CONSTRAINTS TO FEMALE LEADERSHIP ROLES IN SPORTS IN NIGERIA

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2005

DECLARATION

I hereby declare that the research work presented in this thesis for the award of the degree of Master of Science (M.Sc.) has been written and completed by me.

The research is exclusively the report of the investigation conducted by me. It has not been presented on any previous application for higher degree. All quotations have been indicated and the sources of information have been acknowledged by means of bibliography at the end of the thesis.

....
AWUJOOLA-OLARINOYE Funke Abosede DATE
(STUDENT)

CERTIFICATION

This thesis entitled "**CONSTRAINTS TO FEMALE LEADERSHIP ROLES IN SPORTS IN NIGERIA**" by **AWUJOOLA-OLARINOYE, `Funke Abosede** meets the regulations governing the award of the degree of Master of Science (M.Sc.) in Sports Management at Ahmadu Bello University, Zaria, and is approved for its contributions to knowledge and literary presentation.

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DEDICATION

This thesis is dedicated to the Almighty God for the wisdom, knowledge and understanding He has given me. It would not have been possible without His grace, and to my beloved Mother Madam Felicia Mojisola Olarinoye for the sacrifices she has made to make my future bright. May God keep her and give her long life to enjoy the fruits of her labour (Amen).

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ABSTRACT

The purpose of this study was to examine the "Constraints to Female Leadership Roles in Sports in Nigeria". To achieve the purpose of this study, ex-post facto research design was used. The instrument used for data collection was the questionnaire using Likert rating scale. The questionnaire contained two (2) sections, Section A contained (7) statements on personal data of the respondents, while section B contained forty (40) statements on perceived constraints for female leadership roles in sports in Nigeria. The questionnaire thus developed was administered on a total of three hundred (300) respondents from the twelve (12) states randomly selected from the six (6) geo-political zones of the Federal Republic of Nigeria. The data thus collected were statistically analysed at Institute of Agricultural Research (IAR), Ahmadu Bello University, Zaria, using Analysis of Variance (ANOVA) and multiple regression analysis to determine the extent of the perceived constraints for female leadership roles in sports in Nigeria. Each hypothesis was tested at an alpha level of 0.05. The results of the study revealed the following: Age, marital status, gender and experience served as constraints for female leadership roles in sports.

The results showed that religious, cultural and performance constraints do not have significant influence on female leadership roles in sports. The results of the study showed that qualification has significant influence on the perceptions of gender as a constraint.

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OPERATIONAL DEFINITION OF TERMS

The following terms used in this work are defined below to avoid inconsistency in their operational sense.

i. **Constraint** - The problems encountered in female leadership position in sports in Nigeria.

ii. **Leadership role** - process of influencing people so that they will strive willingly towards achieving a goal.

iii. **Sports** - refers to activities which include team sports such as baseball, football, basketball, volleyball, hockey, cricket, etc. Individual competitive sports such as tennis, golf, track, field and bowing. Combative sports such as wrestling, boxing and fencing. Outdoor activities such as mountaineering, fishing, skiing and sailing.

iv **Leadership** - Leadership is everything you do that affects the organisational objectives and total well-being of the organisation positively.

vv. **Director** - a person employed to direct the affairs of a sports council.

CHAPTER ONE

1.1 **INTRODUCTION**

Sports have been considered a social construct of masculinity where physical prowess is demonstrated. Consequent upon the sudden change in societal ideology concerning gender equality as well as wide adoption of Brighton Declaration (1968) on Women and Sport, the sport scenario has witnessed dramatic changes worldwide. As a result of this, the number of female in sports has increased considerably and yet most of the executive positions, especially in sports organisations are held by men. Women have been more or less ignored. This shortcoming has become more evident especially in the area of leadership roles in sports (Adeyanju, 1992).

According to Adeyanju, (1992) she stated that men often find it difficult to profer lasting solutions to the physical, psychological and emotional problems of female athletes. This view supports the theory of Hautton and Silkin (1992) who reported that female athletes are usually more open about personal problems with female trainers and at the same time they are sometimes reluctant to seek the services of male trainers.

The access of women to leadership roles appear to have met with resistance as very few women occupy leadership and

decision making position (Ladani, 1990). Although females have been as exposed as men to the general achievement orientation of Nigerian society, however, they have not been encouraged to succeed in those areas traditionally defined as male activities. The male leadership role in sports at any level is respected and rewarded. It is perhaps the most visible means for validating the internalization of male sex role in sports. Traditional sports such as wrestling, for example are a laboratory for socializing males for appropriate masculine behaviour in Nigerian society whereas females are rewarded for practising future marital role (Adeyanju, 1992).

Jobs entailing much physical strength for example, coaching and other leadership roles in sports tend to be automatically labelled as men=s activities. It is often believed that if females are placed in such jobs they will not be able to cope and they are likely to produce negative reactions not only among male colleagues but also on the public at large (Adeyanju (1986).

