

FIFA®

**MULTIPLE
JOB-HOLDING
IN ELITE
WOMEN'S
FOOTBALL**



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MULTIPLE JOB-HOLDING IN ELITE WOMEN'S FOOTBALL

As part of its global women's football strategy, FIFA is implementing initiatives and projects to advance the professionalisation of the women's game on and off the pitch, with player well-being and protection among the key elements in the journey for clubs, leagues and national teams to reach the elite level.

In this context, this report will consider the capacity of footballers to play football whilst holding multiple jobs or occupations. The framing of professional footballers as multiple job-holders is based on two premises: firstly, professional football can be seen as a job and, secondly, the available income that can be earned from football is commonly insufficient for these athletes to sustain themselves, requiring them to earn income through alternative means.



INTRODUCTION

FIFA's collaboration with stakeholders in exploring and understanding the context in which players perform has been fundamental to making improvements in the women's game. An example of this is this joint global research project on multiple job-holding (MJH) among players, in which FIFA and FIFPRO, the worldwide representative organisation for professional footballers, have been involved together with Edith Cowan University in Australia as the academic and research partner. This report presents some of the work to develop and professionalise the game, with a view to providing women's football stakeholders with insights and helping them to design or enhance the support given to players worldwide.

Elite women's football has seen a remarkable, but uneven, trajectory towards professionalisation in the past two decades and this report captures the experience of footballers during this time of transition.

To provide both a global and localised understanding of MJH in women's football, we conducted a survey of players across 12 countries in six confederations. In this snapshot, we outline a sample of the results from the survey (n = 736), and semi-structured interviews (n = 10) with footballers based in Australia to understand the level, and impacts, of MJH among elite female players ("footballers" or "players").

We find significant variations in the type of MJH among footballers based on geography, as well as differences in their caring responsibilities, incomes and how they experience MJH. There are significant relationships between secondary job-holding and important well-being-related outcomes for players. Qualitatively, we find that workers in Australia experience challenges balancing the expanding demands of football with other work.

More work will be conducted by FIFA in this regard through existing and new initiatives and reporting, including based on work by FIFPRO, for example, through its Women's Global Employment Report (2017), Player Workload Monitoring Tool (2022) and Qualifying Conditions Report (2023).

With the rapid growth and professionalisation of women's football, it is necessary to further collective knowledge and research as well as increasing awareness of the best ways to support current and future generations, while taking into account local realities, benefiting stakeholders with increased talent retention, and growing sustainable careers and enhanced player well-being.

THE SNAPSHOT INCLUDES A GLOBAL SUMMARY AND INDIVIDUAL COUNTRY SUMMARIES FOR AUSTRALIA, BOTSWANA, BRAZIL, CHILE, ENGLAND, FIJI, KOREA REPUBLIC, MEXICO, NEW ZEALAND, NIGERIA, SWEDEN AND THE USA.



BACKGROUND

WHY ARE FOOTBALLERS MULTIPLE JOB-HOLDERS?

Women's football is unequally developed around the world, with the degree of professionalisation, facilities, opportunities and access to the game varying from location to location. This, in turn, means that the opportunity to earn an income and excel in the sporting domain are contingent on location.

There has been much research devoted to understanding the physiological demands of sport on athletes, including workload monitoring, GPS analysis of footballer movement, travel optimisation and the measurement of rest and recovery, and the subsequent risk of injury and illness. More recently, this has been expanded to consider the cognitive demands of football work and subsequent mental fatigue.

However, there has been less research into factors that stem from the "subcultural imperatives of playing", in other words, the social context in which footballers are embedded in a professional environment.

Women's position in society more generally can limit access to the resources required to become footballers. Women's share of income globally is less than men's, which is shaped by factors such as labour force participation, family composition, unequal pay and social norms around work (UN Women, 2019). Further, women globally undertake a disproportionate amount of unpaid care work, particularly in regions where care provision is insufficient in the state, market and not-for-profit sectors (UN Women, 2019).

Unpaid care work, and the time and energy it consumes, is a large explanatory factor for gender gaps in terms of pay, participation and the quality of work (Ferrant, Pesando and Nowacka, 2014). In the context of football, remuneration is relatively low in relation to the effort and commitment demanded before players become professional. These care and work gaps shape whether women have the opportunity and capacity to participate in elite sports, and therefore which talent can be retained in elite women's football.

WOMEN'S SHARE OF INCOME GLOBALLY IS LESS THAN MEN'S, WHICH IS SHAPED BY FACTORS SUCH AS LABOUR FORCE PARTICIPATION, FAMILY COMPOSITION, UNEQUAL PAY AND SOCIAL NORMS AROUND WORK.

Source: UN Women.

GLOBAL SNAPSHOT

INSIGHTS IN QUANTITATIVE DATA

The quantitative insights based on all responses of the sample of n = 736 footballers. Mean age = 25.6 years (range: 17-50+ years).

In average 71.5% of surveyed players self-reported their football level as professional. At the same time, 52% said their income from football was lower than their football-related expenses.

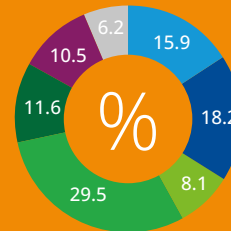
This can be the context in many countries and might be understood as the perception of players highlighting their commitment and demands of their football careers, whilst their total income is coming through sources or activities other than football.

Players self-reported their current football level and therefore may report differently than the FIFA definition as per the Regulations on the Status and Transfer of Players of a professional which "is a player that has a written contract with a club and is paid more for their football activity than the expenses they effectively incur. All other players are considered to be amateurs."

Do you have caring responsibilities?

20%
REPORTED HAVING CARING RESPONSIBILITIES

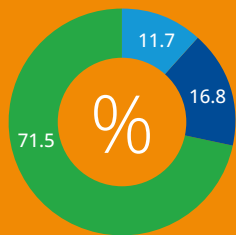
For whom do you have caring responsibilities?



5%
REPORTED HAVING CHILDREN

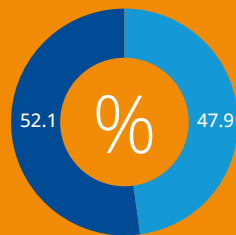
- Child(ren) under 5 years
- Child(ren) 5-16 years
- Child(ren) over 16 years
- Parent(s)
- Other relative(s)
- Partner
- Other

Self-reported football level



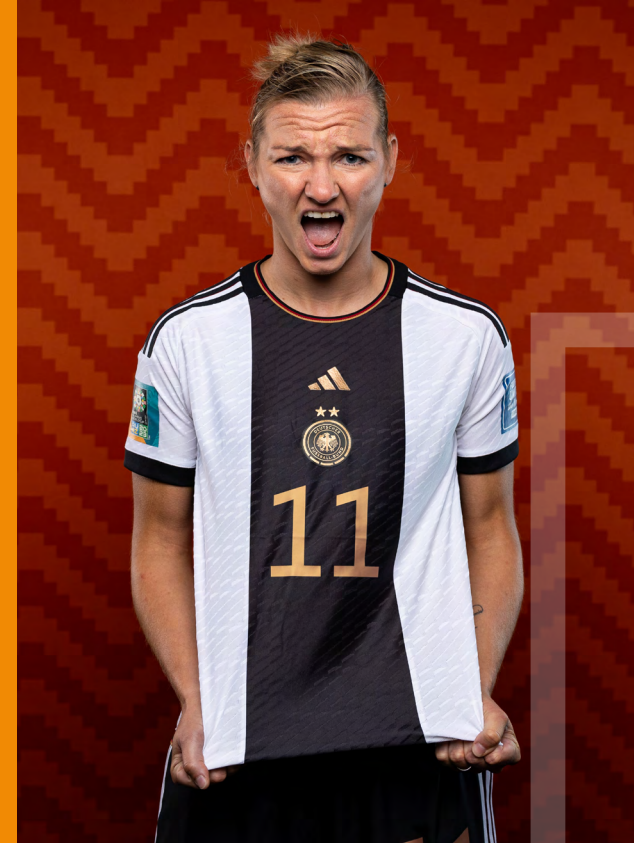
- Amateur
- Semi-professional
- Professional

Is your football income greater than your football-related expenses?



