

The Role of Women in Decision Making Areas at Addis
Ababa Football Federation

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GIRUM BAHIRU

Declaration

I here declare that this thesis was the result of my own original work and all sources of materials used for this thesis have been duly acknowledged. This thesis was submitted in partial fulfillment of the requirement of the award of masters of Science in sport science with the specialization of football. I confidentially declare that this thesis has not been submitted by any institutions or university for the award of any academic qualification.

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Abstract

The purpose of this research was to assess the role of women in decision making areas at Addis Ababa football federation. The total sample of the subject consists of 86 from Addis Ababa women's football referees, coaches, players and member of executive committee participants were selected purposively. To conduct this research the investigator both quantitative, qualitative and descriptive survey method were employed. In this line, the researcher used three types of data gathering tools; these are questionnaires, interview and document analysis. And the collected data presented in the form of tabulation and analyzed by deep count and percentage. The result of the study indicates that the extent of women participation in football coaches, referees were very low, and there was no women representative member at the executive committee because there were some variables/challenges which affect the participation of women in decision making areas at Addis Ababa football. The challenges includes sociocultural influence, lack of conducive environment, insufficient community, government non-governmental organization support, physiological factors, inadequate sport equipment, insufficient payment/salary, shortage of capacity building for women, fear of conflict with players, lack of opportunity to be a leader, lack of proper motivation and recognition, and presence of religious factors were the major mention problems. And in order to enhance the participation of women in the decision making areas. The researcher recommends that the stakeholders should use various strategies. Especially prepare special capacity building program from the first level up to the higher level, strengthen supervision and support methods, providing proper motivations and recognition, cover sport facilities and equipment, support women effort, empower women and create conducive environment for women were some mechanism that taken to stakeholders.

Key Words: - Decision making, Coaches, Referee, Executive committee, Women, Gender, Performance, and football

Acronyms/ Abbreviations

A- Agree

D - Disagree

EFE- Ethiopian football federation

FA- football Association

FIFA-federation International de football association

MA- members of association

SA -Strongly Agree

SD - Strongly Disagree

UD -Undecided

WFA (Women's Football Association)

WPS (Women's Professional Soccer)

<u>List of table</u>	<u>page</u>
Table-1-2FIFA women’s executive committee members.....	18
Table 3 FIFA women’s referees.....	19
Table 4-5 FIFA women’s coaches.....	20
Table -6 Total Numbers of coaches in Addis Ababa football federation.....	28
Table- 7 Total Number of referees in Addis Ababa football federation	29
Table- 8 Total number of executive committee members in Addis Ababa football federation...	30
Table -9 The executive committee information.....	30
Table-10 Qualifications and experience of member of executive committee	31
Table -11 The football referees and players information.....	31
Table -12 The football coaches information.....	33
Table - 13 Questions related to the executive committee.....	34
Table -14The extent of different conditions that faced challenges for women’s to be The member of executive committee.....	36
Table-15 Questions related to the football referees.....	38
Table-16 The extent of different conditions that faced challenges for Women’s to be a football referee.....	40
Table-17 Questions related to the football players.....	42
Table-18The extent of different conditions that Faced challenges for women to be football players.....	43
Table -19 Questions related to the football coach.....	45
Table-20 The extent of different conditions that faced challenges for women’s to be a football coach.....	47

Table of Contents

Contents

Pages

Chapter One

1. Introduction

1.1. Background of the study	1-2
1.2. Statement of the study	3
1.3. Basic questions of the study	4
1.4. The objectives of the study	4
1.5. Significance of the study	4-5
1.6. Delimitation of the study	6
1.7. Limitations of the study	6
1.8. Definition of the operational terms	6
1.9. Organization of the study	7

Chapter Two

2. Review of related literatures

2.1. Historical background of women football.....	8-13
2.2. FIFA and Women's Football	13-16
2.2. Women's football development	16-17
2.3. Role of women's on FIFA.....	17-20
2.4. Barriers to women and girls' participation in sport.....	20-25

Chapter Three

3. Research Methodology

3.1 Research design.....	26
3.2. Research method	26
3.3. Sample and sampling techniques	26
3.4. Source of data.....	26
3.5. Tools of data collection	27
3.6. Procedures of data collection.....	27
3.7. Methods of data analysis	28
3.8. Ethical considerations	28

Chapter Four

4. Result and Discussion

4.1.	Total population of Addis Ababa football federation coaches, referees, and members of executive committee	29-30
4.2.	Participants information	30-33
4.3.	Result and discussion on the response of executive committee.....	34-38
4.4.	Result and discussion on the response of coaches.....	38-42
4.5.	Result and discussion on response of the referees.....	42-46
4.6.	Result and discussion on the response of players	46-49
4.7.	Result and discussion on the A.A football federation official.....	50-51

Chapter Five

5. Summary, conclusion and recommendation

5.1	summary.....	52-53
5.2	conclusion.....	54
5.3	recommendation.....	55-56
	Bibliography.....	57-58

Annex

CHAPTER ONE

1. INTRODUCTION

1.1. Background of the study

According to the FIFA member association 2014 yearly report, the role of women in society has evolved dramatically in recent years. We now have the responsibility to help the world of sport evolve for women, as women constitute 50% of society. The FIFA Member Associations are in the front line in facilitating the growth of women's football in their countries by establishing grassroots projects, creating women's leagues and educating everyone involved in the federations. A document prepared by FIFA describes the participation of women in football has increased and women's football development is in the right track with speedy momentum (FIFA, 2010). This notion might be true for countries that have good national strategic plan for the development of women's football at different level and implementation capacity. Despite all these efforts by FIFA and continental football federations for women's football development, it has tremendous challenges in many countries, especially in countries like Ethiopia. Still, women's football has so far remained largely an amateur sport. According to FIFA, "football for young women's in many parts of the world is often considered a solely recreational activity [owing to] cultural barriers, social norms and the lack of any financial hope for a future in the game" (FIFA, 2003). One of the challenges is the culture of sport. Williams (2002), for instance, described that the cultures of sport in Britain have been distinctively male, rooted in masculine values and patriarchal exclusiveness and is irrevocably linked to notions of masculinity. It is still widely regarded as a 'man's game' in which women are still seen as marginal, both as spectators and as players. The idea that women cannot and should not be actively involved in football is still widespread and gendered attitudes are still prevalent, although it has been consistently challenged now by the game's governing body in England. This gender stereotyping is also seen in Scotland. Macbeth (2008), in her study "attitudes towards women's football in society". Mentioned that women's football in Scotland has developed in the context of a society which has celebrated football as a predominantly working –class male preserve. The gendered nature of sport, particularly football, in Scotland has had a significant impact on the development of the women's game, and on historical and contemporary attitudes towards women's participation in football, and has resulted in women footballers being marginalized within this popular cultural

sphere. The report of House of Commons: Culture, Media and Sport Committee (2006) put that, despite the tremendous growth of the women's football in recent years, the expansion of the women's football, however, is being hindered by various barriers, many of which are rooted in cultural attitudes. It also mentioned that public awareness of the women's football and media coverage is still limited. But, the major obstacles, which were cited, to further expansion of women's football include the lack of a clear pathway for women's to play their role on football through primary school to secondary school and beyond, variable quality of coaches, not all of whom understand the distinct needs of women and women's in training and developing skills, an ailing league structure at semi-professional level, and lack of access both to pitches of acceptable quality and to suitable facilities.

As a result of this, now a day FIFA designed different programs for women to enhance the participation in decision making areas. One of FIFA's missions is to promote the development of women's football, support women's football financially and give women players, coaches, referees and officials the opportunity to become actively involved in football. FIFA is helping to popularize the game by increasing public awareness and conducting information campaigns as well as overcoming social and cultural obstacles for women with the ultimate aim of improving women's standing in society. Football has deep roots in the countries of the Horn of Africa –Djibouti, Eritrea, Ethiopia, Kenya, Somalia and Sudan. Ethiopia and Sudan were founding members of the confederation of Africa football. While neither the men's nor women's national teams in any of the countries of the Horn are highly ranked internationally, football remains extremely popular throughout the region. And more and more women are playing football whether in organized leagues, school tournaments, informal games, or grassroots programs (Saavedra, 2010).

In coming to third world countries like Africa FIFA showed the less perform of women in decision making areas like football coach, referees, commissioners and members of executive committee. Like-wise the problem is high in our country, as the same time in Addis Ababa as learnt from experience. The prospect of women in decision making roles is very low. For the future Ethiopia football federation should be helping the women football to popularize the game by increasing public awareness and conducting information campaigns as well as overcoming social and cultural obstacles for women with the ultimate aim of improving women's standing in society. As the same time, it should practice in Addis Ababa football. In order to investigate the

status, challenges and prospects of women's decision making roles (referees, coaches, commissioners and members of executive committee) at Addis Ababa football, the researcher was prepared the following questions.

1. To what extent women play in decision making roles (football coaches, referees and executive committee) in Addis Ababa football?
2. What are the major challenges facing women in participating in the decision making position at Addis Ababa Football?
3. What are the roles of football federation in encouraging women to participate in Addis Ababa coaches, referees, executive committee members and official?
4. What are the measures that taken by stakeholders to enhance the participation of women in decision making position?

1.2. Statement of the study

Football is a sport for all which transcends social, cultural and religious divides. However, women's football is still fighting hard for gender equality around the world. In some countries, playing for a women's team can even be a genuinely risky business in environments that are fraught with almost unimaginable difficulties fuelled by deep-rooted prejudice. There are still strong cultural barriers that discourage women and girls from being involved in football coach, referee, and as a decision making area. The fight against discrimination is a long-term project that has to start at grassroots level, for example in schools and among families. If equality is real and normal in those environments, then it will remain so for the rest of a person's life. Hopefully then one day people will be able to stop talking about the battle for equality. FIFA's Task Force against Racism and Discrimination is just one way in which FIFA tries to address the underlying issues of gender inequality Mastuska(2006).

These challenges include socioeconomic factors, religious, a severe lack of youth capacity building programs and unequal opportunities to be a football coach, referee and a member of executive committee, inadequate resource and facilities for women, and societal pressure directing young women away from sports and towards marriage and school. So as to assess the role of women in decision making areas at Addis Ababa football federation and to indicate the possible solution for stakeholders that used to increase the roles of women in decision making in Addis Ababa football federation, this study is drawn.

1.3. Basic research questions

The major research questions were:

1. To what extent women play a role in decision making (football coaches, referees and executive committee) in Addis Ababa football?
2. What are the major challenges facing women in playing a role in the decision making position at Addis Ababa Football?
3. What are the roles of football federation in encouraging women to participate in Addis Ababa coaches, referees, executive committee members and officials?
4. What are the measures taken by stakeholders to enhance the participation of women in decision making positions?

1.4. General objective

The general objective of this study was to assess the role of women in decision making in Addis Ababa football federation.

1.4.1. Specific objectives

The specific objectives were

1. To examine the ratio of women's roles in decision making areas like football coaches, referees and executive committee in Addis Ababa football.
2. To assess the major challenges that women face in participating in the decision making position at Addis Ababa Football.
3. Find out the roles of football federation in encouraging women to participate in Addis Ababa coaches, referees, executive committee members and officials.
4. To investigate various mechanisms that are taken to enhance the participation of women in decision making positions.

1.5. Significance of the study

Women's football is crippled by many problems. Its development, not only in Addis Ababa but also in other parts of Ethiopia, is hindered by various factors like multiple roles of women, culture, gender stereotype and attitudes of themselves and society and other factors. As we know Ethiopia was the founding member of the confederation of Africa football and one of the pioneer countries to introduce football sport to their countries. But, its current women football development is not satisfactory; especially in decision making roles like football coaches,

referees, as executive committee members and officials are less in number. The level of football development differs greatly from region to region in terms of quantity, quality and needs. Bearing this in mind, FIFA and its member association's work closely with the six confederations, worldwide experts, international sports organizations, local governments, the media and the private sector to improve the women's game globally and to ensure that girls are given more opportunities locally to join decision making role in football. The ongoing development and participation of women in decision making in football have been significantly adding value to football worldwide and improve the quality of the game. So involving women in key positions like football referee, coach and administrative area will have a great benefit for Addis Ababa as well as Ethiopian football development. There for, this study should be conducted to find out the status, problems/challenges and to suggest possible solution for its problems. There for, after completed this study had the following significance, these are:

- Increase the number of women's football coaches, referee, and executive committee; on Addis Ababa football through giving various courses, seminars and other capacity building activities;
- Give proper recognitions for stakeholder about the benefit of women's participation on decision making position for the development of Ethiopia football;
- Create equal opportunity to women while participate in football coach, referee, executive committee member and officials through affirmatives action ;
- Indicate the major challenges for any stakeholder that women faced in participating in decision making at Addis Ababa football, as coaches, referees and members of executive committee;
- Encourage and enhance the role of women participation on Addis Ababa administrative football federation by educating, empowering, motivating;
- Provide scientific methods and studies on the development of women's football coaches, referee, managerial position;
- To increase the proportion of women football referee, coaches, executive committee and leader at the national and international level;
- Inspire women in participating football member association;
- Promote the development of women football and committed to creating opportunity for female to be football coaches, referees, members of executive committee and officials;

- It uses as a reference paper for other related research work, and etc

1.6. Delimitation of the study

In Addis Ababa city administration, there are found about 21 sport federations. For example; football, athletics, handball, volleyball, basketball and swimming are few example of sport federation. Among these sport federation, the researcher will focus only the status, challenges and prospects of women's participation in decision making roles at Addis Ababa football federation, specifically women's football coach, referee, executive committee member and officials. Thus, the study will not concern the regional and or Ethiopia football federation as well as the investigator not concerns the participation of men in football.

1.7. Limitation of the study

Research is defined as the process and systematic ways of finding problems through scientific procedures/process for various purposes (Wikipedia). In order to conduct valid and reliable research paper, it needs pay scarification in terms of time, finance, cost of reference materials and other data resource. By considering this, the limitations of this study were various such as work load (time constraint), reference materials, lack of organized resource and financial constraint are the major limitations, the researcher faced when the time of conducting the research paper.

1.8. Definition of operational terms

- **Coach:** a person who provides organized assistance to an individual or a group of athletes in order to help them develop and improve (John.et.al:2008).
- **Decision making:-**is the act or process of deciding something especially with a group of people.(Merriam Webster.com)
- **Executive committee** is an organizational cabinet of executives accountable for collective executivedecisions and assignments. (Wikipedia)
- **Football**is a game in which two opposing teams of 11 players each defend goals at opposite ends of a field having goal posts at each end, with points being scored chiefly by carrying the ball across the opponent's goal line and by place-kicking or drop-kicking the ball over the crossbar between the opponent's goal ...(Dictionary.com)
- **Gender:** is the range of characteristics pertaining to and differentiating between masculinity and femininity..(Wikipedia)

- **Performance:** an observable behavior of athletes in training and competition (John.et.al:2008).
- **Referee** is the person responsible for enforcing the laws of the game during the course of a match. (Association football)
- **Sport federation:** is a union of sports associations governed by the law of 190.(Wikipedia)
- **Women:** - is a female human being usually reserved for an adult and with the term girl being for a female child or adolescent.(Wikipedia)

1.9. Organization of the research paper

The research paper starts with an introductory part. It consists of the background of the study, statement of the study, research questions, and objectives of the study, significant of the study, limitation of the study, scope of the study, definition of operational terms and the organization of the study. The second chapter was focus only about review literature. The third chapter comprises methodology of the study. Result, decisions and interpretation are put in chapter four. And the last chapter comprises summary, conclusion and recommendation, list of literature reference are included the final chapter. Questionnaires are also annexed at the end of the paper.