Adeyanju, (1992) in Ogundare, (2000) stated that it is generally believed by the society that no matter how highly qualified, a female cannot be as good as a man holding the same position. For a female to be able to cope when she attains high administrative rank, she has a new job to learn and a new relationship to cultivate. She must legitimize the

authority of her office, gradually breakdown the resistance of her subordinate staff to take supervision and direction from a female. This is because it is not easy for the society to change their customary expectation that females are to be Abossed@ and not to be Abosses@.

In Nigeria, the transformation of female role from the perceived traditional position still appears to be meeting with resistance, even as limited number of women occupy sport leadership and decision-making positions, thus creating a wide gap. A recent survey revealed gross under representation of women in diverse leadership posts even where qualified and competent female personnel were available (Ogundare, 2000).

This study would therefore determine the constraints for female leadership roles in sports in Nigeria, with a view to highlighting the malignant constraints that tend to preserve traditional male hegemony, and possibilities for increased tapping of competent female personnel for optimal management and administration of sports in Nigeria.

1.2 STATEMENT OF THE PROBLEM

The pattern of leadership role of women in the field of sports has been very unfavourable, some of them have managed to climb to the post of Director of Sports of States Sports

Council and Zonal Coordinators (Adeyanju, 1992). However, the civil service does not discriminate against competent female officers. It is rather the reluctance of women to withstand societal restraint that affect ed their self concept and eroded their confidence in occupying vital leadership positions particularly in

sports, thereby settling for those positions that are not stigmatized (Okonkwo, Olubayo-Fatiregun, 2001).

Similarly, for egocentric reasons, some men cannot just imagine taking orders from women, and would resist any attempt to nominate a woman into a position of authority (Ogundare, 2000). The limited opportunities for female leadership in sports and other somatic activities, particularly those that relate to body image and self concept were mainly due to oppression of their experience in the world, which is rooted in sense of inferiority, helplessness and vulnerability, (Guthrie and Castelnuovo, 1994).

Although, a woman=s self image has been profoundly sharpened by socio-economic, political, cultural, religious and gender constructs but individual choices can provide a basis for resistance and change, particularly when they are nurtured in settings that foster female bonding. Such has been the struggle for emancipation, the fact that women have been

successful in legal, financial, educational and governmental circles proves that sports cannot remain impenetrable for women leaders (Williams, 1993).

A number of factors have been identified as the main constraints for female leadership roles in sports, particularly in Nigeria. Some of the most important of these factors are traditional discrimination of the societies, educational qualification,

cultural, religious, political discrimination and female attitude towards themselves (Adeyanju, 1992; Ogundare, 2000).

Several investigations have been reported on the constraints to effective female leadership roles or functions in the area of sports - until relatively recently, little work has been done to provide detail explanation on the perceived constraints of women leaders in sports in Nigeria. Based on the above factors, the stdy was conducted to find out constraints to female leadership roles in sports in Nigeria.

Specifically, this research is an attempt to find answers to the following questions:

1. What are the problems influencing female leadership roles in sports in Nigeria?
2. Are the perceptions of the respondents about the constraints for the female leadership roles in

sports in Nigeria influenced by their demography?

3. Are the perceived constraints for the female leadership roles in Nigeria significant?
4. Do cultural practices influence female leadership in sports.

1.3 SIGNIFICANCE OF THE STUDY

The study was justified in the following basis:

There are many misconceptions about the ability of women to occupy the leadership positions in sports organisation. Such misconceptions are culturally, socially and religiously oriented. However, there are several constraints for female leadership roles in sports which have not been objectively identified.

This study will expose such constraints as perceived by the people in sports who know better than others about themselves. It is not clear whether all categories of people in sports have the same perceptions about the constraints to for female leadership roles in sports in Nigeria.

The result of this study will show the differences between some categories of people about their perceptions of constraints for female leadership roles in sports in Nigeria. This study will bring to lime-light new issues relating to the problems of female leadership roles in sports in Nigeria.

1.4 BASIC ASSUMPTIONS

On the basis of available research evidence, the following assumptions were made for the purpose of this study.

- X There are constraints to female leadership roles in sports in Nigeria.
- X Constraints to female leadership roles in sports can be measured.
- X Perceptions about female leadership roles in sports vary according to the people who have the perceptions.

1.5 HYPOTHESES

Based on the research questions, the following major and sub-hypotheses were generated for the purpose of this study.

1.5.1 Major Hypothesis 1

There are significant constraints to female leadership roles in sports in Nigeria.

