

CONSCIOUS CAREER CHOICE OF THE BOXERS

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ABSTRACT

The values of sport appear at the social and economic level, which has a great impact on the stock of human capital in the dual career of an athlete. The function of sport in economic growth and the consumer market has undergone great growth. One of the roles of a coach is nurturing talent, monitoring, and helping individual life paths. Acceptance of women's roles in sport, in a so-called masculine sport, affects social problems, in which socialization and equal opportunities are relevant topics. In the scope of this study, we examine the awareness of the dual career development of boxers, focusing on the appearance of the dual career strategy in sports. The research method is a questionnaire survey, the number of items of which is 118. In the results of the research, we present analyzes according to gender, which shows whether there is a difference in the awareness of women's and men's career choices.

KEYWORDS

dual career, boxers, sport, life path, gender, identity, strategy, labor market

INTRODUCTION

The character of sport is significant from the point of view of society and the economy, on the one hand in sports integration, and on the other hand in building a dual sports career. The globalization of sport also opened up new paths in the economy, which generated new demand in market economies. The consumer society has an increasing demand for sports, which also determined the topicality of the topic. [1] In the scope of this study, we examine the awareness of the dual career development of boxers, focusing on the appearance of the dual career strategy in sports. One of the roles of a coaching career is nurturing talent, monitoring, and helping individual life paths. For this reason, we consider the establishment of dual career awareness in athletes to be an essential area. Functions and social effects of sport are decisive, which also affect the economic field, such as human capital, athlete capital, or through the athlete's identity. To preserve these values, it is important that we look at athletes not only as competitors, but also to keep them as sports in their later careers. For this reason, the choice of topic is a career opportunity for boxers, in which identity factors also play an important role. In boxing, as a masculine sport, the role of women is a prominent issue. What opportunities and chances does a female boxer have in a sport considered masculine? The gender situation of female boxers is a priority area at the international level, in which the efforts of the European Union and domestic organizations are also directed. The acceptance of women's roles in sports, in a sport that is said to be masculine, affects social problems, in which socialization and equal opportunities are relevant topics. The role of women in sports is becoming more and more powerful, which is also visible in the results. Despite this, men are

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less accepting of the sport and its career opportunities. Internationally, the issues of equal opportunities seem to be settled, and with the inclusion of women's boxing in the Olympic program and the sport becoming bisexual in the Olympics, the role of the advocate has also increased.

LITERATURE REVIEW

The literature review is presented the stages of the athlete's life path, his socialization, and the domestic life path model, and career support systems, which show the foundations of the athlete's career.

Process of socialization as the basis of sports socialization

In socialization, the developing child acquires compliance with social norms, in which a way of life according to accepted values appears. It becomes known to the child what social relations prevail in the family, such as the role of parents, the priority of instructors in school, and the power of the words of coaches in sports. These hierarchical statuses will help you to adapt to the people around you, and you will be well versed in the ways of managing human relationships. The institutions of socialization have a great influence on the media, peer groups, educational institutions, and the family. Its collective effect affects integration into society. Socialization and socialization in sports begin in childhood and continue throughout life. In terms of the socialization environment, the first is the family, whose sports attitude can be decisive for the child's further sports (parents who are athletes, parents who strive for results, parents who are not athletes, etc.). The family background, as the first socialization environment, has a significant influence on the further relationship with sports. Social conditions set the pattern in a child's life, be it an Olympic victory on television, or a familiar sports success, or the sports habits of schoolmates. The family environment and the parental model prevail with the greatest influence, the sport, which is part of everyday life, is a direction for the child in the further implementation of the lifestyle. The elements of becoming an athlete are the family model, siblings playing sports, parents' attitude to sports, appropriateness of the choice of sport, social environment, gender differences, social acceptance of individual sports, and educational institutions. The role of institutions is the second important environment after the family, which may change later in the order. Part of the human capital is the coach, the teacher, and the sports director, whose task is to provide a broad introduction to recreational and later competitive sports. The end of an athlete's career can be influenced by many factors, due to which the former athlete is forced to choose a career. It can be an injury, aging, or loss of motivation for sports. However, the transition from the athlete's successful, protected environment is not simple or easy. The new social environment, which is no longer protected by what was experienced in sports, requires compliance in several areas. A person socialized in sports may face problems in the civilian field, which may be caused by a lack of work experience, a lack of expertise, or a lack of resilience to a new environment. The family, sports institutions, teachers, coaches, and sports managers have a responsibility to help with this transition. The preparation for the civilian field is the foundation of the athlete's life path, which can be realized with the help of studies and training. The transition to the civilian field requires help for an athlete, which manifests itself in psychological, financial, and mental support. [2]

