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## **SURGE Working Paper Series – Working Paper no. 8**

### Perspectives of Sport-related Labour Market and Employment Research: the need for a specific approach

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# **Perspectives of Sport-related Labour Market and Employment Research: The Need for a Specific Approach**

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## **Abstract**

A broad sport-related labour market and employment theory does not yet exist. For the research-agenda it is therefore important to systematically test the contributions of the general labour market theory for applicability in the sport-related context, particularly in the light of the increasing emphasis being placed by European Higher Education institutions on the employability agenda. Beyond that, theoretical approaches that are specific to individual labour-market are necessary in order to be able to scope the whole spectrum of processes appropriately. In this paper perspectives of the sport-related labour market and graduate employment research are laid out in the context of their special characteristics and requirements. The labour market and the essential conditions of its development are characterised in a theoretical way, considering its typical features and delineating it from the neoclassical labour market theories as well as their contemporary expansions. Secondly, the political-institutional perspective is presented which takes into account the determinants of labour relations and the developments on the labour market, focussing on the special characteristics of the institutions and the economic subjects involved. Thirdly, recent and relevant fields of research are shown and theses for the future of the sport-related labour market and employment research agendas are formulated.

## 1. Introduction

A close look at the developments in Northern European sport sciences and sports management curricula reveals a continuing increase in the number of courses of study in recent years. The structural changes in sports, primarily commercialisation and professionalisation as well as the increase in sport-therapy related jobs, are cited as reasons (see Beech, 2004; Cachay & Thiel, 2000; Hartman-Tews & Mrazek, 1999). In recent years the number of sports reaching a post-commercialised phase as businesses (Beech, 2004) has grown, and now includes cricket, cycling, F1, rugby league, rugby union, soccer and winter sports as well as the 'Big Four' North American sports. The main focus of this paper is from a Northern European, and in particular a German, perspective.

Graduates of such degree courses naturally seek employment in sports organisations. Those from sport science degrees may find employment in specialised posts which draw on the very specific skills and competences which they have developed, but many will be drawn into the same employment area that attracts the graduates of sports management courses. These posts are generally in the commercial part of sports organisations, in marketing departments in particular, or in operational but non-playing areas. As will be discussed below, three broad subsectors of employment can be distinguished: for profit sports organisations; not-for-profit sport organisations; and public sector sport organisations (Kaiser, 2004).

With regard to the sport-related education market, this structural change is reflected by the more and more differentiated content, as well as by the qualitative differentiation of the courses offered. Sport-related educational programs can be found in all levels of education, which include the university level and lower levels such as job training in the German dual system, within the licensing system of sport organisations and in the private sector, where there has been a significant increase in recent years. By the early 1990s, several studies have already been published assessing the employment situation in the occupational field of sport in a critical way, especially concerning the perspectives of permanent and well-paid employment (see Heinemann & Schubert, 1989; Heinemann, Dietrich & Schubert, 1990; Schubert, 1991; Lück-

Schneider, 2007). More recent research has tended to focus on the non-graduate sports labour market; examples include work on labour mobility among European football players (Frick, 2007; Poli, 2010) and on the survival-in-post rate of English football coaches (Bridgewater, 2006). The sport service sector is said to offer more or less good chances for employment and income, but relatively low chances for an occupational outlook. According to Heinemann, the labour market in sport is “*a typical example for commercialisation in a service sector without a parallel process of professionalisation*” (Heinemann, 1995). Regarding non-school sport, two problem areas are addressed: 1) The disintegration of the demands of the labour market and the actual qualification of the graduates, and 2) a “*horizontal and vertical substitution competition*” (Heinemann, Dietrich & Schubert, 1990) by university graduates of other fields, on the one hand, and non-academically trained persons on the other.

Previous research by researchers at the Institute of Sport Economics and Sport Management of the German Sport University Cologne has identified three subsectors within the sport labour market: for profit sports organisations (sport events agencies) (Hovemann, Kaiser & Schütte, 2003); not-for-profit sport organisations (sport federations and amateur clubs) (Horch, Niessen & Schütte, 2003); and public sector sport organisations (municipal sport administration) (Horch & Schütte, 2003). By conducting a meta-survey of these three research projects, Kaiser & Schütte (2012) assessed the variation in activities and required competences across the three subsectors, and concluded that the increasingly common approach in European universities, especially in Germany and the United Kingdom, of offering a programme of sport management degrees within a structure of a common core, together with a set of prescribed optional modules (allowing students to select ‘named routes through the overall programme), met the needs of students who, on graduating, would seek employment opportunities across the three subsectors.