CHAPTER TWO

2. LITERATURE REVIEW

2.1 Historical background of women football

Football game is often considered a male –dominated sport in terms of both participation and support. This is partly due to the masculine imagine of sports generally and soccer in particular. Female participation however, has existed nearly as long as soccer itself as noted by Murray (1996), Williams (2002) and FIFA (2003). Although the English soccer Association (FA) banned women from playing at all grounds and it controlled until 1970 women’s soccer leagues were formed in Italy and Germany in the 1930s and the first women’s national team was created in 1950 by Italy. In the subsequent 30 years numerous countries particularly in northern Europe followed the Italian lead by forming their own amateur domestic leagues and international teams. Formal international competitions were begun in Europe in the early 1980s. In 1991 FIFA held the first women’s World Cup (nearly 60 years after the first men’s World Cup) followed by the first Olympic competition in 1996 (Matheson and Congdon-Hohman,(2011).

The popular success of the 1999 women’s World Cup led to the formation in 2001 of the Women’s United Soccer Association (WUSA) in the U.S. the first fully professional women’s soccer league in the world. The WUSA collapsed after only three years in September 2003 (ironically during the U.S. –hosted World Cup tournament) due to a shortfall in sponsorship revenue and insufficient revenues from other core areas of the business. However, other professional women’s teams have followed in the footsteps of WUSA. The Union of Europe football Association (UEFA), the governing body for soccer in Europe, has sponsored a continent –wide women’s club championship since 2001 -01 and in 2009 -10 rebranded the competition as the UEFA Women’s Championship League which attracted 54 clubs from 46 nations in 2011 -12. The clubs participating in this event range from fully amateur to professional. Women’s Professional Soccer (WPS) resurrected professional women’s soccer in the United States in 2009 and has attracted averages attendances in the range of 3,500 to 4,500 per game with peak matches seeing as many as 15,000 hans (Matheson and Congdon –Hohman, 2011). FIFA in the year 2011 announced that 29 million of women and women’s play football worldwide in one way or another. Twelve percent (121%) of youth players nowadays are female. It is registered that today 134 women’s team have a FIFAS ranking and the number of teams for the FIFA WWC Canada 2015 has increased to 24 (FIFA, 2011).

A brief history of women football

1895: The first women's football match. North beat South 7-1.

1920: The first women's international game. Preston-based Dick Kerr's Ladies beat a French XI 2-0. Attendance: 25,000.

1920: The biggest crowd to date for a women's game. On Boxing Day, 53,000 watch Dick Kerr's Ladies beat St Helen's Ladies 4-0.

1921: The FA bans women from playing on Football League grounds. "...the game of football is quite unsuitable for females and ought not to be encouraged."

1969: The Women's Football Association (WFA) is formed with 44 member clubs.

1971: The FA Council lifts the ban which forbade women playing on the grounds of affiliated clubs.

1971: In the first WFA Cup Final, Southampton beat Stewarton and Thistle 4-1.

1972: The first official women's international in Britain is played at Greenock. England beat Scotland 3-2.

1983: The FA invites The WFA to affiliate on the same basis as County Football Associations.

1991: The WFA launches a national league, which kicks-off with 24 clubs.

1993: The FA establishes a Women's Football Committee and the post of Women's Football Co-ordinator.

1993: The WFA National Cup competition is brought under the control of The FA and becomes The Women's FA Challenge Cup. 137 teams enter.

1994: The FA takes on the administration of the Women's National League and League Cup competition. The league becomes The FA Women's Premier League (FAWPL).

1997: The FA outlines its plans to develop the women's game from grassroots to elite level.

1998: The first 20 Centers of Excellence for girls are established. Sponsors are gained to both the League and Cup competitions.

1998: Hope Powell is appointed as the first full-time coach for the England women's international sides.

1999: The USA hosts the FIFA Women's World Cup which sees sell out stadia and over 90,000 at the Final.

2002: The FA announces that football has become the top participation sport for girls and women in the England – three years ahead of schedule.

2005: The 2005 UEFA Women's Championship is played in England. The opening match attracts an unprecedented 29,092 spectators, with a further 2.9m people watching live on BBC Two, while the tournament overall entertains 115,816 fans in 15 matches. England go out in the group stages.

2006: After a 12-year gap, England qualifies for the FIFA Women's World Cup, to be played in China.

2007: Arsenal becomes the first British side to win Europe's top club prize, the UEFA Women's Cup. England U19s secure their place at the U20s FIFA Women's World Cup in Chile.

England senior team travels to China for the FIFA Women's World Cup, and reach the quarter finals, losing to the USA.

2008: Everton cause a huge surprise as they beat Arsenal 1-0 in The FA Premier League Cup Final, the Gunners' first defeat in more than 50 games. However, Arsenal go on to secure their fifth straight Premier League and complete the double, winning The FA Women's Cup, in front of a record 24,582 crowd at Nottingham Forest FC.

England U17s compete in the first FIFA Women's U17s World Cup, held in New Zealand. They reach the semi-finals, losing out narrowly to North Korea.

England U20s compete in the U20s FIFA Women's U20s World Cup in Chile and reach the quarter finals, losing out to USA.

England's Senior Team qualifies for the UEFA Euro 2009 Finals, to be played in Finland in 2009.

2009: Arsenal achieve triple success, winning The FA Women's Premier League Cup Final 5-0 against Doncaster Rovers Belles, The FA Women's Cup, edging Sunderland 2-1 before a crowd of 23,291 at Pride Park and their sixth successive Premier League crown.

England senior team wins the Cyprus Cup, beating Canada in the final to win their first international trophy.

The England senior team reaches the UEFA Championship Final for the first time in 25 years, losing out to Germany in Finland, while the U19s won their UEFA Championship in Belarus.

2010: Arsenal were Premier League champions again but Leeds Carnegie won the Premier League Cup and Everton won The FA Women's Cup.

England's U19s under Mo Marley reached the UEFA Championship Final once again, this time losing narrowly to France in Macedonia.

It was announced that the new 'Women's Super League' would start in the following spring. 2011: The FA Women's Super League (FA WSL), an innovative eight-team summer competition, was launched in April. Arsenal beat Chelsea 1-0 in the inaugural match at Tooting and went on to lift the title. They also won the WSL Cup, the 'Continental Cup', to add to their FA Women's Cup success.

The England Women's team reached the quarter final stage of the FIFA World Cup in Germany before going out to France on penalties.

2012: The popularity of women's football in England was escalated by the success of Team GB Women who reached the quarter finals of the London Olympics.

Arsenal retained their FA WSL title, Birmingham won The FA Women's Cup for the first time and the England senior team qualified unbeaten for Euro 2013.

It was announced in March that England would stage the 2013-14 UEFA European Women's U17 Championship Finals.

2013: England won the Cyprus Cup for the second time but failed to make it beyond the group stage at the European Championship Finals.

After 15 years and 162 matches as England head coach, Hope Powell left The FA. Bristol Academy manager Mark Sampson was appointed as the new England boss with former Three Lions striker Marieanne Spacey as assistant. The FA celebrated 150 years of running football and also marked 20 years of supporting the women's game. Liverpool won The FA WSL title and Arsenal lifted The FA Women's Cup.

The FA, Sport England, The Premier League and The Football League Trust launched their first joint national participation program for girls' football. 2014: England Women played their first match at the new Wembley Stadium, attracting a record crowd of 45,619 for their match against Germany.

- Fara Williams set a new England appearance record when she helped the Lionesses defeat Sweden 4-0 in Hartlepool on her record-breaking 130th cap.
- Arsenal won The FA Women's Cup again and Liverpool retained their FA WSL title on goal difference, on an exciting final day of the season.
- 2015: England won bronze at the FIFA Women's World Cup in Canada and inspired an army of Young Lionesses to take up the game.

- SSE were announced as the new sponsor of the re-named Women's FA Cup and The Final was played at Wembley Stadium for the very first time. A record Final crowd of 30,710 watched Chelsea edge Notts County 1-0.
- The Blues went on to win FA WSL 1 and in doing so clinched a historic double.
- 2016: England captain Steph Houghton and most-capped player Fara Williams were awarded MBEs in the New Year's Honours List.

2.1.1 Women's Football in Africa

As was the case in the United States until very recently, women's football in Africa is a very small enterprise compared to men's football. There is virtually no organized women's football in the high school or semi-professional club level. Yet in spite of this disadvantage in the last Women's World Cup tournament in 1999, hosted by the United States, the African countries of Ghana and Nigeria represented two of the 16 national teams that made it to the final round of the Women's World Cup. While Ghana was eliminated in the first phase of the tournament, Nigeria made it to the quarter-final round and narrowly missed defeating Brazil and moving into the semi-finals where they would have met the United States, the eventual world champions. For more information on women's soccer in Africa and around the world visit: Ethiopia women's national football team

2.1.2 Women's football in Ethiopia

The Ethiopia women national football team is the national women football team of Ethiopia and has been overseen by the Ethiopian Football Federation. As of June 2017, they are ranked 97th in the world.¹ They are popularly known as Lucy and Dinkesh in reference to the Australopithecus fossil. The Ethiopian national team made its debut in September 2002 in the 2002 African Championship's qualifiers, beating Uganda to progress to the final tournament, where it ended last in its group, only grasping a tie with Mali. It subsequently played the 2003 All-Africa Games, losing all three games. In 2004 they again qualified for the African Championship, where they made it to the semifinals after beating South Africa and drawing with Zimbabwe. After being knocked out by Nigeria, they lost the bronze to Ghana on penalties. As of 2013 it remains Ethiopia's best performance in the competition. Ethiopia withdrew from the 2006 African Championship, and it didn't take part in the 2008 edition either. However it did take part in the 2007 All-Africa Games, losing its two games. In its return to the African Championship in

2010 it was defeated in the qualifiers by Tanzania. On the other hand, in the 2012 Summer Olympics qualifiers Ethiopia made it to the final round after knocking out Congo DR and Ghana, ultimately losing an spot in the Olympics to South Africa. In 2012 the team qualified for the African Championship 8 years later, settling the score with Tanzania. It didn't manage to score; only grasping a draw with Cameroon.

Early years

Football in Ethiopia came under the control of the Ethiopian Football Federation (EFF) when that organization was founded in 1943. The EFF affiliated to FIFA in 1953 and to the Confederation of African Football in 1957. League football was in existence before the formation of the EFF with regional leagues contested during the 1938/39 and 1939/40 seasons in the provinces of Eritrea, [Harar](#), Amhara, Scioa and Galla-Sidamo as part of the Italian occupation.

The first recognized version of the Ethiopian Premier League was contested in 1944 when five teams representing the various communities of Addis Ababa competed for a title won by the British Military Mission-BMME. The Ethiopian Cup was added the following year and has been contested regularly since (albeit with some gaps, notably in the 1960s).

Contemporary football

The league has been an annual competition since 1948 with Saint George FC emerging as the country's leading club with 24 titles. Ethiopia was suspended by FIFA in 2008 after the Federal Parliamentary Assembly sacked Ashebir Woldegiorgis from his position as EFF President and replaced him with their candidate Ahmed Yasin. As a result, FIFA, who oppose government interference in football, suspended the country in July 2008. The suspension was lifted in July 2009 following the election of new EFF leaders.

2.2. FIFA AND WOMEN'S FOOTBALL

Women have been playing the beautiful game for much longer than most people think. The first FIFA recognized "A" women's international match took place in 1971, but of course women had been playing football for a long time before then. Women began kicking the ball around as far back as the 19th century, at around the time the world's oldest national body, The Football Association, was being founded in England. The popularity of the women's game experienced an upsurge in England and France during the First World War, when men went to war and traditional gender roles no longer applied. In 1920, more than 50,000 spectators crowded into

Goodson Park, Liverpool to watch Dick, Kerr's Ladies F.C., England's unofficial women's side – a team from a munitions factory in Preston – play a charity match in aid of servicemen, hospitals and needy children. However, in the years that followed and right up to the 1970s, women's football endured barren times, with some associations even banning women from playing the game. It was the appearance of Ellen Wile at the 45th FIFA Congress in Mexico City in 1986 that tipped the scales. The diminutive Norwegian took the podium and discreetly pointed out that then FIFA President João Havelange and his General Secretary Joseph S. Blatter had failed to give women's football its rightful place in the activity report that had been submitted to the congress. Her remark hit home and its effect was heightened by the fact that Ellen Wile was the first woman ever to address the delegates at a FIFA Congress. It was as if Wile had awoken a sleeping giant. The potential that had lain dormant in women's football was finally recognized, above all by FIFA President Havelange and his General Secretary Blatter, who soon after pushed ahead with plans for the first international women's world championship under the patronage of world football's governing body. As a long-standing member of the International Olympic Committee, FIFA President Havelange was aware that the inclusion of women's football in the Olympic Games would send out a signal. His persistence and powers of persuasion paid off in August 1993, when the IOC, after discussing the matter thoroughly, confirmed that the first Women's Olympic Football Tournament would be held at the 1996 Games in Atlanta (USA). This success was surely down in no small part to the USA women's team's victory at the Women's World Cup in China PR in 1991 and clever lobbying by the large US women's football community. These efforts came to fruition five years later when more than 76,000 enthusiastic spectators celebrated the USA's triumph in the final of the first Women's Olympic Football Tournament against China PR.

Football is a sport for all which transcends social, cultural and religious divides. However, women's football is still fighting hard for gender equality around the world. In some countries, playing for a women's team can even be a genuinely risky business in environments that are fraught with almost unimaginable difficulties fuelled by deep-rooted prejudice. There are still strong cultural barriers that discourage women and girls from being involved in football. The fight against discrimination is a long-term project that has to start at grassroots level, for example in schools and among families. If equality is real and normal in those environments, then it will remain so for the rest of a person's life. Hopefully then one day people will be able to stop

talking about the battle for equality. FIFA's Task Force against Racism and Discrimination is just one way in which FIFA tries to address the underlying issues of gender inequality. Despite the challenges facing women's football, FIFA is confident that its current programs and development initiatives are steps in the right direction towards fulfilling its mission of developing the game, touching the world and building a better future in relation to the women's game. The foundation has now been laid and FIFA's intensive work, together with the help of our member associations and partners means that we can now look forward to the future with a sense of confidence. "These are exciting times, because we can see the football world changing and making more and better space for women," said FIFA's Director of Member Associations & Development Thierry Regenass. Some 29 million women and girls now take part in some form of football around the world but the aim is to grow this number even more. The future looks bright for the women's game as a whole new generation of players are likely to be inspired, hoping to emulate the sparkling careers of the likes of Abby Wambach, HomareSawa and Marta. We must ensure that female players, coaches, officials and administrators have a clear "pathway" through the game. This creates stability and improves professionalism in the game while offering those involved in women's football a tangible career path. As such, pathways are crucial in attracting high calibre candidates to all aspects of the game and encouraging participants to stay in the sport throughout their lives. "As we have seen at the 2013 FIFA Congress with the election of a female member to the FIFA Executive Committee and the co-optation of a further two, FIFA's commitment to women's football and women in football is not limited to words," said FIFA's Director of Member Associations & Development Thierry Regenass. "We are positively acting towards more female representation in the institution, as well as promoting women's inclusion at all levels of football administration and leadership." However, for lasting change to happen, FIFA requires support from its 209 members who we expect to provide opportunities for women throughout the game. Our members need to provide elite pathways to professionalism, so that the best players can act as visible role models and play in commercially sustainable professional leagues and international tournaments around the world. Our members must also ensure the participation of women in the decision-making bodies in football at all levels and across all areas of the game. Connected to the challenge of creating pathways for women in football is providing support to women so they can balance a career in the beautiful game with the demands of raising a family at the same time. A lack of support

within the game is another reason why many mothers are forced to give up on football as a career. Not having children for these reasons should be out of the question. Instead FIFA, member associations and sporting authorities need to work together to provide the necessary support required to retain women in the sport. Examples of successful mothers in football are rare. But there are those shining lights who are succeeding and setting an example to others, such as Sweden's Marika Domanski Lyfors and New Zealand's Jacqui Stephenson.

