

Multiple employment and labour market segmentation among collegiate members of Physical Activity and Sport Science in Spain

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Published online: August 31, 2018

(Accepted for publication July 15, 2018)

DOI:10.7752/jpes.2018.s3203

Abstract:

The present study analyses the presence of multiple employment in the collective of university graduates in Physical Activity and Sports Science, as well as the existence of a market segmentation within the different niches of sports employment and their relation to multiple employment. It is a transversal study in which a non-probability convenience sampling method was applied, with a total sample of 1,130 people. The results show the existence of market segmentation as a function of the professional scope (teaching, management, health, competition and out-of-school) due to the working conditions characteristic of each area, resulting in either primary markets with optimal conditions, or secondary markets characterised by instability and working precariousness. This segmentation is accompanied by a higher multiple employment rate in the scopes considered within the secondary market, linked to insecurity and the need for higher income.

Key words: sports labour market, multiple employment, university graduates.

Introduction

The concept of multiple employment refers to the act of holding more than one job simultaneously in different organizations (Campbell, 2013). Multiple employment emerged as a necessity, a strategy to secure economic subsistence through the diversification of incomes, generally because the worker considers that the income from the main occupation is not sufficient (Giarracca & Aparicio, 2001). Different studies about the situation of the labour market in the sports field have demonstrated the presence of multiple employment, indicating that this is one of the main characteristics of some of the employment niches of sports (Campos & González, 2010; Gambau, 2011). A study about the labour market of sports professionals in Spain, with 2,500 people who work in Spanish sports facilities (Campos-Izquierdo, González-Rivera, & Taks, 2016), showed that 60% of the participants, at some point in their professional career, have undertaken more than one job simultaneously. Moreover, 33.5% of the surveyed people had more than one job at the time of completing the survey.

Another study about university graduates in Physical Activity and Sports Science (PASS) in Catalonia reported multiple employment in 38% of the sample, which was higher among the younger graduates (Pérez-Villalba, Vilanova, & Grimaldi-Puyana, 2016). Lastly, a study in Costa Rica about university graduates in Human Movement Science (Chacón-Araya, 2017) also highlights the existence of multiple employment among their graduates, of whom 25.5% had more than one job, with a prevalence of this phenomenon in men compared to women.

Multiple employment could be a consequence of market segmentation. The concept of market segmentation emerged as opposed to the neoclassic theories of the labour market, which defend the existence of a perfect market in which there is a supply-demand equilibrium and, therefore, unemployment is considered voluntary (Requena, 1991). The theory of labour market segmentation is based on the idea that there is a dual market divided into a primary sector and a secondary sector. The jobs of the secondary sector are generally precarious (instability, low wages, little opportunities for promotion) unqualified, and considered of low status. These job positions are mainly taken by the most disadvantaged people of the active population (ethnic minorities, women and young people). The people in the primary sector, on the other hand, enjoy good working conditions (stability, high wages) and the possibility of moving up within the organization or the sector (Piore, 1983; Reich, Gordon, & Edwards, 1973; Wachter, 1972). The aspects that have corroborated the existence of two labour markets have evolved in time. Although in the 1970s, race and gender were the main factors of segmentation (it is important to take into account that this theory was developed in the United States), nowadays,

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the persistence of a market with good conditions and another market with bad conditions is considered to be due to the socio-economic context of the moment, to the increase in the proportion of temporary contracts compared to indefinite contracts, to the employment protection policies and to the deterioration of labour unions (Costain, Jimeno & Thomas, 2010; Gilbert & Martín, 2006; Hudson, 2007; Sala & Silva, 2009; Wasmer, 2012). Therefore, in view of the impossibility to find a full-time job with a decent salary to live, people are forced to take more than one job in order to have a full salary and/or enough income for a normal life (Gambau, 2011; Martínez del Castillo, 1993).