Sports career

In the study by Riegler [3], the model of the athlete's life path appears, the starting point of which is birth. The athlete's life path is also determined by the genetic stock, which is pre-

coded. During movement development, the physical features, the basic movements, crawling, climbing, and walking are formed, and the psychological development also begins with this. Movement becomes an element of people's existence. [4] The concentration of elite athletes narrows down to sports-related activities, their energy is devoted only to the development of the given activity. The other areas of the lifestyle are pushed into the background, they live in a protected environment, the environment of athletes, which means a comfortable socialization, everyone represents and follows the interest of the athlete. This is comfortable state, providing adequate protection against external influences so that they can concentrate only on sports activities. This is until the sports results come in. As soon as the sports career ends, this protected environment ceases. During this transitional period, it is necessary to take advantage of the development provided by the socialization environment, as well as to apply the additional competencies to the new area, in a new civil environment. This transition often causes a break in the athlete's life, when the secure ground and protection ceases, and it is necessary to meet and prevail in a new area. With proper preparation of the athlete, success on the civilian field will also appear, which takes place in a supportive environment. This requires the development of individual skills, and the matching of individual career opportunities with personality. [5]

Athletes dual career

Life path of an elite athlete is completely different from traditional career building. The main activity of a person active in the civil sphere is the time spent in school as a child. First, the athlete acquires general knowledge, then continues his education according to his interests, and finally works in the labor market according to his expertise. The elite athlete, on the other hand, already includes sports activities in his daily routine in elementary school, which only increases with sports success. Spending free time is also filled with competitions and is completely occupied by the pursuit of sports activities and the related environment. School attendance is interrupted by training camp, preparation for competitions, and travel. For elite athletes, their studies may be interrupted at several stages of their lives, where they need to be helped to move on and a solution must be found for them that creates harmony between studying and playing sports. Athletes may lose motivation in their studies, which can be detrimental to their life journey. It is then necessary to raise awareness and recognize the management of a dual career, communication between the athlete and his environment based on mutual trust, and possible mentoring programs that can provide a solution for their later civilian life. It is important for athletes to realize the importance of planning and building a career outside of sports in time. Parents, coaches, teachers, club managers, and sports associations have a particularly big responsibility in shaping and helping the athlete's civil career over time.

Dual career in sports at European Union and domestic level

To define a dual career, we use the European as Student (EAS) definition of the organization founded by the European Commission. "Dual career is a combination of high-level competitive sports and participation in education to find a job in the labor market after the sports career that matches the skills and qualifications of former athletes." [6] Confirming the importance of dual careers, the European dual career society EAS was founded in 2004 with the support of the European Commission. At the initiative of EAS, many organizations deal with the practical application and research of dual careers. The International Olympic Committee is also involved in building a dual career, which together with Adecco (International Human Resource Management Organization) launched the IOC Athletes Career Program

(ACP) in 2005. The initiative is intended to provide support to athletes with training and resources, which promotes the development of skills and abilities needed in everyday life, with which they will be able to enter the labor market more successfully. In addition to the athletes, the program provides support to the groups surrounding them, such as coaches, educational institutions, and sports associations. The European Union's first move concerning sports was formulated in the White Book on Sport [7] published in 2007, which contains guidelines for the development and development of sports development strategies for its member states. Since 2009, the European Union has opened several sources for the development of sport, which has helped to build a dual career in our country as well. [8] In the 2011 publication entitled Development of the European Dimension of Sport, which is a communication from the European Commission, the issue of dual careers played a role. Based on the 2014 draft, a budgetary framework must be provided for sports. The Commission called for the joint importance of sport and education, for providing young elite athletes with the opportunity for high-quality educational training in parallel with their sports careers. [9] The Union pays more and more attention to supporting the development of dual careers. The first step in the implementation of the proposals in Hungary was the translation of the guidelines issued in English into Hungarian within the framework of the TÁMOP project code number 6.1.2/11/2-2012-0002. [10] With this, the construction of a dual career began in Hungary as well. The 2014-17 EU sports work plan created a new expert group on education, training, employment, and volunteering.

