

THE LABOUR MARKET OF THE PROFESSIONALS OF THE PHYSICAL ACTIVITY AND OF THE SPORT IN SPAIN

Dr. Antonio Campos Izquierdo

Faculty of Physical Activity and Sport Sciences-INEF (Polytechnic University of Madrid)

Dra. Maria Dolores Gonzalez Rivera

Faculty of Medicine (University of Alcalá)

Recebimento/Aprovação: Artigo recebido em julho de 2008 e aprovado para publicação em setembro de 2008

Abstract

This study describes the situation of people who work in roles of physical activity and sport in Spain. The study starts with a brief introduction of the basic historical development and social advancement of various formations on physical activity and sport in Spain. Then, explained who are professionals in physical activity and sport and the characteristics which describe the profession, in addition to contextualize its labour market from an economic perspective and as a service sector. Subsequently, various studies describe in detail the specific labour functions of physical activity and sport in this labour market. Finally, it describes the socio-demographic, employment and formation situation of persons who work in roles of physical activity and sport as various investigations which determine the social reality of this labour market.

Keywords: Professional, sports, labour, market, education.

Introduction

From the modernity the historical evolution of the labour market of the professionals of the physical activity and of the sport in Spain, has been linked principally to the appearance or disappearance of the subject of Physical Education inside the school curriculum, previously called gymnastics, to the physical activity and sport that was generated in scanty gymnasia and in the military area. Later, this spectrum was extended by the performance sport and by

the trainers' appearance, ever if the beginning it was based on the voluntary work. From the arrival of the democracy to Spain the labour and professional market is extended by the obligatiry nature of the Physical Education in the school area and the demand of physical activity and sport in the out-of-school schedule, the sports management, the increase of the performance sport by more monitors, trainers, ..., and in the last decades the labour and professional market one has extended and diversified attending to the need and demand of the society with regard to the physical activity and sport.

In addition, in the 21st century within the limits of the physical activity and sport the main already is not the promotion of the physical activity and the construction of facilities, but the imperious need of professional and promoting the persons who develop the services of physical activity and sport.

In order to know, to understand and to context the historical evolution of the labour market of the professionals of the physical activity and of the sport in Spain is necessary to resort to the historical precedents of formation of graduates of the physical activity and sport. For this purpose, it is necessary to move back to the first attempts of creation of centers of formation during the Illustration, but it is not until the last years of the 19th century when there is created the first specific center of graduates' formation of the physical activity and sport by the Central School of Gymnastics, with a scanty duration. Decades later the Central School of Gymnastics of the Army, was created with a military orientation. During the Second Republic, out of the military context, wich two centers: were created the National School of San Carlos' Physical Education wich remain until the eighties, and the Academy of Physical Education of the Autonomous government of Catalonia with a fleeting permanency.

The dictatorial regime established after the Spanish Civil war determined priorities as centers of formation to the National Academy of Controls and Instructors Jose Antonio for men and to the National School of Specialities Julio Ruiz de Alda for women. Besides the

formation in other disciplines Physical Education was also another important subject, which it was evolving according to the needs towards the same one.

At the end of this period the National Institute of Physical Education was created as a center that modernized the physical activity and the sport in Spain and with Jose Maria Cagigal's figure as creator and the director of the center. With the arrival of the democracy and of the autonomy of the Autonomous Communities other I.N.E.Fs were created in several places of the Spanish geography which, at the end of the 20th century, are in the majority of case integrated to the University, with a creation of a lot o faculties, wich of public and private origin, in which the university studies in Sciences of the Physical Activity and the Sport are taught. Also in the 90s, different Universities create the speciality of Physical Education in Teaching and in the centers of Vocational training of the qualifications of Top Technician in Physical and Sports Activities and of Average Technician of Conduction of Physical - sports Activities in the Natural Enviroment. Likewise, in the last years of the 20th century and first of the XXIst, the incorporation takes place to the official system of the sports qualifications as educations of special regime, as it happens with the dance, which, up to this moment, were developed by the corresponding federations. This process has formed a professionals' new and different perspective of the physical activity and sport in the 21st century, which still is in process due to the fact that the qualifications of sports technician is not finished and the university students are in the process of the European convergence. All this owes to the processes of change and transformation of the Spanish society, the labour market and especially of the physical activity and the sport, characterized by his growth and diversification that has demanded from the public institutions an important effort that fits the social and professional demands to the present panorama.

The professionals of the physical activity and of the sport

To understand who are the professionals of the physical activity and sport is necessary to differentiate the denomination of "profession" from the term "occupation remunerated", because "profession" is a term more restricted than occupation. The remunerated occupation takes place when an activity is developed of continuously and with the professional competence necessary in we can also find it deving initial processes of creation of new remunerated activities and new labor markets. However, an activity or service is considered to be a profession when it has the following features: a demand and social recognition of a few certain clearly differentiated services; one or several specific recognized formations legally; Easily identifiable areas of action for the social demand and for his exclusive attribution; a juridical frame that defines and annotates the limits and areas of action and of intervention and that determines the legal features of the professional and the requirements of qualification to accede to every labour position; clearly definite possibilities of ascent; the existence of a corporate and professional own organization (professional college); and finally, the orientation to standards of behaviours and values generally accepted in the ethics and deontology professional (Heinemann, 1998; Camy, Chantelat y Le Roux, 1999; Campos Izquierdo, 2005, 2006a).

