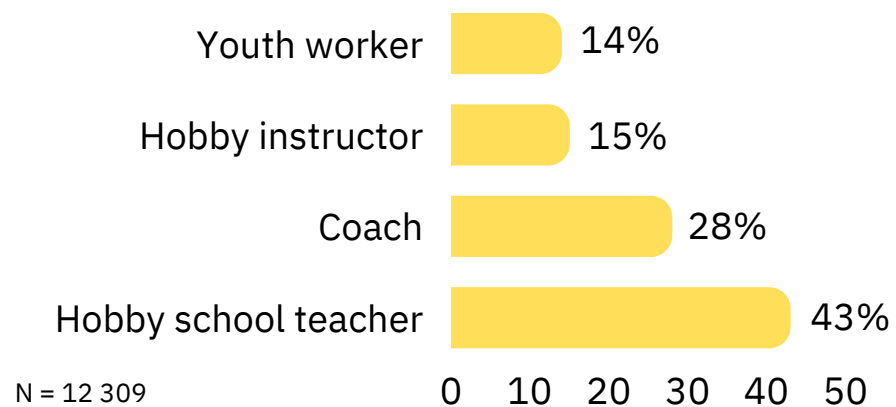


Working Conditions of Youth Sector Workers in Estonia in 2023

How many workers are employed in the youth sector?



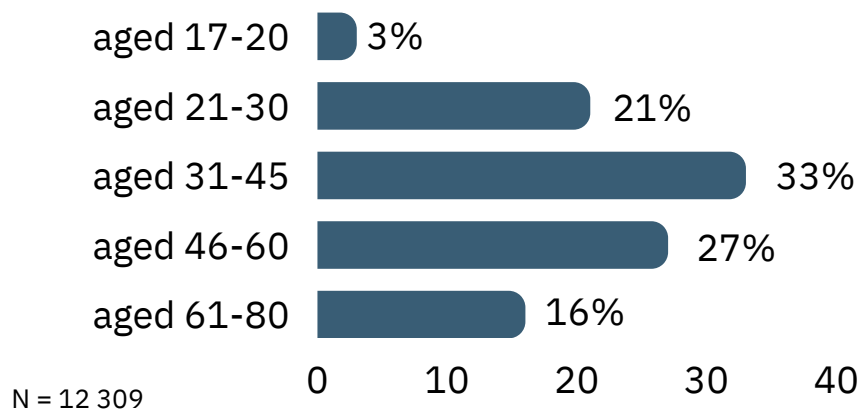
There are an estimated **12,300** youth sector workers in Estonia



Workers' background



67% of youth sector workers are women



Around half of the workers have worked in the sector for **at least ten years**. 1/5 have worked for up to three years.

What are the key characteristics of the workforce?

Hobby instructors

*above average age *higher education levels *the most unstable employment contracts and working conditions *less workload and smaller wages *no fringe benefits *lack of opportunities for training and professional self-development

Youth workers

*below average age *lower education levels *more women *less seniority and more likely to consider leaving their job *professional self-development is encouraged *less likely to be members of professional organisations

Hobby school teachers

*above average age *higher education levels *less likely to consider changing jobs *motivated by a passion for the subject they teach

Coaches

*predominantly male *motivators: wages, flexible working hours, interest in the field, performance bonuses *positive image of the field