Sub-Hypotheses

1. There are no significant religious constraints for female leadership roles in sports in Nigeria as perceived by the respondent.
1. There are no significant cultural constraints for female leadership roles in sports in Nigeria as

perceived by the respondent.

iii There are no significant educational qualification constraints to female leadership roles in sports in Nigeria as perceived by the respondents.

iv There are no significant performance constraints to female leadership roles in sports in Nigeria as perceived by the respondents.

1.5.2 Major Hypothesis II

The perception of the respondents about constraints to female leadership roles in sports in Nigeria are not influenced by their demographic background.

1.5.3 Sub Hypothesis II

2. The perceptions of the respondents about the constraints for female leadership roles in Nigeria are not influenced by their marital status.
3. The perception of the respondents about constraints for female leadership roles in sports in Nigeria are not influenced by their gender.
4. The perceptions of the respondents about the constraints for female leadership roles in sports in Nigeria are not influenced by their age.
5. The perceptions of the respondents about the constraints for female leadership roles in sports

in Nigeria are not influenced by their educational qualifications.

6. The perceptions of the respondents about the constraints for female leadership roles in sports in Nigeria are not influenced by their designation.
7. The perceptions of the respondents about the constraints for female leadership roles in sports in Nigeria are not influenced by their years of experience.

1.6 DELIMITATION OF THE STUDY

This study was delimited to the following:

This study was concerned with the constraints to female leadership roles in sports in Nigeria as perceived by the coaches, sports council directors, organizing secretaries, zonal coordinator, referees, sports coordinators, etc.

The constraints to female leadership roles in this study are religious, cultural, educational, gender and performance constraints.

1.7 LIMITATIONS OF THE STUDY

This study had the following limitations which were considered while interpreting the result of the study. As the instrument used in this study was questionnaire, all the

limitations of the questionnaire affected this study, although every attempt was made to make the questionnaire as valid, reliable and objective as possible.

In addition, because of time and financial limitations only officials from sports councils were included as respondents in this study.

CHAPTER TWO

REVIEW OF RELATED LITERATURE

2.1 INTRODUCTION

Sport is a powerful institution through which male hegemony is constructed and reconstructed. As expressed by Twin (2001) "the way sports are encouraged and organised for men is perhaps the most impressionable and women observed that males are to be active while females are not. Within the world of sports leadership, the gender differences that are of utmost importance and which are systematically exaggerated in the extreme-revolve around historical conceptions of masculinity and femininity (Felshin, 1974).

Sports play an important role in creating and reproducing gender hierarchy (Kane and Snyder, 1989; Willis, 1982). Lenskyj (1986), offers tangible empirical proof that gender difference is gender hierarchy, as males run faster, hit harder and jump higher than females. As Willis (1982) contends, these physical differences can be seen as real and therefore not open to biased interpretation.

In spite of historical connections between sports leadership roles and patriarchal relationship, women made dramatic in-roads into the sporting arena in the early 1970s. Messner, (1988) argued that this new wave of athleticism "represents a gender quest by women for equality, control of

their own bodies and self-definition, and as such represents a challenge to the ideological basis of male domination".

However, because sports has served as such powerful vehicle of and for male supremacy, men are not eager to relinquish control of their sport, and leadership position particularly to women (Kane and Snyder, 1989). This tension created by these two forces - women attempting to gain power in sports and men actively resisting their efforts, has resulted in what Messner (1988) refers to as the "contested ideological terrain" of the female leadership role in sports.

Awareness about female leadership role in sports in Nigeria is relatively recent, because majority of the people are poorly informed about gender relation and sports development; and matters relating to women advancement in sports. This study was conducted to examine the perception of people about the constraints to female leadership roles in sports in Nigeria

To achieve this purpose, available related literature is critically reviewed and presented under the following subtitles in this chapter.

- The concept of leadership.
- Female leadership roles and implication for sports development.
- Women and sports participation.

- Problems of female participation in sports
- Constraints to female leadership role in sports.
    - Socio-cultural
    - Religious
    - Level of education
    - Psychological
- Developing managerial skills for female leaders in sports
- Summary

2.2 **THE CONCEPTS OF LEADERSHIP**

Danford, (1970) defined leadership as a process of stimulating and aiding a group to determine or to accept common goals and to carry out effectively the measures leading to the attainment of these goals.

Managing human organisation requires specialised skills which can bring out desirable changes in the organisation. This serves as an essential task for leaders who have the required skills to concentrate, conceptualize, formularise and execute policies that can evoke group cohesion, resourcefulness and productivity (Fasan, 1995).

Leadership stems from group process: In a family the father is always the head and the leader. Many organisation, whether private, public, profit oriented or non-profit

oriented, formal or informal, consists of a combination of very many factors. The group process, on the other hand, deals with the basic social processes which help a social system including groups survival. Other related factors to leadership include communication, competition, co-operation, cohesiveness, socialisation, financial resources, materials, equipment and facilities. All these, according to Singer (1976), are essential components of a good process.