Athletes identity

The emergence of the globalization of sport in the economy also has a positive effect on regional competitiveness. The impact mechanisms of sport prevail in a complex manner, in which both its economic and social effectiveness appear. The use of innovative areas, in which sport plays a prominent role, is essential for both international and national economic competitiveness. The influence of territorial and athlete identity on each other represents the innovative breaking point of development. The importance of the topic is novel in this respect and appears as a factor developmental mechanisms in the current social and economic processes. [11] National identity, by which we understand the nation as a community, is based on cultural heritage and is defined by the state organization. Cultural heritage includes the common cultural heritage of the village, region or even Europe. In this environment, the sport appears as an identity-shaping heritage, the characteristic form of which is institutional and can be linked to a single event [12]. In one form of the relationship between national identity and sport, in which identity can be interpreted from the point of view of integration, sport strengthens community life [13]. It is a form of the relationship between identity and sport when sport strengthens community life, and the community is an active member and supporter of sport. National or territorial (city, region, or even Europe) identity is cultural heritage. In this aspect, sport-related identity can be understood as part of social culture. Athlete identity (athletes' relationship to sports) is a determining area in career choice since the athlete attitude also appears in career orientation, which is influenced by one's own education and the education of parents. Achieving the sports strategic goal, which is the basis for the formation of a sports nation, can only be achieved with the help of qualified people [14]. The career path of an elite athlete is twofold, on the one hand, it is necessary to build a sports career and, on the other hand, a career in civil life. A sports career is typical for the early stage of life, while a civilian career moves backward in time compared to the average, so the athlete starts at a disadvantage in the labor market [15]. One of the priority areas in the labor market employment of elite athletes is atypical employment, which adapts favorably

and flexibly to the athlete's career and socialization in it, so the athlete can fulfill himself in the world of work. Atypical employment increases the adaptability of organizations and corporate competitiveness [16]. The dependence of sports federations on state subsidies [17] makes the completion of the athlete's career uncertain, therefore it is important to strive towards the corporate sphere in the field of sports as well.

Gender identity in sports and the labor market

Equal opportunities do not apply in all cases in the civil sphere either. The basis for this, according to the research results, is that there is a strong consensus between sports-related stereotypes and gender roles [18]. In the examination of identities, gender identity also raises a significant social problem, since it appears in sports as a question of whether a gender-specific version of sports will develop in the future, or whether the gender identity of the athletes participating in the sport will be questioned? [19] The gender inequalities in the labor market, the gender differences in salaries in the same work areas, and the differences in management positions show similarities in the field of representativeness of women and men, which also affects the effectiveness of the national economy. Women's roles have also changed in sports, more and more women are participating in what are said to be masculine sports, as a result of which stereotypes are formed in society and become more accepting. The inequality of the sexes in the labor market and the equal involvement of women and men in their personal lives are mutually related, so the solution should be handled most effectively at the same time, even though the previously mentioned atypical employment. In Hungary, the income disadvantage of women compared to men is between 13 and 18 percent, which puts us in the European middle range in international comparison [20].

Talent management in HR and sports

An essential element of the company's strategy is to attract talented employees to the company, provide them with appropriate tasks, develop them further, and retain the workforce by coordinating individual and company goals. All of this serves the individual, corporate and social interests, and can express the companies' responsibility towards the talents they receive. Sports talent can also be a decisive driving force for companies if it is taken into account in their HR strategy and validated in the field of corporate talent management. From the side of the athletes, once elite sports are over, the athletes are let go, and they face difficulties in asserting themselves in the labor market. This problem has been dealt with on the American continent for many years, in Europe, only recommendations and initial steps have been taken by the European Union. To solve the problem, it is necessary to make visible the elements that affect the athlete's career as external and internal factors, and what development solutions can be used to solve this problem [21]. The athlete's talent, and the athlete's life path program lays the foundation for the further paths of the athlete's career in civilian life [8]. Sport further strengthens skills and equips young people with new skills. These values are the ones that can be classified as human skills in the labor market and are increasingly important in the world of work [22].

DUAL CAREER SURVEY METHODOLOGY

The content of the chapter is a description of the methodology and results of the primary research. After presentation of the research process is presented in the light of the evaluation of the hypotheses the results of the primary research.

Research objectives

The purpose of the research is to assess the awareness of boxing athletes in career building, as well as their opportunities, which determine their future life path. A prominent area of research is the assessment of the differences between female and male boxers.

Research questions

Groups of questions emerged during the research, which on the one hand assess the career opportunities of athletes, as well as discuss the steps of a conscious career choice. Another area is the presence or absence of a career strategy in sports organizations. The third area is the strength of the local talent retention force. Based on these topic groups, the research questions: How conscious is the career development of boxers? Do they know the elements of the career model? Do they help boxers in sports organizations to build a dual career? Is there a dual career strategy and is it used by sports organizations? Does the local talent retention force appear in boxing?

Research hypotheses

The research hypotheses were formulated based on the secondary literature research and the research questions, which also contain findings covering three areas in boxing.

H1: Boxers are conscious of their career development.

