

Factors influencing participation of women leadership in national sport organization of Ethiopia

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Abstract

This study sought to investigate factors influencing women's leadership in national sport organizations. The purpose of the study was to establish how culture, influences women leadership in national sport organizations and to assess from the bases of policy regulatory framework which affect women leadership in national sport organizations; moreover, to identify the influence of networking on women participation in leadership in national sport organizations. A survey research design was used following by quantitative and qualitative research approaches. The study targeted on 27 organizations. And Comprehensive sampling method were used to all the respondents A questionnaire with closed and open ended items was used. The questionnaire items were in five point likert scale items ranging from (1-5). Data was analyzed using descriptive statistics that involved frequency distribution Tables and percentage. The study findings showed that participation of women in leadership in national sport organizations influenced by culture, religion and networking. Key recommendations are made. Religious institutions should be encouraged to involve women in their leadership structures so that they can set model for others to follow, full implementation of legal/policies that have been put in place to empower women's in all national sport organizations.

Keywords: women, culture, religion, and network, factor

Introduction

Regardless of efforts to ensure that women representation is achieved at all levels of governance, women are still underrepresented in many government and non-government organizations particularly in positions of power and leadership (De Le Rey, 2005). From statistics presented by Sadie (2005) ^[1] on the southern Africa Development Community (SADC) Parliamentary structures, it is evident that the target of 30% representation by women in political and decision making structures of member states (set by Heads of State and Government in adopting the 1997 Declaration on gender and Development, and to be achieved by 2005, was not met except in South Africa and Mozambique.

Despite many women engaging in politics, it is only recently that Sahle work Zewude became the first women to be appointed the president of Ethiopia. The situation is not replicated in other branches of government and independent commissions. For instance, Judiciary, parliament, police Service commission, are all headed by men. This is evident that few women occupy top leadership positions in the country. In education and academic circles, the picture is the same especially if one looks at higher education. Literature on leadership in higher education generally reveals that women are poorly represented in upper levels of administration. Leadership in higher education is still a man's world and universities are male dominated institutions. (Gumbi, 2006) ^[6].

It is therefore quite evident that men dominate the governance and management levels of higher education institutions. Consequently, men have the decision making power and authority regarding strategic direction and allocation of resources. More of interest to the policy

makers is the likelihood that women have few or no role models and mentors, something that may have far reaching consequences in terms of developing future women leaders. Just like other countries I have discussed, the factors that affect women participation in national sport organizations Ethiopia. Because women are rarely found in leadership positions. For instance from 27 president and 27 general secretary only one president and four general secretary were women during data collection period in national sport organizations.

Material and Methods

Description of the study area

The focus of this study was on Factors Influencing Participation of Womens Leadership in national sport organization of Ethiopia Therefore, the study was carried out in Ethiopian national sport organizations, who are working at federation, associations and committee level. Ethiopian national sport organizations contained 27 national sport organizations those include 21 federations, 4 Association and 2 committee. These organizations are found in the capital city of Ethiopia Adis Abeba. The total population of Ethiopian national sport organizations contained 216 populations with 162 executive federation members, 27 general secretary and 27 experts. (Sport Association, Recognition and Support Directorate) SARSD, (2010).

Research Design and data collection methods

This research was employed descriptive survey design. This design is appropriate to describe the characteristics of a certain group. A qualitative and quantitative approach was used to conduct this study. Quantitative research design

approach was selected for the study, this allows for an in-depth understanding on Factors Influencing Participation of Women Leadership in national sport organization of Ethiopia The population were both men's and women's

Ethiopian national sport organizations working as leaders and experts that have experience on sport leadership.

Population and sampling method

Table 1

Leaders	Men	women	The whole population	Number of subjects to be taken	Samples size	Sampling method
Executive federation Members	146	16	6x27	6	162	Comprehensive
Directors(general secretary	23	4	1 x27	1	27	Comprehensive
Experts	21	6	1 x27	1	27	Comprehensive.
Total number	199	18		216		

Sources; Sport Association, Recognition and Support Directorate 2010

Data collection instruments

The data collection instrument used in this study was questionnaires; mainly from the executive federation members, general secretaries and experts in national sport organizations

Validity of the instruments

The study ensures the test items represent the content that the test is designed to measure. The researcher discussed the instruments with the supervisors and other experts to test validity and ensure the data collected was relevant to the study. Some of the items were modified and others discarded to improve the quality of the instruments thus increasing the validity.

Reliability of the instruments

The researcher used split-half method to establish reliability of the instruments. The researcher established reliability coefficient using split-half method; the questionnaires were separated into two sets, even and odd numbered questionnaires. The two sets of items were scored separately and then correlated using Pearson's correlation formula and a reliability coefficient was established at 0.8 which is an indicator of a strong positive correlation.

Data collection procedure

Data was collected using questionnaire. A research authorization permission was obtained from Mekelle University departments of sport science, in order to be allowed to collect data from the organization. The researcher then proceeded to the field to collect data as per the schedule. Information collected was treated with confidentiality. The organizations were pre-visited by the researcher to establish rapport with them before the actual data collection date

Data analysis

After the questionnaire was administered, the raw data collected was systematically organized to facilitate analysis. Completed questionnaires were edited for completeness and consistency. Descriptive statistics was used in data analysis. This entails the use of frequency distribution Tables and percentages to summarize data on the closed ended items in the questionnaire. Analysis of data employed Statistical Package for social scientists (SPSS) version 16 software where used describe the result

Conclusion

The evaluation of the findings in this study established the following in relation to the objectives:
That culture has an influence on women participation in

leadership positions in national sport organization and this could be generalized country wide in relation to women participation in leadership positions, cultural attitude, religious beliefs and practices limit the potential of women when aspiring for leadership positions. Legal and policy framework do not affect participation of women in leadership in national sport organizations. The Ethiopian constitution motivates women to participate in leadership of the country and have huge impact in empowerment of women in the country. But Networking has an influence on Participation of women in leadership in national sport organizations.

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