The sports labour market has evolved significantly in the last decades as a consequence of different sports manifestations resulted from the demand of the population for physical activity and sports (García-Ferrando, Puig, Lagardera, Llopis, & Vilanova, 2017). The increase in sports practice among the Spanish population (National Sports Council, 2015) and, thereby, the demand for sports services, have created the need to train professionals in the scope of physical activity and sports who respond to this demand ensuring quality and safety. Since the first National Association of Physical Education (currently at the university level) was established in the year 1967, the number of centres has increased considerably, up to 49 in the academic year of 2017-2018. In view of this exponential growth, it is worth questioning whether the market can absorb all the promotions of graduates by offering jobs in the primary market, or if there is a saturation of university graduates that does not allow offering stable and well-paid jobs to all graduates, forcing them to stay in a secondary market. In this sense, a study performed in Poland, this situation was already mentioned in the collective of physical education teachers after the recent increase of courses offered by universities. According to the authors, the gap between the supply and demand of physical education teachers had deteriorated the labour market for this collective, especially among the younger graduates, hindering their possibilities of finding a job (Skiert & Buchta, 2008). This concern about the saturation of people with a university degree in a labour market that does not have the capacity to absorb all of them is not limited to the sports field, as it also occurs in other professional scopes (Figueiredo, Biscaia, Rocha, & Teixeira, 2017; Liagouras, Protogerou, & Caloghirou, 2003; Liu, Salvanes, & Sørensen, 2016).

Multiple employment can hide different situations, such as labour precariousness of the main job and a vocational component (Madejski, Kosiba, & Majer, 2010; Votík, 2009). People in the primary market can afford to spend some of their spare time working in a different job for vocation, motivation and/or entertainment. This secondary occupation could be the one in which they really like working; however, the labour conditions it offers do not allow workers to live on it alone (Pérez-Villalba, 2015). Multiple employment could also be driven by the fact that the person is self-employed and, therefore, provides services to different organizations. According to a study carried out in Finland, most people who work as personal trainers do so as freelancers. This formula allows them to have great flexibility, especially for those who work as personal trainers in their second job (Katri, 2017). Lastly, multiple employment has also been associated with a transition period between the end of the university studies and the time lapsed until finding a stable job in the primary market. This transition period would respond to the lack of professional experience of fresh graduates. According to Collins (1989), a degree does not guarantee that the person knows how to successfully perform a job, and states that learning certain professions is often based on experience and not on formal teaching in educational centres.

The aim of the present study was to analyse the existence of multiple employment within the collective of graduates in Physical Activity and Sports Science (PASS) who are members of professional associations in the sports field, as well as the presence of market segmentation in the different professional scopes and their relation to multiple employment.

Material & methods

Participants

The sample consisted of university graduates in PASS who were collegiate members of one of the 17 professional associations in Spain. There was a total of 1,130 members, 70.4% men and 29.6% women. This gender proportion is similar to that of most studies on PASS, with the proportion of women ranging from 39% to 20% between the years 1989 and 2014 (Serra, 2016). The sample collected represents 9.64% of all the collegiate members in 2017, which constituted a total of 11,726. This is a transversal study, in which the sample was collected by non-probability convenience sampling.

Table 1. Distribution of the sample by gender and graduation year.

Gender	n	%	Graduation year	n	%
Man	795	70.4	2015-2016	201	17.8
			2010-2014	335	29.6
			2005-2009	218	19.3
			2000-2004	161	14.2
Woman	335	29.6	1995-1999	111	9.8
			1990-1994	49	4.3
			Before 1989	55	4.9
Total	1,130	100	Total	1,130	100

Procedure

The data were collected using a questionnaire created *ad hoc*, which was administered through an online platform to which the participants accessed through a link provided by the professional associations of which they were members. Before initiating the study, a pre-test was conducted with 12 people. The field work was performed between June and October of 2017.

The questionnaire administered consisted of a total of 37 items structured in different sections. The first section was focused on the socio-economic variables of the participants (gender, age, place of residence, etc.). The next section included questions about their academic curriculum (university in which they studied, year of completion of studies, complementary training/education, etc.). In the last section, the graduates described their current job, whether this was inside and/or outside the scope of physical activity and sports. Regarding the professions, the questionnaire asked about the working conditions considering the professional scope, the type of contract, the number of hours per week, and the monthly net salary received. In the case of working more than two jobs, there was a block of questions aimed at knowing the reasons that drove the participant to be in such situation.

Statistical analysis

For the analysis of multiple employment among graduates in PASS and collegiate members, a frequency analysis was conducted, expressed in percentages, whereas for the description of the socio-demographic variables this analysis was expressed in mean values and typical deviations. Finally, for the treatment of the data, the statistical software SPSS v.20 was used.