On a labour market the professionalization takes place when the following steps exposed by Heinemann (1998) happen:

- The substitution of a volunteer work and not remunerated by other one remunerated.
- The substitution of a work of free, complementary and occasional time, for one that is continued and as principal activity.
- The substitution of a work qualified by the specializing one. This implies, besides an academic formation to the recovered task, the existence of conditions of access

to the working places, the creation of corporate and professional organizations, the existence of an ethics and professional deontology and conscience of group and profession.

Also, Heinemann (1998) establishes that in the development of the labour markets of the sport can be divided in three phases:

- The pioneers' phase, where the market is young, there are no regulatory and institutional restrictions, new professional fields and new possibilities arise covering spaces newly appeared and corporate organization does not exist.
- The phase of the organizers, in which arise the first attempts of organization and regulation appear. The organizers try to create representations of classes and interests, to codify the directives of formation and to create schools of own formation. This one is the first phase of acceptance of a profession from the part of the public opinion, what doesn't mean group has a special power and social representation.
- The phase of the managers and conservatives, where the labour market is regulated and closed, with barriers of access formalized by means academic of titles and belonging to professional colleges that regulate the market.

In the services of physical activity and sport, Campos Izquierdo (2005; 2007) names the persons who develop specific functions of physical activity and sport as professionals of the this sector. In this respect, Camy et al. (1999), Campos Izquierdo (2005, 2006) and Campos Izquierdo, Mestre and Pablos (2006b) expose that in the organizations wich develop services of physical activity and sport there can be three types of human resources or persons who are grouped in two groups:

1. *The indirect or peripheral professionals of the physical activity and sport:* persons who are work at services of physical activity and sport, that develop functions that are not own from the physical activity and sport sector.
 - 1.1. Those who do not belong to a profession but have a remunerated occupation: attention to the users, cleanliness, maintenance, etc.
 - 1.2. Those who belong to a profession: doctors, physical therapists, architects, etc.

2. *The direct or central professionals of the physical activity and sport, also named professionals of the physical activity and sport:* persons who work developing one or several of the specific function of physical activity and sport.

In the matter, Campos Izquierdo (2005) and Consejo Superior de Deportes (2007) determine that the different professionals of the physical activity and sport (graduates of physical activity and sport)are nowadays: The graduate in Sciences of the Physical Activity and Sport, the schoolmasters or teachers specialists in Physical Education, the high Technician in Animation of Physical and Sports Activities, Technician in Conduction of Physical and Sports Activities in the Natural Enviroment and the Sports Technician (in every respective sport or sports modality).

The labour market of the professionals of the physical activity and sport as service and economic activity

The productive systems of the capitalist societies are increasingly diversified and competitive. Up to the last quarter of the 20th century there was taking place a gradual decrease of the agricultural sector, in minor measure of the manufacturer and, from this moment, the sence sector has increased its diversification. The economy and the employment

in Spain, in the last decades, has become to a structure based on essentially of services. In fact, the National Institute of Statistics establishes that 66,5% of the persons occupied in the year 2008 belongs to this sector, to which there corresponds the labour market of the professionals of the physical activity and sport and the different services that integrate them.

In addition, the processes of rationalization and specialization developed in the society, have made that in the physical activity of sport sector suffers a change from the simple organization of the first times up turning to with complex structures of organization and administration wich tends to complex and to acquire progressively the characteristics of bureaucratized, rational, formalized, hierarchic, technically efficient and strongly commercialized (García Ferrando, 1990; Martínez del Castillo & Puig, 2002).

Camerino, Miranda and Pigessou (1995), García Ferrando (2006) and Campos Izquierdo (2007) enumerate some of the changes that have taken place (been produced) in the Spanish population with regard to the physical activity and deport in the last decades:

1. Effort of the Public Administrations in order to improve the offer of equipments and sports activities that produces simultaneously to it a great increase of the initiative private towards multiple emplacements (gyms, hotels, resorts...) from a great number diversified of organizations.
2. Increase of the diversification and personification of the physical and sports activities of a practicing plural population in terms of sex, age and socioeconomic condition caused by the extension of his motives for the practice.
3. Increase of the habitual practice of sport and decrease of the sporadic practice.
4. Increase of the sports equipment of the Spanish homes as consequence of the ascent of the level of material well-being and the quality of life.
5. The borders between the physical - sports practices and other activities like for example: tourism, leisure, adventure, ecology, health, are diluted at a dizzy pace.

In relation with the practice of physical activity and sport from the part of the Spanish population, this one has had a considerable evolution from only 12% in the year 1968, 22% in the year 1975 up to 40% of the population in the year 2005. In addition, nowadays 62% of Spaniards are enough or quite interested on the practice of physical activity and sport and 27% of them have some interest for this practice (García Ferrando, 2006).

According to the data obtained in the survey on the sports habits of the Spanish population elaborated for García Ferrando (2006) from Spaniards who do sport, 49% it practises three times or more a week, 37% one or two times and 14% from them do it with a minor frequency. Likewise, in this survey it was obtained that the motives for the sports practice are principally to make physical exercise, amusement, the taste for the sport, the improvement of the health, meet friends and to keep one's figure. On the contrary, the interest for the competition and the sports performance already they are not preferential at the moment of practising sport.

In the Europe's context Camy et al. (1999) almost one of every two Europeans practises sports and almost all of them all are accustomed, to assist to sports spectacles or watch the sport in television.