- Yes
- No

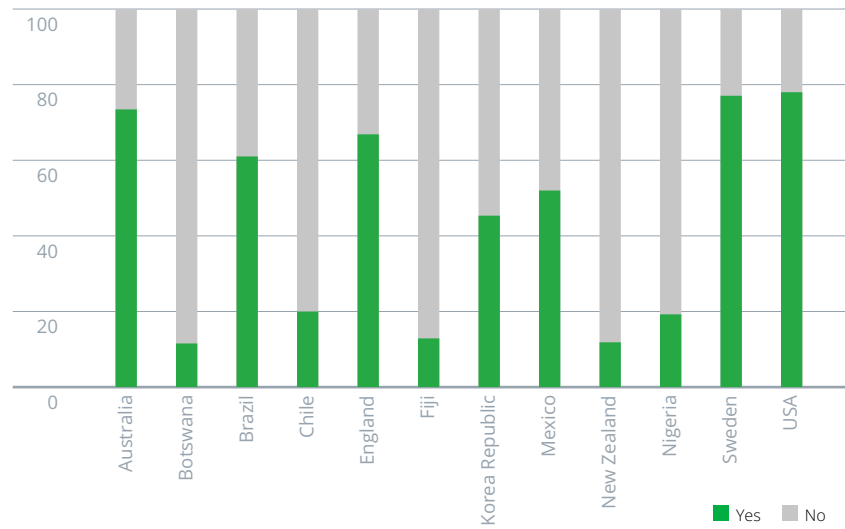
Source: FIFA.



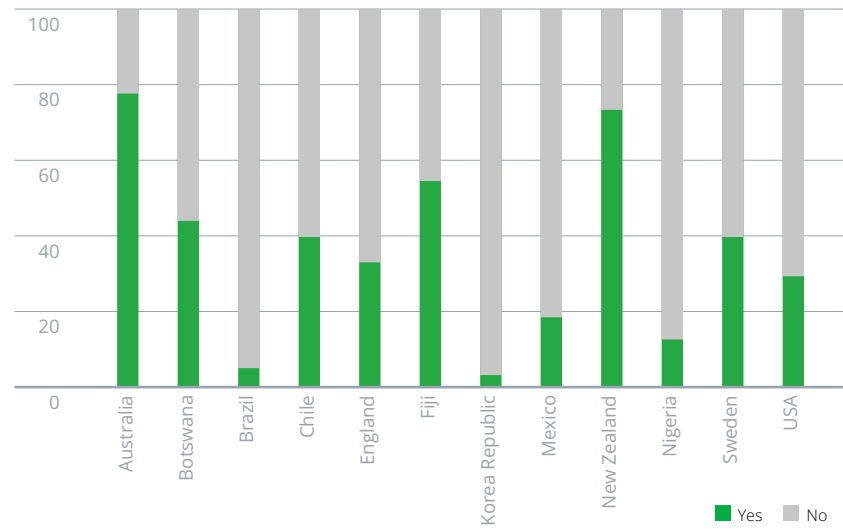
Based on the reporting of caring responsibilities, many have caring responsibilities for children even if they themselves do not have children.

GLOBAL SNAPSHOT

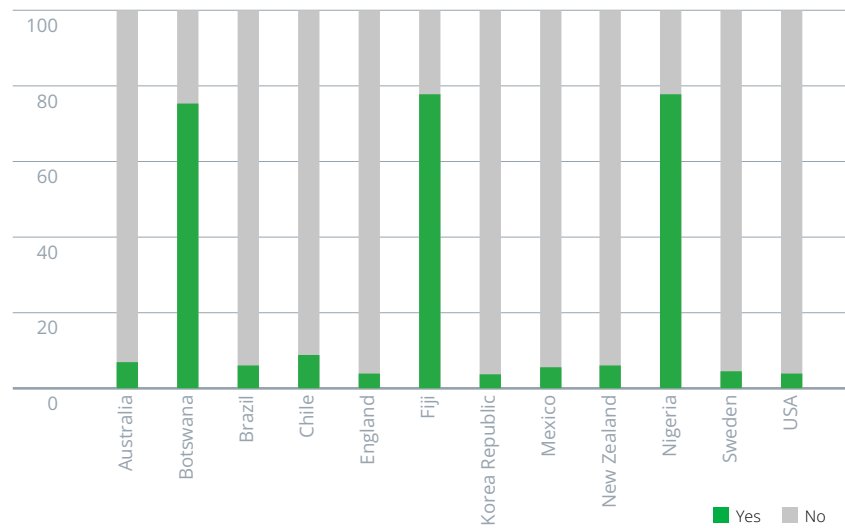
Is your football income greater than your football-related expenses? (%)



Do you currently hold a job in addition to playing football? (%)



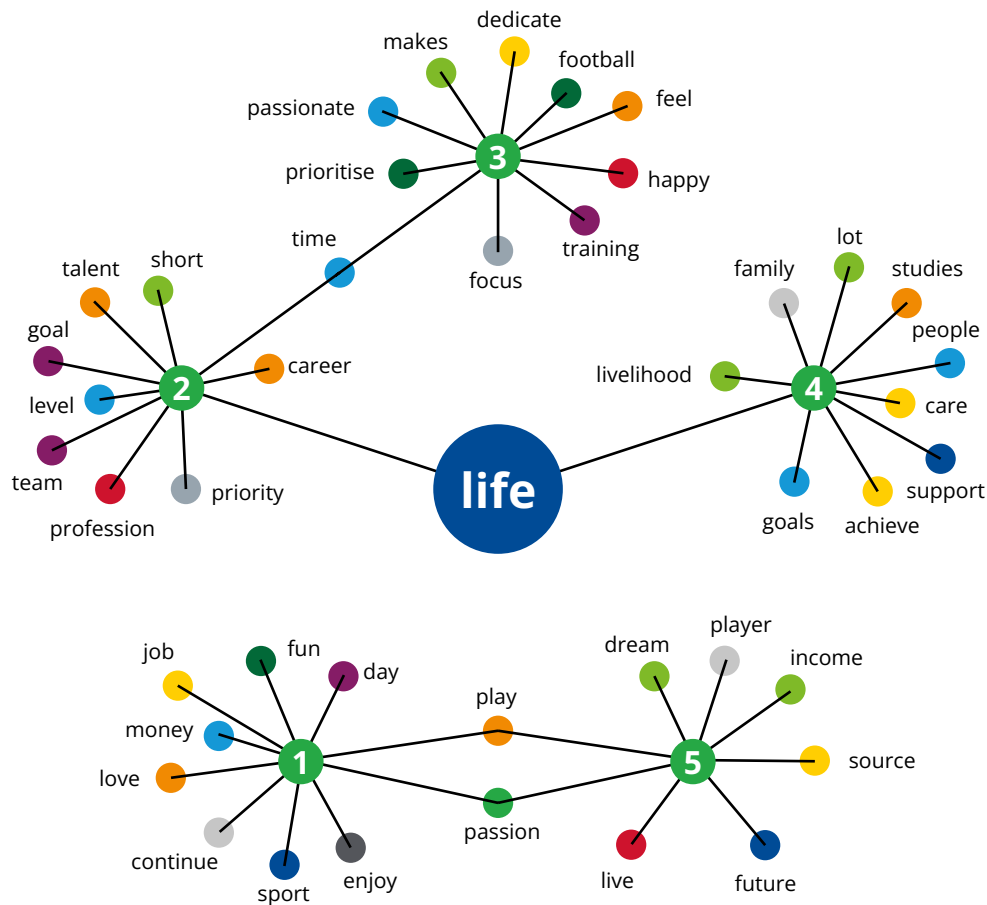
Do you have caring responsibilities? (%)



While the overall analysis provides the global context, the data by country provides insights into the national contexts.