Boxing athletes recognize the need for training in addition to a sports career, although this applies mainly to the field of athletic activity. Awareness is supported by the socialization environment, parents, and coaches who accompany the athlete throughout his career.

H2: Dual career programs do not appear in boxing.

In sports associations, they are less concerned with the career of athletes after playing sports, since for them it is not useful in sports results. As a result of international pressure, the dual career appears in strategic objectives but less so in its programs and operational steps.

H3: The local leadership and government do not support the construction of a dual career, only a sports career.

The talent retention force focuses on athlete results, and its support extends to the athlete's career. Dual career programs are not linked to the local government level, so the support is not directed to this either.

The sample of the primary research covers certified boxing athletes in Hungary, who may also be former athletes, so there was no age restriction. The sample was selected by group sampling. [23] Territorially, the survey is nationwide so possible regional differences can also be examined.

Research methods

The method of the research is quantitative, questionnaire-based online research, which examines boxing athletes in the dual career field. N=118

During the analysis, we used the SPSS statistical analysis program to visualize the data, in which we examined the answers to the groups of questions corresponding to the hypotheses using a cross-tabulation analysis.

RESULTS

The results of the primary research are presented in the following chapter. Based on the results of the online questionnaire research, the demographic results are first presented, then the main answers based on the groups of questions are illustrated with the help of figures.

Demographic results

The questionnaire was filled out by 118 people from the field of boxing, who are current or former registered athletes in a sports association in Hungary. The ratio of female and male respondents was less likely to be in the middle, with 63% of male respondents and 37% of female respondents. This number can also be explained by the masculine nature of boxing, although from a research methodology point of view, a ratio of nearly 50-50% would have been more favorable. (Figure 1)

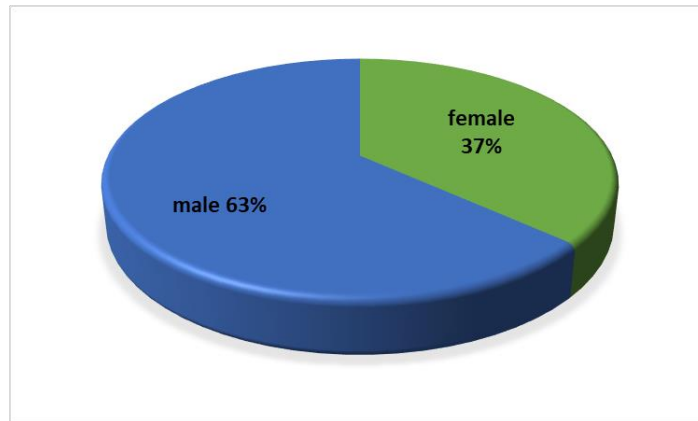


Figure 1. Gender distribution of research participants (Source: own editing)

The aim of the research was to expand the research as widely as possible so that possible regional differences are also revealed. In figure 2, in the territorial distribution of the respondents, the most respondents came from Győr-Moson-Sopron county (35.5%), followed by Budapest (18.1%), then Csongrád county (9%), then Pest county (7.4%), and Komárom-Esztergom county (5.9%) participated in the largest proportion.

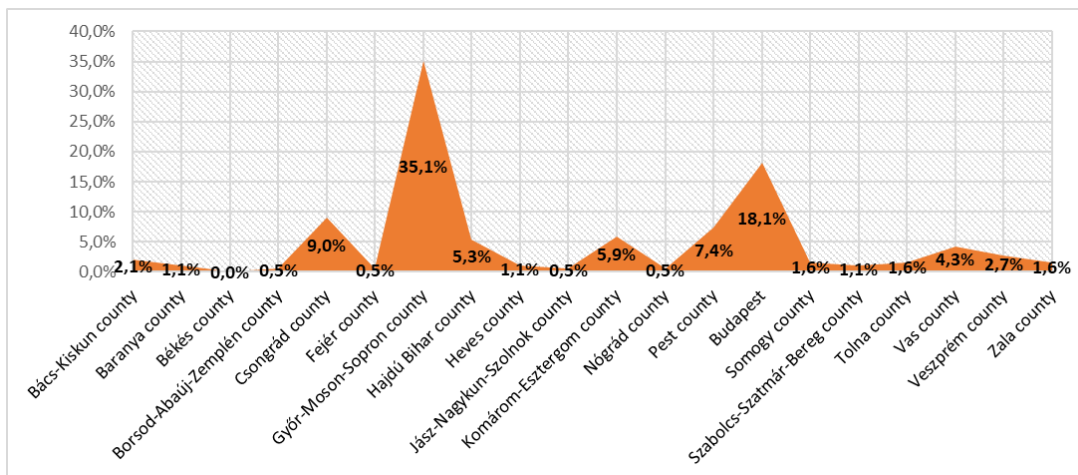


Figure 2. The territorial distribution of those filling in (Source: own editing)