Accordingly, focus areas of sport-related labour market and employment research have been, and still are, (1) the investigation of qualification needs for the different occupational fields of application with the goal of the conception of precisely fitting curricula and (2) the debate about the requirements for consolidation of job positions, that is, the aspects of professionalization. In

order to do this, sport-related labour market and employment research is an important prerequisite for the description and explanation of labour market processes: its distinct heterogeneity and its dynamic changes provide great challenges for its precise description. The explanation of labour market processes in sport is made even more difficult by the fact that up to today there is neither a general, nor a specific and comprehensive, labour market theory available. The need for a specific labour market theory is apparent from the nature of sport as business, and the way in which it is distinct from other labour markets, *inter alia*, in its need to maintain competitive balance in those sports which operate within a league system, and its 'soft' profit motivation. This distinction is exemplified in the European Commission's identification (although as yet no precise definition) of the 'specificity of sport' (Commission of the European Communities, 2007). Horch (2008), for example, refers to "*many special features and regulations*" in the sport economy, citing in particular "*a monopsony of a league, reservation clauses, transfer payments, draft-systems, salary caps and that clubs cannot maximise their profit but also their victory*". The specificity of sport as business thus transcends even the concept of simply having its own industry recipe (Spender, 1989) – while some facets of sport as business run in parallel with 'mainstream' business sectors, other facets are conducted within an entirely different operational environment.

The theoretical debate is characterised more by a successive expansion or combination of several parts of microeconomic labour market theories with the aim of analysing specific sections. In addition, general labour market theories can only be applied to the sport-related labour market in a limited way because of its many special characteristics. The classic approaches mostly look at the employment situations in big for-profit organisations and dependent industry labour. But sport-related employers can be found in all three sectors of the economy. Further, the sport-related labour market is characterised by services, small business organisations and self-employment, and employment beyond wage-dependant gainful employment play an important role.

## **2. Aim of the paper**

In this paper perspectives of the sport-related labour market and employment research are laid out in the context of the previously-mentioned special characteristics and requirements. The labour market and the essential conditions of its development are characterised in a theoretical way, considering its typical features and delineating it from the neoclassical labour market theories as well as their contemporary expansions. Secondly, the political-institutional perspective is presented which takes into account the determinants of labour relations and the developments on the labour market, focussing on the special characteristics of the institutions and the economic subjects involved. Thirdly, recent and relevant fields of research are shown, and hypotheses for the future of the sport-related labour market and employment research are formulated.

The overarching aims of the paper are thus to establish that the sport labour market requires its own research agenda, one that is not merely an application of generalised labour market theory, and to identify its necessary components on a systematic basis.

### 3. Relevancy

To be able to answer the question as to whether existing educational programs meet the needs of the labour market and to be able to assess the demand and the optimal content of future educational programs, understanding the theoretical relation between sport-related labour markets and the appropriate empirical research is of highest importance (see Horch, 2008). The theoretical relevancy arises from the diverse characteristics of the sport labour market, which can only partly be described by current theories and knowledge of labour market research. For the conception of precisely fitting curricula and consulting services (for example, for career counselling, or starting a business), the identification and continuous observation of structural changes, which affect the required profile of competencies of graduates, are necessary. The practical relevancy arises from the demands of job-adequate qualification, which emerge from the changing requirements of the labour market and the relevant requirements of the job environment.