GLOBAL SNAPSHOT

Why do you prioritise football?



77%
 REPORTED PRIORITISING
 FOOTBALL OVER OTHER WORK,
 EDUCATION, FAMILY OR
 OTHER COMMITMENTS.



36%
 CURRENTLY UNDERTAKING
 FORMAL EDUCATION
 OR STUDY.

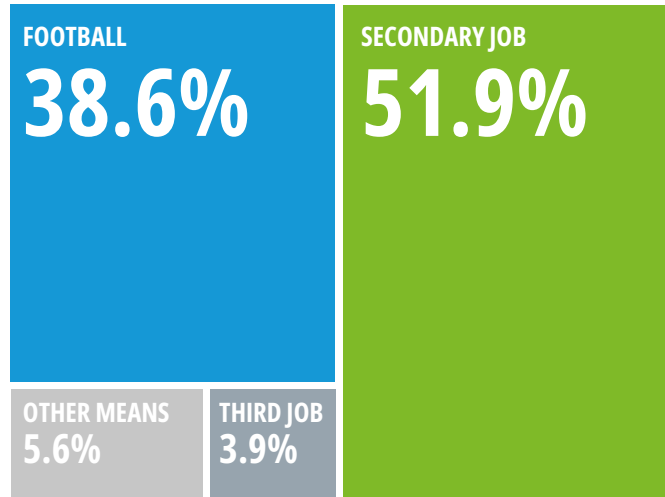


67%
 CURRENTLY EARN A
 SUBSTANTIAL PORTION OF
 THEIR TOTAL ANNUAL INCOME
 FROM PLAYING FOOTBALL.

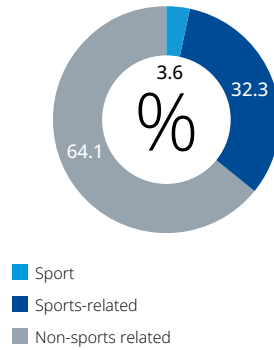
REASONS WHY FOOTBALL WAS PRIORITISED OVER OTHER JOBS, EDUCATION/STUDY, FAMILY/CARING OR OTHER WERE CONNECTED TO FIVE "NODES" OR "THEMES" THAT RELATED TO PEOPLE AND LIVELIHOOD; DREAMS OR GOALS; INCOME; AND SHORT OR LIMITED CAREER LENGTH.

GLOBAL SNAPSHOT

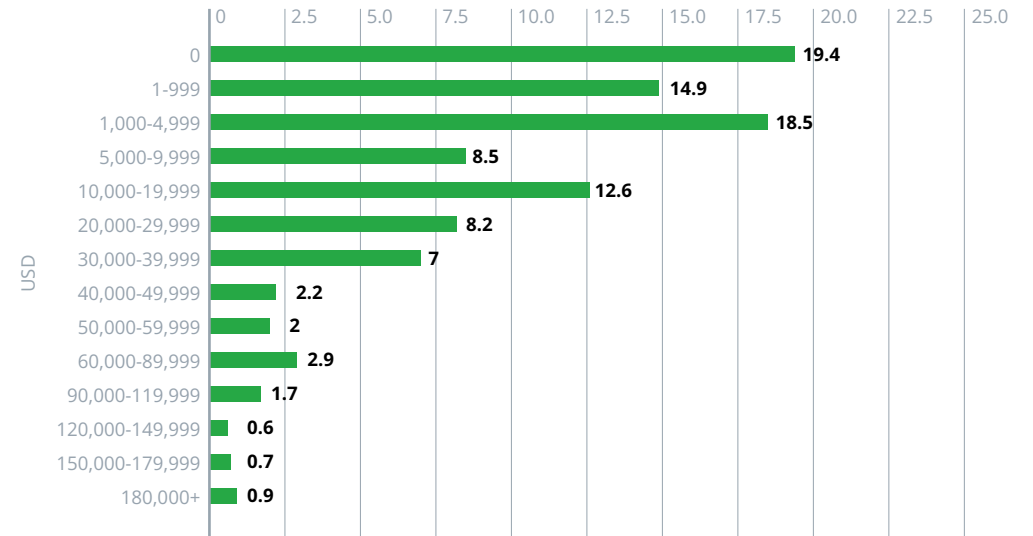
The mean % of income from each source for players working in addition to football.



Which job category does the secondary job currently held fall into?



What is the total annual income you receive for playing football? (%)



38%

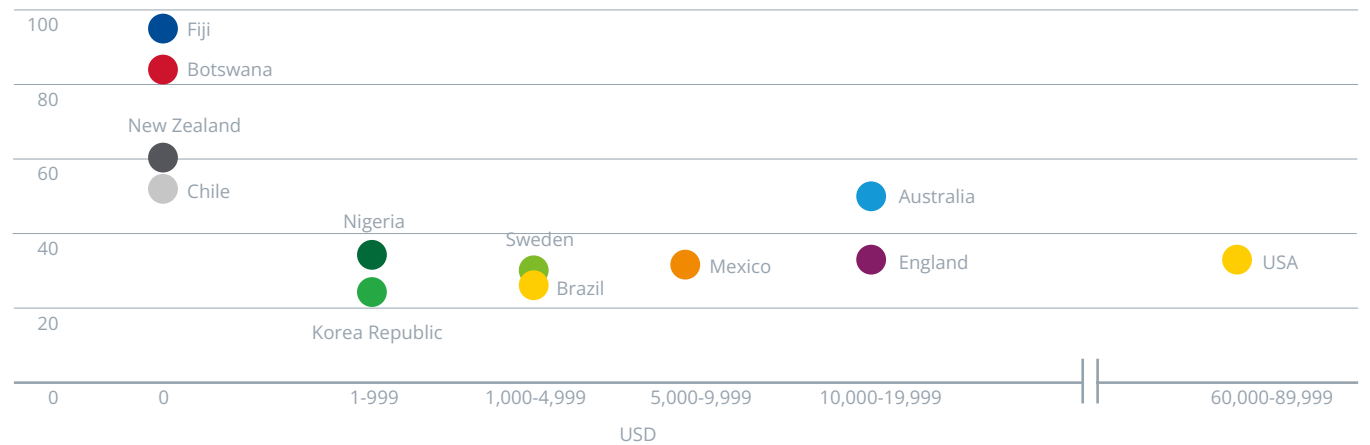
REPORTED HAVING MISSED A FOOTBALL MATCH OR TRAINING SESSION DUE TO ILLNESS IN THE PAST YEAR.



53%

REPORTED HAVING MISSED A FOOTBALL MATCH OR TRAINING SESSION DUE TO INJURY IN THE PAST YEAR.

Annual income from football by country (%)



*Brazil had an equal % of players reporting that they received USD 1,000-4,999 and USD 1-999.



RECOMMENDATIONS

Consider the footballer holistically, bearing in mind all competing football and non-football-related demands and the available financial and non-financial resources that can effectively help players balance their careers and commitments on and off the pitch.



Be aware of and adjust for the workload of MJH and other demands on the footballer. It is also important not to assume that players' well-being will suffer or that they will experience greater stress due to additional demands, as some demands can provide eustress. This means demands should always be considered relative to available resources and support for players.



Support footballers in juggling multiple demands: if football cannot be flexible, greater security is necessary. Stakeholders will benefit from supporting the players, as it can enable a breadth of football talent to access the sport, and eventually focus on a sustainable football career. Secondary jobs bring additional risks to footballers, physically and psychologically, that can be mitigated.