All that has generated a considerable consumption in our society, so much related directly to the sports practice as indirectly, with the expense in merchandising and sports articles, tickets and other expenses derived from the sports events and the infrastructure and necessary equipment for the sport (Heinemann, 1998). According to Alonso, Ruesgas, Sáez & Vicens (1991) this consumption in Spain supposes more than one 1,2% of Interior Brute Product and between 1,5 % and 1,8% of the total consumption. In the matter, Gabiña (1996) exposes that this consumption in Spain shuttle between 1% and 3% of the Interior Brute Product and that in the future it is called to develop a top value that will oscillate around a

10% of the same one. In Europe according to, Andreff and Weber (1995), the expense in sport supposes 2% of the consumption.

Equally, Andreff and Weber (1995) demonstrate that the public funding of the physical activity and sport in Spain constitutes 0,23% of the Interior Brute Product, where the European countries shuttle from 0,18% of Sweden to 0,61% of Portugal.

An interesting fact is that in the last census of sports facilities realized by the Top Council of Sports in the year 2005 in Spain, it is found that there are 79.201 sports facilities, which means increase of more than 60% in regard to the existing ones in the year 1986 and 164.567 sports spaces, which supposes an increase near to 55% with regard to the year 1986.

Besides, we must add the reduction of expenses in public health to short, medium and long term, a major labour productivity and a minor labour absenteeism. According to the Consejo Superior de Deportes (2000), the World Conference of The Ministers and High civil servants of the Physical Education and the Sport the information exposed that an expense of one Euro in physical activity and sport represents with a future perspective a saving of between three and five Euros in sanitary or social investment.

But what it characterizes to the physical activity and the sport it is not numerical info previously exposed but the importance of the same one rests on the benefits that the practice of the physical activity and the sport produces to the citizenship that, generally speaking: to attend to the improvement and maintenance of the psychological and physical health from the aspect of the prevention, but also therapeutic; to favour the development of the human being by means of the integral education in this activity that develops skills, habits and knowledge, and his character socializador as half privileged transmitter of the culture, of moral and ethical values, integrator in a group, etc.; to contribute to the improvement of the quality of life of the citizens and to the social well-being.

Equally, García Ferrando and Lagardera (2002) expose that the practice of the sport, in any of his levels of competition and execution, can perform important social functions to the service of a better education and health, as way of social integration and ethical and moral values, between them the ecological ones, who contribute to the social well-being. Nevertheless, this potentiality can be wasted if there isn't a social, economic and juridical suitable environment, and the support of the State is created in order to keep these social and individual benefits of the physical activity and sport.

The certain benefits exposed previously wich are produced by services of physical activity and sport depend essentially on the persons who are employed at the sports organizations, since the physical activity and sport is an intangible product generated by the persons who belong to the sports organizations and that's the reason why they are the protagonists and the central element of the same ones. It is necessary to stand out, and to affect, that the practice of the physical activity and sport has a few determining specifics; if it is not directed, developed and controlled by the professionals of the physical activity and of the sport (official graduates of the physical activity and sport) there could be the risk that problems will be generated with negative effects, instead of the direct and indirect benefits that the physical activity and sport produces. Also, this fact will indicate the quality of the market of the physical activity and sport, wich is very important in order to guarantee the evolution of the own market, of the society and of the human beings who integrate it, and, in addition, there is promoted the public investment realized in formation of physical activity and sport and in the own activity.

The labour functions of the physical activity and of the sport

Martínez del Castillo and Puig (2002) determine that the current labour market characterized by a productive decentralization and changes in the division of the work,

deregulation and flexibility of the workforce, technological and organizational innovation, desestructuración of the syndical action and new discursive managerial practices, which influences on the own labour market of the graduates of the physical activity and sport.

In Spain, the work of Martínez del Castillo (1991) "The occupational structure of the sport in Spain" in the sectors of training, teaching, animation and management established that the Autonomous Communities of Baleares, Catalonia and Valencian Community had a high concentration of employment with 34,7% of the same ones, whereas the shaped by Extremadura and Castile-La Mancha were only 4,5%, and the rest of areas were between 12% and 19% of the employments.

Camy et al. (1999) in the study "Sport and employment in Europe" determine that in Europe inside those who are named professions of the sport there are 1.000 the managers, 350.000 the monitors and 5.000 the entertainers; and inside those who are named professions related to the sport, they are 50.000 the leaders of organizations sports or related to the sport and 300.000 teachers of Physical and sports Education.

In reference to labour functions of physical activity and sport in the last decades, the tendency the labour Spanish market has been the growth and diversification of the same ones, in there is also a tendency of growth of the labour not predominant functions in previous decades (Camerino et al., 1995; Rebollo & Sánchez, 2000).

Martínez del Castillo (1991) described that, as main functions, 46,3% of the labour force develop the function of training, where in the medium and/or low levels they represent 36%, the teaching of Physical Education has 21,2%, those ones develop the function of physical maintenance were representing by 16,7%, 12,2% the function of direction and management in entities or facilities and 3,8% the animation and sports recreation. In addition is observed that the persons had a high polyvalency in the recovered tasks, as they Camy et al. (1999) and Campos Izquierdo (2003).

Campos Izquierdo (2003), Porta and Reig (1999) and Mosquera et al. (1998), showed that the tasks related to the care and maintenance of the physical form and those of teaching sport are most developed. In addition, Campos Izquierdo (2003) highlights the nonexistence or shortage of the functions of inspection, advice, sports animation and functional recovery by physical exercises.