The demographic factors are determined by the composition and shape of the settlement, which also forms the basis of sports opportunities. 20.7% of respondents from the capital, 19.1% from the county seat, 43.6% from cities, and 16.5% from villages. The information is authoritative in terms of local talent retention. (Figure 3)

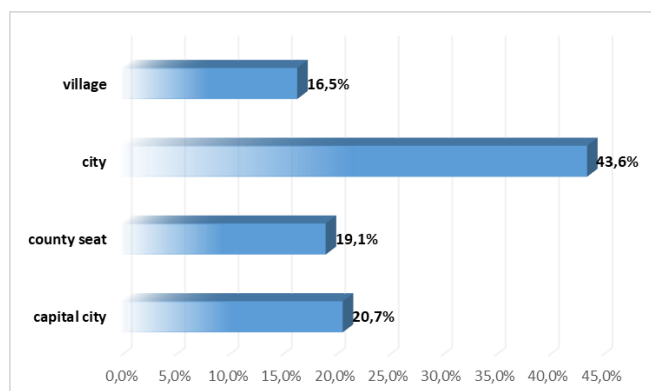


Figure 3. Type of settlement of the respondent's place of residence (Source: own editing)

The educational level of the boxers who filled out the questions also shows a guiding figure in the athlete's dual career system, since the importance of training is decisive in building a career. 35.6% of those who filled in had 8 primary school qualifications, 41.5% had a secondary school or gymnasium qualification and 22.9% had an university or college qualification. (Figure 4)

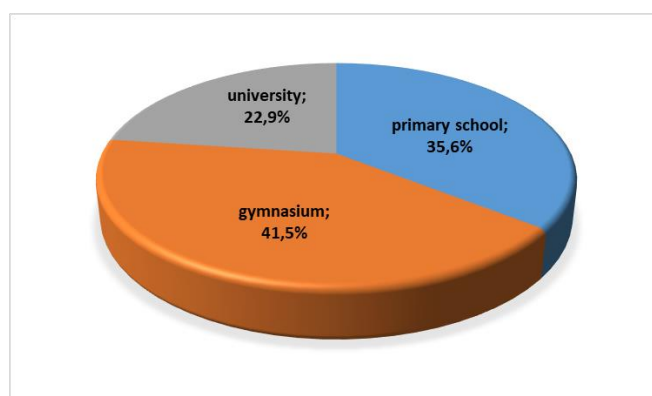


Figure 4. The educational level of the questionnaire respondents (Source: own editing)

The sample of the research is registered boxers or former boxers who are athletes in a sports association. Both amateur and professional boxers could participate in the research sample, the proportion of which is 85% for amateur boxers and 14% for professional boxers. (Figure 5)

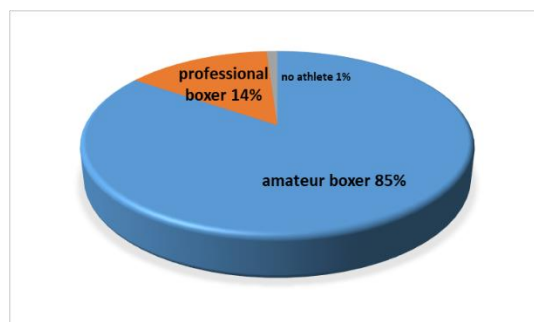


Figure 5. The ratio of the form of boxing (Source: own editing)

A total of 65.7% of boxing respondents plan to continue their education, namely at a higher level. Only 14.3% stated that they no longer plan to continue their studies, and 14.3% are pursuing professional studies. Differences can already be seen in the proportions according to

gender, since among male boxers if we look at the analysis in relation to women, 80% to 20% do not plan to continue their education. If we look at the difference according to gender, it becomes visible that a higher proportion of women plan to continue their education (75%) and are also more active in further learning issues. (Figure 6)