Take a two-pronged approach to football careers in relation to resourcing and management. Be aware that as women's football becomes more professional, there is an impact on the football and non-football careers of current players, depending on their career prioritisation and the degree of MJH. Managing and resourcing MJH according to the local women's football stage of growth can benefit the transition to professionalisation, enabling greater talent retention and contributing to better support for footballers relative to their context.





SNAPSHOT | AFC

AUSTRALIA

STATE OF WOMEN'S FOOTBALL

The professional competition in Australia (A-League Women) was established in 2008-2009 with a ten-game season and eight teams. From the 2023-2024 season, the competition, which runs from October to April, has had a home-and-away format comprising of 22 games with 12 teams and been followed by a finals series.

FOOTBALL AS WORK

Work is governed by a collective bargaining agreement negotiated by the national footballers' union (Professional Footballers' Association), with the current domestic collective bargaining agreement running from 2021 to 2026 and a new international collective bargaining agreement announced for 2023-2027.

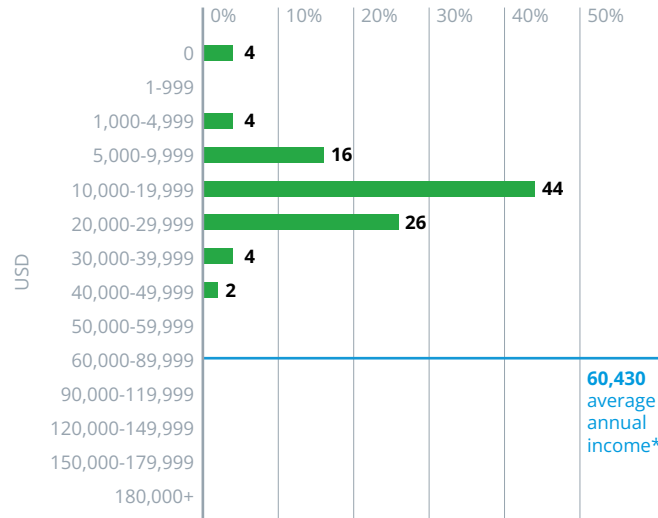
WOMEN IN THE WORKFORCE: CONTEXT WITHIN THE COUNTRY

Women perform 1.83 times more unpaid care work than men (UN Women, 2023), while earning 86.7% of what men do (Workplace Gender Equality Agency, 2022). This gender pay gap also reflects the persistent disadvantage faced by women in terms of retirement savings, income, promotions and board representation, although parental leave is paid for by the state (Lee et al., 2022).

INSIGHTS INTO QUANTITATIVE DATA

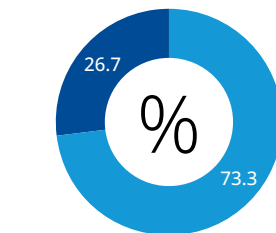
The quantitative insights for Australia are based on the responses of a sample of n = 45 footballers. Mean age = 25 years (range: 17-44 years).

What is the total annual income you receive for playing football? (%)



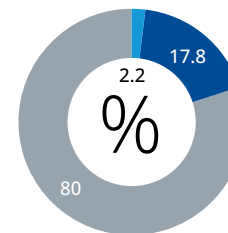
*Source: World Data.

Is your football income greater than your football-related expenses? (%)



■ Yes
■ No

Self-reported football level (%)



■ Amateur
■ Semi-professional
■ Professional

Source: FIFA.



6.7%
had caring responsibilities.

6.7%
had children.

78%
held a job in addition to their football job at the time of responding to the survey.

65%
reported having missed a football match or training session due to injury in the past year.

79%
reported prioritising football over other work, education, family or other commitments.

68%
reported having missed a football match or training session due to illness in the past year.

40%
were undertaking formal education or study.

40%
held casual or intermittent work in their non-football job.



SNAPSHOT | CAF

BOTSWANA

STATE OF WOMEN'S FOOTBALL

Women's football in Botswana is arranged into regional leagues with the winners of each league playing in the Botswana Women's Football Championship sponsored to the amount of BWP 2,430,000 (approx. USD 180,000 as at June 2023) (DTC Botswana, 2021).

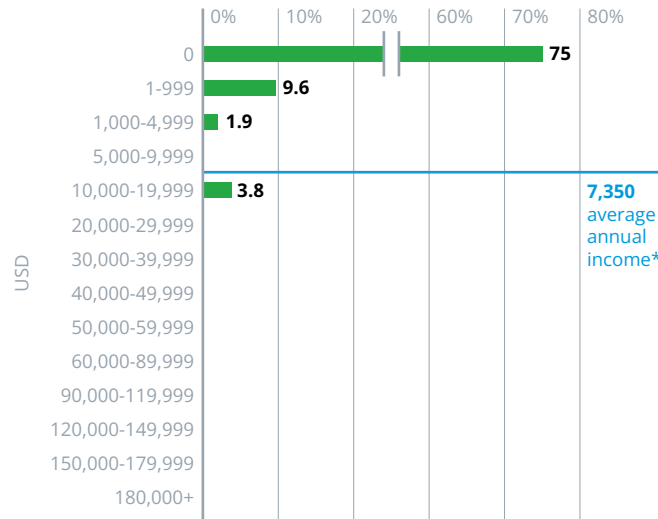
WOMEN IN THE WORKFORCE: CONTEXT WITHIN THE COUNTRY

The Botswana economy has been dominated by resource extraction (Khanie, 2019). Over 10% of women in employment earn an income below the international poverty line, and 69.7% of adult women experience severe food insecurity (UN Women, 2023). Unemployment among women is 21.4%, and the average hourly earnings are 72.5% of what men earn.

INSIGHTS INTO QUANTITATIVE DATA

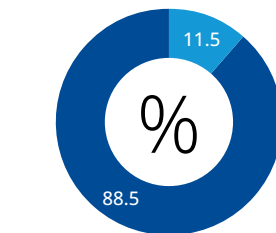
The quantitative insights for Botswana are based on the responses of a sample of n = 52 footballers. Mean age = 28 years (range: 17-43 years).

What is the total annual income you receive for playing football? (%)



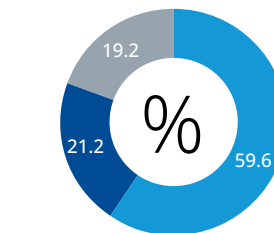
*Source: World Data.

Is your football income greater than your football-related expenses? (%)



■ Yes
■ No

Self-reported football level (%)



■ Amateur
■ Semi-professional
■ Professional

Source: FIFA.



75%
had caring responsibilities.

23%
had children.

44%
held a job in addition to their football job at the time of responding to the survey.

60%
reported having missed a football match or training session due to injury in the past year.

37%
reported prioritising football over other work, education, family or other commitments.

42%
reported having missed a football match or training session due to illness in the past year.

48%
were undertaking formal education or study.



SNAPSHOT | CONMEBOL

BRAZIL

STATE OF WOMEN'S FOOTBALL

The *Campeonato Brasileiro de Futebol Feminino* is an annual women's club tournament in Brazil organised by the Brazilian Football Association. The 16-team competition, in which teams play each other home and away before a play-off series, is underpinned by two lower divisions, the 16-team *Serie A2*, which is split into two groups, and the 32-team *Serie A3*, which has one promotion and relegation.