In the study of Campos Izquierdo (2005) about persons who are employed at physical activity and sport in the Valencian Community, Spain, the teaching of physical activity and sport with 20% is the most developed. As the same time the functions of care and maintenance of the physical form in groups and aquatic first aid have percentages of 15% and 13,2%, respectively. Later, with 11% it's found the teaching of Physical Education inside the educations of general and university student and with 10,7% the management, organization and coordination of physical activity and sport in sports facilities and entities. Next, the training equipment or individuals for the competition take place with 8,4% and the functions of physical - sports out-of-school activities in school centers, sports animation - recreation, personalized training and recovery and physical reeducation by means of physical exercises have percentages between 4,2% and 5,2%. Finally, with scanty incident and accomplishment there are the functions of advice, research and certification on physical activity and sport, the teaching of specific contents on physical activity and sport in courses and inspection on physical activity and sport with minor percentages of 2%. In addition a great polyfunctionality (60,7%) was observed at present and during his labour life with 84 % who have developed or develop two or more different functions in the past and at present, which determines the character plurifuncional of the same ones.

Social Demographic characteristics of the persons who are employed at functions of physical activity and sport

Camy et al. (1999) and Consejo Superior de Deportes (1991) think that the physical activity and sport are an important source of juvenile work and feminine employment.

This way, Camy et al.(1999) determine that women who are employed at the sector of sport in Europe represent 44,2%, while in Spain the feminine employment is below the European average, ever if this one has evolved from 23% of Martínez del Castillo (1991). It is necessary to highlight that in the decade of the eighties and in the area of sports leaders of sports clubs and federations, only 2% was women (García Ferrando, 1986).

In the Valencian Community, Moreno Murcia y Gutiérrez Sanmartín (1998) in their study about managers of aquatic covered facilities showed that 85,7% of them were men and 14,3% women; and in another study of these authors in the year 1999 about the educators of aquatic programs in aquatic covered facilities there was obtained that 57,3% of them were men and 42,7% women.

Likewise, Ramos (1993) in his doctoral thesis about the manager's role in sports facilities of the Valencian Community obtains that 81,8% of them were men and 13,6% they were women; and Gómez Tafalla (2003) in his doctoral thesis about the role of sports municipal manager in the Valencian Community established that 85% of managers men and women are 15%.

In the study of the persons who are employed at the different functions of physical activity and sport at the Valencian Community of Campos Izquierdo (2005) the represent 41,5% men and 58,5% women.

With regard to youth employment in Spain and according to Martinez del Castillo (1991), 65% of them were under 35 years, while only 5% were older than 50 years. In Valencia, Moreno Murcia y Gutiérrez Sanmartín (1998) in their study about managers on

aquatic covered facilities that 7,1% were under 25 years old, 21,4% were between 26 and 30 years, 42,9% between 31 and 35 years and 28,6% between 36 and 40 years, and in another study from these authors in 1999 about educators of aquatic programs in aquatic facilities it was obtained that 6,1% were between 16 and 20 years, 72,5% between 21 and 30 years, 19,9% between 31 and 40 years and 1,5% over 40 years.

Likewise, Gomez Tafalla (2003) in his doctoral thesis about the role of sports municipal manager in Valencia syndicated that between 20 and 30 years were 20%, 33% between 31 and 40 years, between 35% between 41 and 50 years and more than 50 years 12%; Lopez Lopez, Luna Aroca and Martinez Morales (2005) in their study about the public profile of the manager of sport in Valencia, have determined about the age of manager 12% are younger than 29 years, between 30 and 39 years 35%, between 40 and 49 years and 41% older than 49 years 12%.

Campos Izquierdo's (2005) study about persons engaged in physical activity and sport in Valencia the age of these people tends to be low, where 63,9% of them are aged under 30 and from 30 years the number of people who are older than this age is reduced considerably becoming less than 9% people who are older than 44 years. By the way, the excessive youth of the people who work in physical activity and sport can cause that the mobility of this work is scarce in the future and implicate to create conditions of unemployment in short or medium term.

Labour situation of people who work in roles of physical activity and sport

Regarding working conditions, the study of Martinez del Castillo (1991), it's obtained that the salary earner were 72,8% (of which 40% belonged to the public sector and the private 32.8%), 6,3% autonomous and 5.2% self-employed entrepreneurs employers. The 16% of people had no contract, and those who were hired were 45,7% and 51,6% duration

indefinite, and on the dedication contract 52,2% were part-time and 47,8% full-time. The 39% of jobs were under 20 hours and 23,8% over 39 hours and 37,8% of the people wearing two or fewer years in their jobs, 29,4% between 3 and 5 years and 19,8% over eight years. It was also found that people who worked in roles of physical activity and sport have many employments, as well as reflect Camy et al. (1999) and Campos Izquierdo (2003). Lasunción (1992) and Camerino et al. (1995) commented that the tendency in this market is hiring temporary and part-time with no prospect of becoming permanent or full-time, and in many cases the timetables and methods of payment are irregulars.

Studies of Mosquera et al. (1998), Porta and Reig (1999) and Campos Izquierdo (2003) describes that between 40 and 45% of people do not have any type of contract.

The percentage of self-employed in Europe and corresponds to 15% throughout Spain to 17.2% (Camy et al., 1999). In this regard, Comisiones Obreras (2004) explains that self-employment is above 50% of the Spanish average.

Entities or agents employed persons working in the fields of teaching, training, direction and animation, the majority were non-university schools to 28,5%, followed by private enterprises with 25,2%; municipalities with 24,4% and entities associated with 22% (Martinez del Castillo, 1991).

