

Den danske idrætssektor som arbejds- og uddannelsesmarked

Webinar

Tirsdag den 19. marts 2024

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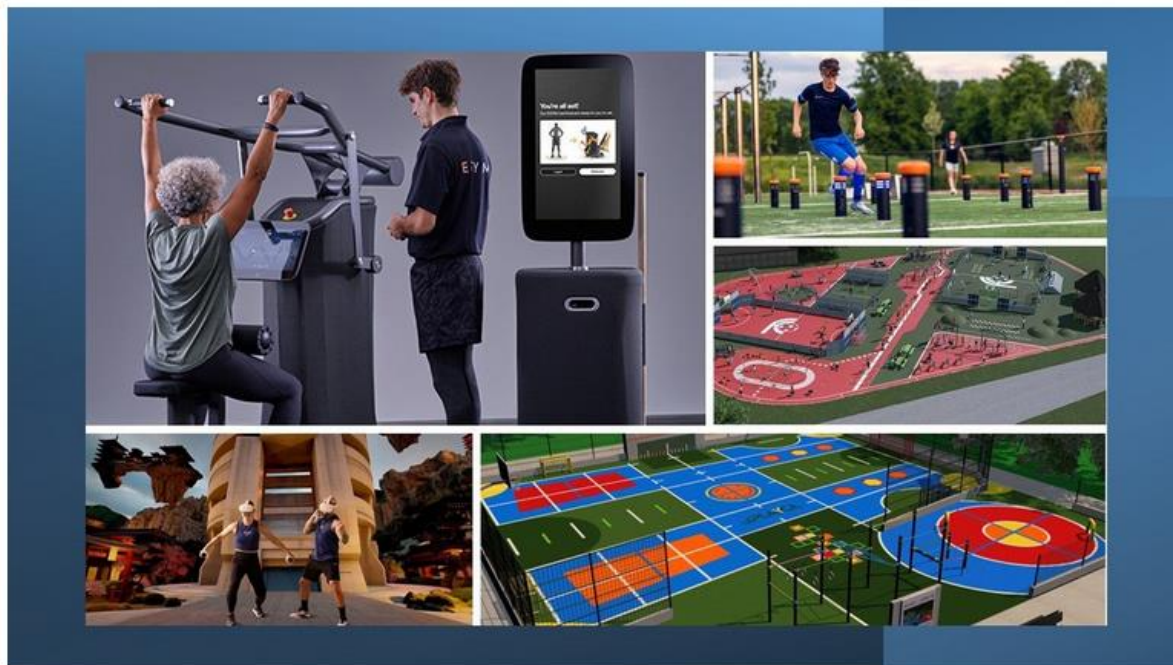
09.00-09.30: Status på idrætssektoren som beskæftigelses- og uddannelsesområde
Specialkonsulent, Søren Østerballe, Danmarks Statistik

09.30-09.40: Idrætssektoren som karrierevej. Strukturelle udfordringer forude?
Daglig leder, Henrik H. Brandt, IdrætsPlatformen

09.40-10.00: Dialog. Fremtidens arbejdsmarked i idrætten – kan idrætten skaffe, udvikle og fastholde den rette arbejdsstyrke?
Ordstyrer: Daglig leder, Henrik H. Brandt, IdrætsPlatformen

10.00-10.15: Find selv nøgledata og lav dine egne analyser (Statistikbanken)
Specialkonsulent, Søren Østerballe, Danmarks Statistik

13 helt centrale udviklingstræk i den danske idrætssektor



Idrætssektoren i Danmark har brug for rettidig omhu i forhold til en lang række centrale tendenser og udfordringer i idrætssektoren.

1. Ændret befolknings sammensætning og bosætningsmønstre
2. Arbejdsmarkedet er i forandring (jobtyper, arbejdstider, ansættelsesformer, entre på arbejdsmarkedet)
3. Idrætten er selv et arbejdsmarked (og en frivillig sektor)
4. Skævhed og ulighed er en kronisk udfordring
5. Idrættens organisering er i forandring (flere aktører)
6. Aktivitetsbilledet ændrer sig
7. Fodbold er et univers for sig selv
8. Teknologi forandrer idrættens aktiviteter og organisering
9. Frivilligheden er i forandring - fra rødder til spontanitet
10. Idrættens rum og rammer kan bringes mere i spil og blive mere relevant
11. Bæredygtighed bliver konkret
12. Digitalisering stiller krav til kommunikation og brugervenlighed
13. Nye aktører og tilgange kalder på forandring i den offentlige idrætspolitik (og uddannelsespolitik på idrætsområdet)



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Emerging Forms of Employment in Sport

Project Summary and Main Findings



The Sport Sector and Its Importance

Council of Europe definition of Sport:

“All forms of physical activity which, through casual or organised participation, aim at expressing or improving physical fitness and mental wellbeing, forming social relationships or obtaining results in competition at all levels”.