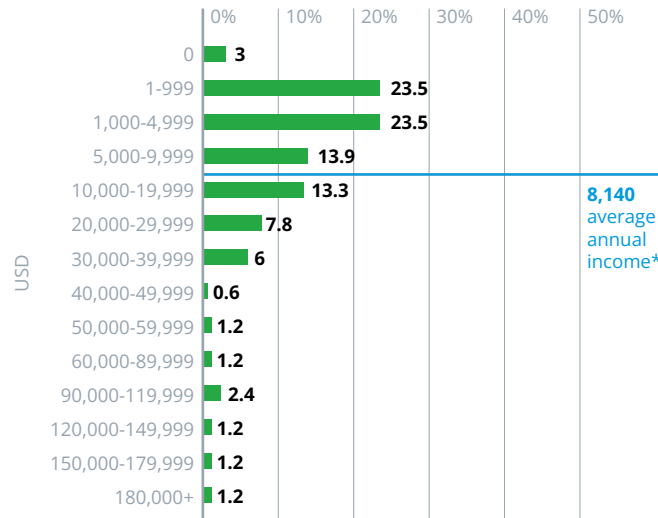
WOMEN IN THE WORKFORCE: CONTEXT WITHIN THE COUNTRY

Brazil has one of the highest gender pay gaps in Latin America, with women paid 30% less than men, and women from minority groups earning half as much as white men (Addu, 2021). Further, women do more than twice as much unpaid care work as men (UN Women, 2023).

INSIGHTS INTO QUANTITATIVE DATA

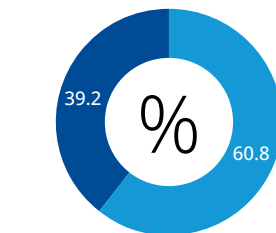
The quantitative insights for Brazil are based on the responses of a sample of n = 171 footballers. Mean age = 26 years (range: 18-50+ years).

What is the total annual income you receive for playing football? (%)



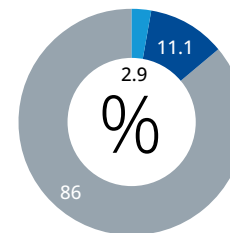
*Source: World Data.

Is your football income greater than your football-related expenses? (%)



Yes
No

Self-reported football level (%)



Amateur
Semi-professional
Professional

Source: FIFA.



5.8%
had caring responsibilities.

1.8%
had children.

5%
held a job in addition to their football job at the time of responding to the survey.

35%
reported having missed a football match or training session due to injury in the past year.

88%
reported prioritising football over other work, education, family or other commitments.

3.5%
reported having missed a football match or training session due to illness in the past year.

34%
were undertaking formal education or study.



SNAPSHOT | CONMEBOL CHILE

STATE OF WOMEN'S FOOTBALL

The national league, the *Campeonato Nacional Fútbol Femenino*, a 16-team competition commenced in 1999 on an amateur basis and became semi-professional in 2008. The game endured despite being under-resourced and became fully professional in 2022 through legislation that required at least half of the footballers at each club to have a paid contract. By 2025, this would apply to all footballers (Carreño Fernandez & Rakwal, 2023). The FIFPRO member unions SIFUP and ANJUFF, as well as the member association and clubs, played a significant role in turning the league fully professional.

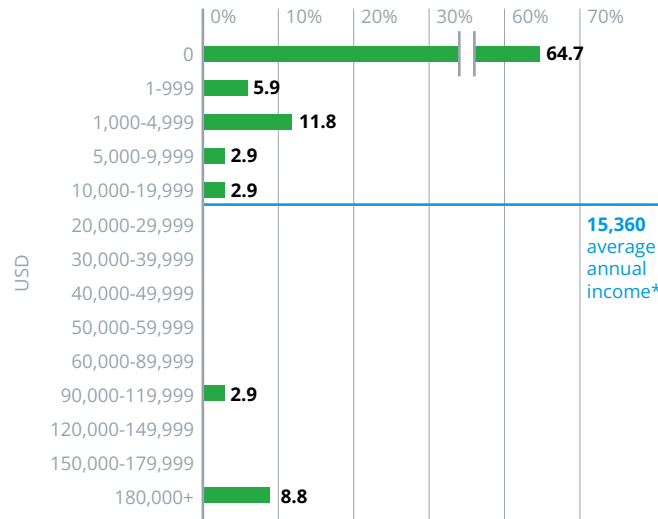
WOMEN IN THE WORKFORCE: CONTEXT WITHIN THE COUNTRY

Chile ranks 47th out of 146 in the Global Gender Gap Index (World Economic Forum, 2022), with a gender wage gap of 12% (OECD, 2021), which is around the OECD average. However, women are spending over a fifth of their time doing unpaid care work, with the informal sector generating over 30% of women's income (UN Women, 2023).

INSIGHTS INTO QUANTITATIVE DATA

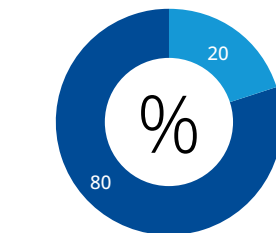
The quantitative insights for Chile are based on the responses of a sample of n = 35 footballers. Mean age = 23 years (range: 17-33 years).

What is the total annual income you receive for playing football? (%)



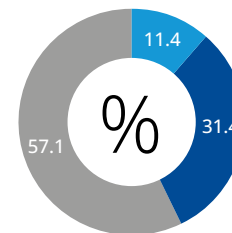
*Source: World Data.

Is your football income greater than your football-related expenses? (%)



■ Yes
■ No

Self-reported football level (%)



■ Amateur
■ Semi-professional
■ Professional

Source: FIFA.



8.6%
had caring responsibilities.

0%
had children.

40%

held a job in addition to their football job at the time of responding to the survey.

55%

reported having missed a football match or training session due to injury in the past year.

55%

reported prioritising football over other work, education, family or other commitments.

30%

reported having missed a football match or training session due to illness in the past year.

60%

were undertaking formal education or study.



SNAPSHOT | UEFA ENGLAND

STATE OF WOMEN'S FOOTBALL

English football has one of the highest-profile leagues in the world, the Women's Super League, which was established in 2010 and has 12 fully professional clubs. It sits at the top of the women's football pyramid, above semi-professional and amateur football, with promotion and relegation. In 2022, the BBC reported that the average salary was GBP 47,000 (USD 58,800 as at June 2023), which is significantly higher than in the other countries (Read, 2022).

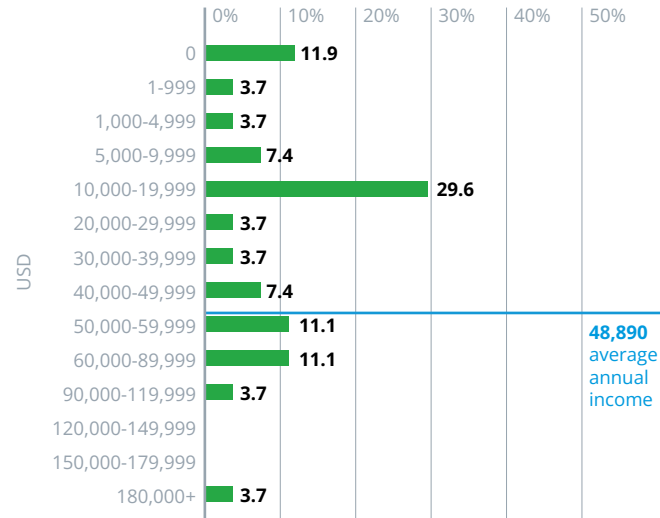
WOMEN IN THE WORKFORCE: CONTEXT WITHIN THE COUNTRY

The gender pay gap was 14.9% in 2022 (Office of National Statistics, 2022). On average, women do 1.81 times the unpaid care work and housework that men do (UN Women, 2023).

INSIGHTS INTO QUANTITATIVE DATA

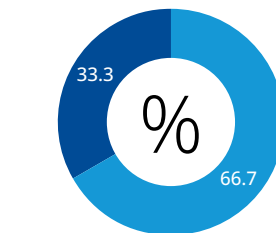
The quantitative insights for England are based on the responses of a sample of n = 27 footballers. Mean age = 26 years (range: 20-33 years).

What is the total annual income you receive for playing football? (%)



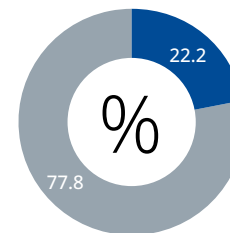
*Source: World Data.