Comisiones Obreras (2004) determines that the form of access to the job in the swimming pools is 52% through contacts or recommendations, 18,5% through ads and personnel selection 7,5% through public competition and in the gyms is 46% through recommendations or contacts, 27% through ads and recruitment and 16% through a temporary employment agency.

Moreno Murcia and Gutierrez Sanmartín (1999) in their study on the profile of educators aquatic programs in aquatic plants covered of the Valencian Community was obtained that seniority in their teachers' work programme water was 26% those with less one

year, between 1 and 4 years and 44,3% over four years, 29,8%. These data confirmed that the current employment situation of educator water activities was not stable, ranging from one plant to another without a fixed location. Another study of Moreno Murcia and Gutierrez Sanmartín (1998) on aquatic facilities managers determined that covered the length of their working facilities waterfowl managers was 21,4% of those with less than a year, between 1 and 4 years 14,3% over four years and 64,3%.

Ramos (1993) in his doctoral thesis about the of manager in the sports facilities role of the Valencian Community obtained that those working as managers seniority in their job 36,4% was less than 2 years, 20,5% between 2 and 4 years 20,5%, between 5 and 10 years, 29,5% more than 10 years and 9,1%.

Gomez Tafalla (2003) in his doctoral thesis about the of sports municipal manager role in Valencia gets on the characteristics labor 1,9% work less than 20 hours, 1,9% between 20 and 30 hours 50,9% between 30 and 40 hours and 45,3% over 40 hours. The 49,1% working 5 or fewer days a week, 34% 6 days a week and 17% 7 days a week.

Lopez Lopez et al. (2005) in his study about the public profile of the manager of sport in Valencia of all municipalities over 5.000 inhabitants, has determined that concerning to labour characteristics, his workday is 53% more than 37,5 hours, 36% 37,5 hours to 21% less than 37,5 hours.

Campos Izquierdo's study (2005) about persons engaged in physical activity and sport in Valencia, describes that the 25,3% of industrial relations of the people who work representing labor situations in which there is no type of recruitment, while 69,6% of industrial relations are people who possess some of the types of recruitment possible under applicable law and 5.1% of industrial relations are of the type called "autonomous". The types of contracts of people is mostly temporary contracting with 66,3% of engagements, while the indefinite is 33.7% of them. The monthly income of people are very diversified, where more

than 10% have incomes below the minimum wage and more than 21% of their income is less than those established in their respective collective agreements for full-time. In total, over 55% of people have a monthly income less than 1.052 euros and the proportion of people who derive an income between 1.052,01 and euros 1,500 is 23,7%.

In this study is also said that only 53,7% of those working in roles on physical activity and sport in all its labor relations are complied with the minimum determined by collective agreements to which they belong them. In addition, we must highlight that to get the job that these people has been influenced by a lot of important aspects like: contacts of people working with percentages above 30% and personal biography or curriculum vitae of people with 20 , 3%. Then with 15,6 and 14,3% respectively, we consider also that doing a good interview or having done a public exam (this is characteristic of the civil service) are elements to achieve a job. The percentage of subcontracting respect for institutions, shows that 51,1% of the industrial relations are outsourced. Referring to outsourcing, according Lasunción (1992) there is too labour disguised loan by the municipalities, in order to develop programs of physical activity and sport they subsidize entities whose staff in many cases is not engaged in the development of that activity. In other cases, the give the services of physical activity and sport to entities that do not have the same objectives as the council. Finally, in many cases, the relationship established with the entities just goes without any control from them or the physical and sporting activities developed by them by the municipalities.

Gomez Parro (2001) states that this market is unusual, and it offers a great difficulty in order to quantify it, especially because of the timing, job insecurity and coexistence with partial services associations and sports clubs, and where hidden employment, wich does not usually appear in the statistics but that is an important source of jobs in this sector, injures the capacity transformation of partial or precarious employment.

On the general level, the market for graduates of physical activity and sport in Spain is characterized by precariousness, instability and job insecurity with a highly professional mobility, a frequent activity, an extension of time to work that is intended to leisure and percentage of hiring temporary and part-time that double the average of total employment as well as a marked disruption and a significant shortage of labour and professional regulation (Primault, 2002; Camy et al. 1999; Campos Izquierdo, 2004b; Consejo Superior de Deportes, 2000; Martinez del Castillo, 1991). Also authors like Lasunción (1992), Rebollo and Sanchez (2000) and the Consejo Superior de Deportes (2000) believe that the market for graduates of physical activity and sport is characterized by a significant presence of "hidden employment or submerged" and "underemployment", because the first, according to Garrigós (2002), is an area outside the labor law, introduced before the so-called market rigidity (high social security charges, taxes, etc. ...) And before the passivity and / or complicity of the administration in some cases when the worker is in a great lack of social protection and public finances no longer receive substantial incomes. Garrigós (2002) and Mosquera et al. (1998), indicate that all these factors determine social and employment disadvantages for workers with job functions of sport and physical activity, the non-recognition of an activity as a profession and, in many cases, indicate replacement jobs for graduates cheaper and less qualified. Likewise, Porta and Reig (1999) commented that there are various partners which collaborate in a very important way in illegal employment and are mainly the parents' associations of students, sports clubs, private schools, town halls and gymnasiums.

Authors like Primault (2002), Garrigós (2002) and Campos Izquierdo and Viaño (1999) explain that in addition to the high percentage of people with incomes below what is stipulated by regulations concerning wages, working conditions and social improvements are very poorly established and they are often unknown in this market, where the relationship job

(skills, responsibility and function developed) regarding the monetary remuneration is not coherent.