2.3. Women's football development

A document prepared by FIFA quoted the following statement concerning its mission on the development of women's football worldwide, "FIFA promotes the development of women's football and it committed to creating opportunities for female players, coaches, referees and officials to become actively involved in the sport of football (FIFA, 2011). "This FIFA's document describes that the participation of women in football has increased and now a days the women's game keeps growing. As the document indicated women's football development is in the right track with speedy momentum. This notion might be true for countries having good national strategic plan and implementation capacity for the development of women's football.

Countries need to have their own national women's football development programs to create competitive women football teams at national and international levels. That is a way how member associations can improve women's football and become beneficiaries of FIFA's women's football development programs which include multi-faceted support of expertise (instructors and consultants), teaching and promotional material, football equipment and financial assistance.

FIFA's women's football development program consists of the following goals;

1. Support FIFA Member Associations in establishing women's football competitions and leagues;
2. Increase Women's participation in youth, grassroots and outreach football program worldwide;
3. Improve the structures /infrastructure dedicated to the women's game;
4. Increase number of women in leadership positions –executive level, management, coaching and refereeing;

5. Contribute to the Member Associations potential to quality for FIFA Women's Tournaments 2012 -2015. It can be generalized that countries need to focus on the following core areas of women's football development programs; establishing national women's football competitions /leagues, management, education, and promotion of women's football.

The role of women in society has evolved dramatically in recent years. We now have the responsibility to help the world of sport evolve for women, as women constitute 50% of society.

The FIFA Member Associations are in the front line in facilitating the growth of women's football in their countries by establishing grassroots projects, creating women's leagues and educating everyone involved in the federations.

2.4. Role of women's on FIFA

One of FIFA's missions is to promote the development of women's football, support women's football financially and give women players, coaches, referees and officials the opportunity to become actively involved in football. FIFA is helping to popularize the game by increasing public awareness and conducting information campaigns as well as overcoming social and cultural obstacles for women with the ultimate aim of improving women's standing in society.

FIFA's mission for women's football:

- To promote and develop women's and girls' football in the confederations and member associations;
- To improve the infrastructure of women's football in the confederations and member associations;
- To increase the proportion of women and girls playing football at the grassroots, in schools and at amateur and professional levels;
- To constantly improve the quality, organization and expansion of FIFA women's football competitions;
- To create conditions for more women to occupy technical and managerial positions in football, including the domains of refereeing, coaching, medicine, media and administration;
- To increase the level of expertise of female coaches, players, referees, doctors, officials and any other women's football stakeholders worldwide, through courses, seminars and other capacity building activities;

- To establish and publicize a coordinated international match calendar for women’s football;
- To analyze and monitor technical developments in women’s football;
- To organize women’s football symposiums and conference

⇒ **Roles of women’s participation on FIFA**

According to FIFA women’s football survey 2014 document show that

- **Women’s Executive committee**

The total number of women on the executive committees of the 177 MAs that participated in the survey is 188 (on average 1.1 per MA). These findings highlight the difficulties facing women in reaching senior positions in football governing bodies. They also show that this difficulty is greater in the more established MAs than in developing football associations. Women represent 10% of executive committee members in the smallest MAs, while they only account for 7% in the MAs with more than 50 employees.

⇒ **Percent of women participation on the executive committee**

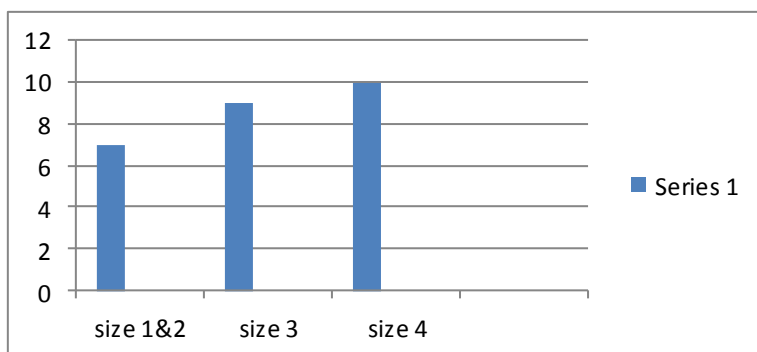


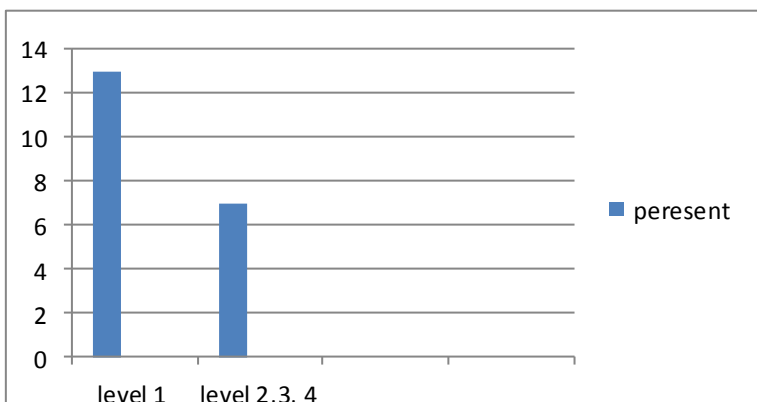
Table-1 Size of MA

- Size 1: >100 employees
- Size 2: 50 to 100 employees
- Size 3: 20 to 50 employees
- Size 4: <20 employees

Table -2 By FIFA ranking

FIFA ranking of MA

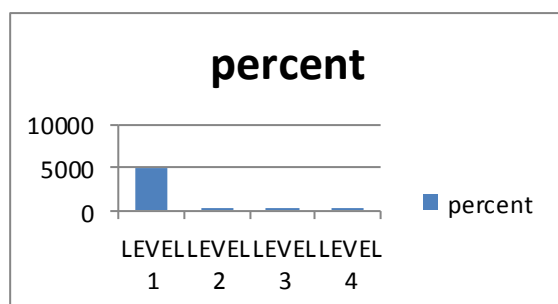
- Level 1: 1st to 20th rank
- Level 2: 21st to 50th rank
- Level 3: 51st to 100th rank
- Level 4: >100th rank and unranked



- **Women’s referee**

Female referees account for about 10% of referees at global level. This percentage is almost 4% greater than that measured for coaches. This could be partially related to the mandatory use of female referees at FIFA competition level. It is also linked to the higher percentage of women referees compared to coaches in the United States and Canada: 28% and 21% respectively. The lowest percentage of female referees was observed in UEFA, where they only account for 4% of all referees. This can be contrasted with the OFC, where 16% of referees are women. In total, there are almost 10,000 female referees in the 177 member associations that took part in the survey.

⇒ **Table -3 Percent of women referee**



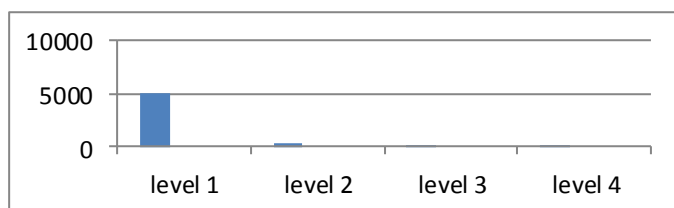
Size of MA

- Size 1: >100 employees
- Size 2: 50 to 100 employees
- Size 3: 20 to 50 employees
- Size 4: <20 employees

- **Women’s coaches**

On average, there are almost 500 registered women coaches per MA. Altogether, 83,262 female coaches are registered in the 177 Mas that took part in the survey. This represents 7% of all registered coaches. However, information is missing about the number of women coaches who are currently actually in charge of a team. The presence of female coaches registered is highly correlated to results. While the average number of women coaches for associations ranked in the top 20 positions is 5,037 (8% of coaches), This suggests that the development of training programmers for women coaches in the least performing football associations could be an effective way to promote women’s football

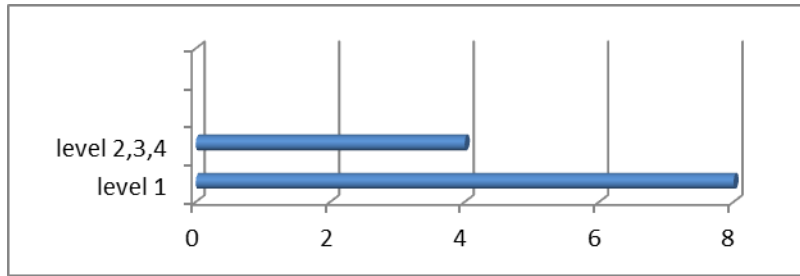
⇒ **table -4 Average number female coaches register per MA**



FIFA ranking of MA

- Level 1: 1st to 20th rank
- Level 2: 21st to 50th rank
- Level 3: 51st to 100th rank
- Level 4: >100th rank and

⇒ **Table -5Percent of female coaches**



2.5. Barriers to women participation in sport

At essence, sport involves disciplined body practices, which are rooted in systems of beliefs about physical possibilities, including those of sexual difference. If sexual difference is translated into gender distinctions and unequal power relations through socially infused body practices, these distinction and inequalities will be magnified in sporting practice and ideology as they are reproduced or transgressed (Saavedra, 2005). There are entrenched cultural attitudes towards the women's game, which are proving hard to breakdown. These along with the physical barriers make women's involvement insport very difficult, even more so with football (Stirling and Schulz, 2011).

There are several difficulties facing women who wish to play traditionally male –dominated games. On the one hand, the establishment of women's leagues usually requires the support of male leagues for essentials such as coaching, access to grounds and facilities, sponsorship, administrative know –how, publicity and perhaps even legitimacy. At the same time, however, women who show they can play. Such sports undermine the public display of male physical superiority that such games represent, thereby often deterring the very support they need. For instance, Hargreaves uses the case of women's soccer in the UK in the 1920s to illustrate 'the power that men had to impede the smooth progress of women's sports . . . when the success of the women's game seemed to be threatening the enactment of traditional masculinity'. In America the National Women's Football League (gridiron), which was formed in 1974, dissolved in 1985 due to the extra emphasis being placed on the association of football with masculinity during this period of sharp transformations in gender relations (Wedgwood, 2005).

Other research findings related to the challenges of women football development and improving the participation of women and women's in sport particularly football showed that with the tendency for sport to be a masculine venture in much of the world, those endeavoring to involve

women and women's in sport must be prepared to navigated particular obstacles and confront certain issue (WW, 2008/9; Saavedra, 2005; Stirling and Schulz, 2011).

Participation rates among women and girls are much lower than among men. This gender gap is caused by many barriers, which can be categorized as 'practical', 'personal' and 'social and cultural'. These play a significant role in women and girls' attitudes and behavior. Below is a list of the main barriers, with recommendations of how sports deliverers can help to overcome them.

2.5.1. Practical barriers

Lack of time and lack of childcare: Women's leisure tends to be reactive to the needs of their families. They often have less leisure time than men, as they take on the greater burden of responsibility for housework and care for children and elderly relatives.

Lack of money: Women tend to earn less than men. Scottish women working full-time earn on average £529 less per month than men¹, and the disparity is greater for women working part-time. Low income families may not be able to afford to invest in club membership or pay for sporting clothing and equipment, and mothers from low income families are unlikely to be able to afford childcare to give them the time to take part in sport.

Lack of transport: This is a particular problem for women with young children, elderly women, women and girls with disabilities, and women and girls living in rural areas.

Personal safety: Personal safety on the streets, on public transport, and in and around sports and community venues is a particular problem for women. Some groups are particularly vulnerable. For example, black and minority ethnic (BME) girls and women can become the focus of racist behavior. People with disabilities are often the targets of bullying and abuse. Travelling to and from venues for sports or physical activity can present particular barriers for these groups.

Funding: At most levels, women's sport attracts less funding than men's. During 2006/07, 41% of female athletes were funded through various programs. At community sport level, girls' teams tend to attract less sponsorship from local businesses because they do not have large supporter bases. The result of this funding gap is poorer facilities, equipment and kit.

Access to facilities: Women and girls cannot play sport if they cannot get access to the necessary facilities. Too often, sports halls priorities male sport when it comes to pitch time so that men and boys get facilities at their preferred times, while women and girls have to make do with less convenient times. Access to sporting facilities is particularly limited for women and girls with disabilities. For example, one third of disabled young people feel excluded from local sports

opportunities. Access can be limited by physical barriers such as inaccessible entrances, reception areas, changing rooms and sports facilities, or lack of accessible transport and parking. Barriers can also be created when information is presented in formats which are inaccessible to visually impaired and/or hearing impaired people.

2.5.2. Personal barriers

Body image: Research shows that in general, female adolescents report greater body image dissatisfaction than males. However, body image is a particularly important issue in sport – research shows that women are far more self-conscious than men when taking part in sport and physical activity. For girls and women the relationship between body image and physical inactivity is a vicious circle; the more self-conscious they feel about their bodies, the less likely they are to take part in sport, and yet participation in sport has a positive effect on girls' perceptions of their bodies. Western fashion promotes increasingly revealing clothes for women and girls, whereas social norms in some cultures prohibit exposure of the female body and promote modesty. As a result, the dress code in swimming pools and leisure facilities might clash with cultural norms and customs. Girls and women who are obese or have disabilities may be particularly affected by problems around body image. With an increasingly body obsessed culture, these women are frequently judged negatively. Generally, girls or women can be put off certain sports by the prospect of revealing uniforms attracting unwanted sexual attention.

Clothing and equipment: Clothing and equipment for sports can be expensive. This is a particular problem for women, given that, on average, they earn less than men. Images of sportspeople can promote the idea that, unless you're dressed in fashionable clothing designed for a particular sport, you'll look out of place. Some sports clothing is also quite revealing, which create problems for women and girls, linked to the issues about body image and culture mentioned earlier. Strict requirements about clothing can also prevent some BME women from participating. For example, swimming pools which don't allow women to wear T-shirts over their swimming costumes, and clubs which insist members wear tight-fitting and/or revealing uniforms, can exclude those who follow certain religions – and people who are self-conscious of their bodies. Equipment can be inappropriate for women and girls. For example, women's development in golf has at times been hampered by women being forced to play with inappropriate equipment for their build, strength, level and swing speed.

Lack of self-confidence: Girls, on average, have less self-confidence than boys and rate their performance or ability more negatively than boys do. This is linked to issues about body image: girls who don't feel good about their bodies can lack confidence in their physical abilities and may be over-negative about their performance. Self-confidence is also linked to competition. Although most sportswomen enjoy the competitive element of sport, many girls and women are turned off sport because it is competitive. This is one of the reasons why 'aesthetic activities', such as aerobics, gymnastics and yoga, are increasingly popular among girls and young women, and why some traditional team sports are less popular.

Parental and adult influence: The influence of parents, coaches and other adults affects girls and boys differently. Adolescent females place greater emphasis on self-comparison and comments from adults than do adolescent males, who rely more on competitive outcomes as their basis for personal judgment of physical competence. Negative comment from coaches and teachers is one of the main reasons for girls becoming discouraged from playing sport.

2.5.3. Social and cultural barriers

The male-dominated culture of sport: The culture of sport itself presents a problem. Some argue that sport has traditionally been defined, organized, promoted and constructed as a male activity. Some women are turned off 'sport' altogether because they see it as a male-dominated activity. For many girls, being sporty is felt to be at odds with being feminine.