On the one hand, an orientation towards the market and a consequent content-related alignment to the requirements of the labour market are not necessarily natural for universities and may even, to a certain degree, be in contrast to their self-conception of autonomy and academic freedom. Blecking (2010, 207), for example, has referred to an *“exploitation (of the university education) for the needs of the economy [...] in the course of the Bologna Process aiming at turning university into school-like education and making it more efficient, which in practise [...] promotes an application more connected to information and not to education (in the sense of Humboldt)”* On the other hand, universities are more and more prone to losing their monopoly as institutions producing knowledge, and curricula are increasingly judged by simply the criterion of practical use for the jobs. Accordingly, the importance of the fit between the curricula and the required qualifications and the success in the labour market increases. Robinsohn (1967) claims that curricula content should be supported by academic research and consist of courses relevant to actual needs. He argues that the resultant qualification should reflect the goal of mastering real life situations. The correlation between educational provision and educational needs is the central focus of curriculum theory and research. In comparison to

a traditional scheme of work, a curriculum is defined as the result of scientific research and a development process which contains guidelines for learning goals, learning content, learning material, learning organisation and assessment (see Heinzl, 1997; Kaiser & Schütte, 2012). As far as the quality of training is concerned, however, in many cases programs have developed with little empirical evidence regarding their appropriateness (Parks & Quain, 1986; Kaiser, 2004; Smith & Westerbeek, 2004; Schütte, 2008). This is even more relevant in the context of the previously described current tendency of an 'overproduction' of graduates. This makes a high quality education a decisive competitive advantage for universities in competition for students with other educational institutions, and for students and graduates in competition for employment.

#### **4. Contributions of general and specific Labour Market Theory**

In the following section - in a first step - the adaptability of the neoclassical labour market theory and its contemporary extensions will be considered in the context of the central special characteristics of the sport-related labour market. In general, labour market theories try to explain the behaviour of employees and companies, and to reveal micro processes within the labour market (for example, Sesselmeier & Blauermel, 1990; Schmid, v. Dosky & Braumann, 1996; Franz, 2006; Sesselmeier, Funk & Waas, 2009). The identification of labour supply is made in a classical leisure-economical way based on the dichotomy of work and leisure, which are being interpreted as substitutable entities (Sesselmeier & Blauermel, 1990; Horch, 2008). In this context, work is understood as distress, which people accept for the reason of gaining an income. Leisure, on the other hand, is considered a good with an original utility. When the (real) wages are rising, the labour supply is also rising, because the relative price of leisure increases, which means that the opportunity costs of leisure increase. The labour supply decreases when the wages are lower, since the costs of leisure, expressed by missed income, are low. Just like the education market, in which the appropriate forms of education are in demand, is in front of the labour supply, the labour demand of the companies is also a derived demand depending on the demand in the corresponding product market

(Horch, 2008). It is decreasing when the wages are rising and vice versa. Considering the profit-maximising intentions of the employers, employees are only hired until the marginal gain of the last hired employee is equal to the marginal costs, which is the paid wage (see Fig. 1).

>> insert Fig. 1 here <<

The neoclassical labour market theory views the labour market primarily as a market like all others. The same rules apply to the labour factor as to all other factors. Through expansions by newer labour market theories, central premises of the neoclassical model are abandoned or modified successively in order to provide a higher fit with reality. This especially affects the following premises (see amongst others Sesselmeier & Blauermel, 1990; Wagner & Jahn, 2004; Franz, 2006):

- 1) *Complete Competition*: Neither restrictions on competition, nor entry barriers exist. No one player in the market dominates to the extent of being the price-setter for the market
- 2) *Homogeneity of the Labour Production Factor*: All providers of labour in the labour market are equally productive, and are substitutable. No discrimination of providers of labour exists.
- 3) *Complete Information/Market Transparency*: This is the assumption that all players in the market with a full knowledge of the information that they require to operate effectively; this includes information about the current and future market situations, changes in available jobs, wages etc.

## **5. Limitations and expansions of the Neoclassical Model**

These fundamental assumptions of the neoclassical labour market theory are unrealistic for the labour market in general and for the sport-related labour market in specific and have to be modified.