Formation characteristics of persons who work in roles of physical activity and sport

With regard to training, Martinez del Castillo (1991) noted that in Spain 36,7% had no certificate of physical activity and sport, 50,3% were or certified by the different federations, 9,1% were graduates in physical education and 3,5% were schoolmaster in physical education. As for continuing education reflects that 63% had not conducted any activity of lifelong learning about physical activity and sport, although 50% of graduates in physical education it had conducted this type of training. Campos Izquierdo study's (2003) shows how graduates in physical activity and sport realize various activities of continuing education and the better the degree is the higher percentage of people who perform, while non-graduates are scarce conducting any such training.

In Valencian Community, according to Campos Izquierdo (2005) the proportion of people without any degree of physical activity and sport exceeds 41%, which shows that in this labour and professional market, the number of People who are not trained in physical activity and sport are increasing, which means at the same time involution of the market itself and its own physical activity and sport, since it tends more to an occupation and poorly remunerated professional than a profession where ensure the benefits of physical activity and sport. Garrigós (2000), considers it as "intrusiveness" because duties of a profession are being carried out by persons not entitled or qualified fact, penalized in the current Penal Code Article 403. Likewise, this study shows that all entitled persons are exercising any of the functions of physical activity and sport, as shown that only 50,9% of people who have some degree perform functions for which its training certification that possess them compete and qualify. This fact determines that there is no logic between the formation and the role which is

developed, but rather that all formations are used to everything, and it produces a professional overlap and as a result, a lack of logic and consistency in this job market and professional as in the formal system of training in relation to the degrees of physical activity and sport.

According to Irurzun (2001) sports market is characterized by being open, for lacks of regulation where the professional skills and qualifications are not clearly defined, nor the professional functions wich correspond to various degrees of physical activity and sport.

In the eighties, the market for physical activity and sport had a clear imbalance between supply and demand. The existing number of professionals in order to face the demand for physical activity and sport was scarce and as a result of this, there was a high degree of intrusiveness (Buñuel et al. 1988). But at the end of the nineties and in the twenty-first century, the market for physical activity and sport have agreed to work an excessive number of people without qualifications or with different academic qualifications, which is saturating the market itself and where professionals overlap themselves, albeit with very different formationand and qualification.

At present remains the intrusiveness, although market conditions are very different in terms of professionals. This is because the entry of various certificates of physical activity and sport into the market has not been done in an orderly way, implicating that some profiles and other qualifications are similar and in the labour market overlap and a clear mismatch between the skills required and which have occupied professionals thanks to their formation through physical activity and sport. This has created some professional "chaos" and with the incursion into the market lower qualifications a cheaper of manpower and quality is created. The only alternative strategy in order to achieve a logic and a consistency in the market of physical activity and sport and to ensure the practice and its benefits, will be the articulation of a legislative development and labour, which stipulates that employers comply with the minimum requirements of the certification of physical activity and sport and ensuring a

consistent hierarchy with adequate working conditions. (Camps, 1990; Martinez del Castillo, 1991; Salvador, 1998; Campos Izquierdo, 2000). In this regard, Palomar (2000) argues that physical activity and sport should be conducted safely, which essentially depends on the people who develop. Moreover, as explained Jimenez (2001), we should take into account the civil and criminal responsibility of those who work in roles of sport and physical activity without proper qualification and the entities that choose to protect and develop these roles.

Salvador (1998) and Campos Izquierdo (2003) warn that next to the phenomenon of proliferation of sports infrastructure in the towns that has taken place in Spain, it is necessary that the different government structures to promote and ensure stable and adequate skilled people in physical activity and sport, and all with the aim of contributing to an efficient management of sport and physical activity and of responding to the progressive demand for services both qualitatively and quantitatively by the population.

The Consejo Superior de Deportes (2000) argues that the regulation of the labour sector physical activity and sport, regarding the qualifications required in each function and other issues, is being demanded, addressed to the authorities, by the Association of Graduates in physical education and science of physical activity and Sport, the Coordinator of Student Science Physical Activity and Sport and by their own employers in this sector. Moreover, as expressed Campos Izquierdo (2004), this demand is also being requested by users, consumers and / or applicants for services of physical activity and sport.

During the last two years, the Law for the management of professional practice of physical activity and sport, is being developed by those responsible for the Higher Council of Sports and experts in the field of sport and physical activity, whose draft law was approved in Council of Ministers on February 27, 2007 and aimed at the management, configuration and delimitation of people working in roles of physical activity and sport, each functional area,

their skills, formation needs (certification of physical activity and respective sport) to ensure good practices, health and safety of users and practitioners of physical activity and sport.