Attitudes and prejudices about sexuality: Homophobia is the hatred or fear of homosexuals (i.e. lesbians, bisexuals and gay men). It includes another factor which is particularly relevant to the world of sport – 'homo-negativism' – which is a fear among heterosexuals that they may be perceived as homosexual. Women's sport (especially male-dominated sport such as football and rugby) is still regarded by some as fundamentally unfeminine. Lesbians are also regarded by some as unfeminine. The resulting, erroneous, conclusion is that all sportswomen must be lesbians. There are several consequences: some women refrain from certain sports for fear of being perceived as unfeminine or lesbian; some parents discourage their daughters from taking up sport; some lesbian athletes avoid going public about their sexuality in case they experience prejudice from other athletes and coaches or lose public support/sponsorship. Ultimately, homophobia and 'homo-negativism' can stop women from participating or excelling in sport.

Attitudes and prejudices about disability: Girls and women with disabilities are less likely than women without disabilities to participate in sport at all levels. There are several reasons:

- Physically inaccessible facilities, venues and equipment
- coaching staff who don't know how to adapt their teaching to help individuals take part in enjoyable, fulfilling activities
- Unwelcoming attitudes by other sports participants and staff
- lack of role models to inspire, motivate and encourage. Attitudes and assumptions about people with disabilities can make sport seem even more inaccessible. The assumption that all disabled people are wheelchair users (when only about 5% are) ignores the diversity within and between different impairment groups and their needs. The assumption that removing physical barriers will automatically increase participation is also damaging; more significant barriers are discriminatory attitudes, lack of training and lack of awareness.

Attitudes and prejudices about ethnicity: Although many people believe that different ethnic groups share similar experiences, differences between black and minority ethnic groups are significant. For example, rates of participation in sport among different ethnic minorities vary from considerably lower than the national average to somewhat higher. Similarly, the gap between men and women's participation in sport is greater among some minority ethnic groups than it is in the population as a whole. Assumptions about BME people – for example, that Asian People don't play football that no Asian girls are allowed to wear swimsuits, that all African and Caribbean people are good at athletics and basketball – can limit their opportunities to take up sport or to participate in the full range of sports. Low participation rates lead to low rates of volunteering, coaching, employment and leadership in sport.

Sexual harassment and abuse: Sport-based research on this topic is lacking, but recent studies indicate that sexual harassment and abuse is a problem in sport, just as it is in the wider community. Research shows that the vast majority of perpetrators of sexual harassment and abuse are men, and that women and girls are more frequent victims than men and boys. Many women and girls drop out of sport rather than continue being subjected to the undermining effects of constant harassment and abuse. Others endure the sexual attention of their male coaches or peers because of fear, desire for athletic reward, low self-esteem or ignorance of who to turn to for help. Typically, abused athletes keep quiet because they fear that they will be accused either of consenting or of inventing their claims. Risk of sexual harassment or abuse

arises from a combination of factors such as weak organizational controls within sport clubs, dominating and controlling behavior by coaches, and vulnerability, low self-esteem and high ambition among athletes.

Female invisibility – media representations and lack of role models in sport: At all levels and in all roles – community participation, elite athletics, coaching, leadership– women, especially those from marginalized groups, have been under-represented in the sports sector. Working in a sector where they are in the minority can give women the sense that they do not belong in the world of sport. In addition, media coverage focuses almost entirely on men’s sports. On average, only 5% of sports coverage in national and local print media is dedicated to women’s sport. This is significant because the media plays a central role in informing our knowledge, opinions and attitudes about women and sport, which, in turn, influence participation levels. A few sportswomen such as Kelly Holmes and Paula Radcliffe have high media profiles, but in general, a lack of coverage of women’s sports leads to a dearth of female role models to inspire sportswomen and create the next generation of healthy, active women.

CHAPTER THREE

3. RESEARCH DESIGN AND METHODOLOGY

3.1. RESEARCH DESIGN

This study focus on the role of women in decision making areas like football coaches, referees, and as a member of executive committee at Addis Ababa football federation. And this chapter was about the research method and design, participants, sample and sampling techniques, source of data, data collection instrument, procedures and analysis of the study.

3.2. RESEARCH METHODS

The purpose of this study was to assess the role of women decision making in football at Addis Ababa. Moreover, this study was descriptive type of research in which the data collected, described and analyzed on the basis of both qualitative and quantitative methods. The qualitative one was utilized to analyze open ended questionnaire, interview and document analysis while quantitative has consist closed ended questionnaire.

3.3. SAMPLE AND SAMPLING TECHNIQUES

The respondents of the study were both women and men those who are involved in decision making areas at Addis Ababa football. Therefore, Women's football referees, coaches, and both men and women executive committee members, and chief official are the subject of the study. Thus, in order to gather the relevant and valid data, the researcher selected 20 women's football referees out of 50 and 10 coaches out of 10, 50 women players from four clubs among 12 Addis Ababa women higher league participants and 6 executive committee members out of 9 and 1 chief official from head office are selected purposively from Addis Ababa football federation. In this line with this, women's referees, coaches, and members of executive committee participated by filling both open and close ended questionnaire while the chief officer participated by responding the interview.

3.4. SOURCE OF DATA COLLECTION

The data for this study collected from different sources like primary and secondary source. The primary sources were gathered from women football referees, coaches, executive committee members and official of Addis Ababa football federation while the secondary source from different documents (book, journals, and annual reports) and the researcher used different website FIFA.com and other football association.

3.5.DATA COLLECTION INSTRUMENT

In order to conduct this research, the researcher used three types of data collection instrument. These are questioners, interview, and document analysis.

3.5.1 QUESTIONNAIRES

The questionnaires, which are primarily prepared in English translated to Amharic language, and the questionnaires were administered to football referee, coaches and executive committee member. The questionnaire prepared for football referee and coaches encompasses 4 closed ended and 2 open ended questionnaires. Similarly, executive committee members questionnaire consist of 3 closed ended and 2 open ended questionnaires.

3.5.2 INTERVIEW

With the purpose of getting rich and deep information through a direct interaction with the participants one set of interview is prepared structured interview and conducted verbally in face to face situation with the Addis Ababa football federation official. Under pinning this, the same types of questions were presented to interviewee at the different time.

3.5.3 DOCUMENT ANALYSIS

The document reviewed used to check women football coaches, referee, executive committee and official profile such as sex, age, level, experience and educational background. In relation to this, the researcher used Addis Ababa football federation annual report (2009) to assess the background and the current status of women's participation on football in the area of decision making roles at Addis Ababa football federation at different year through document analysis.

3.6. DATA COLLECTIONPROCEDURES

A tremendous effort had made by the principal investigator of this study to review a number of literatures on the role of women's participation in decision making at Addis Ababa football. After this through review, the researcher came up with research questions and hypothesis. To answer these research questions the investigator then designed structured self-completed written questionnaires in order to collect the necessary data for the study. The questionnaires were tested and organized through peer group evaluation repeatedly before administering to respondents in different stalk holders.

The questionnaires contained a series of pre-planned open-ended and close ended questions organized into a number of interrelated sections for the three categories of study participants (i.e.

questionnaire to be completed by women's football referees, coaches, and executive committee members). Demographic questions are written at the beginning of the questionnaire since such questions make study participants more comfortable to respond at easy (Patton, 2002).

The questionnaires were prepared and translated to Amharic language from English so that all study participants can understand it easily. The distribution data continuous follow up and the collection of questionnaire will made by the researcher. All participants were informed about the purpose of the study and become volunteered to participate in the study. The collected data were analyzed by using tables and description of percentages.

3.7. METHOD OF DATA ANALYSIS

After carrying out collection of data through questionnaire, interviewee and document analysis, the process of tabulation was carried out based on the available data. Then the items were classified in to different tables according to the nature of issues raised in questionnaires and the data were analyzing.

Both qualitative and quantitative research methods, mainly descriptive statistics parameters were implemented to analyze the content of the data. Questionnaires were scrutinized to have well clarified responses of respondents, especially for open ended questions.

All the close-ended questions of the questionnaires are analyzed quantitatively using frequency count and percentage. The data obtained from the open-ended questions of the questionnaires were analyzed qualitatively and served as supportive for quantitative data. Hence, the quantitative data was triangulated by the qualitative data of the study.

3.8. ETHICAL CONSIDERATION

The purpose of the study was explained to study participants in order to get informed verbal consent. Then an informed verbal consent was received from each study subjects and anyone who was not willing to take part in the study had the full right to exclude himself/herself. To ensure confidentiality of respondents, their names were not being registered on the questionnaire. And the researcher kept all the procedures needed. For the organization also the procedure ethics were kept. The researcher must be inform to the respondents about the purpose of the study and ask to get their consent to participate in the study.

CHAPTER FOUR

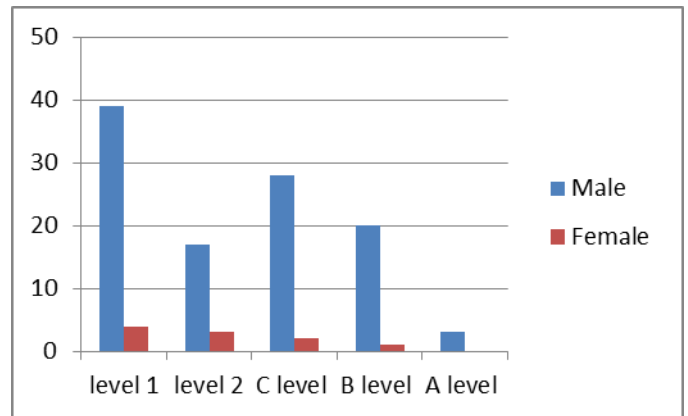
4. Result and discussion

In this section, the results obtained from the questionnaire, interview, and documents are analyzed and interpreted in such a way that Percentage is employed to analyze responses of close-ended items in the questionnaires while descriptive statements are employed to interpret open-ended items in the questionnaires and the interview. In addition to this documents were used to triangulate the responses of participants.

4.1. Total population of football coaches, referees, and executive committee members those who are working at Addis Ababa football federation

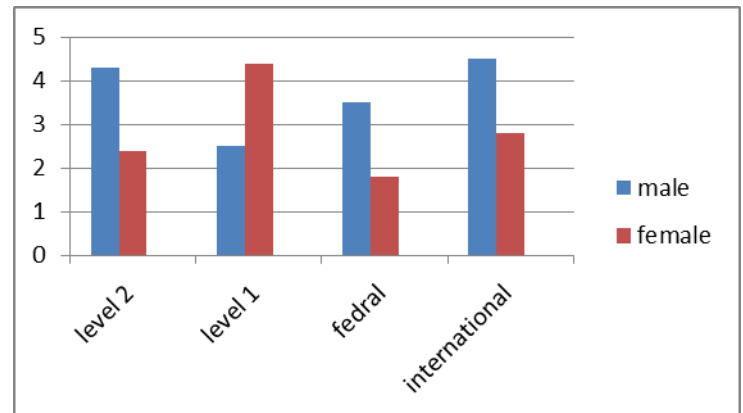
4.1.1. Table -6 Total Numbers of coaches

No	Target population	Level of license	Sex		
			M	F	T
1	Coaches	1 st level	39	4	43
		2 nd level	17	3	20
		C license	28	2	30
		B license	20	1	21
		A license	3	0	3
		Total	105	10	115



4.1.2. Table -7 Total Number of referees

No	Target population	Level of license	Sex		
			M	F	T
1	Referees	2 nd level	98	22	120
		1 st level	28	13	31
		Federal license	75	12	87
		International	4	3	7
		Total	205	50	255



4.1.3. Table -8 Total number of executive committee members

No	Target population	Sex		
		M	F	T
1	Executive committee members	6	0	6

4.2. PARTICIPANT'S INFORMATION

Based on the data obtained from Addis Ababa football executive committee, referees, players and coaches their information's are analyzed in terms of their age, sex, education background and year of experience.

4.2.1. Table -9 the executive committee information

Age categories	Responsibilities											
	Referee		Coach		Commissioner		Chief officer		Others		Total	
	No	%	No	%	No	%	No	%	No	%	No	%
21-30	-	-	-	-	-	-	1	16.77	-	-	1	16.77
31-40	1	16.77	2	33.33	-	-	-	-	-	-	3	50
Above 40	-	-	-	-	1	16.77	-	-	1	16.77	2	33.33
Total	1	16.77	2	33.3	1	16.77	1	16.77	1	16.77	6	100

The above table clearly explains respondent's information particularly those engaged on questionnaire namely referees, coaches, commissioners and chief officers. Moreover, their information were analyzed as below regarding the responsibilities of the participants 1(16.77%) were referees, 2(33.33%) were coaches, 1(16.77%) were commissioners, 1(16.77%) were chief officers and 1(16.77%) were others. Most of the respondents were commissioners.

The last column of table-4 shows the most number 3(50%) of the executive committee members age ranges between 31-40 years old. Similarly, 1(16.77%) and 2(33.33%) of the respondents age ranges between,21-30 and above 40 respectively.

4.2.2. Table -10 Qualifications and experience of member of executive committee

Qualification	Experience									
	0-5		6-10		11-15		>15		Total	
	No	%	No	%	No	%	No	%	No	%
10 th and12 th completed	-	-	-	-	-	-	-	-	-	-
Diploma	-	-	-	-	-	-	-	-	-	-
Degree	1	16.77	1	16.77	2	33.3			4	66.67
MSc	-	-	1	16.77	-	-	1	16.77	2	33.33
Total	1	16.77	2	33.3	2	33.3	1	16.77	6	100

Regarding the education back-ground the vast number 4(66.67%) of the respondents were degree achiever and 2(33.33%) of the respondents were Master degree achievers. The table also explains that 1(16.77%) of the respondents experience were ranges between 0-5, 2(33.33%) ranges between 6-15, 2(33.3%) ranges between 11-15 and 1(16.77%) ranges above 15. In general from the analysis of the above table all of the executive committee members are degree holders and above, in relation to their experience 5(83.33%) of the respondents were 6 years and above.

4.2.3. Table -11 The football coaches information

The football coaches							
Item	Response	No	%	Item	Response	No	%
Responsibilities	Assistance coach	4	40	Experience	0-5	3	30
	Main coach	6	60		6-10	5	50
	Total	10	100		11-15	2	20
					>15	-	-
Age	21-30	4	40	Level of license	Total	10	100
	31-40	5	50		1 st level	3	30
	>40	1	10		2 nd level	4	40
	Total	10	100		C level	2	20
Qualifications	10 th &12 th	4	40	B level	1	10	
	Diploma	4	40	A level	-	-	
	Degree	1	10	Total	10	100	
	Above	-	-				
	Others	1	10				
	Total	10	100				

From the table above 4(40%) assistance coach and 6(60%) main coach were the football coaches in A.A. This shows most 60% of the respondents are main coach. In relation to their age 4(40%) ranges between 21-30, 5(50%) ranges between 31-40 and 1(10%) ranges above 40. From the table above 3(30%) ranges between 0-5, 5(50%) ranges between 6-10 and 2(20%) ranges between 11-15 which shows that most of the respondents experience ranges between 0-5. The table also shows 3(30%) were 1st level, 4(40%) were 2nd level, 2(20%) were C level and 1(10%) were B level licenses. From this one can understood that most of the participants were 2nd level licenses.