As far as the premise of *complete competition* is concerned, it has to be mentioned that the sport-related labour market (with the exception of the labour market for sport teachers) is characterised by a high degree of deregulation and has almost no formal entry barriers. Nevertheless, the recruiting practices

indicate aspects of closure in many areas: attachment to a specific sport and having a similar background are of utmost importance, socialisation is more important than selection (see Emrich & Pitsch, 2003; Hartmann-Tews & Mrazek, 2002; Horch, Niessen & Schütte 2003; Kaiser, 2004, 2005; Kaiser & Schütte, 2012). Admission to full-time jobs many times is ensued in an informal way in the sense that “*informal-individual forms of admission to the labour market [...] unfold their effects apart from or in addition to the principle of supply and demand*” (Emrich & Pitsch, 2003, 39). In addition to this, a small number of sector-specific characteristics have to be taken into account. In professional team sports, for example, this applies to the (demand) monopoly of the league. In U.S-American professional leagues one of the consequences of this was the reserve-clause rule, which existed until the 1970s and had the major league teams keep the rights for their players even after their contracts expired. The players could not operate freely on the market (Horch, 2008). Similarly the European football player market was, in various countries, constrained until the Bosman ruling of 1995. For depicting the sport-related labour market, segmentation theories are especially adaptable and helpful with regard to the expansions of the neoclassical labour market theory, since they reject the neoclassical view of identically functioning submarkets. In the segmentation-theoretical view, labour submarkets are structural units of the labour market defined and delimited by special features of job positions and employees, in which the allocation, gratification und qualification of the employees underlie a special more or less institutionalised regulation (Sengenberger, 1979, 15; vgl. Köhler, Loudovici & Struck, 2007).

The *homogeneity of the labour production factor* is revoked by human capital theory (Becker, 1964; Mincer, 1958; Schultz, 1961), which explains the allocation of labour income through labour supply being differentiated by the investment in education. Thereby the employee turns into an investment good, which can be invested in for the improvement of labour capacity and productivity. For the sport-related labour market the differentiation between general and specific human capital is especially relevant in this context. For example, the skills and abilities of professional team-sport athletes are sport-specific as well as and team-specific (Frick & Prinz, 2002), so they have both the characteristics of general and specific human capital. The sector-specific

positive external effects resulting from the characteristics of general human capital was met by compensation for training, which means that, until the Bosman ruling, sport clubs had to pay the former team of a new player even when his contract with them had expired. Specific human capital plays an important role in the sector of personal services, for example in fitness studios tying the hiring of personal trainers to the completion of a special in-house qualification program. Further, human capital theory is used to explain gender-specific differences in wages (see Sesselmeier & Blauermel, 1990, 61ff on discrimination-theoretical approaches). Since the human capital theory implies a direct connection between education and productivity, average wages for male and female employees can be calculated in the case that both have the same level of education. “*The difference between this fictional income and the actual wages equals the part of income that is withheld from women for discriminatory reasons*” (Sesselmeier & Blauermel, 1990, 61).

The premis of *complete information* is repealed by the search-theoretical model (see König, 1979; Pfriem, 1979; Sesselmeier & Blauermel, 1990), which implies that an individual searching for a job has to gather information on the supply and demand situation on the labour market first. This acquisition of information is seen as a production process. Unemployment is therefore seen as a production-technical necessity and, in this context, an investment of the individual who is searching for employment in order to achieve a higher income by changing jobs. In sport, this aspect is of special relevance, because of the typical heterogeneity and dynamic development in the product and education markets in front of the labour market on the one hand, and because of the level of professionalisation (typical informal recruiting patterns; little available information about available jobs; internal labour markets and aspects of closure) on the other. Furthermore, principal-agent approaches also go against the assumption of complete information and market transparency implied by the microeconomic labour market theories. Since only the employee and not the work itself results from the employment contract, the performance of the production factor labour cannot be determined *ex ante*. The employer has incomplete information about the performance capability and intentions of the employee. To counter this situation of asymmetric information contractual agreements are necessary, which motivate the employee to a performance

suitable to the company (see contact theory, Diekmann, 1982; efficiency wage theories, including Gift Exchange approach, Akerlof, 1982; for an application of agency theory to the sport-related labour market see, amongst others, Frick & Prinz, 2002).

### **5.1 Political-institutional perspective of the sport-related labour market**

Generally, those approaches that are either able to describe micro processes in the labour market or provide information on the future labour market situation in a holistic way are of special relevance. Accordingly, a test of the basic assumptions of microeconomic labour market theory with a focus on the sport-related labour market is important mainly for two reasons: its premises allow no predictions on the labour market or the sport-related fields of labour; and labour supply and demand decisions are looked upon only in relation to wages (see Fig. 2).