Bibliography

- ALONSO, Juan Carlos, RUESGAS, Santiago., SAEZ, Francisco. and VICENS, José. 1991. "Impacto económico del deporte en España". *Investigación y Documentación sobre la Educación Física y el Deporte* (18): 21-35.
- ANDREFF, Wladimir. and WEBER, Wolfgang. 1995. "Economía". In: J.L. Hernández Vázquez (Ed.), *La función social del deporte en la sociedad*. Madrid: M.E.C.: 153-182.
- BUÑUEL, Ana., DURAN, Javier. and PLAZA, Domingo. 1988. "La importancia del estudio de la demanda social en la planificación deportiva: su relación con la formación del licenciado en Educación Física". In: J. Durán, J.L. Hernández e L.M. Ruiz (Coords.), *Humanismo y nuevas tecnologías en Educación Física y Deporte*. Madrid: I.N.E.F. Madrid: 581-586.
- CAMERINO, Oleger., MIRANDA, Julian. and PIGEASSOU, Charles. 1995. "La Actividad Física y el ocio. Análisis del mercado y planificación de la formación". *Revista Española de Educación Física y Deportes* (1): 34-38.
- CAMPOS IZQUIERDO, Antonio. 2006. "Os recursos humanos da actividade física e do deporte: normativa e necesidade de ordenación-regulación do mercado laboral da actividade física e do deporte". In: Xunta de Galicia (Eds) *II Congreso Ibérico de xestores do deporte*. Santiago:Xunta de Galicia [CD]
- CAMPOS IZQUIERDO, Antonio. 2007. "Los profesionales de la actividad física y del deporte como elemento de garantía y calidad de los servicios". *Cultura, Ciencia y Deporte* (7):51-57.

- CAMPOS IZQUIERDO, Antonio. 2000. “Calidad en el mercado de la A.F. y el deporte desde la perspectiva de ordenación adecuada de los recursos humanos”. In: J.P. Fuentes and M. Macías (Eds.), *I Congreso de la Asociación de Ciencias del deporte*. Cáceres: Universidad de Extremadura: 451-460.
- CAMPOS IZQUIERDO, Antonio. 2003. “La organización de la actividad física y deporte en las instalaciones deportivas de la Comarca Burgalesa de la Ribera del Duero respecto a los profesionales de la actividad física y deporte”. In: A. Oña (Eds), *II Congreso Mundial de Ciencias de la Actividad Física y el Deporte*. Granada:Universidad de Granada [CD].
- CAMPOS IZQUIERDO, Antonio. 2004a. Los profesionales de la actividad física y deporte y la organización-regulación de su mercado laboral. *Actividad física, ciencia y profesión* (5):14-19.
- CAMPOS IZQUIERDO, Antonio. 2004b. “Los recursos humanos en la gestión de la actividad física y deporte. Situación de los profesionales de la actividad física y deporte y problemas a resolver”. In: G. Brizuela, J.F. Guzman and S. Llana (Eds.), *III Congreso de la Asociación Española de Ciencias del Deporte “Hacia la Convergencia europea”* [C.D.]. Valencia: Facultad de Ciencias de la Actividad Física y el Deporte de Valencia.
- CAMPOS IZQUIERDO, Antonio. 2005. *Situación profesional de las personas que trabajan en funciones de actividad física y deporte en la Comunidad Autónoma Valenciana (2005)*. Valencia: Universidad de Valencia.
- CAMPOS IZQUIERDO, Antonio. and VIAÑO, Jorge. 1999. “Calidad en la Actividad Física y Deporte: Regulación profesional”. *Revista de Educación Física* (76):38-41.
- CAMPOS IZQUIERDO, Antonio; MESTRE Juan Antonio and PABLOS Carlos. 2006a. *La estructura y gestión del mercado laboral y profesional de la actividad física y deporte: Los recursos humanos, las entidades y las instalaciones deportivas*. Sevilla: Wanceulen.

- CAMPOS IZQUIERDO, Antonio; MESTRE Juan Antonio and PABLOS Carlos. 2006b. *Los Titulados de la actividad física y del deporte: evolución histórica y perfiles profesionales*. Sevilla: Wanceulen
- CAMY, Jean., CHANTELAT, Pascal. and LE ROUX, Nathalie. 1999. *Sport et emploi en Europe*. France: Comisión Europeenne.
- CONSEJO SUPERIOR DE DEPORTE. 2007. *Anteproyecto de Ley de ordenación de determinadas profesiones del deporte*. Madrid:CSD.
- CONSEJO SUPERIOR DE DEPORTES. 1991. *Reforma de las enseñanzas y titulaciones deportivas. Propuesta para el debate*. Madrid: CSD.
- CONSEJO SUPERIOR DE DEPORTES. 2000. *El deporte español ante el siglo XXI*. Madrid: CSD-MEC.
- GABIÑA, Juanjo. 1996. “El deporte como agente económico”. In Instituto Vasco de Educación Física (Ed.), *Congreso del deporte en Euskadi*. Bilbao: SHEE-IVEF: 465-471.
- GARCÍA FERRANDO, Manuel. 1986. “Los dirigentes deportivos españoles”. *Revista de investigación y documentación sobre Ciencias de la Educación Física y el Deporte* (4): 17-66.
- GARCÍA FERRANDO, Manuel. 1990. *Aspectos sociales del deporte. Una reflexión sociológica*. Madrid: CSD-Alianza editorial.
- GARCÍA FERRANDO, Manuel. 2006. *Posmodernidad y Deporte: Entre la individualización y la masificación (Encuesta sobre los hábitos deportivos de los españoles, 2005)*. Madrid: CIS-CSD.
- GARRIGÓS, Fernando. 2002. “La regulación del ejercicio de la profesión como activo en el desarrollo de la economía del deporte”. *Actividad física. Ciencia y profesión* (2):5-8.
- GÓMEZ PARRO, Otilio. 2001. “El mercado de trabajo en el sector deportivo en España y en Europa”. *Revista Jurídica del deporte* (5): 69-96.