4.2.4. Table-12 The football referees and players information

The football referees				The football players			
Item	Responses	No	%	Item	Responses	No	%
Responsibility	Assistance referee	2	10	Responsibilities	Goal keeper	5	10
	Main referee	4	20		Defender	15	30
	Both referee	14	70		Mid fielder	15	30
	Total	20	100		Sticker	15	30
Age	21-30	13	65	Age	Total	50	100
	31-40	7	35		15-20	15	30
	>40	-	-		21-25	25	50
	Total	20	100		26-30	8	16
Qualifications	10 th &12 th complete	6	30	Qualifications	>30	2	4
	Diploma	6	30		Total	50	100
	Degree	4	20		10 th &12 th complete	25	50
	Above	-	-		Diploma	10	20
	Others	4	20		Degree	3	6
	Total	20	100		Above	-	-
Experience	0-5	12	60	Experience	Others	12	24
	6-10	6	30		Total	50	100
	11-15	2	10		0-5	30	60
	>15	-	-		6-10	18	36
	Total	20	100		11-15	2	4
Level of license	2 nd	9	45	Experience	>15	-	-
	1 st	9	45		Total	50	100
	Federal	2	10				
	International	-	-				
	Total	20	100				

From the table above 2(10%) assistance referee, 4(20%) main referee and 14(70%) both referee were football referee while 5(10%) goal keepers, 15(30%) defender, 15(30%) mid fielder and 15(30%) striker were football players. This shows most 70% of the respondents are both main and assistance referee. In relation to their age 13(65%) ranges between 21-30 and 7(35%) ranges between 31-40 were football referees on the other hand 25(50%) ranges between 21-25, 8(16%) ranges between 26-30 and 2(4%) ranges above 30 were the football player. Regarding qualifications of 6(30%) 10th and 12th complete, 6(30%) diploma, 4(20%) degree and 4(20%) others were the football referee whereas 25(50%) 10th and 12th complete, 10(20%) diploma, 3(6%) degree and 12(24%) others were the football players. In relation experience 12(60%) ranges between 0-5, 6(30%) ranges 6-10 and 2(10%) ranges 11-15 were the football referees on the other hand 30(60%) ranges, 18(36%) ranges 6-10 and 2(4%) ranges 11-15 were the football player. Regarding level of license of the football referee 9(45%) 2nd level, 9(45%) 1st level and 2(10%) federal which show most of the referees have 1st and 2nd level license.

4.3. Results and discussions on the responses of the executive committee members

4.3.1. Table-13 Questions related to the executive committee members

No	Items	Alternatives	Responses	
			No	%
1	What are the extent of female participation in coaching, refereeing and as leadership positions?	Not at all	-	-
		Rarely	4	66.66
		At average	1	16.67
		High	1	16.67
		Very high	-	-
		Total	6	100
2	How do you express the contribution of the executive committee for the development of women football especially in decision making areas at Addis Ababa?	Not at all	-	-
		Rarely	1	16.67
		At average	4	66.66
		High	1	16.67
		Very high	-	-
		Total	6	100
3	What are the extent of programs which are designed by the football federation to enhance the roles of women in the areas of football coaches, referees and commissioners	Not at all	-	-
		Rarely	4	66.67
		At average	2	33.33
		High	-	-
		Very high	-	-
		Total	6	100

From table 13 of item one most 4(66.66%) of the respondents response was the extent of female participation was rarely. The table also shows that 1(16.66%) of the participants replay at average, similarly 1(16.66%) respondent said that the extent of female participation on coaching, refereeing and leadership positions was high. In item 2 relatively most 4(66.66%) of the respondents were said that the contribution of the executive committee for the development of

women football especially in decision making areas at A.A was rarely. On the other hand 1(16.67%) and 1(16.67%) of the respondents evaluate their contribution at average and at high level respectively. In relation to item 3 most 4(66.67%) of the participants replied rarely that means there were no programs which are designed by the football federation to enhance the roles of women in the areas of football coaches, referee and commissioners. In item 2(33.33%) of the respondents were replied at average. In general the participation of women in the decision making areas especially in the executive committee not at all, but women in the football referee and coach are participated rarely what I got from the open ended questions. The respondents also indicates the problems all participants agree the was special capacity building programs for women, absence of conducive environment, lack of supervision and support from sport federation, insufficient encouragement, motivation like payment, sport equipment, some of respondents agreepresence of sociocultural influence, physiological factors, economical factors lack of support from any stakeholders and lack of opportunities are challenges which could be hinder the participation of women in the decision making roles. In addition to this the contribution of Addis Ababa football federation and its executive committee were not good for the development of women football. Especially in decision making roles like football coach, referee and as a member of executive committee

4.3.2. Table-14 The extent of different conditions that faced challenges for women's to be the member of executive committee

No	Conditions	Rating scale											
		SD		D		UD		A		SA		Total	
		No	%	No	%	No	%	No	%	No	%	No	%
1	Socio cultural influence	-	-	1	16.6	-	-	3	50	2	33.3	6	100
2	Multiple tasks in the society	-	-	1	16.6	-	-	1	16.6	4	66.6	6	100
3	Economic Factors	-	-	1	16.6	1	16.6	4	66.6	-	-	6	100
4	Lack of good governance	-	-	1	16.6	1	16.6	4	66.6	-	-	6	100
5	Presence of corruption	1	16.6	-	-	-	-	1	16.6	4	66.6	6	100
6	Absence of conducive environment	-	-	-	-	-	-	4	66.6	2	33.3	6	100
7	Lack of community support	-	-	2	33.3	-	-	3	50	1	16.6	6	100
8	Biological/physiological factors	3	50	1	16.6	-	-	2	33.3	-	-	6	100
9	In adequate sport equipment	-	-	1	16.6	1	16.6	4	66.6	-	-	6	100
10	Absence of capacity building	1	16.6	2	33.3	-	-	3	50	1	16.6	6	100
11	Peer influence	-	-	2	33.3	-	-	3	50	1	16.6	6	100
12	Insufficient payment /salary	3	50	1	16.6	-	-	2	33.3	-	-	6	100
13	Lack of interest	1	16.6	2	33.3	-	-	1	16.6	1	16.6	6	100
14	Fear of conflict	-	-	1	16.6	-	-	2	33.3	3	66.6	6	100
15	Lack of proper knowledge & skills	-	-	2	33.3	-	-	4	66.6	-	-	6	100
16	Lack of opportunity	2	33.3	-	-	-	-	4	66.6	-	-	6	100
17	Inappropriate sport policy/programs	3	50	2	33.3	-	-	1	16.6	-	-	6	100
18	Lack of proper motivation like Recognitions	3	50	2	33.3	-	-	-	-	1	16.6	6	100
19	Lack of enough support from g Government and NGO	2	33.3	2	33.3	-	-	1	16.6	1	16.6	6	100
20	Poor performance	-	-	2	33.3	-	-	3	50	-	-	6	100
21	Lack of confidence	1	16.6	3	50	-	-	2	33.3	-	-	6	100
22	Absence of Political support	-	-	2	33.3	2	33.3	1	16.6	-	-	6	100
23	Lack of support from CAF and FIFA support	-	-	3	50	1	16.6	1	16.6	-	-	6	100
24	Religious Factor	-	-	2	33.3	-	-	3	50	1	16.6	6	100
Total		20	13.9	36	25.0	6	4.2	60	41.6	22	15.3	144	100

From item 1 of table 14, (16.6%) of the respondents disagree. Most of the respondents 3(50%) and 2(33.3%) replied agree and strongly agree that socio cultural influence creates challenge for women's to be a member of the executive committee respectively. In relation to item 2, 1(16.6%) of the committee members disagree whereas 1(16.6%) replied agree and 4(66.6%) of the respondents replied strongly agree. In item 3, 1(16.6%) ,1(16.6%) and 4(66.6%) of the respondents replied disagree, undecided and agree respectively. Regarding item 4, 1(16.6%) of the respondents disagree, 1(16.6%) and 1(16.6%) of the participants replied undecided and agree respectively. This indicates that more than half of the respondents lack of good governance is one of the condition in creating challenges for women's to be a member of the executive committee. In item 5, 1(16.6%) of the respondents replied strongly disagree While 1(16.6%) and 5(55.5%) of the respondents responds agree and disagree respectively that the presence of corruption creates a challenge for women's to be a member of the executive committee.

From item 6, 1(16.6%), 3(50%) and 2(33.3%) replied disagree, agree and strongly agree respectively. This shows that absence of conducive environment were one of the condition that creates a challenge for women's to be a member of the executive committee. In relation to item 7,11,14 and15, 2(33.3%), 2(33.3%), 1(16.6%) and 2(33.3%) replied disagree, 3(50%), 2(33.3%), 2(33.3%) and 4(66.6%) replied agree and 1(16.6%), 1(16.6%), 3(66.6%) and 0(0%) replied strongly agree. This indicates that most of the respondent's response shows that lack of community support, peer influence, fear of conflict and lack of proper knowledge and skills were the conditions that create a challenge for women's to be a part of the executive committee. In item 8, 3(50%), 1(16.6%) and 2(33.3%) replied strongly agree, disagree and agree respectively. Regarding item 9, 1(16.6%) and 1(16.6%), 1(16.6%) and 4(66.6%) replied disagree, undecided and agree respectively indicates that inadequate sport equipment is a condition that creates a challenge for women's to be an executive committee. In item 10 and 13, 1(16.6%) and 1(16.6%) replied strongly disagree, 2(33.3%) and 2(33.3%) replied disagree, 3(50%) and 1(16.6%) replied agree and 1(16.6%) and 1(16.6%) replied strongly agree. This indicates that absence of capacity building and lack of interest is not a factor to be a football coach. In relation to item 16, 2(33.3%) and 4(66.6%) replied strongly disagree and agree respectively. This means that lack of opportunity is a challenge to be the committee member. In item 17,18 and 19, 3(50%),3(50%) and 2(33.3%) replied strongly disagree, for all the three items 2(33.3%) equally replied disagree,

1(16.6%) , 0(0%)and 1(16.6%) replied agree and 0(0%),1(16.6%) and 1(16.6%) replied strongly agree, which shows that in appropriate sport policy or programs, lack of proper motivation like recognition and lack of enough support from Government and NGO were not challenges to be a football coach. In item 20, 2(33.3%) and 3(50%) replied disagree and agree. Regarding item 21,1(16.6%),3(50%) and 2(33.3%) response was strongly disagree, disagree and agree respectively. This implies that lack of confidence is not a problem or a challenge for women to be football coach. In relation to item 23 and 24, 3(50%) and 2(33.3%) replied disagree, 1(16.6%) and 0(0%) undecided, 1(16.6%) and 3(50%) agree and 0(0%) and 1(16.6%) strongly agree. This shows that there is a support from CAF and FIFA but religious factor is a condition which creates a challenge for women's to be a member of the executive committee. In general most of the conditions listed in the above table are the main challenges for women's to be a part or member of the executive committee.

4.4. Results and discussions on the responses of women football coaches

4.4.1. Table -15 Questions related to the women football coaches

No	Item	Alternatives	Response	
			No	%
1	Do you get equal opportunity as male?	Yes	3	50
		No	7	70
		Total	10	100
2	How do you express your interest to be an active participant in the decision making areas in football?	Not at all	-	-
		Very low	3	30
		At average	1	10
		High	6	60
		Total	10	100
3	Is there any program which is designed for women to be a football coach, referee and other leading position?	Yes	7	70
		No	3	30
		Total	10	100
4	Is there any challenge you faced because of you are being female?	Yes	6	60
		No	4	40
		Total	10	100

The above table shows that, 3(30%) of the participants get equal chance as male, while almost more than half, 7(70%) of the football coach said that women's referee in A.A did not get equal chance as male. Regarding to item 2, 3(30%), 1(10%) and 6(60%) replied very low, at average and high respectively, it shows that almost 70% of the respondents are interest to be an active participant in the decision making areas in football coach. In relation to item 3, 7(70%) of the respondents said there were programs which are designed whereas 3(30%) of the women's referee said there is no program which is designed for women's to be a football coach, referee and other leading positions. Item 4 of the above table shows that, 6(60%) of women coaches responds there are many challenges that they faced because of they are female in contrary 4(40%) of them are not faced with those challenges. From the above table one can understood that female football coach are not equally considered as males, there is a program which is designed for women's

Table 16 The extent of different conditions that create challenges for women's to be a football coach

No	Conditions	Rating scale											
		SD		D		UD		A		SA		Total	
		No	%	No	%	No	%	No	%	No	%	No	%
1	Socio cultural influence	1	10	3	30	-	-	6	60	-	-	10	100
2	Multiple tasks in the society	2	20	-	-	-	-	7	70	1	10	10	100
3	Economic Factors	2	20	1	10	-	-	7	70	-	-	10	100
4	Lack of good governance	2	20	-	-	-	-	8	80	-	-	10	100
5	Presence of corruption	1	10	2	20	-	-	2	20	5	50	10	100
6	Absence of conducive environment	-	-	3	30	-	-	5	50	2	20	10	100
7	Lack of community support	-	-	2	20	-	-	8	80	-	-	10	100
8	Biological/physiological factors	3	30	-	-	-	-	2	20	5	50	10	100
9	In adequate sport equipment	3	30	5	50	-	-	2	20	-	-	10	100
10	Absence of capacity building	3	30	4	40	-	-	2	20	1	10	10	100
11	Peer influence	2	20	5	50	3	30	-	-	-	-	10	100
12	Insufficient payment /salary	-	-	3	30	-	-	1	10	6	60	10	100
13	Lack of interest	2	20	6	60	-	-	1	10	1	10	10	100
14	Fear of conflict	-	-	1	10	-	-	9	90	-	-	10	100
15	Lack of proper knowledge & skills	1	10	3	30	-	-	4	40	2	20	10	100
16	Lack of opportunity	1	10	2	20	-	-	7	70	-	-	10	100
17	Inappropriate sport policy/programs	3	30	4	40	-	-	-	-	3	30	10	100
18	Lack of proper motivation like Recognitions	-	-	7	70	-	-	3	30	-	-	10	100
19	Lack of enough support from Government and NGO	-	-	7	70	-	-	3	30	-	-	10	100
20	Poor performance	-	-	4	40	-	-	5	50	1	10	10	100
21	Lack of confidence	3	30	-	-	-	-	7	70	-	-	10	100
22	Absence of political support	2	20	4	40	-	-	4	40	-	-	10	100
23	Lack of support from CAF and FIFA	3	30	5	50	-	-	2	20	-	-	10	100
24	Religious Factor	-	-	2	20	-	-	5	50	3	30	10	100
Total		33	13.8	73	30.4	3	1.3	101	42.1	30	12.5	240	100

From item 1, 1(10%) and 3(30%) of the respondents replied strongly disagree and disagree, while 6(40%) of the respondents said agree, that shows socio cultural influence creates challenges in women's to be a member of football coach. From item 2, 2(20%), 7(70%) and 1(10) of the participants replied strongly disagree, agree and strongly agree which indicates that multiple tasks in the society is a challenge to be a football coach. In item 3, 2(20%),1(10%) and 7(70%)of the respondents replied strongly disagree, disagree and agree respectively which shows economic factor is a challenge to be a football coach. In relation to items 4 and 5, 2(20%) and 1(10%) replied strongly disagree 0(0%) and 2(20%) replied disagree,8(80%) and 2(20%) replied agree and 0(0%) and 5(50%) replied strongly agree respectively which indicates that almost 70% of the respondents are challenged by the conditions which are created by lack of good governance and presence of corruption .In item 6 and 7, 3(30%) and 2(20%) replied disagree, 5(50%) and 8(80%) replied agree and 2(20%) and 0(0%) replied strongly agree respectively. This shows that absence of conducive environment and lack of community support are the conditions that create challenges for women's to be a football coach.

