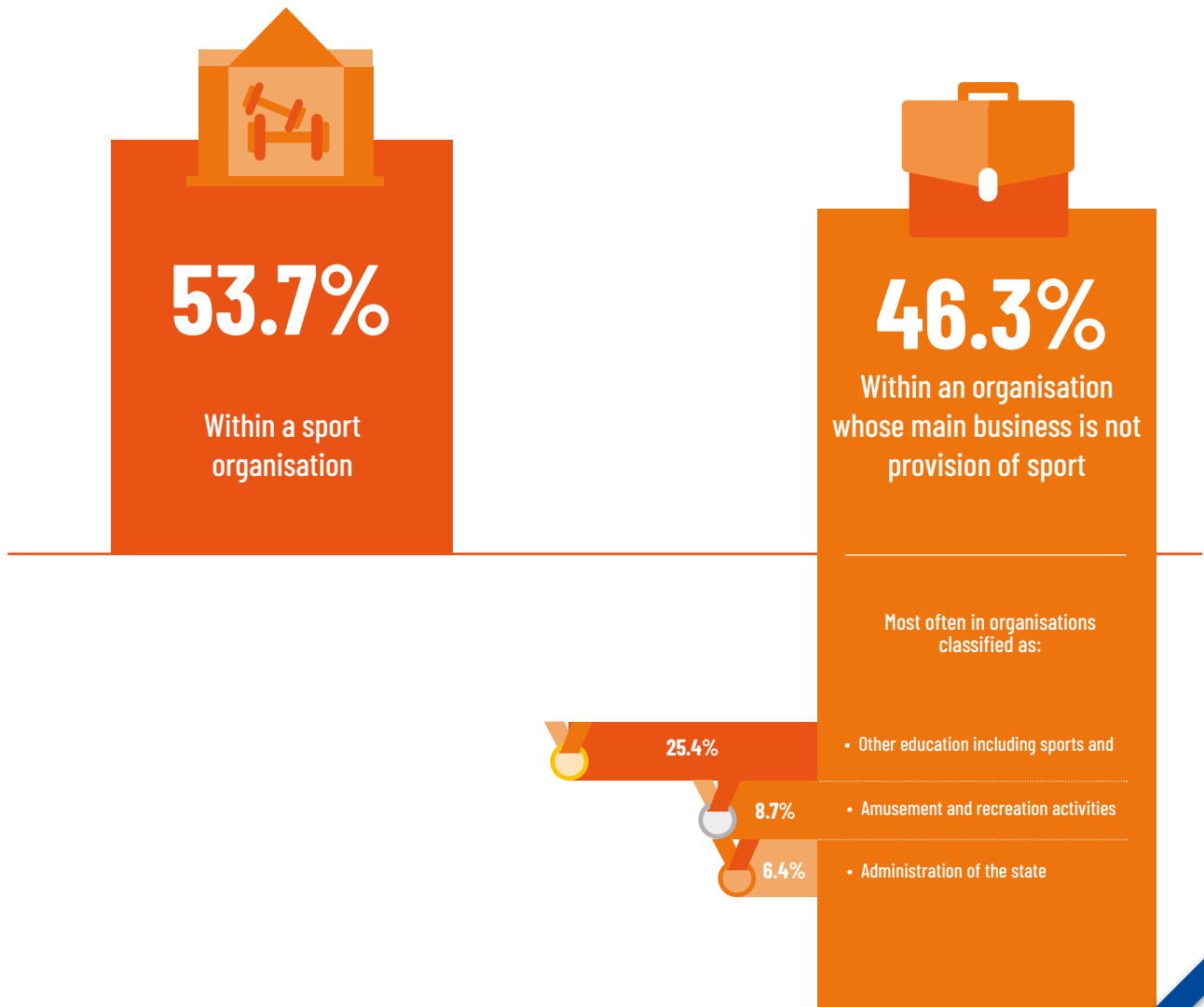
WORKERS WITH A SPORT AND FITNESS OCCUPATION IN EU+UK



Workers with a sport and fitness occupation can be employed in an organisation whose main business is the provision of sport (<< sport organisation>>, e.g., sport club, sport federation) but can also work in an organisation whose main business is not the provision of sport (e.g., hotel, rehabilitation centre, municipality).

The data presented below reflects this distribution for the year 2023.

Where were workers with a sport and fitness occupation employed in 2023?