- HEINEMANN, Klaus. 1998. *Introducción a la economía del deporte*. Barcelona: Paidotribo.
- IRURZUN, Koldo. 2001. *Impacto económico del deporte. Nuevos yacimientos de empleo*. In
web: <http://www.sportciencias.com>
- JIMÉNEZ, Ignacio. 2001. *El ejercicio profesional de las titulaciones del deporte*. Barcelona:
Bosch.
- LÓPEZ LÓPEZ, Alfonso., LUNA-AROCAS, Roberto and MARTÍNEZ MORALES, José
Ramón. 2005. “El perfil del gestor público deportivo en la Comunidad Valenciana”. In:
M. A. Nogeras (Eds) *II Congreso gestión del deporte*. Valencia:Universidad Politécnica
de Valencia [CD].
- MARTÍNEZ DEL CASTILLO, Jesús. 1991. *La estructura ocupacional del deporte en
España. Encuesta realizada sobre los sectores de Entrenamiento, Docencia, Animación y
Dirección*. Madrid: CSD.
- MARTÍNEZ DEL CASTILLO, Jesús. 1992. *Proyección del mercado deportivo laboral en la
España de los noventa. En los sectores de entrenamiento, docencia, animación y
dirección*. Madrid: CSD.
- MARTÍNEZ DEL CASTILLO, Jesús. and PUIG, Nuria. 2002. Mercado de trabajo en el
deporte. In M. García Ferrando, F. Lagartera y N. Puig (Comps.), *Sociología del deporte*.
Madrid: Alianza editorial: 283-316.
- MORENO MURCIA, José Antonio and GUTIÉRREZ SANMARTÍN, Melchor. 1998. “El
gestor y los programas en las instalaciones acuáticas cubiertas”. *Agua y Gestión* (43): 30-
37.
- MORENO MURCIA, José Antonio and GUTIÉRREZ SANMARTÍN, Melchor. 1999. “Perfil
de los educadores de programas acuáticos”. *Revista Española de Educación Física y
Deporte*, VI (1): 12-23.

- MOSQUERA, Maria Jose., RIVAS, Antonio. and SAAVEDRA, Miguel. 1998. “Percepción profesional del alumno de ciencias de la Actividad Física y Deporte del I.N.E.F. de Galicia”. In: M. González, R. Martín, J.L. Salvador, J. Fernández e M. Bobo (Coords.), *Educación Física e deporte no seculo XXI*, A Coruña: Universidade da Coruña: 253-265.
- RAMOS, José. 1993. *Modelos de gestión de instalaciones deportivas en la Comunidad Valenciana*. Valencia: Universidade de Valencia.
- SALVADOR, Jose Luis. 1998. “Evolución histórico-social del mercado laboral físico-deportivo”. In: M. González, R. Martín, J.L. Salvador and M. Vicente Pedraz (Eds.), *Educación Física e deporte no seculo XXI, I*. A Coruña: Universidade da Coruña: pp. 225-240.
- SÁNCHEZ, Aurelio and REBOLLO, Socorro. 2000. “Situación del mercado laboral actual en el ámbito de la actividad física y deportiva”. *Motricidad* (6): 141-154.
- TENA, Inma. and REIG, Francesc. 1999. “La actividad laboral desarrollada por los estudiantes del INEFC-Lleida”. In: Instituto Nacional de Educación Física de Cataluña-Lleida (Ed.), *Aplicació i fonaments de les activitats físico-esportives*. Lleida: INEFC.-Lleida: 249-257.
- GARCÍA FERRANDO, Manuel. and LAGARDERA, Francisco. 2002. “La perspectiva sociológica del deporte”. In: M. García Ferrando, F. Lagardera, y N. Puig (Comps), *Sociología del deporte*. Madrid: Alianza editorial: 11-42.
- GÓMEZ TAFALLA, Ana María (2003). *El rol del gestor deportivo municipal en la Comunidad Valenciana, pasado, presente y futuro*. Valencia: Universidad de Valencia.
- COMISIONES OBRERAS.2000. *Informe cuantitativo y cualitativo de gimnasios y piscinas*.
En web: <http://www.piscinasygimnasios.ccoo.es>
- LASUNCIÓN, Francisco. 1992. “Los servicios deportivos en España. Un sector económico ficticio”. *Dirección deportiva* (53): 32-34.

PRIMAULT, Didier. 2001. “La incidencia del deporte sobre el empleo en Francia y Europa”.

In: I.A.D. (eds) *III Jornadas sobre economía y deporte: La incidencia económica del deporte*. Málaga: I.A.D. [CD]

CAMPS, Andreu. 1990. “Salidas profesionales y situación jurídica del profesional de la Actividad Física”. *Apunts. Educació Física i Esports* (20):71-76.

Information about the authors:

Dr. Antonio Campos Izquierdo is a professor in the Faculty of Physical Activity and Sport Sciences-INEF of the Polytechnic University of Madrid and author of several publications and congress on physical education and sport.

Dr. Maria Dolores Gonzalez Rivera is a professor in the Faculty of Medicine of the University of Alcalá of Madrid and author of several publications and congress on physical education and sport.

Address

Antonio Campos Izquierdo
Facultad de Ciencias de la Actividad Física y del Deporte-INEF (Universidad Politécnica de Madrid).
Avd. Martín Fierro s/n, Madrid 28040. España
antonio.campos.izquierdo@upm.es

Maria Dolores Gonzalez Rivera
Facultad de Medicina. Licenciatura en Ciencias de la Actividad Física y del Deporte (Universidad de Alcalá de Henares).
Campus Universitario, Ctra. Madrid-Barcelona Km 33,600.
28871 Alcalá de Henares (Madrid)
marilingr6@yahoo.es