>> insert Figure 2 about here <<

Besides professionalisation-theoretical approaches, which focus on the reasons for consolidation of the job positions, the political-institutional perspective is necessary in the sense of a theory of the functional requirements and relevant determinants of labour relations and the developments on the labour market, which focuses on the special characteristics of the institutions and the economic subjects involved.

The political-institutional perspective differs from the neoclassical theory by the implied determinants of labour supply and demand decisions. The wage mechanism is rejected as a controlling instrument or at least moves to the background as one of many aspects involved. As labour supply and demand decisions were viewed as depending on wage, there are a lot of other factors involved in determining the events on the labour market and the allocation of manpower.

Taking a look at the special characteristics of the sport-related labour market, the political-institutional expansion can be outlined as in Fig. 3. The political-institutional perspective of labour market theory separates itself from the neoclassical perspective by the implied underlying determinants of events on

the labour market. It includes the historically grown institutions and the special relations between individual behaviours of the involved individuals and institutions in its perspective. The labour demand is determined by, amongst other factors, political parameters. One example of this is the political intention to use sport for the promotion of health. Accordingly, the requirements for the financing of (preventive) sport by health insurance are manifested in §20 of the SGB V (5th book of the German Social Security Acts), which was last changed in 2008, and in the corresponding guidelines. Furthermore, the changes in sport demand can influence the labour demand, for example in connection with the detachment of the growth of sport demand from the growth of the sport club demand in the course of deinstitutionalisation processes (Breuer, 2004, 19ff.). Determinants of the labour supply are, for example, a supply constraint resulting from the fact that income is needed to secure subsistence or social security on the one hand, and the kind and quality of the offered jobs (social status, non-monetary benefits, promotion prospects, etc.) on the other.

>> insert Figure 3 about here <<

## **5.2 Conclusion: Characteristics of the Sport-related Labour Market**

The previously mentioned aspects do not claim to be a complete list of all involved aspects. However, the examples given above show that, firstly, the premises of the neoclassical labour market theory fall short in explaining the labour market processes in sport. As far as an agenda for sport-related labour market and employment research in this context is concerned, systematically testing the contributions of the common labour market theory for adaptability is the next step, i.e. identifying theories and knowledge that can be used to explain the sport-related labour market or some of its submarkets. Secondly, they show that specific labour market theoretical approaches are necessary to grasp the whole spectrum of processes in the sport-related labour markets. This especially affects a political-institutional perspective of labour market processes.

## **6. Research fields of sport-related Labour Market and Employment Research**

In the following paragraph, as a second step, research fields of sport-related labour market and employment research will be laid out. Existing studies indicate several quantitative and qualitative changes. Quantitative changes on the society level show in the increase of the employment numbers and on the action level in expanded employment opportunities. On the qualitative side, a further differentiation of the sport-related employment opportunities, as well as aspects of professionalisation, are both observable. On the individual level, more individual employment opportunities arise (see Fig. 4).

>> insert Figure 4 about here <<

Looking at the qualitative and quantitative changes and the previously mentioned heterogeneity, as well as the characteristics specific to this field of employment, a perspective as broad as possible is necessary, since the danger of systematically leaving out central areas exists. The different methodical approaches all have relative advantages and disadvantages and they tend to only illuminate certain parts of the processes and events in the labour market. Thus the future research agenda has to focus on the special characteristics and on the development perspectives of the labour market and the corresponding fields of employment. The sport-related labour market and employment research should be pursued mainly in three aspects:

1. the heterogeneity and diversity of relevant labour market institutions;
2. the segmentation of blurred labour submarkets;
3. the degrees of consolidation in the various submarkets, and the extent to which they are subject to a process of dynamic change.

Because of the distinctive heterogeneity of this labour market, the predominantly low level of professionalisation and the specific characteristics of this field of employment, existing studies and methods fall short, considering that some central aspects are disregarded systematically. Surveys amongst graduates, for example, focus on the career paths of graduates of single educational institutions and can therefore not depict whole fields of employment in an appropriate way (selection of academics). That is why it is important to

develop a research framework, which is able to look at all relevant problem areas and questions as a whole. In general this is concerned with empirically determining and comparing the type and the special characteristics of the market, the quantity, quality and differentiation of the labour demand and the labour supply, and the determination of the conditions and the extent of the migration and consolidation of job positions (see Horch, 2008).