2

WORKERS WITH A SPORT AND FITNESS OCCUPATION IN EU+UK



Characteristics of workers with a sport and fitness occupation

Workers with a sport and fitness occupation in 2023

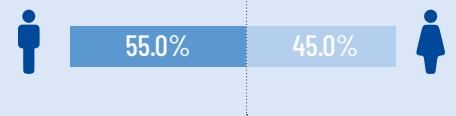
compared to

Total sport employment in 2023

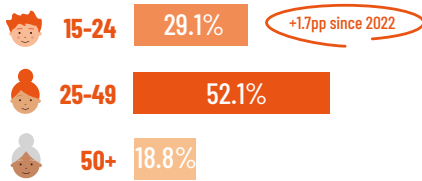
By gender



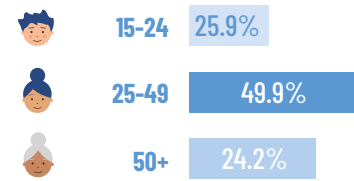
By gender



By age



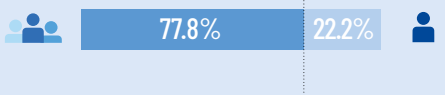
By age



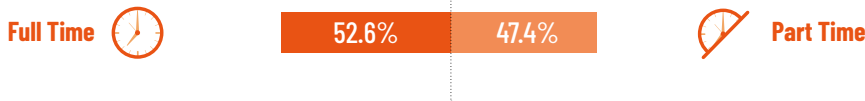
By professional status



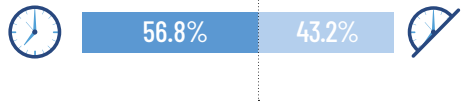
By professional status



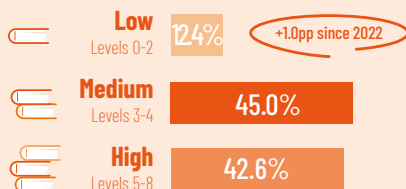
By type of contract



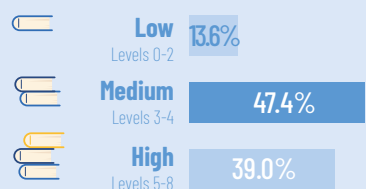
By type of contract



By level of education



By level of education

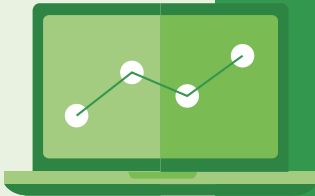


Levels 0-8 by ISCED 2011, i.e.:
 Level 3 - Upper secondary education
 Level 5 - Short-cycle tertiary education



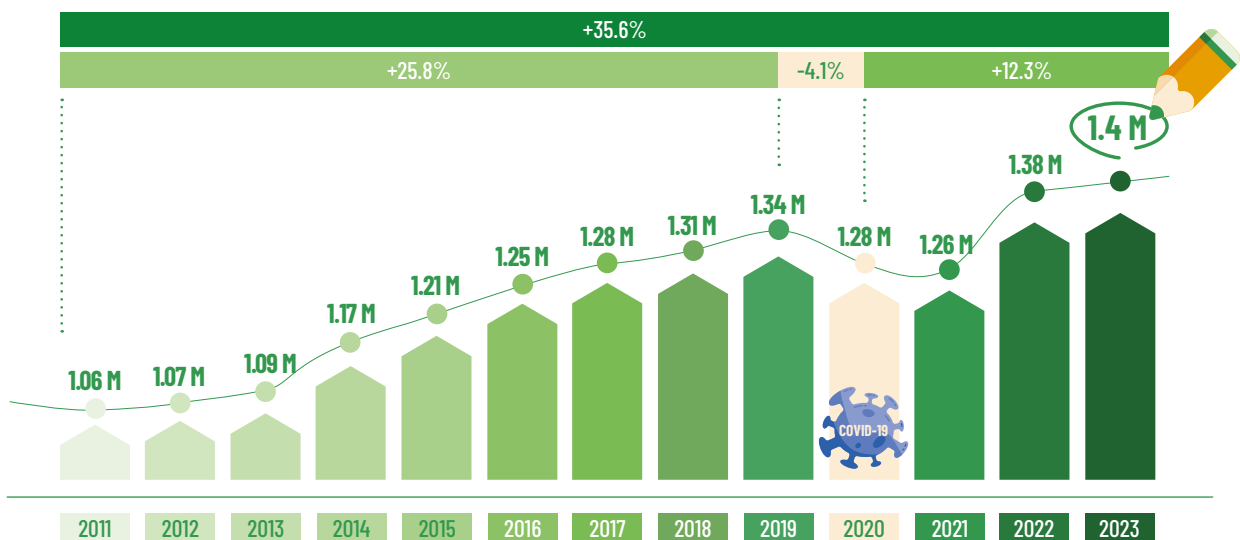
3

PEOPLE EMPLOYED IN SPORT ORGANISATIONS IN EU+UK



This section shows total employment and characteristics of all **people employed in an organisation whose main business is the provision of sport** – including operation of sports facilities, activities of sports clubs and fitness centres, and other sports activities – both workers with a sport and fitness occupation (e.g., sport coaches, fitness instructors) but also those with a non-sport and fitness occupation (e.g., receptionists, managers).