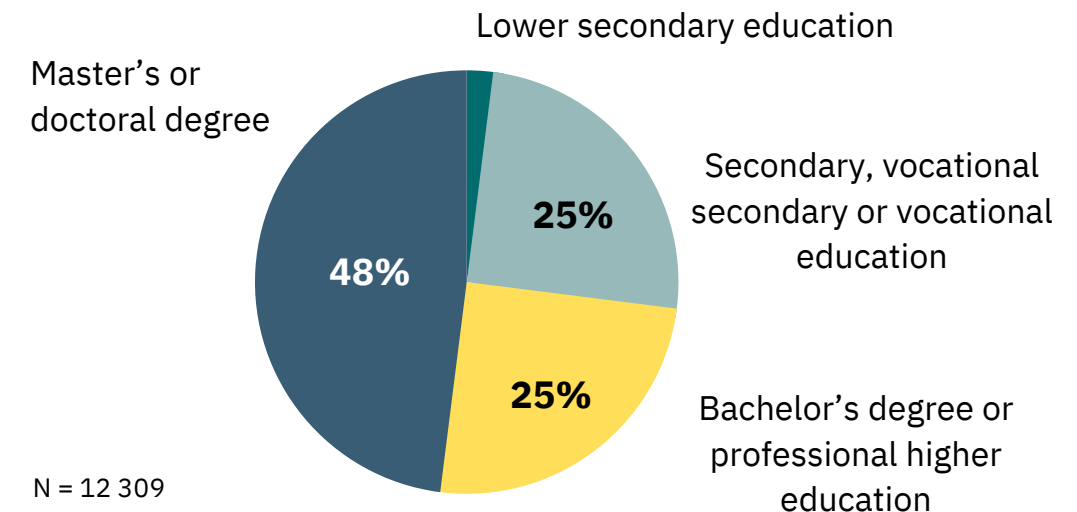
Local government youth officers

*heavier workload *higher wages *more fringe benefits *less seniority *lower job content satisfaction *insufficient feedback on work *considering switching sectors

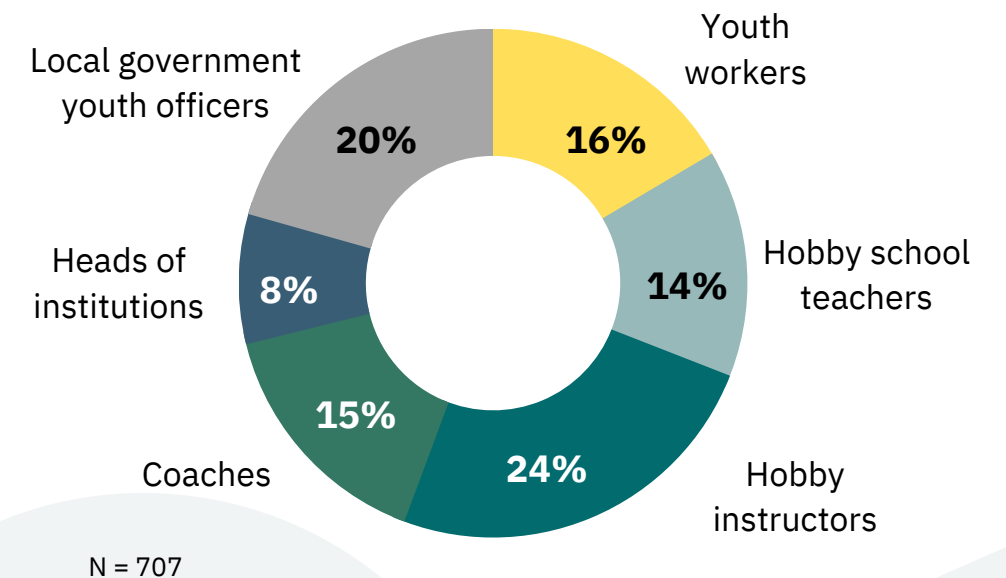
Heads of institutions, youth associations or youth work associations

*heavier workload *very high job satisfaction *satisfaction with work environment and equipment

Education and professional qualifications



15% of workers have no youth work or pedagogic qualifications. Without are:



Shortage of qualified workforce in the youth sector

Workforce shortages are influenced by:

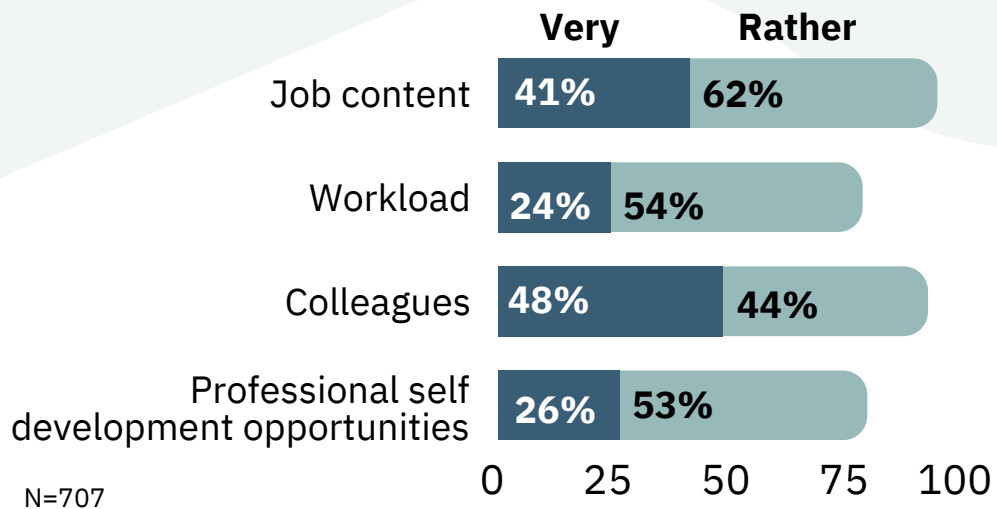
- working conditions
- understanding the diversity and significance of the sector
- the image of the sector
- the recognition of workers



Satisfaction with the job and working conditions



94% of youth sector workers are generally satisfied or very satisfied with their job (N=707)

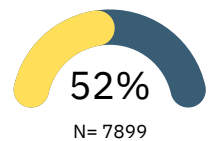


Main reasons for dissatisfaction

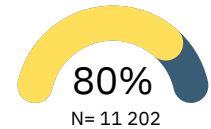


- wages
- feedback from young people and managers
- workload
- opportunities for professional self-development

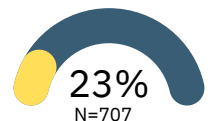
Workload



... of workers, but only 25% of hobby instructors, have a workload higher than 0.75 FTE



... of workers have an open-ended contract, while 19% have contracts for services or authorisation agreements



... of workers admit that the workload does not meet their expectations

Main reasons why workload does not meet expectations



- Excessive workload for one job
- Part-time working
- Working multiple jobs to attain a full-time workload
- seasonal variation in workload

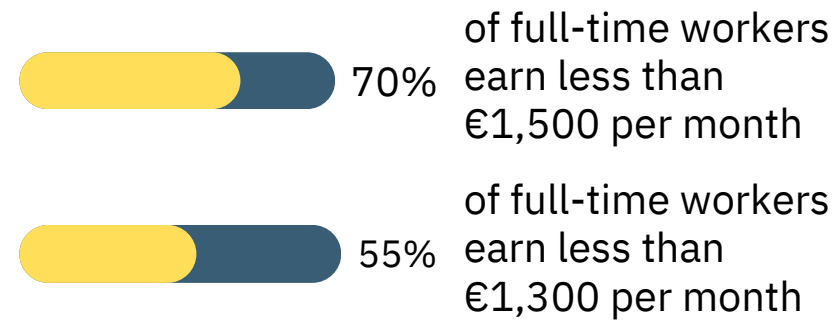
Wages



Only 34% of youth sector workers are satisfied or very satisfied with their wages (N=707)