Results

Of the total sample of people surveyed, 86.3% work in the scope of physical activity and sports, with this percentage being higher in men (14.3%) than in women (12.2%). The percentage of multiple employment among the collective of collegiate members was 44.8%, who work in a field related to physical activity (29.3%), outside of this scope (6.3%) or in both simultaneously (9.2%).

With respect to the graduation year, the younger participants (between 2016 and 2005) show a higher degree of multiple employment within the scope of physical activity, as can be seen in Table 2, with percentages between 37.1% and 45.7%. On the other hand, the older participants (before the year 2000) have percentages between 28.6% and 16.3%.

Table 2. Multiple employment according to graduation year.

Type	2015-16	2014-10	2009-05	2004-00	1999-95	1994-90	Before 1990
Physical Activity	37.1%	44.4%	45.7%	36.8%	28.3%	16.3%	28.6%
Other scopes	20.3%	18.4%	13.1%	15.1%	12.3%	12.2%	8.2%

The level of multiple employment is higher in men than in women. The combination of the main job in the scope of physical activity with another one within the same scope occurs in 40.4% of men and 34% of women. When the main job is combined with another job outside the scope of physical activity, this occurs in 16.7% of men and 12.9% of women.

Within the collective of people with more than one job in the scope of physical activity, 55.2% have two jobs and 34.4% have three jobs. Regarding gender, men have a larger number of jobs than women (Table 3).

Table 3. Number of jobs within the scope of physical activity among people with more than one job according to gender.

	Man	Woman	Total
Two jobs	54.2%	58.0%	55.2%
Three jobs	34.5%	34.0%	34.4%
Four jobs	9.1%	7.0%	8.5%
More than four jobs	2.2%	1.0%	1.9%

The reasons behind multiple employment within the sports field vary depending on the graduation year. The younger graduates, to a greater extent than the older graduates, state that the reasons for multiple employment are linked to insecurity or the need for a higher income. On the other hand, the older graduates claim that they take additional jobs for personal fulfillment. Table 4 shows that, in those who graduated between 2014 and 2010, insecurity and the need for a higher income represent 66.7% and fulfillment represents 32.1%, whereas in those who graduated before 1990, fulfillment represents 85.7% and insecurity or being a freelancer represent 7.1%.

Table 4. Reasons for multiple employment within the scope of physical activity according to graduation year.

Type	2015-16	2014-10	2009-05	2004-00	1999-95	1994-90	Before 1990
Insecurity/higher income	64.2%	66.7%	52.7%	32.1%	43.3%	25.0%	7.1%
Fulfillment	32.1%	30.9%	42.9%	60.7%	53.3%	75.0%	85.7%
Freelancer	0.0%	0.8%	3.3%	1.8%	0.0%	0.0%	7.1%
Other	3.8%	1.6%	1.1%	5.4%	3.3%	0.0%	0.0%

According to gender, as shown in Table 5, women (60%), to a greater extent than men (51.3%), state that their reasons for having more than one job are linked to insecurity or the need for a higher income. Fulfillment is more present in men (46.2%) than in women (36%).

Table 5. Reasons for multiple employment within the scope of physical activity according to gender.

Type	Man	Woman
Insecurity/higher income	51.3%	60.0%
Fulfillment	46.2%	36.0%
Freelancer	1.5%	2.0%
Other	1.1%	2.0%

After analysing the characteristics of the main job of people who have more than one job, it was observed that 46.5% of the cases have a contract of less than 21 hours per week, 34.1% have between 21 and 35 hours per week, and 29.4% have more than 35 hours per week. With respect to the type of contract, 45.1% have a stable job, either in the public sector (10.9%) or in a private company (34.1%); 30.9% have a temporary contract, 17.6% are self-employed, 4.5% work without a contract and 1.9% have a scholarship. Lastly, 76.7% of the participants on multiple employment do not earn more than 1,000€ per month (net) in their main job, and only 4.4% earn more than 2,000€ per month (net) (Table 6).

Table 6. Net monthly income from the main job of people on multiple employment.