Total number of people employed in sport organisations



1.44 M
IN 2023
+35.6% SINCE 2011

People employed in sport organisations had:

- Sport-specific occupations
- Non sport-specific occupations

42.1%

51.1%



3

PEOPLE EMPLOYED IN SPORT ORGANISATIONS IN EU+UK



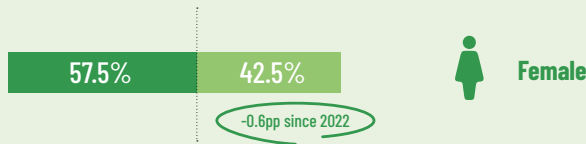
Characteristics of people employed in sport organisations

People employed in sport organisations in 2023

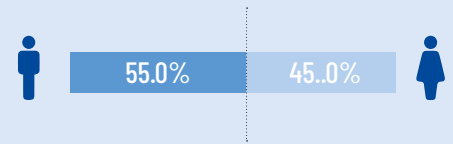
compared to

Total sport employment in 2023

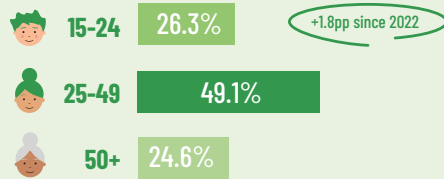
By gender



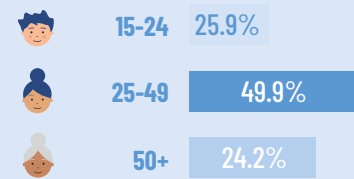
By gender



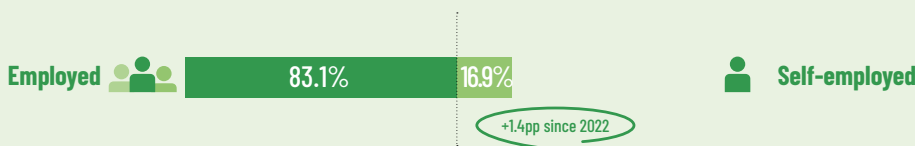
By age



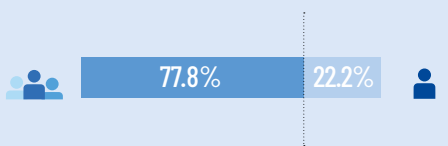
By age



By professional status



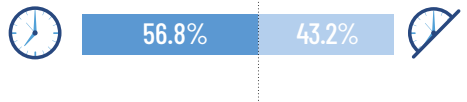
By professional status



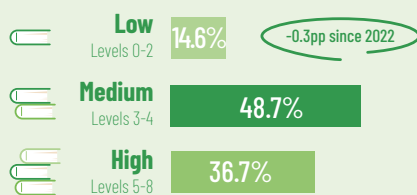
By type of contract



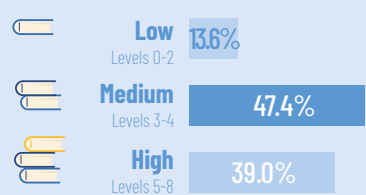
By type of contract



By level of education



By level of education



*Levels by ISCED 2011

Levels 0-8 by ISCED 2011, i.e.:
Level 3 - Upper secondary education
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4

IMPACT AND RECOVERY OF SPORT EMPLOYMENT FROM COVID PANDEMIC



This section highlights the impact of COVID-19 on sport employment focusing on the three groups analysed in the fact sheet: total sport employment, workers with a sport and fitness occupation, and people working in sport organisations. The analysis is presented across a range of selected characteristics.

Impact of COVID-19 on sport employment and recovery situation

	Total sport employment	Workers with a sport and fitness occupation	People working in a sport organisation
	2019 2020 2023	2019 2020 2023	2019 2020 2023
Total number of workers	-3.7% +13.4%	-1.4% +14.3%	-4.1% +12.3%
Youth sport workers (under 25)	-7.9% +36.9%	-10.6% +45.2%	-7.1% +36.7%
Female sport workers	-5.9% +15.7%	-4.1% +16.8%	-6.1% +17.3%
Part time sport workers	-6.2% +16.7%	-4.6% +14.1%	-7.3% +19.5%
Sport workers with low or no qualifications	-18.3% +24.2%	-13.3% +35.1%	-20.4% +31.4%
Self-employed sport workers	+6.7% +5.0%	+2.8% +7.6%	+2.7% +16.9%