This results in the following model, which helps to describe the labour market as a whole, as well as its submarkets, in a heuristic way and helps to identify central points of reference and research fields (see Fig. 5). The labour market as a meeting place for supply and demand is in the centre. The previously mentioned typical two-level organisation can be observed: the education market, on which adequate forms of education are in supply and demand, is in front of labour supply, and labour demand is dependent on the demand in the particular product market. Further, mobility into other non sport-related labour markets and substitution, which is the labour supply from other non sport-related education markets coming into the sport-related labour market, are also included in this model depicted.

>> insert Figure 5 about here <<

This is of special relevance to sport-related fields of employment, which are often characterised by a low level of professionalisation. For example, about 25% of all employed Diplom-Sportlehrerinnen/-lehrer (sport teachers with a Master's degree) and DiplomSportwissenschaftlerinnen/-wissenschaftler (sport scientists with a Master's degree) are employed in a field not connected with sport. This number has stayed relatively constant in three large-scale studies on the whereabouts of graduates carried out by the German Sport University Cologne (Mrazek & Hartmann-Tews, 2010).

The existing research projects with reference to this topic can be integrated in this classification. Advantages and disadvantages of their approaches can be identified and assertions relating to future research programmes can be formulated.

Tracking studies on the whereabouts of graduates analyse the positioning and the career progression of graduates, and deal with the question of the extent to

which the graduate's qualifications are accepted by the labour market. If they are designed as repeated or longitudinal studies, they can answer questions about changes in the employment profiles. Their special strength is the ability to include the mobility into non-sport-related fields of employment. Studies in occupational fields analyse the special labour demand within a particular field of employment, and have the primary goal of determining the required qualifications. Their particular strength lies in their ability to analyse employees within a certain field of employment, disregarding their education. This is of high importance especially for the sport-related labour market, considering the relatively low level of professionalisation. From the methodological perspective, written standardised questionnaires for employees in the field and surveys of employers are mostly used.

The developments in the product and education markets indicate that their judgement and the prognosis of future developments require special knowledge of the system and the relevant environmental factors. Firstly, this is important in the context of the dynamic processes of change in many areas. It has shown that developments, even in short-term prognosis, have been falsely predicted and interpreted, and growth processes, for example, can be highly overestimated when environmental factors are not taken into consideration. For example, the German market for fitness and wellness in the late 1990s was attested as a continuing and dynamic growth after considering the significantly higher level of market penetration in the USA. On the contrary, the actual growth since the turn of the millennium was far less dynamic than predicted, and has even stalled. Looking at the number of facilities, a decrease has even been observed (for developments in the sector of commercial fitness and wellness facilities in this time frame in Germany see Deloitte&Touche, 2001, 2002; Deutscher Sportstudio Verband, 2003). One reason for this overestimation of the growth potential was probably the fact that the fundamental differences of the sport system of the two countries were not included in the analysis, especially the fact that the USA does not have a traditional nursery system of sport clubs and societies.

For the research agenda of sport-related labour market and employment research this means that suitable methods for prognosis have to be found and

put to use, which enable assertions about possible developments of individual segments (like Delphi and Scenario Analysis, Life-cycle Analysis, and even the analysis of the development of trend sports).

## 7. Conclusion and Thesis for the future Research Agenda

The relevancy of sport-related labour market and employment research lies firstly in the necessity for the investigation of qualification demands on the labour market and of employment perspectives of graduates, and the observation of structural changes that effect the competency profile of graduates and secondly in the perspectives of conceptualising adequate counselling services (e.g. career counselling or support for starting a business). A broad sport-related labour market and employment theory does not yet exist. For the agenda of sport-related labour market and employment research it is therefore important to systematically test the contributions of the general labour market theory for applicability in the sport-related context. Beyond that, specific labour-market theoretical approaches are necessary in order to be able to scope appropriately the whole spectrum of processes on the sport-related labour market. As research on and with a theoretical referential framework, the sport-related labour market and employment research should be conceptualised as fundamental research. In the sense of segmentation-theoretical approaches, a mainly inductive approach “*based on empirical observation*” (Sesselmeier & Blauermel, 1990) is on hand, and the scope is directed to qualitative research methods. This way, a contribution to the formulation of theories in the sense of a socio-economic employment theory can be achieved.