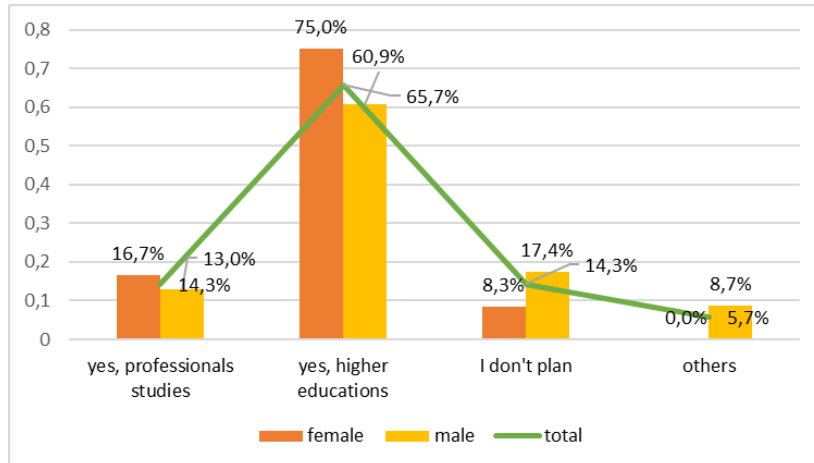


Figure 6. Do you plan to continue your education, and if so, in which field? (Source: own editing)

Dual career systems are often criticized for the fact that sports and studies cannot be done together. The following question to the athletes was aimed at what kind of experience they had in this field, and whether they had to choose between sports and studies. Most of the respondents, 67.9%, did not have to choose between playing sports and studying or working, while 21.9% had this kind of problem with studying. Regarding work, 10.2% found the compatibility of the two areas problematic. Based on the gender differences, it appears that women had less of a particular problem in pursuing a dual career. (Figure 7)

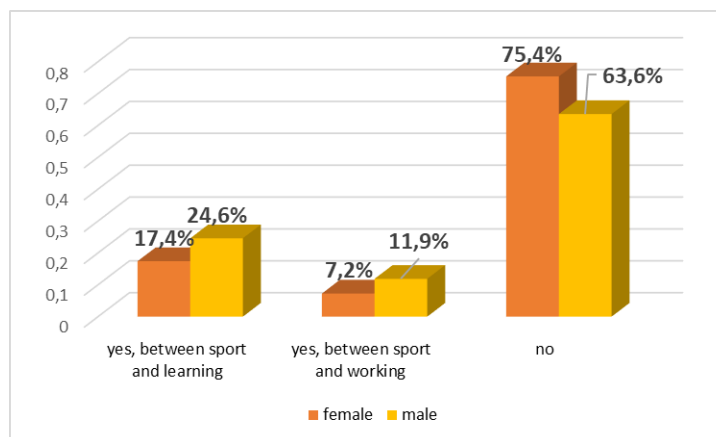


Figure 7. Have you ever had to choose between sports and studies (Source: own editing)

One of the important areas in the question of the validation of athlete's competencies was how much it matters on the civilian field if someone was an athlete. Is being an athlete an advantage or a disadvantage? The answers of the boxing athletes were divided on the question. 46.8% of them consider it easier to get a job with a sports background, while 36.2% say that it does not matter if someone was an athlete before or not. And 17% consider it a

distinct disadvantage and, at the same time, more difficult if someone with a sports background wants to find a job. (Figure 8)

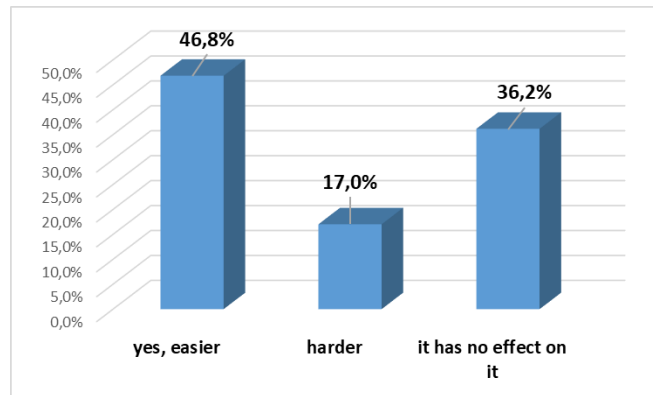


Figure 8. Is it easier as an athlete to get a job in the civilian field? (Source: own editing)

The need for dual career support for athletes was shown among the athletes, namely from the direction of the sports organization to the greatest extent, 60%. School support is also considered necessary in this area by 14.3%, while 2.9% of boxing respondents consider dual career support for athletes unnecessary. The difference in opinion between women and men is found in the place of support. Women would rather expect support from the sports organization, while men would expect more help from the workplace in the face of a dual career as an athlete. (Figure 9)