In item 8, 3(30%) strongly disagree, 2(20%) agree and 5(50%) strongly agree which shows that biological or physical factor is one of the conditions that create challenges for women's to be a coach. Regarding to item 9, 10 and 11, 3(30%), 3(30%) and 2(20%) replied strongly disagree 5(50%), 4(40%) and 5(50%) disagree respectively which shoes that almost 60% of the respondents replied disagree means that in adequate sport equipment, absence of capacity building and peer influence did not the conditions that creates challenges for women's to be a football coach. In relation to item 12 and14, 3(30%)and 1(10% disagree,1(10%) and 9(90%) agree and 6(60%) and 0(0%) strongly agree respectively, this shows that insufficient payment or salary, and fear of conflict are the challenges for women's to be a football coach. In item 13, 17, 18 and 19 almost 60% of the respondents replied disagree from this one can understood that lack of interest, lack of opportunity, in appropriate policy, lack of proper motivation like recognitions and lack of support from the government and NGO did not create condition that challenges females to be a football coach. In item 16,1(10%), 2(20%) and 7(70%) replied strongly disagree, disagree and agree, which shows that lack opportunity is a condition that create a challenge for women's to be a football coach. Item 20 and 21 depicts 5(50%) and 7(70%) replied agree and 1(10%) and 0(0%) replied strongly agree. This indicates that poor performance and lack of

confidence is one of the challenges for women's to be a football coach. In item 22, 2(20%) replied strongly disagree, 4(40%) replied disagree and 4(40%) replied agree that means absence of political support is not a factor for females to be a coach. Regarding item 23, 3(30%), 5(50%) and 2(20%) replied strongly disagree, disagree and agree respectively, which implies that CAF and IFA supports them to develop their participation. In relation to item 24, 2(20%) replied disagree and 5(50%) replied disagree and 3(30%) replied agree. From this one can understand that religious factor is the most problem to make women's to be a football coach.

4.5. Results and discussions on the responses of women football referees

4.5.1. Table-17 Questions related to the football referees

No	Item	Alternatives	Response	
			No	%
1	Do you get equal opportunity as male?	Yes	5	25
		No	15	75
		Total	20	100
2	How do you express your interest to be an active participant in the decision making areas in football?	Not at all	-	-
		Very low	6	30
		At average	8	40
		High	6	30
		Total	20	100
3	Is there any program which is designed for women to be a football coach, referee and other leading position?	Yes	7	35
		No	13	65
		Total	20	100
4	Is there any challenge you faced because of you are being female?	Yes	14	70
		No	6	30
		Total	20	100

The above table shows that, 5(25%) of the participants get equal chance as male, while almost more than half, 15(75%) of the football referee said that women's referee in A.A did not get equal chance as male. Regarding to item 2, 6(30%), 8(40%) and 6(40%) replied very low, at

average and high respectively, it shows that almost 80% of the respondents are interest to be an active participant in the decision making areas in football. In relation to item 3, 7(75%) of the respondents said no program were designed whereas 13(65%) of the women's referee said there is a program which is designed for women's to be a football coach, referee and other leading positions. Item 4 of the above table shows that, 14(70%) of women referees responds there are many challenges that they faced because of they are female but 6(30%) of them are not faced with those challenges. From the above table one can understood that female football referees are not equally considered as males, there is no program which is designed for women's and they are faced with different challenges. All referee's response are try to improve their refereeing knowledge, skill by themselves through reading FIFA law the game, watching game video, involving in different work shop program, other related books, and by performing regular physical activity especially aerobic exercise which used to develop refereeing knowledge and skill.

4.5.2. Table-18 The extent of different conditions that faced challenges for women's to be a football referee

No	Conditions	Rating scale											
		SD		D		UD		A		SA		Total	
		No	%	No	%	No	%	No	%	No	%	No	%
1	Socio cultural influence	2	10	3	15	-	-	9	45	6	30	20	100
2	Multiple tasks in the society	-	-	3	15	2	10	6	30	9	45	20	100
3	Economic Factors	-	-	1	5	-	-	12	60	7	35	20	100
4	Lack of good governance	-	-	1	5	-	-	11	55	6	30	20	100
5	Presence of corruption	3	15	-	-	2	10	8	40	12	60	20	100
6	Absence of conducive environment	-	-	4	20	-	-	13	65	3	15	20	100
7	Lack of community support	1	5	7	35	-	-	9	45	3	15	20	100
8	Biological/physiological factors	7	35	5	25	1	5	7	35	-	-	20	100
9	In adequate sport equipment	6	30	7	35	-	-	3	15	4	20	20	100
10	Absence of capacity building	-	-	14	70	-	-	4	20	2	10	20	100
11	Peer influence	-	-	3	15	-	-	11	55	6	30	20	100
12	Insufficient payment /salary	5	25	12	60	-	-	3	15	-	-	20	100
13	Lack of interest	8	40	3	15	2	10	7	35	-	-	20	100
14	Fear of conflict	-	-	4	20	-	-	12	60	4	20	20	100
15	Lack of proper knowledge & skills	-	-	8	40	-	-	7	35	5	25	20	100
16	Lack of opportunity	4	20	-	-			16	80	-	-	20	100
17	Inappropriate sport policy/programs	6	30	5	25	2	10	7	35	-	-	20	100
18	Lack of proper motivation like Recognitions	6	30	-	-	4	20	10	50	-	-	20	100
19	Lack of enough support from Government and NGO	-	-	15	75	-	-	6	30	-	-	20	100
20	Poor performance	5	20	8	40	-	-	4	20	3	15	20	100
21	Lack of confidence	-	-	7	35	-	-	9	45	4	20	20	100
22	Absence of Political support	-	-	12	60	2	10	6	30	-	-	20	100
23	Lack of support from CAF and FIFA support	8	40	5	25	-	-	7	35	-	-	20	100
24	Religious Factor	-	-	6	30	-	-	9	45	5	25	20	100
Total		59	12.3	133	28	15	3	197	41.	78	16	480	100

From item 1, 2(10%) and 3(15%) of the respondents replied strongly disagree and agree, while 9(45%) and 6(30%) of the respondents said that socio cultural influence creates challenges in women's to be a member of football referee. From item 2, 3(15%), 2(10%), 6(30) and 9(45%) of the participants replied disagree, undecided, agree and strong agree. In item 3 and 4 equally, 1(5%) of the respondents replied disagree whereas 12(60%) and 11(55%) replied agree and 7(35%) and 6(30%) replied strongly agree. In relation to items 5,6 and 7 most of the respondents 8(40%), 13(65%) and 9(45%) replied agree while 12(60%),3(15%) and 3(15%) replied strongly agree. The above two statements shows that economic factors, lack of good governance, presence of corruption, absence of conducive environment and lack of community support are the conditions that create challenges for women's to be a football referee. In item 8, 7(35%) strongly disagree, 5(25%) disagree, 1(5%) undecided and 7(35%) agree, this shows that almost half of the respondents were did not challenged by biological or physiological factors. Regarding to item 9, 5(25%) strongly disagree, 7(35%) disagree, 1(5%) agree and 7(35%) strongly agree, which means two third of the participants are not challenged by in adequate sport equipment similarly in item 10, 14(70%) strongly disagree, 4(20%) agree and 2(10%) strongly disagree. In relation to item11 and 14, 3(15%) and 4(20%) disagree, 11(55%) and 12(60%) agree and 6(30%) and 4(20%) strongly agree this shows peer influence and fear of conflict are the challenges for women's to be a football referee. In item 12, 5(25%) strongly disagree, 12(60%) disagree and 3(15%) strongly agree in similar way item 13, 8(40 %) strongly disagree, 3(15%) undecided, 2(10%) agree and 7(35%) strongly agree. In item 15, 8(40%) disagree, 7(35%) agree and 5(25%) strongly agree, this shows that there is lack of proper knowledge & skills that hinder women's to be a football referee. Item16 of the table 4(20%) strongly disagree and 16(80%) agree and in item 17, 6(30%) strongly disagree, 5(25%) disagree, 2(10%) undecided and 7(35%) agree. Item 17 depicts, 6(30%) strongly disagree, 5(25%) disagree, 2(20%) undecided and 7(35%) agree this shows policies or programs are not the challenges in item 18, 6(30%) strongly disagree, 4(20%) undecided and 10(50%) agree. In item 19, 15(75%) and 6(30%) replied disagree and agree respectively and item 20, 5(20%), 8(40%), 4(20%) and 3(15%) of the respondents answered strongly disagree, disagree, agree and strongly agree respectively. From item 21, 7(35%) and 9(45%) of the respondents replied disagree and agree respectively and it shows that lack of confidence is one of the challenge for women's to be a football referee. In item 22, 12(60%) replied disagree, 2(10%) replied undecided and 6(30%) replied agree this

shows there were political support to develop females participation to make them a football referee. In relation to item 23, 8(40%), 5(25%) and 7(35%) of the respondents replied strongly disagree, disagree and agree which implies that CAF and FIFA support to increase women's participation. In relation to item 24, 6(30%) replied disagree, 9(45%) replied agree and 5(25%) replied strongly agree. From this one can understand that religious factor is one of the problem that challenges women's to be a football referee.

4.6. Results and discussions on the responses of women football players

4.6.1. Table-19 Questions related to the football players

No	Item	Alternatives	Response	
			No	%
1	Do you get equal opportunity as male?	Yes	13	26
		No	37	74
		Total	50	100
2	How do you express your interest to be an active participant in the decision making areas in football?	Not at all	-	-
		Very low	12	24
		At average	7	14
		High	31	62
		Total	50	100
3	Is there any program which is designed for women to be a football coach, referee and other leading position?	Yes	12	24
		No	38	76
		Total	50	100
4	Is there any challenge you faced because of you are being female?	Yes	31	62
		No	19	38
		Total	50	100

From the above table in item 2, majority, 37(74%) of the respondents replied that they did not get equal opportunities as male, on contrary minority of them 13(26%) replied they get equal opportunity as male. In item 2, 12(24%), 31(62%) and 7(14%) replied very low, at average and high respectively. Regarding to item 3, 12(24%) of the respondents replied yes and 38(76%) replied no which means that there is no program designed for women's to be a football coach, referee and other leading positions. In relation to item 4, 31(62%) replied yes on the other hand 19(38%) of the respondents replied no.

4.6.2. Table-120 The extent of different conditions that faced challenges for women to be football players

No	Conditions	Rating scale											
		SD		D		UD		A		SA		Total	
		No	%	No	%	No	%	No	%	No	%	No	%
1	Socio cultural influence	5	10	11	22	3	6	13	26	18	36	50	100
2	Multiple tasks in the society	4	8	7	14	-	-	27	54	12	24	50	100
3	Economic Factors	-	-	13	26	-	-	26	52	11	22	50	100
4	Lack of good governance	-	-	12	24	-	-	23	46	15	30	50	100
5	Presence of corruption	5	10	6	12	4	8	23	46	12	24	50	100
6	Absence of conducive environment	-	-	23	46	-	-	13	26	14	28	50	100
7	Lack of community support	-	-	9	18	5	10	30	60	6	12	50	100
8	Biological/physiological factors	14	28	21	42	-	-	7	14	8	16	50	100
9	In adequate sport equipment	20	40	14	28	-	-	9	18	7	14	50	100
10	Absence of capacity building	27	54	9	18	-	-	11	22	3	6	50	100
11	Peer influence	7	14	11	22	5	10	12	24	15	30	50	100
12	Insufficient payment /salary	7	14	10	20	2	4	10	20	21	42	50	100
13	Lack of interest	5	10	35	70	-	-	7	14	3	6	50	100
14	Fear of conflict	23	46	18	36	-	-	9	18	-	-	50	100
15	Lack of proper knowledge & skills	3	6	12	24	-	-	21	42	14	28	50	100
16	Lack of opportunity	11	22	25	50	3	6	9	18	2	4	50	100
17	Inappropriate sport policy/programs	-	-	25	50	5	10	-	-	20	40	50	100
18	Lack of proper motivation like Recognitions	29	58	5	10	-	-	-	-	16	32	50	100
19	Lack of enough support from Government and NGO	25	50	8	16	3	6	14	28	-	-	50	100
20	Poor performance	10	20	20	40	2	4	7	14	6	12	50	100
21	Lack of confidence	3	6	10	20	-	-	24	48	13	26	50	100
22	Absence of Political support	-	-	20	40	-	-	12	24	18	36	50	100
23	Lack of support from CAF and FIFA support	23	46	-	-	-	-	25	50	2	4	50	100
24	Religious Factor	-	-	14	28	-	-	21	42	15	30	50	100
Total		221	18.4	338	28.2	32	2.7	353	29.4	256	21	1200	100

From item 1, 5(10%), 11(22%), 3(6%), 13(26%) and 18(36%) replied strongly disagree, disagree, undecided, agree and strongly agree which shows almost half of the respondents agreed up on socio cultural influence is one of the condition that create challenges for women's to be a football player. In relation to item 2, 4(8%), 7(14%), 27(54%) and 12(24%) replied strongly disagree, disagree, agree and strongly agree respectively that shows almost 75% of the respondents multi tasks in the society creates challenges. In item 3, 13(26%), 26(52%) and 11(22%) replied disagree, agree and strongly agree respectively this indicates that most (75%) of the respondents economically poor to be a football player. Regarding item 4, 12(24%), 23(46%) and 15(30%) replied disagree, agree and strongly disagree. In item 5, 5(10%), 6(12%), 4(8%), 23(46%) and 12(26%) replied strongly disagree, disagree, undecided, agree and strongly agree respectively. This shows that above half of the respondents replied that the presence of corruption creates a challenge to be a football player.

Item 6 depicts 23(46%), 13(26%) and 14(28%) replied disagree, agree and strongly agree respectively. In relation to item 7, 9(18%), 5(10%), 30(60%) and 6(12%) replied, which means above 60% of the respondents response shows that lack of community support is one of the problem for women's to be a football player. In item, 9, 10 & 13, 20(40%), 27(54%) & 5(10%) replied strongly disagree, 14(28%), 9(18%) and 35(70%) replied disagree, 9(18%), 11(22%) and 7(14%) replied agree and 7(14%), 3(6%) and 3(6%) replied strongly agree respectively. In item 11 & 12, 7(14%) and 7(14%) replied strongly disagree, 11(22%) and 10(20%) replied disagree, 5(10%) and 2(4%) replied undecided, 12(24%) and 10(20%) replied agree and 15(30%) and 21(42%) replied strongly agree respectively. In item 14, 23(46%), 18(36%) and 9(18%) replied strongly disagree, disagree and agree respectively. In item 15, 3(6%) and 12(24%) replied strongly disagree and disagree, 21(42%) and 14(28%), agree and strongly agree respectively. In item 16, 11(22%), 25(50%), 3(6%), 9(18%) and 2(4%) replied strongly disagree, disagree, undecided, agree and strongly disagree respectively, which shows that almost above 50% lack of opportunity is not a condition for the challenges to be football player. In relation to item 17, 25(50%), 5 (10%) and 20(40%) replied disagree, undecided and strongly agree respectively. In item 18, 29(58%), 5(10%) and 16(32%) replied strongly disagree, disagree and strongly agree respectively, which shows that lack of recognition and motivation is not challenge females to be a football player. Regarding item 19, 25(50%), 8(16%), 3(6%) and 14(28%) replied strongly

disagree, disagree, undecided and agree respectively, that means there is enough support from the government and NGO. From item 20, 10(20%), 20(40%), 2(4%), 7(14%) and 6(12%) replied strongly disagree, disagree, undecided, agree and strongly agree respectively, which shows that above half of the respondents said poor performance is a problem or a challenge to be a football player. In item 21, 3(6%), 10(20%), 24(48%) and 13(26%) replied strongly disagree, disagree, agree and strongly agree respectively from this one can understand that there is lack of confidence to be a football player. In item 22, 20(40%) replied disagree, 12(24%) replied agree and 18(36%) replied strongly agree which shows that there is a political support to increase female participation. In relation to item 23, 23(46%), 25(50%) and 2(4%) replied strongly disagree, agree and strongly agree respectively. Regarding item 24, 14(28%) replied disagree, 21(42%) replied agree and 15(30%) replied strongly agree and this shows that religious factor is the most problem that challenges women's participation to be a foot player.

