

# **The Employability Process of Spanish Retired Elite Athletes: Gender and Sport Success Comparison**



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**Abstract :** The aims of the study were: (i) to describe the work integration after retirement in elite athletes, (ii) to compare the working integration of women and men, and Olympic and non-Olympic athletes, and (iii) to specify the factors that affect their employment status and current monthly income. A total of 476 former elite athletes were surveyed. Non-parametric statistics were applied to compare the differences between groups and a

classification tree analysis was performed for the dependent variables. The former elite athlete's unemployment rate was better than the general population. At the gender comparison, a wage gap appeared between women and men. At the comparison between Olympic and non-Olympic athletes, the link to first employment differed in both groups. In the prediction models, finishing higher education arose as a key factor of the working status and the monthly salary. Among those without higher education studies, planning arose as a factor determining their salary, while among those with high qualifications, gender was the key factor. This study supports the importance of a holistic view of athletic career development and it offers practical insights into the process of reaching first employment after retirement.

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