Is your football income greater than your football-related expenses? (%)



■ Yes
■ No

Self-reported football level (%)



■ Amateur
■ Semi-professional
■ Professional

Source: FIFA.



3.7% had caring responsibilities.

7.4% had children.

33%

held a job in addition to their football job at the time of responding to the survey.

67%

reported having missed a football match or training session due to injury in the past year.

93%

reported prioritising football over other work, education, family or other commitments.

44%

reported having missed a football match or training session due to illness in the past year.

37%

were undertaking formal education or study.



SNAPSHOT | OFC FIJI

STATE OF WOMEN'S FOOTBALL

The top division in Fiji for women's football is the Women's Super League, which commenced in 2021 and has a ten-match season, with a competition that currently has six teams and 15 fixtures.

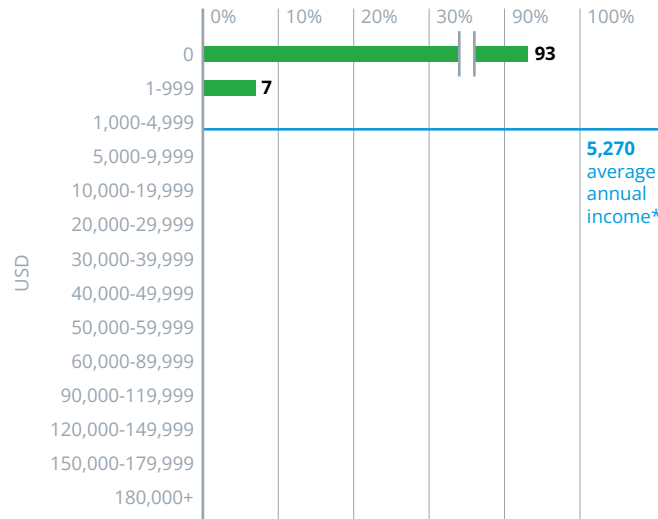
WOMEN IN THE WORKFORCE: CONTEXT WITHIN THE COUNTRY

Women in Fiji have generally been employed in the textile, tourism and hospitality sectors, as well as being increasingly employed for offshored IT work (Market Development Facility, 2020). In addition, 36.9% of women work in the informal sector, and they perform 2.92 times as much unpaid domestic work as men, with a rural gender pay gap of 25% (UN Women, 2023; Asian Development Bank, 2022).

INSIGHTS INTO QUANTITATIVE DATA

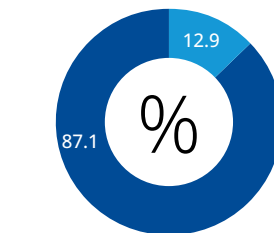
The quantitative insights for Fiji are based on the responses of a sample of n = 31 footballers. Mean age = 27 years (range: 17-41 years).

What is the total annual income you receive for playing football? (%)



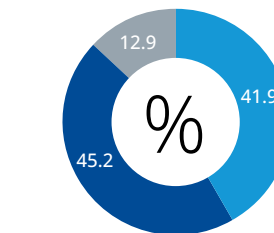
*Source: World Data.

Is your football income greater than your football-related expenses? (%)



■ Yes
■ No

Self-reported football level (%)



■ Amateur
■ Semi-professional
■ Professional

Source: FIFA.



77% had caring responsibilities.

29% had children.

55% held a job in addition to their football job at the time of responding to the survey.

60% reported having missed a football match or training session due to injury in the past year.

15% reported prioritising football over other work, education, family or other commitments.

60% reported having missed a football match or training session due to illness in the past year.

19% were undertaking formal education or study.



SNAPSHOT | AFC

KOREA REPUBLIC

STATE OF WOMEN'S FOOTBALL

The WK League was founded in Korea Republic in 2009 and is a semi-professional top division. Eight teams compete in 21 rounds in a home-and-away format before a play-off series.

FOOTBALL AS WORK

There is a maximum wage, which has been stagnant since 2009, but footballers receive accommodation and food (FIFPRO, 2023).

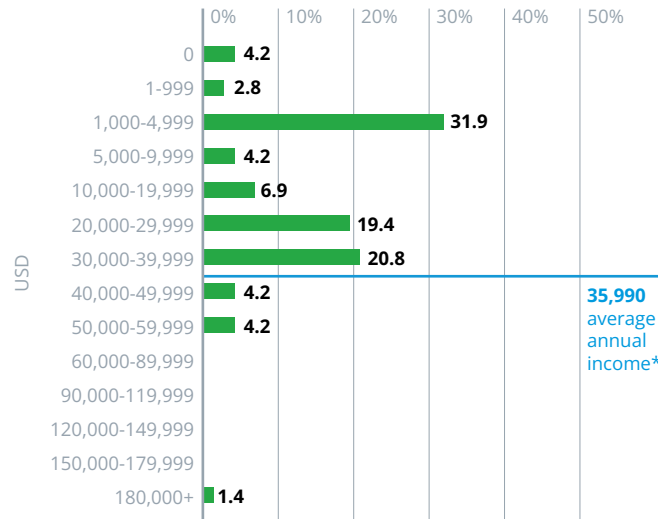
WOMEN IN THE WORKFORCE: CONTEXT WITHIN THE COUNTRY

The World Economic Forum ranked Korea Republic 99th out of 146 in its 2022 Global Gender Gap Report (World Economic Forum, 2022). Women do 3.2 times as much unpaid care work as men, and women earn 70% of what men earn per hour (UN Women, 2023).

INSIGHTS INTO QUANTITATIVE DATA

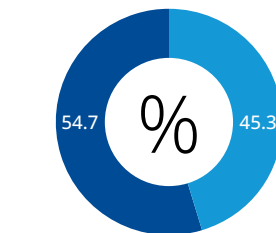
The quantitative insights for Korea Republic are based on the responses of a sample of n = 86 footballers. Mean age = 28 years (range: 21-50+ years).

What is the total annual income you receive for playing football? (%)



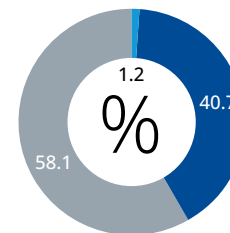
*Source: World Data.

Is your football income greater than your football-related expenses? (%)



■ Yes
■ No

Self-reported football level (%)



■ Amateur
■ Semi-professional
■ Professional

Source: FIFA.



3.5%
had caring responsibilities.

1.2%
had children.

3.5%
held a job in addition to their football job at the time of responding to the survey.

59%
reported having missed a football match or training session due to injury in the past year.

92%
reported prioritising football over other work, education, family or other commitments.

40%
reported having missed a football match or training session due to illness in the past year.

7%
were undertaking formal education or study.



SNAPSHOT | CONCACAF MEXICO

STATE OF WOMEN'S FOOTBALL

The *Liga MX Femenil* was established in Mexico as a national women's league in 2016. The league grew more established in subsequent years, with the second season final attracting over 50,000 spectators (Gomez, 2018). In 2021, non-Mexican-born footballers were allowed to play (two per team), and the league has now grown to 18 clubs.

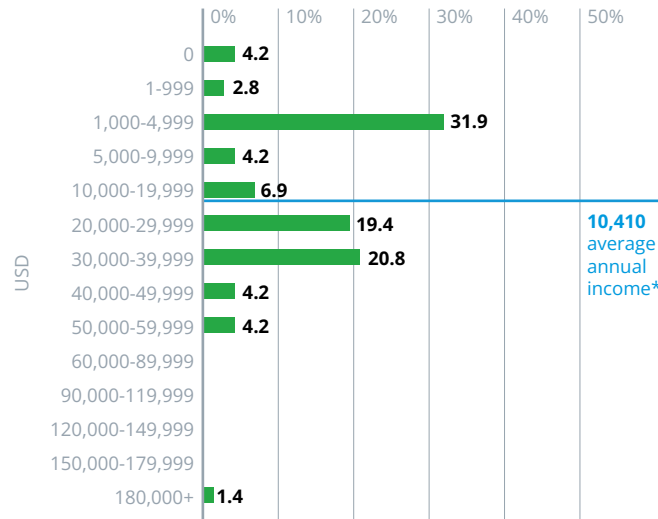
WOMEN IN THE WORKFORCE: CONTEXT WITHIN THE COUNTRY

Women's labour force participation in Mexico is the second lowest in the OECD, with almost 60% of women who work earning their income in the informal sector (Gurría, 2020). Women spend over three times as much time doing unpaid care work as men (UN Women, no date), and the gender wage gap sits at 14%.