As far as judging the processes of change and the conception of adequate research methods is concerned, the special characteristics of sport have to be understood, not only to be able to assess developmental processes on the product and education markets in front of the labour markets. On the product market this is mainly affected by the market’s heterogeneity and dynamic development. Considering the sport-related education market, this applies specifically to the dynamic increase of educational institutions on all levels of qualification, paired with a simultaneously growing lack of transparency, which is amplified by the structural changes within the educational system with the introduction of the consecutive Bachelor and Master courses.

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## Tables and Figures

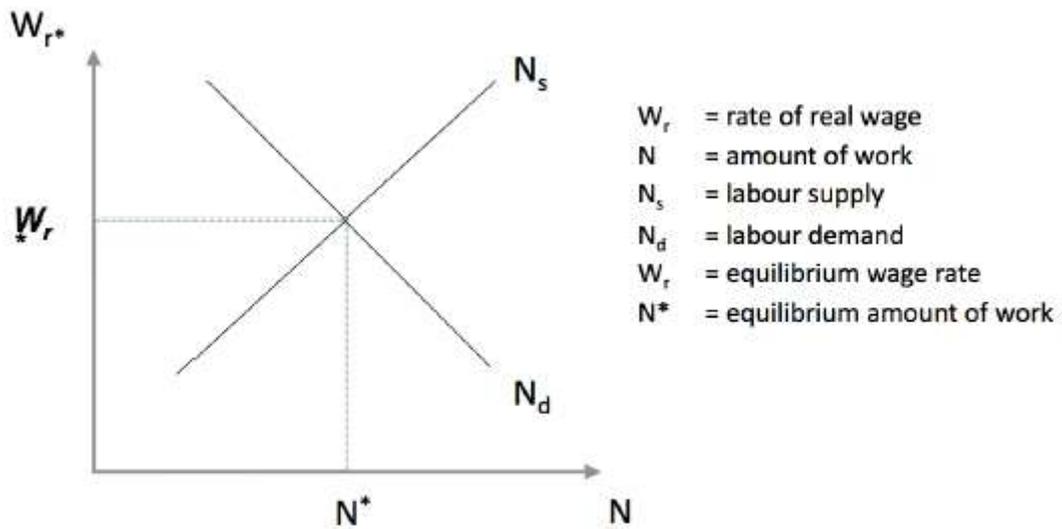
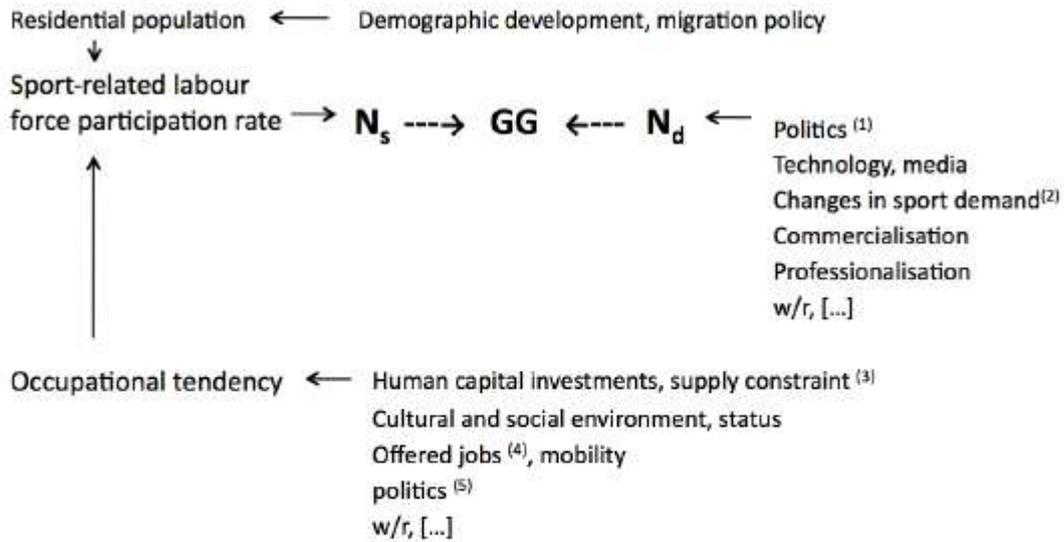