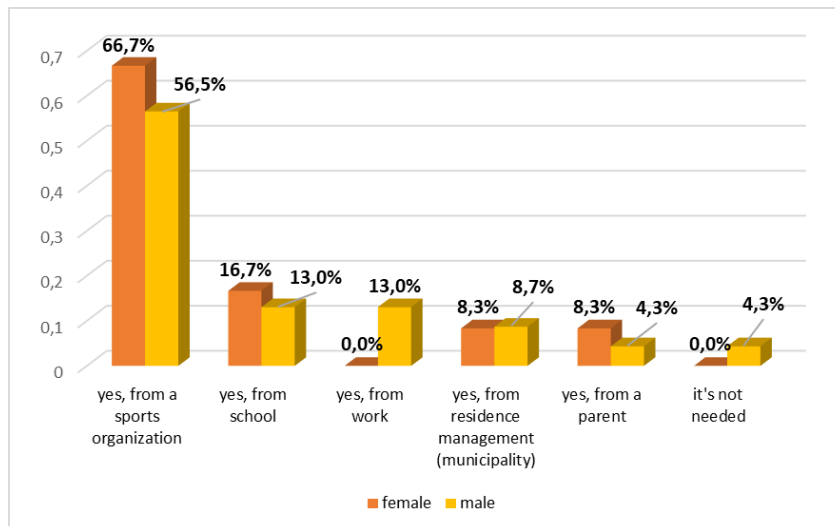


Figure 9. Does the athlete need dual career support? (Source: own editing)

Boxing athletes expressed diverse opinions on the issue of assessing the local talent retention force. Sports support may not be sufficient to retain sports talent, as 52.3% gave an uncertain answer to the question related to the local identity related to the support. For 37.9%, a suitable solution would be to contribute to the strengthening of local human capital, together with increasing the local talent retention force by supporting dual careers. Differences appear in the identity of women and men. Women are more attached to the sports venue, they would leave the settlement less often than men, and they are also more uncertain about taking advantage of new opportunities. (Figure 10)

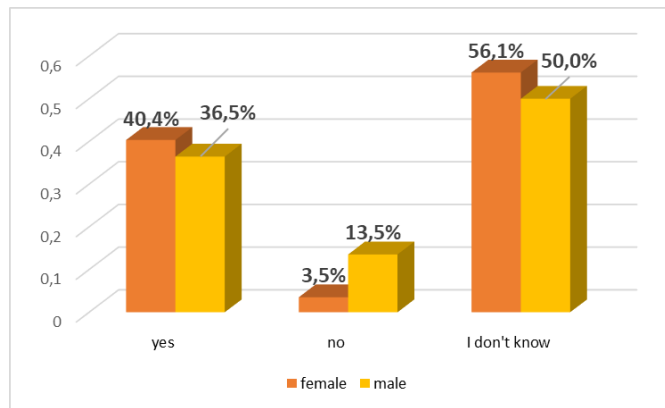


Figure 10. If you received support from the local authority to build a dual career, would you stay in the settlement? (Source: own editing)

In the athlete's dual career system, the role of companies is significant, as they are the next organizational form in the athlete's life, where the civil career can start. The question is, does their support extend beyond athletic performance, or even to civil careers? From the answers, it became apparent that corporate support is mostly fulfilled in sports activities (27.5%), but many boxing athletes did not receive this kind of support in their sports career either (55.6%). In the analysis of gender differences, more men than women indicated (12.3%) that they received a job opportunity from their sponsor after their sports career. (Figure 11)

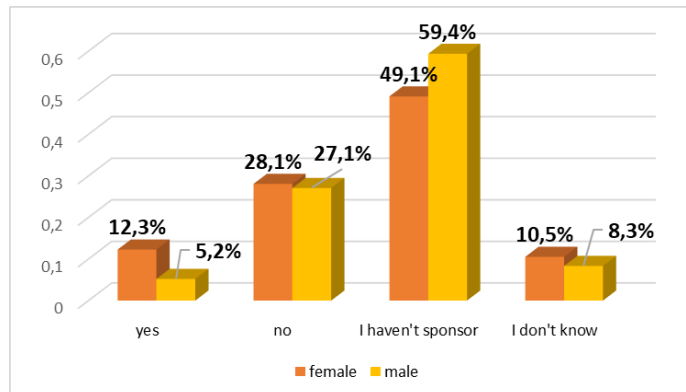


Figure 11. Has your sports supporter (sponsor) offered/offered you a job after the end of your sports career? (Source: own editing)

The appearance of an athlete's identity in career building is an essential factor in the development of an athlete's dual career strategies. Most of the boxing athletes, 33.1%, would not choose a job outside of sports, while 13.4% would not stay in the sport for their civilian careers. Women's and men's opinions differed, where 34.9% of men would definitely not choose a job outside of sports, while in the case of women, the significantly larger difference would definitely choose a job other than sports. (Figure 12) For women, attachment to the place of sports proved to be stronger than staying in sports on the civilian field.