INSIGHTS INTO QUANTITATIVE DATA

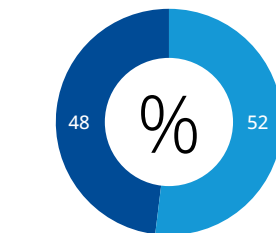
The quantitative insights for Mexico are based on the responses of a sample of n = 75 footballers. Mean age = 26 years (range: 17-38 years).

What is the total annual income you receive for playing football? (%)



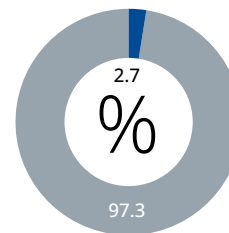
*Source: World Data.

Is your football income greater than your football-related expenses? (%)



■ Yes
■ No

Self-reported football level (%)



■ Amateur
■ Semi-professional
■ Professional

Source: FIFA.



5.3% had caring responsibilities.

1.3% had children.

19% held a job in addition to their football job at the time of responding to the survey.

57% reported having missed a football match or training session due to injury in the past year.

89% reported prioritising football over other work, education, family or other commitments.

34% reported having missed a football match or training session due to illness in the past year.

52% were undertaking formal education or study.



NEW ZEALAND

STATE OF WOMEN'S FOOTBALL

After disruption to women's football in New Zealand due to COVID-19, it recommenced with a league structure, bringing together clubs from different regional federations (New Zealand Football, 2022). Wellington Phoenix play in Australia's A-League Women.

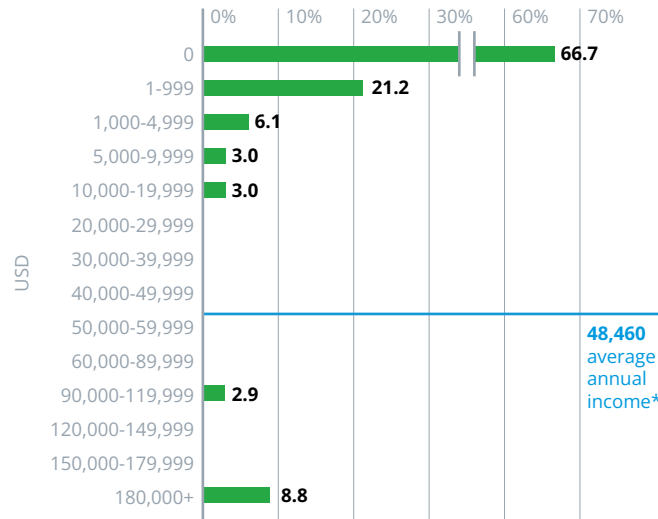
WOMEN IN THE WORKFORCE: CONTEXT WITHIN THE COUNTRY

In New Zealand, the gender pay gap sits at 10%, lower than most countries examined in this report, with women being over-represented in lower-paid industries. However, the pay gap is more pronounced for Māori and other minorities (Employment New Zealand, 2022). Reasons for this include the occupations women take up, the value placed on women's work, and the requirement to combine work and care duties.

INSIGHTS INTO QUANTITATIVE DATA

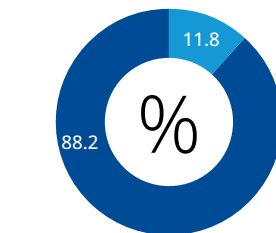
The quantitative insights for New Zealand are based on the responses of a sample of n = 34 footballers. Mean age = 22 years (range: 17-49 years).

What is the total annual income you receive for playing football? (%)



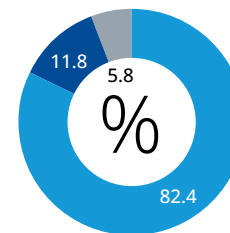
*Source: World Data.

Is your football income greater than your football-related expenses? (%)



■ Yes
■ No

Self-reported football level (%)



■ Amateur
■ Semi-professional
■ Professional

Source: FIFA.



5.9%
had caring responsibilities.

2.9%
had children.

40%

held a job in addition to their football job at the time of responding to the survey.

55%

reported having missed a football match or training session due to injury in the past year.

55%

reported prioritising football over other work, education, family or other commitments.

30%

reported having missed a football match or training session due to illness in the past year.

60%

were undertaking formal education or study.



SNAPSHOT | CAF NIGERIA

STATE OF WOMEN'S FOOTBALL

The NWFL Premiership is the top league in Nigeria. It was rebranded in 2020 (NWFL, 2023), continuing a league structure that has been in place since 1990. The competition culminates in a "Super 6" series, with prize money of NGN 10 million (USD 27,000 as at June 2023) for the winners.

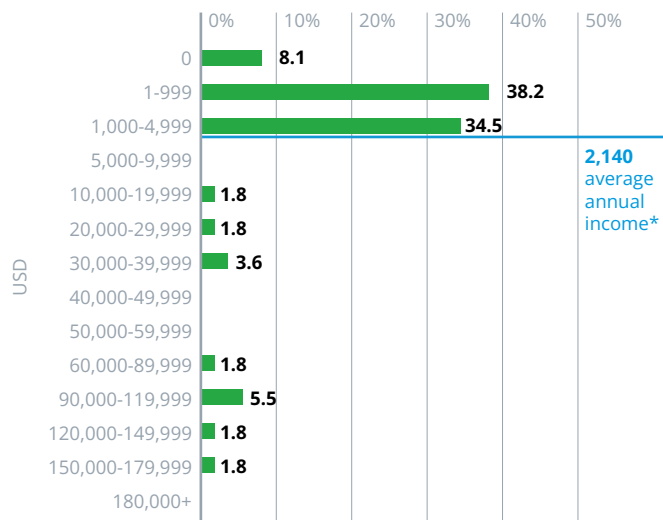
WOMEN IN THE WORKFORCE: CONTEXT WITHIN THE COUNTRY

In Nigeria, Africa's most populous nation, 32.2% of employed women are living below the poverty line. Over 80% of the workforce operate in the informal sector (Adenuga, 2021), and Nigeria ranks 123rd of 146 in the World Economic Forum's Global Gender Gap Index (World Economic Forum, 2022).

INSIGHTS INTO QUANTITATIVE DATA

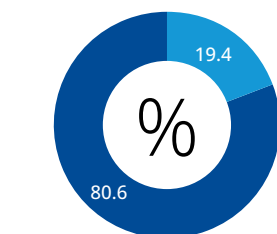
The quantitative insights for Nigeria are based on the responses of a sample of n = 62 footballers. Mean age = 21 years (range: 17-50 years).

What is the total annual income you receive for playing football? (%)



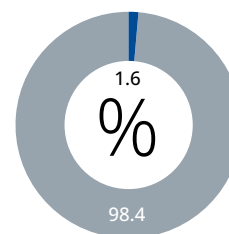
*Source: World Data.

Is your football income greater than your football-related expenses? (%)



■ Yes
■ No

Self-reported football level (%)



■ Amateur
■ Semi-professional
■ Professional

Source: FIFA.



77% had caring responsibilities.

0% had children.

13% held a job in addition to their football job at the time of responding to the survey.

38% reported having missed a football match or training session due to injury in the past year.

89% reported prioritising football over other work, education, family or other commitments.