Fig. 1: The neoclassic labour market. Source: Sesselmeier & Blauermel, 1990

$$w/r \text{ ---} \rightarrow N_s \text{ ---} \rightarrow GG \text{ ---} \leftarrow N_d \text{ ---} \leftarrow w/r$$

- $w/r$  = real wage
- $N_s$  = opportunity costs corresponding to the labour-leisure calculation of the labour supply
- $N_d$  = marginal product of labour unit
- $GG$  = equilibrium point

Fig. 2: The neoclassic labour market (2). Source: Sesselmeier & Blauermel, 1990



- (1) Tax-, economic-, subsidy-, health policy, instrumentalisation of sports
- (2) Growth of the sport demand, processes of deinstitutionalisation
- (3) Determinants of the supply constraint: income as a basis of existence, social security
- (4) Social standing, non-monetary benefits, promotion prospects
- (5) Education, retirement, tax, family, parity politics

Fig. 3: Political-institutional perspective of the sport-related labour market

	<i>quantitative</i> <sup>(1)</sup>	<i>qualitative</i> <sup>(2)</sup>
<i>Society level</i>	Expansion employees	Further differentiation of sport-related employment opportunities Consolidation of job positions/ professionalisation
<i>Individual level</i>	Expanded employment opportunities	Individual choices of occupation

- (1) see Weber, et al. 1995; Meyer & Ahlert, 2000; Lück-Schneider, 2007
- (2) see Belz & Volck, 1996; Emrich & Pitsch, 1994; Hartmann-Tews & Mrazek, 1994, 2002, 2010; Thiele & Timmermann, 1997

Fig. 4: Quantitative and qualitative changes of the sport-related labour market.  
Source: author's design; based on Lück-Schneider, 2007.

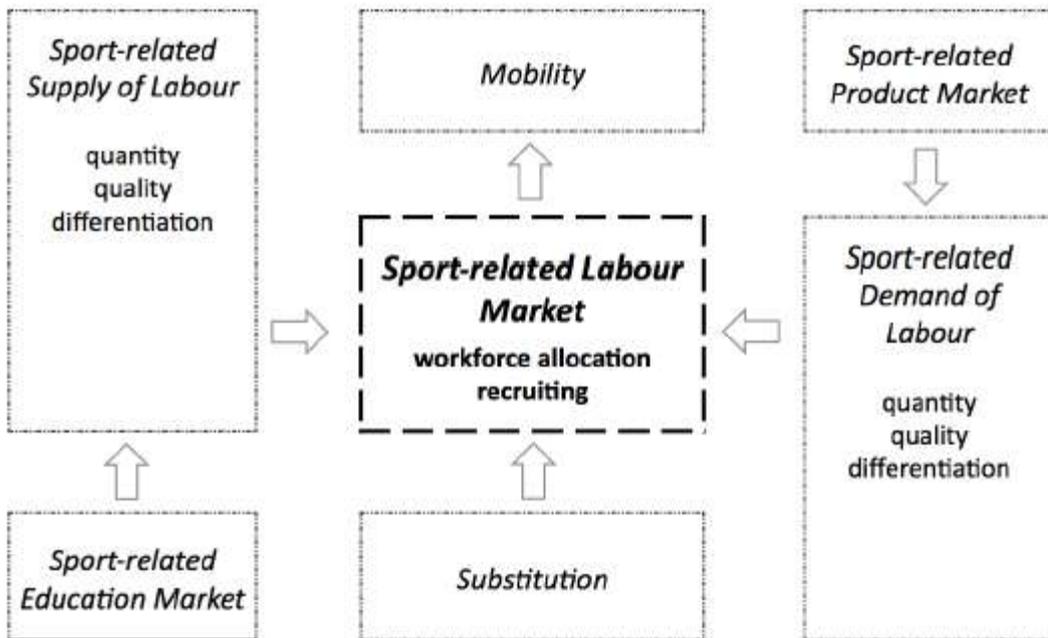


Fig. 5: Research fields of sport-related labour market and employment research

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