Net monthly income in euros	
<501€	50.0%
501-1,000€	26.7%
1,001-1,500€	13.3%
1,501-2,000€	5.6%
>2,000€	4.4%

Among the main professional scopes of the participants, those with a higher percentage of multiple employment within the scope of physical activity are out-of-school sports (57.5%), followed by others (47.1%) and competition sports (45.9%). The lowest percentages were found in teaching (25.6%) and management (33.3%) (Table 7).

Table 7. Multiple employment within physical activity according to main occupation.

Scope	
Teaching	25.6%
Management	33.3%
Competition sports	45.9%
Out-of-school/social sports	57.5%
Health sports	40.4%
Others	47.1%

Analysing the characteristics of the different scopes in Table 8, it can be observed that those with the lowest percentage of multiple employment (teaching and management) are also the ones with the highest percentage of indefinite contracts (68.4% teaching; 81.3% management), largest number of hours per week (over 20 hours in 83.3% and 91.2% for teaching and management, respectively) and the lowest percentage of workers with 1,000€ or less in monthly net income (10.9% teaching; 17.0% management). On the other extreme, people who work in competition sports and out-of-school/social sports have the highest percentage of instable contracts, including temporary contracts, people without a contract and people on a scholarship (59.4% competition sports; 71.8% out-of-school/social sports), the highest percentage of people with less than 21 hours per week (45.3% competition sports; 61.5% out-of-school/social sports) and the highest percentage of workers with 1,000€ or less in monthly net income (65.1% competition sports; 76.9% out-of-school/social sports). Between these two extremes, regarding working conditions, the scope of health sports stands out from the rest, with 35.7% freelancers, 75.2% of people with more than 20 hours per week, and 61.3% of people with 1,000€ or less in monthly net income.

Table 8. Labour characteristics of the main professions.

		Physical activity	Health sports	Competition sports	Out-of-school sports	Teaching	Management
Type of contract	Indefinite	68.4%	81.3%	23.6%	15.4%	29.7%	
	Temporary	27.6%	16.4%	37.7%	59.0%	30.1%	
	No contract	0.2%	0.0%	20.8%	10.3%	3.0%	
	Freelancer	2.0%	0.8%	17.0%	12.8%	35.7%	
	Scholarship	1.7%	1.6%	0.9%	2.6%	1.5%	
Hours per week	<21 hours	16.8%	8.8%	45.3%	61.5%	24.8%	
	21-35 hours	49.8%	12.9%	28.3%	23.1%	37.2%	
	>35 hours	33.5%	78.2%	26.4%	15.4%	38.0%	
Monthly net income	<1,000€	10.9%	17.0%	65.1%	76.9%	61.3%	
	1,001-2,000€	57.0%	62.6%	28.3%	23.1%	33.1%	
	>2,000€	32.1%	20.4%	6.6%	0.0%	5.6%	

Discussion

Among the collective of collegiate members, multiple employment occurs in 44.8% of the cases, with different scenarios: the combination of more than one paid job within the scope of physical activity or in other scopes, and even within and outside of this field simultaneously. The existence of multiple employment in the sports labour market found in this work is in line with the results of similar studies (Campos-Izquierdo et al., 2016; Chacón-Araya, 2017; Pérez-Villalba et al., 2016). The fact that the degree of multiple employment is higher among younger graduates suggests the existence of labour market segmentation due to age, in which the most recently graduated would find it difficult to access stable and well-paid job positions characteristic of a primary market (Piore, 1983; Reich et al., 1973; Wachter, 1972).

This difficulty could be due to their lack of professional experience when they complete their university studies (Collins, 1989) or to the change in the conditions of the labour market (Cutler, Huang, & Lleras-Muney, 2015) with a clear tendency to work flexibility (Aguirregabiria & Alonso-Borrego, 2014). Analysing the reasons that drive multiple employment by graduation year, it was found that there is labour market segmentation by age; the younger graduates, to a greater extent, claim that these reasons are linked to insecurity/labour precariousness, whereas the older graduates state that these reasons are linked to personal fulfillment.