44% reported having missed a football match or training session due to illness in the past year.

26% were undertaking formal education or study.



SNAPSHOT | UEFA SWEDEN

STATE OF WOMEN'S FOOTBALL

Damallsvenskan is the Swedish first division for women's football (Damallsvenskan.se, 2023). There are 12 clubs, with the season running from March until November. It was the first professional women's league in the world and has a long history, with infrastructure, such as women's football schools, being set up decades ago (Andersson and Barker-Rutchi, 2019).

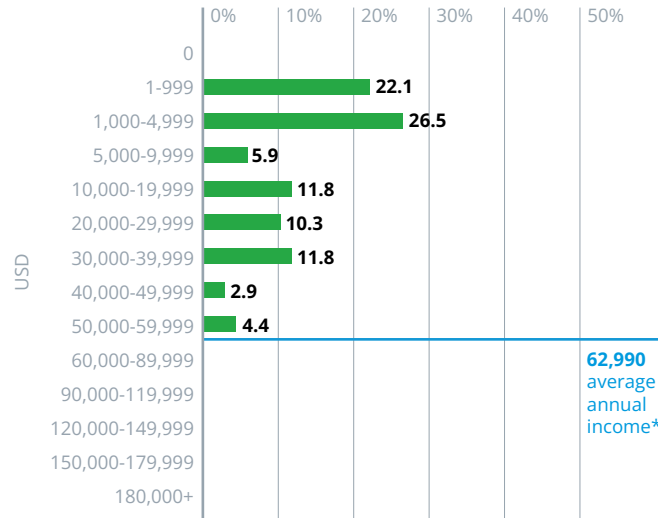
WOMEN IN THE WORKFORCE: CONTEXT WITHIN THE COUNTRY

Sweden is seen as a global leader in gender equality at work, ranking top in the European Union (European Institute for Gender Equality, 2020). It has been proactive in the domains of pay, care and work since the 1970s (Nyberg, 2012), with the OECD charting further balancing of time taken as parental leave between genders (André and Bourrousse, 2017).

INSIGHTS INTO QUANTITATIVE DATA

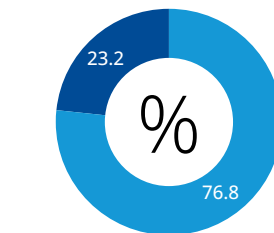
The quantitative insights for Sweden are based on the responses of a sample of n = 70 footballers. Mean age = 25 years (range: 17-38 years).

What is the total annual income you receive for playing football? (%)



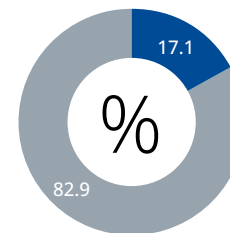
*Source: World Data.

Is your football income greater than your football-related expenses? (%)



■ Yes
■ No

Self-reported football level (%)



■ Amateur
■ Semi-professional
■ Professional

Source: FIFA.



4.3% had caring responsibilities.

2.9% had children.

40%

held a job in addition to their football job at the time of responding to the survey.

67%

reported having missed a football match or training session due to injury in the past year.

86%

reported prioritising football over other work, education, family or other commitments.

69%

reported having missed a football match or training session due to illness in the past year.

47%

were undertaking formal education or study.



SNAPSHOT | CONCACAF USA

STATE OF WOMEN'S FOOTBALL

The top tier of women's football in the USA is the National Women's Soccer League, with the season running from March to November and involving 12 professional clubs (NWSL Soccer, 2023). The sport is also underpinned by a strong infrastructure of college football, which is administered by the National Collegiate Athletics Association (NCAA, 2023).

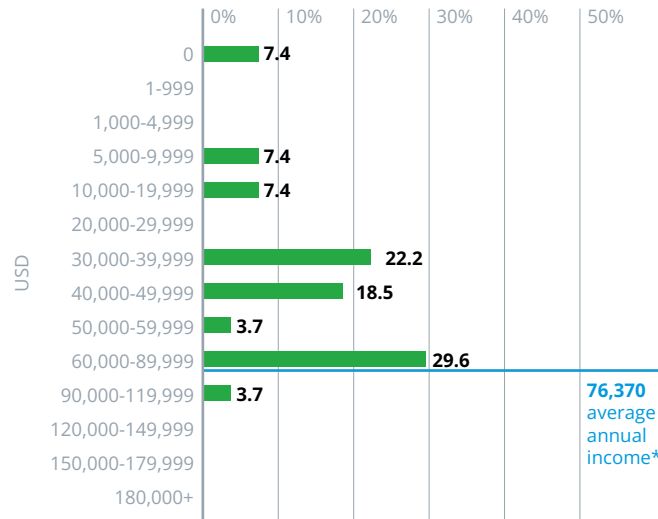
WOMEN IN THE WORKFORCE: CONTEXT WITHIN THE COUNTRY

The US economy is characterised by high income inequality. However, within this, women are paid 83.7% of the amount paid to men, with this difference being greater for Black and Hispanic women (Chun Hoon, 2023). Care work is also disproportionately done by women, at a rate of 1.59 times of that done by men (UN Women, 2023).

INSIGHTS INTO QUANTITATIVE DATA

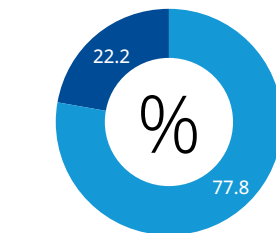
The quantitative insights for the USA are based on the responses of a sample of n = 27 footballers. Mean age = 27 years (range: 22-37 years).

What is the total annual income you receive for playing football? (%)



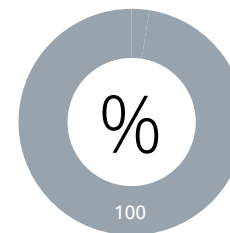
*Source: World Data.

Is your football income greater than your football-related expenses? (%)



■ Yes
■ No

Self-reported football level (%)



■ Amateur
■ Semi-professional
■ Professional

Source: FIFA.



3.7%
had caring responsibilities.

3.7%
had children.

30%

held a job in addition to their football job at the time of responding to the survey.

62%

reported having missed a football match or training session due to injury in the past year.

100%

reported prioritising football over other work, education, family or other commitments.

42%

reported having missed a football match or training session due to illness in the past year.

19%

were undertaking formal education or study.

METHODOLOGY

The study was undertaken between February and March 2023 with ethics approval by the Human Research Ethics Committee at Edith Cowan University. Survey data was anonymised and interview transcripts were stored in an anonymous manner.

The project was co-funded by FIFA and FIFPRO.

The first phase involved a quantitative online survey across 12 countries and six confederations. This provided an understanding of MJH experiences among footballers at global, confederation and national level. The survey, built on validated measures, sought to identify footballers' current experiences, considering job demands and resources, and outcomes, such as well-being, stress and burnout. Demographic information was also collected, including age, ethnicity, gender, and caregiving responsibilities, along with football-specific information such as the status of professionalisation, contract details, football-related income and absence due to illness or injury.

The survey yielded 736 complete responses after cleaning the data. The participating countries were Australia (n = 45), Botswana (n = 52), Brazil (n = 171), Chile (n = 35), England (n = 27), Fiji (n = 31), Korea Republic (n = 86), Mexico (n = 75), New Zealand (n = 34), Nigeria (n = 62), Sweden (n = 70) and the USA (n = 27). Twenty-one additional responses were received from footballers in countries other than the 12 already listed.

Three questions related to the nature of their football job will be explained for clarity.

- Football status was self-reported by players with no official definition provided.
- Similarly, football-related expenses relative to football income was freely reported by players with no definition of "expense".
- Finally, the nature of the football contract refers to domestic (playing in the domestic league or competition), international (playing for a national team), or both.

Qualitative analysis was based on ten interviews from Australia, which lasted from 30 to 55 minutes. Interviews were transcribed and thematically coded.



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