4.7. **Discussion on the response of Addis Ababa football federation official**

The researcher obtained deep information through interview from Addis Ababa football federation chief official, beside these open ended questions from women football coaches, referees, players and member of executive committee were briefly discuss as follows

- ⇒ Regarding to the extent of women participation in the area of football coaching, refereeing and as executive committee member similar response were obtained from the coaches, referees, players and member of executive committee strengthen this idea. It means that, the roles of women engagement in decision making area were very minimal in coaching and refereeing and there is no women representative member, out of six executive committee members at Addis Ababa football.
- ⇒ Under the problems/ challenges of women's faced that affect the participation in decision making roles like football referee, coaches and as a member of executive committee, all respondents said that, "There were various challenges that affect the participation of women in decision making roles (football coach, referee and as a member of executive committee) at Addis Ababa football. The major challenges categorized in to personal, organizational and sociocultural factors. Sociocultural influence, lack of conducive environment, insufficient community, government non-governmental organization support, physiological factors, inadequate sport equipment, insufficient payment/salary, shortage of capacity building for women, fear of conflict with players, lack of opportunity to be a leader,

lack of proper motivation and recognition, and presence of religious factors were the major mention problems”.

⇒ The devise mechanism forwarded by the women coaches, referees and member of executive committee as well as chief official implies that the federation and stakeholder should be design and implement various programs which were used to enhance the engagement of women in the area of decision making roles at Addis Ababa football federation. Especially prepare special capacity building program from the first level up to the higher level, strengthen supervision and support methods, providing proper motivations and recognition, provide sport facilities and equipment, especially for referee, support women effort, empower women through training, practice equal opportunity policy, maintain transparency and accountability when hiring and selection of football coaches, referee and as a member of executive committee, elimination of sexist stereotypes from the collective conscience, and create conducive environment for women were some mechanism that taken to stakeholders.

Chapter Five

5. Summary, conclusion and recommendation

5.1 Summary

Football is a sport for all which transcends social, cultural and religious divides. However, women's football is still fighting hard for gender equality around the world. In some countries, playing for a women's team can even be a genuinely risky business in environments that are fraught with almost unimaginable difficulties fuelled by deep-rooted prejudice. The same is true in decision making roles. There are still strong cultural barriers that discourage women and girls from being involved in football coach, referee and leading position. The fight against discrimination is a long-term project that has to start at grassroots level, for example in schools and among families. If equality is real and normal in those environments, then it will remain so for the rest of a person's life. Hopefully then one day people will be able to stop talking about the battle for equality. FIFA's Task Force against Racism and Discrimination is just one way in which FIFA tries to address the underlying issues of gender inequality.

The general objective of this study was to assess the role of women in decision making areas at Addis Ababa football federation. To achieve this objective the researcher designed the following basic questions. These were:

1. To what extent women play in decision making roles (as football coach, referee and executive committee) in in Addis Ababa football?
 2. What are the major challenges facing women in participating in the decision making position at Addis Ababa football?
 3. What are the measures taken by stakeholders to enhance the participation of women in decision making areas?
 4. What the roles of football federation in encouraging women are in participate in football coaches, referees and official?

The sample of the subject consists of 20 women's football referees out of 50, and 10 women coaches out of 10, 50 women players of 4 clubs among 12 Addis Ababa women higher league participants and 6 executive committee members out of 9 and 1 chief official from head office, totally 86 participants were selected purposively from Addis Ababa football federation. To conduct a research both quantitative, qualitative and descriptive survey method were employed. In this line with this, women's referees, coaches, and members of executive committee were

participating by filling both open and close ended questionnaire while the chief officer participated in interview. The researcher also review different related literature, research paper and document analysis in order to obtain valid and reliable information.

The results obtained from the questionnaire, interview, and documents are analyzed and interpreted in the form of counts and Percentage. These were employed to analyze responses of close-ended items in the questionnaires while descriptive statements are employed to interpret open-ended item questionnaires and the interview.

The finding of the study indicates were:

1. The extent of female participation in football coaches, referees were very low, and there was no women representative member at the executive committee at Addis Ababa football federation.
2. There were various challenges that affect the participation of women in decision making roles (football coach, referee and as a member of executive committee) at Addis Ababa football. The major challenges categorized in to personal, organizational and sociocultural factors. Sociocultural influence, lack of conducive environment, insufficient community, government non-governmental organization support, physiological factors, inadequate sport equipment, insufficient payment/salary, shortage of capacity building for women, fear of conflict with players, lack of opportunity to be a leader, lack of proper motivation and recognition, and presence of religious factors were the major mention problems.
3. Addis Ababa football federation and other stakeholders could not design appropriate and sufficient women capacity building program.
4. And in order to enhance the participation of women in the decision making areas (football coaches, referees, and as a member of executive committee) the stakeholders should use various strategies. Especially prepare special capacity building program from the first level up to the higher level, strengthen supervision and support methods, providing proper motivations and recognition, provide sport facilities and equipment, especially for referee, support women effort, empower women through training, practice equal opportunity policy, elimination of sexist stereotypes from the collective conscience, and create conducive environment for women were some mechanism that taken to stakeholders.

5.2 Conclusion

Based on the findings of the study the following conclusions are made:

1. The extent of female participation in decision making roles (football coaches, referees) were very low, and particularly there was no women representative member at the executive committee at Addis Ababa football federation.
2. There were various challenges that affect the participation of women in decision making roles (football coach, referee and as a member of executive committee) at Addis Ababa football. These challenges categorized into personal, organizational and sociocultural factors. Sociocultural influence, lack of conducive environment, insufficient community, government non-governmental organization support, physiological factors, inadequate sport equipment, insufficient payment/salary, shortage of capacity building for women, fear of conflict with players, lack of opportunity to be a leader, lack of proper motivation and recognition, lack of clear and transparency hiring and selection procedure and presence of religious factors were the major mentioned problems.
3. Addis Ababa football federation and other stakeholders could not design appropriate and sufficient women capacity building program.
4. And in order to enhance the participation of women in the decision making areas (football coaches, referees, and as a member of executive committee) the stakeholders should use various strategies. Especially prepare special capacity building program from the first level up to the higher level, strengthen supervision and support methods, providing proper motivations and recognition, provide sport facilities and equipment, especially for referee, support women effort, empower women through training, practice equal opportunity policy, maintain transparency and accountability when hiring and selection of football coaches, referee and as a member of executive committee, elimination of sexist stereotypes from the collective conscience, and create conducive environment for women were some mechanisms that taken to stakeholders.

5.3 Recommendations

Based on the findings of this study the following recommendations are made for the improvement of women decision making roles in football at Addis Ababa.

- ⇒ The Addis Ababa football federation provides special women's capacity building programs that are helping women develop coaching, refereeing and managing skills. The programs, through training workshops, production of training materials, training of trainers, and monitoring women's progress, among others, is geared towards empowering women in higher decision making position.
- ⇒ It needs formulation of equal opportunity policies that are distinct from those subsumed in the constitution and international documents. The absence of such policies makes it difficult to ensure equality of opportunity because there is no yardstick against which day-to-day practices can be measured. The formulators should be made aware of the gender specific barriers to professional opportunity so that they come up with policies that are gender responsive.
- ⇒ After the policies have been formulated, there is a need to put in place machinery for monitoring and evaluation to see to it that the right procedures are followed in the selection and recruitment of coaches, referees and as executive committee member. Create more coaching and refereeing opportunities for women at all levels of football.
- ⇒ Football federation should require that women are represented at all levels of coaching and refereeing, especially in the key decision making/executive committees responsible for establishing promotion criteria, selecting conference representative, allocation of funds, performance awards and support facilities for women.
- ⇒ Addis Ababa football federation needs legislation and infrastructure to help women resolve the tension between personal and professional roles. Women as a decision maker should also be recognized as mothers and wives. This can be done through reasonable provision of maternity leave, and childcare centers within the institutions.
- ⇒ Addis Ababa football federation should offer appropriate expertise, development programs, financial assistance, materials and equipment for women, those who are participating in football referees, coaches and as executive committee.

- ⇒ Sport federation need to sensitize football staff and the general public that both men and women can play an important role in development of football. We cannot afford to relegate one group of our society to traditional roles which are no longer viable for national development. Institutional attitudinal climate needs to be made conducive for women. Attitudes of senior players, coaches, referees and administrative staff must change.
- ⇒ Addis Ababa football federation should maintain mainstream gender issues in their programs and policy. This means that they should assess the implications for women and men of any planned action, including legislation, policies and programs, in any area and at all levels. This will make women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programs in all political, economic and social spheres.
- ⇒ Addis Ababa football federation should be Practice good governance and accountability those who are violent athletes and leaders.
- ⇒ Establishing a Women's Football Committee and Department, fully supported by their Member Association's leadership.
- ⇒ Optimizing the use of FIFA's funds and other resources earmarked for women's football.
- ⇒ Support for the introduction and optimization of Women's Football Competitions at national and youth level including girls in grassroots programs.
- ⇒ Use press releases and good relations with your local journalists to promote girls and women's sports achievements.

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APPENDIX

ADDIS ABABA UNIVERSITY COLLAGE OF NATURAL AND COMPUTATIONAL SCIENCES DEPARTMENT OF SPORT SCIENCE

Survey questionnaires to be field by women football coaches, referees, and players

This survey questionnaire is designed to gather information for study being conducted in Addis Ababa University collage of natural science department of sport science for partial fulfillment of the degree of Master of Science in sport. Its purpose was to collect information about the role of women in decision making areas (football coach, referee, and executive committee) at Addis Ababa football federation. And this study aims were to examine the ratio of women roles in decision making area, to assess the major challenges that facing to women in participating football coaches, referees, and as executive committee, and to investigate different mechanisms that taken to enhance the participation of women in decision making roles.

It was crucial that your answer for the questions provided in the questionnaire offers a clear picture of the situation of women's football coach, referees, and as executive committee. So please take your time and complete the questions which directly apply to you. And read each of the items carefully and the response that correspond to the situation regarding to the women's football coaches, referees, and executive committee member. Your answer only used for the research purpose.

Thank you for your co-operation in advance.

INSTRUCTIONS

No need of writing your name.

Indicate your response by placing (✓) symbol in corresponding box of your choice.

I. Background information

1. **Responsibilities:** Coach Referee Player
 2. **Age categories:** 21– 30 years 31 – 40 years above 40 years
 3. **Qualification:**
10th and 12th complete Diploma Degree above Others
 4. **Experience:**
0– 5 years 6 – 10 years 11 – 15 years above 15 years
-

APPENDIX

**ADDIS ABABA UNIVERSITY COLLAGE OF NATURAL AND COMPUTATIONAL
SCIENCES DEPARTMENT OF SPORT SCIENCE**

**Survey questionnaires to be field by a member of executive committee of Addis Ababa
football federation**

This survey questionnaire was designed to gather information for study being conducted in Addis Ababa University collage of natural science department of sport science for partial fulfillment of the degree of Master of Science in sport. Its purpose was to collect information about the role of women in decision making areas (football coach, referee, and executive committee) at Addis Ababa football federation. And this study aims are to examine the ratio of women roles in decision making area, to assess the major challenges that facing to women in participating football coaches, referees, and as executive committee, and to investigate different mechanisms that taken to enhance the participation of women in decision making roles.

It was crucial that your answer for the questions provided in the questionnaire offers a clear picture of the situation of women’s football coach, referees, and as executive committee. So please take your time and complete the questions which directly apply to you. And read each of the items carefully and the response that correspond to the situation regarding to the women’s football coaches, referees, and executive committee member. Your answer only used for the research purpose.

Thank you for your co-operation in advance.

INSTRUCTIONS:

No need of writing your name.

Indicate your response by placing (√) in corresponding box of your choice.

I. Background information

1. Responsibilities

Referee Coach Commissioner Chief Officer Others

2. Age categories: 21– 30 years 31 – 40 years above 40 years

3. Qualification:

10th and 12th complete Diploma Degree above Others

4. Experience:

0– 5 years 5 – 10 years 1 – 15years above 15years

APPENDIX

**ADDIS ABABA UNIVERSITY COLLAGE OF NATURAL AND COMPUTATIONAL
SCIENCES DEPARTMENT OF SPORT SCIENCE**

Interview questions for Addis Ababa football official (chief officer)

The this interview was to gather or obtain information about the status, challenges and prospects of women in decision making role at Addis Ababa football.

Position (responsibility) -----

Experience -----

Qualification -----

Sex -----

Question 1, to what extent women participation in decision making role as football coaches, referees, and executive committee in Addis Ababa football?

-----.

Question 2, what are the factors that affect women participation in decision making roles (like; football coaches, referee, and member of executive committee) at Addis Ababa football?

-----.

Question 3, what are the possible strategies /mechanisms that can be used to enhance the participation of women in decision making areas as football coaches, referees, and members of executive committee?

-----.

Question 4, what are the measures to be taken by stakeholders to enhance the capacity of women in decision making areas?

II. A questionnaire to be complete by a member of executive committee

1. what are the extent of female participation in coaching, refereeing and as leadership positions

Not at all rarely at average high very high

2. If your answer is “Not at all or rarely” for question number 1, what are the problems? Please list your reasons

3. How do you express the contribution of executive committee for the development of women football especially in decision making areas at Addis Ababa?

Not at all rarely at average high very high

4. Are there programs which are designed by the football federation to enhance the roles of women in the areas of football coaches, referees and commissioners?

Yes No

5. If your response “Yes” for question No 4, please list the programs?

6. What will be the possible strategies /mechanism that used improves the participation of women in decision making roles for the future?

II. A questionnaire to be complete by women football referees, coaches and players

1. Do you get equal opportunity as male?

Yes No

2. How do you express your interest to be an active participant in the decision making areas in football?

Not at all very low at average high very high

3. Is there any program which is designed for women to be a football coach, referee and other leading position?

Yes No

- If your answer is “yes” mention the activities.

4. What is your individual contribution in improving the skill of refereeing, coaching? If you have list them.

5. Is there any challenge you faced because of you are being female

Yes No

- If your answer is “yes” please list out the problems, what you are faced

6. What will be the possible strategies /mechanism that used to improve the participation of women in decision making roles for the future?

III. To what extent the following conditions that creates challenges for women to be a coach, referee, players and as executive committee

No	Items	Scale				
		Strongly disagree	Disagree	Undecided	Agree	Strongly agree
1	Socio Cultural influence					
2	Multiple tasks in the society					
3	Economic factors					
4	Lack of good governance					
5	Presence of corruption					
6	Absence of conducive environment					
7	Lack of community support					
8	Biological/physiological factors					
9	Inadequate sport equipment					
10	Absence of capacity building					
11	Peer influence					
12	Insufficient Payment/salary					
13	Lack of interest					
14	Fear of conflict					
15	Lack of proper knowledge and skills					
16	Lack of opportunity					
17	Inappropriate sport policy/programs					
18	Lack of proper motivation like recognitions					
19	Lack of enough support from government and NGO					
20	Poor performance					
21	Lack of confidence					
22	Absence of political influence					
23	Lack of support from CAF AND FIFA					
24	Presence Of Religious Factors					

Self Designed

Thank you!!!