5

METHODOLOGY AND STATISTICAL DEFINITION

- This fact sheet presents the main statistics about sport employment in Europe based on the analysis of the latest official data collated at both the national and European level through National Statistics Offices (NSO) and Eurostat. Statistics are provided for the period from 2011 to 2023 to underline totals, realities and tendencies. EOSE's ambition is to produce such fact sheet on an annual basis.
- It is important to remember that the year 2020 saw a sudden, unexpected and severe COVID-19 pandemic starting in March and the whole society all over the world was directly impacted, including the sport sector. Section 4 of the fact sheet focused on the variation of sport employment from 2019 to 2020 and from 2020 to 2023 to better understand the impact and sector's recovery.
- Apart from EU27 countries, the UK continues to be included in the analysis as it accounts for over one-fifth of the European sport labour force, remains closely linked to European structures, is part of the EOSE network, and ensures continuity in trend analysis since 2011.

Statistical definition

- **Scope:** the widest sport and physical activity sector defined by the Council of Europe (2001) as *"all forms of physical activity which, through casual or organised participation, aim at expressing or improving physical fitness and mental well-being, forming social relationships or obtaining results in competition at all levels"*. In this fact sheet we are using the word *"sport"* having the meaning of the broad sector of *"sport and physical activity"*.
- To summarise our statistical definition for the sport labour market, the ambition of the work carried out was to liaise with Eurostat and National Statistics Offices (NSO) to collate all official statistics available on the number of:
 - **Workers with a sport and fitness occupation (ISCO 342*) in an organisation whose main business is the provision of sport (NACE 93.1**),** e.g. professional athletes, coaches in a sport club (Box I on the summary chart below)
 - **Workers with a non-sport and fitness occupation (other ISCO codes) in an organisation whose main business is the provision of sport (NACE 93.1),** e.g. managers in a sport federation (Box III on the summary chart below)
 - **Workers with a sport and fitness occupation (ISCO 342) in an organisation whose main business is not the provision of sport (Other NACE codes),** e.g. a fitness instructor working in a hotel (Box II on the summary chart below)

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

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

* **ISCO** (International Standard Classification of Occupations), managed by the International Labour Organization, divides jobs into 10 major groups. Sport-specific occupations are listed under "Technicians and Associate Professionals" (ISCO 3):

>> **Sport and Fitness Workers (ISCO 342):**

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

** **NACE** (Statistical Classification of Economic Activities in the European Community) provides the framework to classify organisations based on their activities. Sport related groups are categorised under "Sports activities and amusement and recreation activities" (NACE 93):

>> **"Sport activities" (NACE 93.1)** define the organisations whose main business is the provision of sport:

- >> Operation of sports facilities (NACE 93.11)
- >> Activities of sport clubs (NACE 93.12)
- >> Fitness facilities (NACE 93.13)
- >> Other sports activities (NACE 93.19)

The overall ambition

To make an impact on the overall sector and allow it to unlock its recognised and growing potential to improve peoples' lives and have an impact on health, employment and the economy in Europe, it is necessary to have a precise idea of the size and characteristics of sport employment.

The ambition of this fact sheet is to publish latest official statistics about the size and evolution of sport employment, but also to break these statistics down by gender, age, level of education, by professional status (employed or self-employed) and type of working contract (full-time or part time) to get a better understanding of the characteristics, underline main findings and tendencies, and to help create policy discussions, have concrete impact and encourage potential collaborations through the sector.

It is important to underline that the content of this annual fact sheet is the official information available and should not necessarily be seen as the exact reality of sport employment. Various sources such as Eurostat and National Statistics Offices (NSO) have been used to develop this fact sheet which means methodologies of collection might differ slightly in some cases and the data should be considered carefully.

The fact sheet is a summary paper of all available data collected by EOSE about the European sport employment. A full analysis of the main statistics can be found in «2023 Sport Employment Statistics in Europe: Research Report». National fact sheets have been developed for each of the 27 EU Member States as well as for the United Kingdom. All documents can be downloaded through EOSE website - www.eose.org.

About EOSE

EOSE is an international membership civil society organisation linking employment and education in sport.

EOSE aims to ensure the development of a competent workforce with the right skills for the sector through its international expert network of members across 30 countries and expertise in research and surveys, sport employment and skills analysis, policy recommendations and consultation, professional standards development, innovative education and training, and project development and management.

EOSE VISION: "A sport and physical activity sector that is playing its full part in the economic, health and social development of Europe and its member states".

EOSE MISSION: "Facilitate and support the development of the sport and physical activity sector workforce, to ensure people working and volunteering in the sector have the right skills to perform and enable the sector to fulfil its potential as a social, health and economic driver".

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