Regarding gender, men have a higher percentage of multiple employment than women, both within the scope of physical activity and with a job outside this field. Moreover, men tend to take more than two jobs simultaneously in a higher percentage than women. The study of Chacón-Araya (2017) also highlights this fact. Analysing the reasons behind the phenomenon of multiple employment, it was observed that a higher percentage of women state that their main job is characteristic of the secondary market: insecurity and the need for higher income. On the other hand, the percentage of men who claim that these reasons are linked to personal fulfillment is higher. This difference could be due to the prevalence of gender stereotypes, by which women would dedicate more time taking care of the house and the family and, therefore, would have less time for leisure activities and personal fulfillment (Prieto & Pérez de Guzmán, 2013).

In this sense, the last Survey on Time Management in Spain, conducted by the National Institute of Statistics for the year 2009-2010, indicates that women allocate an average of 4 h and 4 min to the family and home, whereas men (1 h and 50 min) do not reach half of the time spent by women (NIS, 2017). Despite the variation in the number of hours according to age, education or income, generally, women continue to involve in domestic tasks much more than men (González & Jurado-Guerrero, 2009).

The analysed data also revealed the existence of market segmentation by professional scope. Among the main professions, out-of-school/social sports and competition sports are the ones with a higher percentage of multiple employment. Furthermore, it was observed that these scopes offer worse labour conditions linked to a secondary market: instable contracts (irregular hiring in some cases), less hours per week, and a higher percentage of people who earn 1,000€ or less. On the other hand, teaching and management, which have the lowest percentage of multiple employment, have labour conditions that are more characteristic of the primary market: stable contracts, more hours per week and higher income.

Among these two tendencies is the scope of health sports, which, although it does not have the conditions of teaching or management, it does have better conditions than in the case of competition and out-of-school/social sports. It is important to take into account that the scope of health has been pointed out as one of the emerging employment niches (Camps, 1990; Devís & Pérez, 2005) and perhaps it needs more time to become established in the primary labour market and to offer better conditions.

Conclusions

One of the conclusions of this study is the existence of market segmentation by professional scope for the collective of university graduates in Physical Activity and Sports Science who are collegiate members in one of the 17 Spanish professional associations. Each professional scope (teaching, management, health, competition and out-of-school sports) show different tendencies with respect to the working conditions that they offer to professionals. These conditions determine whether they fall into a primary market, characterised by stable and well-paid jobs, or a secondary market, with instable contracts and low wages. Another conclusion is that this

market segmentation, in some cases, triggers the phenomenon of multiple employment. In view of the poor working conditions of the main job, people are forced to find additional occupations to complement the number of hours and/or the income of the first position.

However, analysing the reasons that drive people into multiple employment, it was observed that insecurity and/or the need for higher income are not the only triggers. There is an important percentage of people in the sports field that take other jobs within the scope of physical activity and sports for personal fulfillment. This need, or opportunity, for fulfillment occurs in a higher percentage of men compared to women. It is presumed that this difference may be due to the fact that women have less hours of spare time, as a result of the persistent old-fashion difference in domestic behaviour between men and women, by which the former spend less hours taking care of the home and family than the latter.

One of the limitations of this study was the non-probability sampling method used. A random sampling could not be conducted due to the difficulties in accessing the information from the professional associations, derived from the new data protection law. Therefore, the margin of error or the confidence level of the obtained results cannot be defined. However, comparing the characteristics of the sample collected by gender and age, these are in line with those of similar studies. Furthermore, there were coincidences between the results found in this study and those found in similar works. The present study paves the road for future studies to delve into the segmentation of the labour market of sports. On the one hand, further works could analyse whether this multiple employment and market segmentation are specific of the collective of university graduates or if it also occurs in other professional sports collectives. On the other hand, future studies could focus on the causes and motivations associated with multiple employment, or the difference between men and women.

Lastly, and considering that there is a higher proportion of multiple employment and people in the secondary market among the younger graduates, the authors suggest that a longitudinal study should be carried out to determine whether this market segmentation is transitory or structural. If it is transitory, it would mean that young graduates would spend some time in the second market at the beginning, gaining experience, until they reach the primary market. If it is structural, it would mean that the existence of a secondary market would result from an imbalance between the number of graduates and the demand from employers. Therefore, in the case of a structural market segmentation, there would always be a dual labour market due to the imbalance between supply and demand, which could become worse with the increasing number of people graduating every year with a degree in PASS.

Conflict of interest: The authors declare no conflict of interest.

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