- There is growing recognition by EU and national governments that sport has great potential to support the policy agenda in education, health, economic growth, social integration and development
- Therefore, there is more pressure to **professionalise** services at a time when the sector is expanding and to move sport away from dependence on public finance and small voluntary sector organisations
- Research by EOSE suggests there are skills shortages. Employer survey in 2018 said ‘Lack of applicants with the required skills’ was their **number one problem**
- We need to train more people, but we also need to have flexible/different working arrangements **to make to make best use of people we have.**

The Context

- Employers were having difficulties recruiting and deploying staff with the right skills before COVID
- Pandemic may have made the situation worse
- New forms of employment may be one solution to recruitment and deployment
- Three key facts about the sport labour market that may be relevant:
 - ❖ More part-time workers than EU workforce as a whole (42,6% versus 19,2%)
 - ❖ More self-employed workers than EU workforce as a whole (24,1% versus 14,5%)
 - ❖ More workers under 25 than EU workforce as a whole (21,8% versus 14,8%)
- There is already more flexibility in the sport labour market which could make introduction of new forms of employment easier
- A younger workforce may be more willing to adapt to new forms of employment

Peculiarities of the Sport Labour Market 2

- Work in sport organisations is often intermittent due to school holidays and seasonal sports.
- Work often takes place in small packages – sometimes only a few hours per week, concentrated in the evenings and weekends.
- Many specialist staff such as coaches and trainers already have full-time ‘day jobs’ in other sectors which often makes additional employment complicated and unattractive.
- Employment in sport is often not seen as attractive due to the unclear career pathways caused by unstable and precarious work.
- With European economies returning to ‘normal’ after the Covid pandemic, there is anecdotal evidence that the labour market has become more competitive for employers and new ways of attracting skilled staff need to be explored.
- Some aspects of employment legislation, often rooted in the traditional one-to-one employer/employee relationship, are acting as a brake on labour market flexibility and the growth of paid employment.

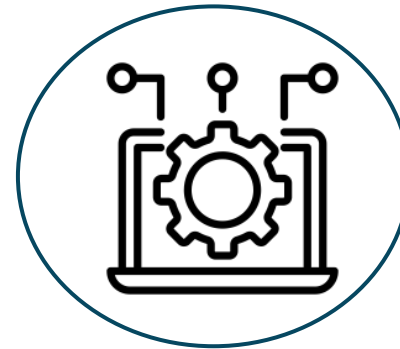
New Forms of Employment Relevant to Sport



Employee Sharing



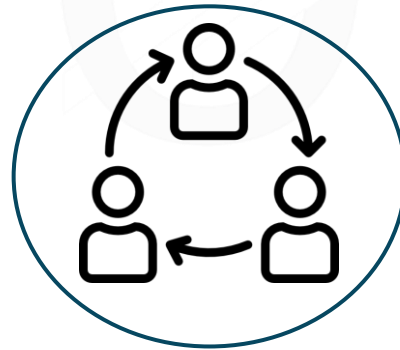
Interim Management



Platform Work



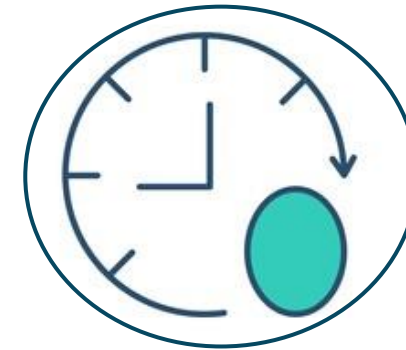
Hybrid Working



Collaborative Employment



Portfolio Work



Modified Casual Work



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Hvis nu idrætten nu *var* en branche, ville vi nok (også) tale om

- Arbejdskraft i fremtiden?
- Kompetenceudvikling, uddannelse og efteruddannelse
- Karriereveje og rekruttering
- Kvalitet i ydelserne
- Markedstrends og -muligheder
- Innovationsklima
- Rammevilkår (økonomi, lovgivning osv.)
- Offentligt-privat samspil
- Arbejdsvilkår og arbejdsmiljø