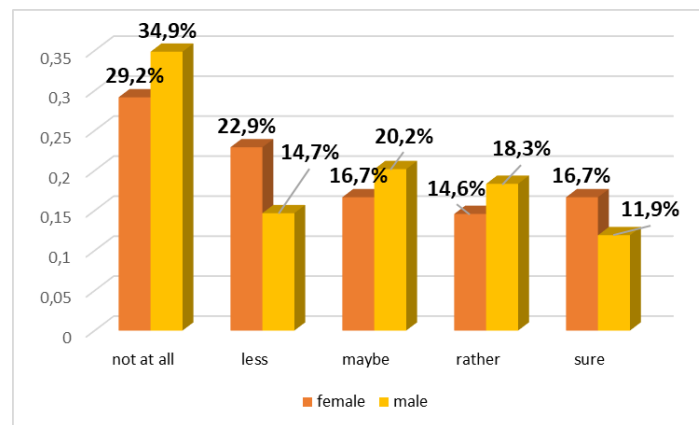


Figure 12. Would you choose a job outside of sports in the civil field? (1-no, 5-yes) (Source: own editing)

The main issue of the research is the dual career system and its conscious implementation, as well as the utilization of its possibilities. Accordingly, a significant area of question is whether boxing athletes are even familiar with this type of system, have they encountered it? 53.2% of the respondents did not even come across the double career as an athlete and/or its elements, which represents a significant piece of information for sports management. 46.8% of those who completed the questionnaire encountered the dual career system of athletes. (Figure 13) No difference is visible in the gender analysis.

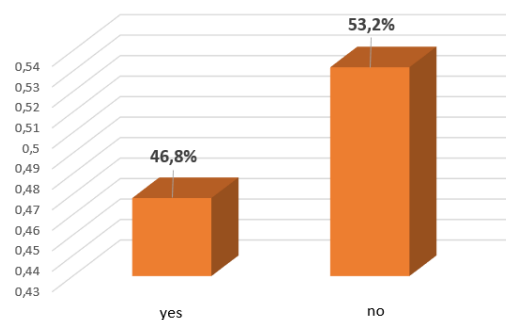


Figure 13. Have you met an athlete career model? (Source: own editing)

CONCLUSIONS

The main objective of the study is to investigate the possibility of a dual career for boxing athletes and to assess the opportunities that arise in this. The research questions covered the awareness of athletes, the elements of dual careers that appear in the strategies of sports organizations, as well as the post-career stage of the local talent retention force, and the validation of human capital, which can be exploited based on the competencies of athletes. It is not an easy transition for athletes to assert themselves on the civilian field, since they do not have work experience, but the competencies strengthened in sports can bring success on the civilian field as well. The responsibility of sports management is to build a career path model for talented athletes. During the research, the athletes' opinions confirmed the awareness of career paths, as well as the need for athletes to be open to training and development. Taking advantage of this, it would be useful to develop competence development programs that help athletes transition from a successful career as an athlete to a successful civilian career. The literature has pointed out that there is scope for extensive development in the stages of athlete socialization, and that sport exerts its influence in several areas. International and European

Union proposals, efforts, and good practices have appeared for the utilization of the human capital of athletes in the civil field, but its adaptation in Hungary is still waiting for the field of boxing. The identity of an athlete also appears strongly in the field of career choice, as boxers want to stay in the sport. Of course, this is not an acceptable path for all athletes, but the transition to the civilian field can be facilitated by the background organizations and the socialization environment. Based on the survey, the athletes do not feel this support, the opinion of the sports professionals also supported the lack of institutional dual careers, together with the weak presence of the local talent retention force. The local management, municipality, and sports management support extend to the sports results, the athlete's hand is released at the end of the sports career. Even the company that provides financial support due to the identification with the athletes' results at the business level is not interested in the sportsmen's human capital in the employment of athletes who have completed their sports careers, athletes who have significant useful competencies in the field of work as well, such as task orientation, competitive spirit, high work capacity, etc. The research pointed out that there would be a great need for a unified strategy, for the development of the athlete career model at the level of sports. Differences between female and male athletes are largely the same in the field of sports dual careers, differences can be seen in the delimitation of individual areas, which guide sports managers in terms of strategy creation and the development of individual career paths. The investigation can provide the Sports Confederation with guiding information for the strategic construction of deficit areas, in the field of training systems and professional development. Research showed many new directions for further investigations, for example, the assessment of women's and men's career paths within the sport, the development of the elements of the dual career strategy, and the professional preparation for its operation at the institutional level.

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