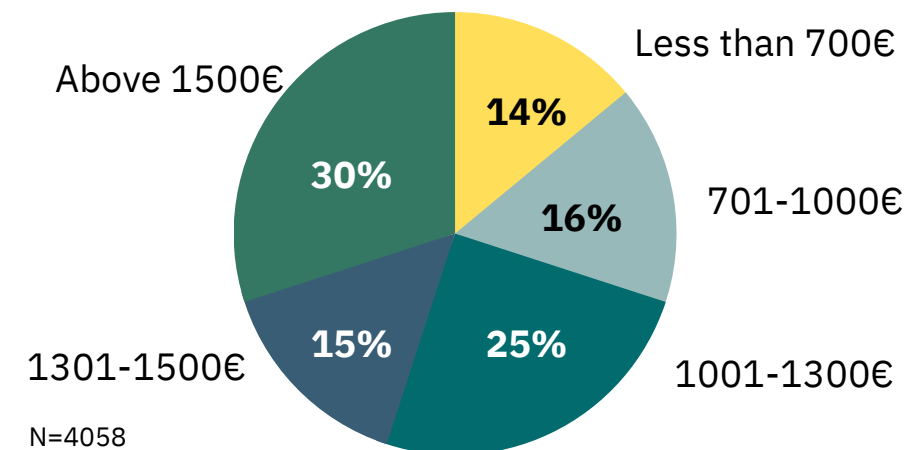


Most youth sector workers earn significantly less than the Estonian average wages

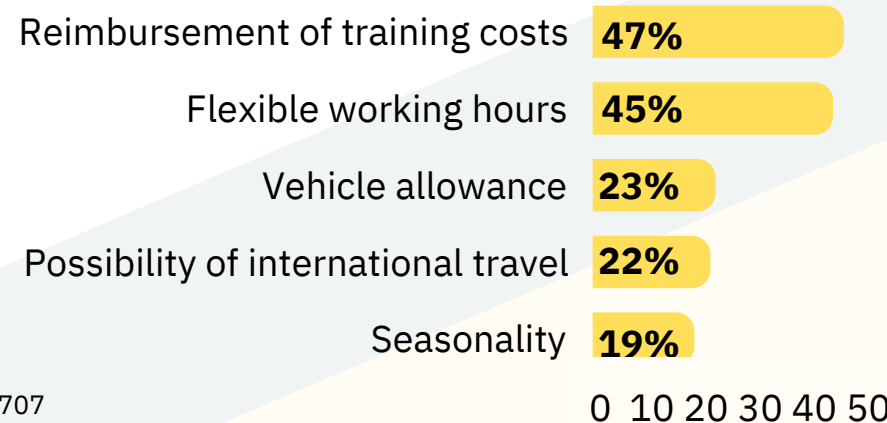


About half of the workers have their wages linked to their professional qualifications. Most often, this is the case with coaches, least often with heads of associations.

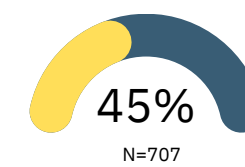
Monthly wages of workers with a workload of 0.75 FTE or above (before income tax)



Job-related fringe benefits



Changing jobs

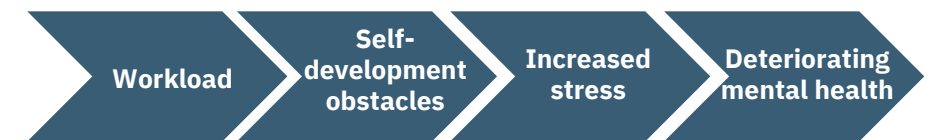


of the workers have considered changing jobs in the past two years, including 57% of youth workers and 34% of hobby school teachers



Main reasons

- low wages
- little appreciation for the sector



The working conditions for youth sector workers have a direct impact on job satisfaction and retention!

Why do people work in the youth sector?

Youth worker

- interest in the youth sector
- an opportunity to contribute to the development of young people
- interaction with young people
- varied and versatile work

Local government youth officers

- opportunity to influence the development of youth sector

Hobby school teachers and instructors

- interest in a specific hobby activity (e.g., sports, music or art) is an important motivator

Short version of study report including the main findings, conclusions and recommendations:
ibs.ee/en/publications/working-conditions-for-youth-sector-workers-in-estonia-in-2023/