ተቀፅላ

**የአዲስ አበባ ዩኒቨርሲቲ የተፈጥሮ ሳይንስና ቀመር ኮሌጅ የድህረ ምረቃ
ፕሮግራም የስፖርት ሳይንስ ክፍል የዳሰሳ ጥናት መጠይቅ በስራ አስፈጻሚ
ኮሚቴ አባላት የሚሞላ**

የዚህ የዳሰሳ ጥናት መጠይቅ አላማ በአዲስ አበባ ዩኒቨርሲቲ የድህረ ምረቃ ፕሮግራም በስፖርት ሳይንስ ትምህርት ክፍል ለሚከናወን የሁለተኛ ዲግሪ ጥናት መረጃ ማሰባሰብ ሲሆን የጥናቱ ትኩረትም በአዲስ አበባ እግር ኳስ ፌደሬሽን በተለያዩ የውሳኔ ሰጭነት ማለትም በስራ አስፈጻሚ ኮሚቴ ፣ በእግር ኳስ ዳኝነትና አሰልጣኝነት ያላቸውን ተሳትፎ በመዳሰስ እና ችግሮችን በመለየት አስፈላጊውን የመፍትሔ አቅጣጫ ለሚመለከታቸው አካላት ለማመልከት ነው። ይህ ጥናት ከላይ የተጠቀሰውን አላማ ለማሳካት በአዲስ አበባ እግር ኳስ ፌደሬሽን ውስጥ የሚሳተፉ የሴት እግር ኳስ አሰልጣኞች ፣ ዳኞች ፣ ተጫዋቾች እና የስራ አስፈጻሚ ኮሚቴዎች በማሳተፍ ይሆናል። የዚህ ጥናት አስፈላጊነትና ግብ በአዲስ አበባ ከተማ አስተዳደር የሴቶች ሚና በእግርኳስ አሰልጣኞች ፣ ዳኞች እና የስራ አስፈጻሚ ኮሚቴዎች በመዳሰስ በተገኘው ግኝት ላይ በመመርኮዝ አስፈላጊውን ገንቢ ሀሳብ እና የመፍትሔ አቅጣቻ ለማስቀመጥ ይረዳ ዘንድ ይሆናል። ከዚህ በተጨማሪ ለወደፊቱ በአዲስ አበባ እና በኢትዮጵያ ደረጃ በዚህ ርዕስ ዙሪያ ለሚሰሩ ጥናቶች እንደ መነሻ የመረጃ ምንጭ ሆኖ የሚያገለግል ይሆናል ተብሎ ይገመታል። በመሆኑም ጊዜዎን ወስደው የሚመለከተው ክፍል ውስጥ የተካተቱትን ጥያቄዎች ብቻ በመመሪያው መሰረት እንዲመልሱ በትህትና እጠይቃለሁ ። የሚሰጡት ምላሽ ለጥናቱ አላማ ብቻ የሚውል ሲሆን ለሶስተኛ ወገን የማይደርስ እና በሚስጢር የሚያዝ ነው።

ለሚያደርጉልኝ ትብብር በቅድሚያ አመሰግናለሁ!!!

➤ መመሪያ

1. የእርስዎን ስም መግለፅ አያስፈልግም።
2. አማራጭ ምላሽ ላላቸው ጥያቄዎች በተዘጋጀው ሳጥን ውስጥ ይህን (✓) ምልክት በማድረግ ይመልሱ።
3. የእርስዎን አጭር እና ግልፅ ማብራሪያ ለሚፈልጉ ጥያቄዎች በተሰጠው ክፍት ቦታ ምላሽን ያኑሩ።

I. አጠቃላይ መረጃ

1. የስራ መስክ
ዳኛ አሰልጣኝ ኮሚሽነር /ቤት ሀላፊ

ሌላ

2. እድሜ ክልል
21-30አመት 31-40 አመት ከ40አመት በላይ

3. የትምህርት ዝግጅት
የ10ኛ ና 12ኛ ክፍል ያጠናቀቁ ዲፕሎማ ድግሪ ማስተርስና ፒኤችዲ ሌላ

4. አገልግሎት
ከ 0-5አመት ከ 6-10 አመት ከ 11-15አመት ከ15አመት በላይ

II. የመጠይቆቹ ዋናው ክፍል በአዲስ አበባ እግር ኳስ ፌዴሬሽን ስራ አስፈጻሚ ኮሚቴ አባላት የሚሞላ

1. የሴቶች ተግትፎ በአ.አ እግር ኳስ ፌዴሬሽን በአሰልጣኝነት ፣ በዳኝነት እና በስራ አስፈጻሚ ኮሚቴነት ምን ያህል ናቸው

ምንም ዝቅተኛ መካከለኛ ከፍተኛ በጣም ከፍተኛ

2. ለተራ ቁጥር አንድ ጥያቄ ምላሽዎ “ምንም ወይም ዝቅተኛ” ከሆነ ለችግሩ ምክኒያት ምን ይሆን? ቢጠቅሱልን፡

3. የአዲስ አበባ የእግር ኳስ ፌዴሬሽን የስራ አስፈጻሚ ኮሚቴ ለሴቶች እግር ኳስ እድገት በተለይ በአሰልጣኝነት፣ በዳኝነት እና በአመራርነት ያለው ድጋፍ እንዴት ይገለጻል

ምንም ዝቅተኛ መካከለኛ ከፍተኛ በጣም ከፍተኛ

4. ሴቶች ወደ እግር ኳስ ፌዴሬሽን የስራ አስፈጻሚ ኮሚቴ ፣ አሰልጣኝነት እና ዳኝነት እንዲመጡ የተነደፈ ስልት ወይም ፕሮግራም አለ?

አዎ አይ

5. ለ4ኛው ተራ ቁጥር ጥያቄ መልሰዎ” አዎ” ከሆነ እባክዎ ስልተቶቹን ይጥቀሱልን፡

6. በአዲስ አበባ እግር ኳስ ፌዴሬሽን የሴቶችን ተሳትፎ/ሚና በእግር ኳስ ዳኝነት ፣ አሰልጣኝነት እና በስራ አስፈጻሚ ኮሚቴነት ለማሳደግ ምን መደረግ አለበት? ስልቶቹን ቢጠቅሱልን

III. ሴቶች በአዲስ አበባ እግር ኳስ ፌደሬሽን በስራ አስፈጻሚ ኮሚቴነት ፣ አሰልጣኝነት እና ዳኝነት እንዳይሳተፉ የሚሰችሉትን ከዚህ በታች የተዘረዘሩትን ተግዳሮቶችን በደረጃ አስቀምጧቸው

ተ. ቁ	ተግዳሮቶች /ችግሮች	ደረጃ				
		በጣም አልሰማማም	አልሰማማም	አላውቅም	እስማማለሁ	በጣም እስማማለሁ
1	የማህበረሰብና የባህል ጫና					
2	ተደራራቢ ስራ መኖር					
3	የኢኮኖሚ ችግር					
4	መልካም አስተዳዳሪ ችግር					
5	አድሎ/ሙስና መኖር					
6	ምቹ ሁኔታ አለመኖር					
7	ማህበረሰብ ድጋፍ አናሳ መሆን					
8	የተፈጥሮ ሁኔታ					
9	በቂ የሆነ የስፖርት መገልገያ አለመኖር					
10	የአቅም መጎልበቻ ስልጠናዎች አለመኖራቸው					
11	የንደኛ ጫና					
12	በቂ ያልሆነ ክፍያ መኖር					
13	የፍላጎት ማጣት					
14	ጠብ/ግጭት መፍራት					
15	እውቀት እና ክህሎት አለመኖር					
16	ለመሳተፍ እድል አለመኖር					
17	ትክክለኛ ያልሆነ ፖሊሲና ፕሮግራም መኖሩ					
18	የማትገይ/የማነቃቂ ስልት አለመኖር					
19	ከመንግስትና ከግል ድርጅት በቂ የሆነ ድጋፍ አለመኖር					
20	የብቃት ችግር					
21	የልበ ሙሉነት/በራስ የመተማመን ችግር					
22	የፖለቲካ ጫና መኖር					
23	ከካፍ እና ከፊፋ ያለው ድጋፍ አናሳ መሆኑ					
24	ሀይማኖት ሁኔታ/ችግር					

ተቀፅላ

የአዲስ አበባ ዩኒቨርሲቲ የተፈጥሮ ሳይንስና ቀመር ኮሌጅ የድህረ ምረቃ ፕሮግራም የስፖርት ሳይንስ ክፍል የዳሰሳ ጥናት መጠይቅ በሴት እግር ኳስ አሰልጣኞች ፣ ዳኞች እና ተጨዋቾች የሚሞላ

የዚህ የዳሰሳ ጥናት መጠይቅ አላማ በአዲስ አበባ ዩኒቨርሲቲ የድህረ ምረቃ ፕሮግራም በስፖርት ሳይንስ ትምህርት ክፍል ለሚከናወን የሁለተኛ ዲግሪ ጥናት መረጃ ማሰባሰብ ሲሆን የጥናቱ ትኩረትም በአዲስ አበባ እግር ኳስ ፌደሬሽን በተለያዩ የውሳኔ ሰጭነት ማለትም በስራ አስፈጻሚ ኮሚቴ ፣ በእግር ኳስ ዳኝነትና አሰልጣኝነት ያላቸውን ተሳትፎ በመዳሰስ እና ችግሮችን በመለየት አስፈላጊውን የመፍትሔ አቅጣጫ ለሚመለከታቸው አካላት ለማመላከት ነው። ይህ ጥናት ከላይ የተጠቀሰውን አላማ ለማሳካት በአዲስ አበባ እግር ኳስ ፌደሬሽን ውስጥ የሚሳተፉ የሴት እግር ኳስ አሰልጣኞች ፣ ዳኞች ፣ ተጨዋቾች እና የስራ አስፈጻሚ ኮሚቴዎች በማሳተፍ ይሆናል። የዚህ ጥናት አስፈላጊነትና ግብ በአዲስ አበባ ከተማ አስተዳደር የሴቶች ሚና በእግርኳስ አሰልጣኞች ፣ ዳኞች እና የስራ አስፈጻሚ ኮሚቴዎች በመዳሰስ በተገኘው ግኝት ላይ በመመርኮዝ አስፈላጊውን ገንቢ ሀሳብ እና የመፍትሔ አቅጣቻ ለማስቀመጥ ይረዳ ዘንድ ይሆናል። ከዚህ በተጨማሪ ለወደፊት በአዲስ አበባ እና በኢትዮጵያ ደረጃ በዚህ ርዕስ ዙሪያ ለሚሰሩ ጥናቶች እንደ መነሻ የመረጃ ምንጭ ሆኖ የሚያገለግል ይሆናል ተብሎ ይገመታል። በመሆኑም ጊዜዎን ወስደው የሚመለከተው ክፍል ውስጥ የተካተቱትን ጥያቄዎች ብቻ በመመሪያው መሰረት እንዲመልሱ በትህትና እጠይቃለሁ ። የሚሰጡት ምላሽ ለጥናቱ አላማ ብቻ የሚውል ሲሆን ለሶስተኛ ወገን የማይደርስ እና በሚስጢር የሚያዝ ነው።

ለሚያደርጉልኝ ትብብር በቅድሚያ አመሰግናለሁ!!!

➤ **መመሪያ**

1. የእርስዎን ስም መግለፅ አያስፈልግም።
2. አማራጭ ምላሽ ላላቸው ጥያቄዎች በተዘጋጀው ሳጥን ውስጥ ይህን (✓) ምልክት በማድረግ ይመልሱ።
3. የእርስዎን አጭር እና ግልፅ ማብራሪያ ለሚፈልጉ ጥያቄዎች በተሰጠው ክፍት ቦታ ምላሽን ያኑሩ።

1. አጠቃላይ መረጃ

1. የስራ መስክ

አሰልጣኝ ዳኛ ተጨዋቻ

2. እድሜ ክልል

21-30አመት 31-40 አመት ከ40አመት በላይ

3. የትምህርት ዝግጅት

የ10ኛ ና 12ኛ ክፍል ያጠናቀቁ ዲፕሎማ ድግሪ ከዲግሪ በላይ

ሌላ

4. አገልግሎት

ከ 0-5አመት ከ 6-10 አመት ከ 11-15አመት ከ15አመት በላይ

II. የመጠይቆቹ ዋናው ክፍል በአዲስ አበባ እግር ኳስ ፌደሬሽን ሴት አሰልጣኖች ፣ ዳኞች እና ተጫዋቾች የሚሞላ

1. በአዲስ አበባ እግር ኳስ ፌደሬሽን ሴቶች በአሰልጣኝነት፣ በዳኝነት እና በስራ አስፈጻሚ ኮሚቴነት ለመሳተፍ እኩል እድል አግኝተዋል?

አዎ አይ

2. የእርስዎ ፍላጎት በእግር ኳስ ዳኝነት፣ በአሰልጣኝነት እና በስራ አስፈጻሚ ኮሚቴነት ለመሳተፍ እንዴት ይገለጻል?

ፍላጎት የለኝም በጥቂቱ መካከለኛ ክፍተኛ በጣም ክፍተኛ

3. ሴቶች ወደ እግር ኳስ ፌደሬሽን የስራ አስፈጻሚ ኮሚቴ ፣ አሰልጣኝነት እና ዳኝነት እንዲመጡ የተነደፈ ስልት ወይም ፕሮግራም አለ?

አዎ አይ

• ለ3ኛው ተራ ቁጥር ጥያቄ መልሰዎ” አዎ” ከሆነ እባክዎ ስልተቶቹን ይጥቀሱልን።

4. የእግር ኳስ ዳኝነትን አሰልጣኝነትን እና የአመራር ክህሎትን ለማሳደግ የግልዎ ጥረት ምን ይመስላል? እባክዎትን የእርስዎን ጥረት ይግለጹልን።

በእግር ኳስ ጋኝነት፣ አሰልጣኝነት እና በስራ አስፈጻሚ ኮሚቴነት ሴት በመሆንዎ ብቻ የገጠምዎት ችግር/ተግዳሮት አለ?

አዎ አይ

• ለ6ኛው ተራ ቁጥር ጥያቄ መልሰዎ” አዎ” ከሆነ እባክዎ ችግሮቹን ይጥቀሱልን።

5. በአዲስ አበባ እግር ኳስ ፌደሬሽን የሴቶችን ተሳትፎ/ሚና በእግር ኳስ ዳኝነት ፣ አሰልጣኝነት እና በስራ አስፈጻሚ ኮሚቴነት ለማሳደግ ምን መደረግ አለበት? ስልቶቹን ቢጠቀሱልን

III. ሴቶች በአዲስ አበባ እግር ኳስ ፌደሬሽን በስራ አስፈጻሚ ኮሚቴነት ፣ አሰልጣኝነት እና ዳኝነት እንዳይሳተፉ የሚሰችሉትን ከዚህ በታች የተዘረዘሩትን ተግዳሮቶችን በደረጃ አስቀምጧቸው

ተ.ቁ	ተግዳሮቶች /ችግሮች	ደረጃ				
		በጣም አልሰማማም	አልሰማማም	አላውቅም	እስማማለሁ	በጣም እስማማለሁ
1	የማህበረሰብና የባህል ጫና					
2	ተደራራቢ ስራ መኖር					
3	የኢኮኖሚ ችግር					
4	መልካም አስተዳዳሪ ችግር					
5	አድሎ/ሙስና መኖር					
6	ምቹ ሁኔታ አለመኖር					
7	ማህበረሰብ ድጋፍ አናሳ መሆን					
8	የተፈጥሮ ሁኔታ					
9	በቂ የሆነ የስፖርት መገልገያ አለመኖር					
10	የአቅም መጎልበቻ ስልጠናዎች አለመኖራቸው					
11	የጓደኛ ጫና					
12	በቂ ያልሆነ ክፍያ መኖር					
13	የፍላጎት ማጣት					
14	ጠብ/ግጭት መፍራት					
15	እውቀት እና ክህሎት አለመኖር					
16	ለመሳተፍ እድል አለመኖር					
17	ትክክለኛ ያልሆነ ፖሊሲና ፕሮግራም መኖሩ					
18	የማትጊያ/የማነቃቂ ስልት አለመኖር					
19	ከመንግስትና ከግል ድርጅት በቂ የሆነ ድጋፍ አለመኖር					
20	የብቃት ችግር					
21	የልበ ሙሉነት/በራስ የመተማመን ችግር					
22	የፖለቲካ ጫና መኖር					
23	ከካፍ እና ከፊፋ ያለው ድጋፍ አናሳ መሆኑ					
24	የሀይማኖት ሁኔታ/ችግር					