For a group to succeed, it needs a dynamic leadership. Hollander, (1971) describes leadership as "a process which implies the existence of a particular relationship between two or more persons, though it usually refers to groups of more than two". In short, the leadership process always involves leader-follower relationship in which the leader influences the group and in turn the group influences the leader. One must think of leadership as a process made up of such important elements such as traits of the individual leader, the group structure, the method of acquiring leadership within the group, the nature of the task, the group goals and the past experience of the group.

According to Bass (2003), the following basic theories explained how people become leaders.

- Some personality traits may lead people naturally into leadership roles. This is Trait Theory.

- A crisis or important event may cause a person to rise to a particular occasion which brings out extraordinary leadership qualities in an ordinary person. This is the Great Events Theory.
- People can choose to become leaders, people can learn leadership skills. This is the Transformational Leadership Theory. It is the most widely accepted theory today.

Sanford, (1992) said that the trait theory is the assumption that leadership resides in an individual. That it is a process which is capable of producing ideal leadership in different group in different situations. The more supportable contention is that a person does not become a leader because of his pattern of personality traits, but because these traits bear some relevance to the characteristics, activities and goals of the group of which he is a leader. Being in a position of leadership does not make the individual a leader. Experience, trial and error, personal growth and development, all contribute to the process of becoming a leader. Leadership does not happen over night. There are countless opportunities in sports for people to use their leadership abilities as athletes; as spectators judges, technicians, organizers, directors of sports, health professionals, educators and coaches.

Bass (2003) asserts that Agood leaders are made and not born, good leaders develop through a never-ending process of self-study, education, training and experience.@ He further states that leadership is a complex process by which a person influences others to accomplish a mission, task or objective and directs the organisation in a way that makes it more cohesive and coherent. A person carries out this process by applying her leadership attribute (belief, values, ethics, character, knowledge, and skills). Although an individuals= position as a manager, or a supervisor gives him the authority to accomplish certain tasks and objectives in the organisation, this power does not make him a leader, it simply makes him the boss. The basis of good leadership is honourable character and selfless service to an organisation in the eyes of the employees. Leadership is everything you do that affect the organisational objectives and the total well being of the organisation. A respected leader concentrate on what she is (belief and character), what she knows (job, tasks human nature), and what she does complement and motivates, (provide direction). What makes a person to follow a leader? People want to be guided by those they respect and those they think have a clear sense of direction. To gain the of their followers such leaders they must be ethical. A sense of direction is achieved by conveying a strong vision of the

future (Bass, 1990).

Leadership may be based upon spontaneous personal ascendancy (Physical, Courageous, Congenial) or upon prestige of skill, knowledge, age, alleged supernatural endowment, or position or upon a combination. Leadership as a social relationship wherein one part to the relationship effectively controls relevant aspects of the behaviour of the other party or parties; such is usually frequently differentiated from informal influence that is less specific and from dominance that is based ultimately on force (Fairchild, 1992).

Lindgren, et al (1998) observe that groups cannot function effectively without leaders and that even small, closely-knit, highly democratic groups need to have someone play leadership roles. Although the leadership may pass from one member to another as the situation demands. Bougatta, Bales and Couch (1967) notes that a central area of research and the theory in social psychological science, particularly in group dynamics and small group research is that of leadership. The interest apparently lies in the expectation that the effectiveness of group performance is determined in large part by the leadership structure of the group.

Nixon and Jewett (1980) believe that most if not all groups have an appointed or self-declared leader, or one evolved over time as the group begins to function. Leadership

is directed towards identification and clarification of group goals, the development and maintenance of group integration to enhance achievement of goals and the provision of individual=s identity for each member. In physical education context, these leadership roles are played by the teacher, coach, team captain, games official or squad leader.

Leadership as a universal human phenomenon and interaction occurs when one member's behaviour stimulates another=s whose resultant change (or lack of change) in behaviour in turn stimulates the first members. Leadership is the observed effort of one member to change other members' behaviour by altering the motivation of the other members or by members or by changing their habits (Bass, 1973).

2.3 **FEMALE LEADERSHIP ROLES AND IMPLICATION FOR SPORTS DEVELOPMENT**

The realization of the need to integrate females fully in all spheres of development has drawn world attention to their contributions to sports development. Female leadership role is of great importance to the development of sports for the single fact that no man can claim to have a greater knowledge of the social, emotional and psychological problems of female

athletes than females themselves (Adeyanju, 1993).

Although females have been as exposed as men to the general achievement orientation in the field of sports particularly in the Nigerian society, yet, they have not been as encouraged to succeed in those areas traditionally defined as male activities. For the male, sports involvement at any level is expected and rewarded; perhaps sport is the most visible means for validating the internalization of male sex role (Adeyanju, et al 1993).

Managerial work of sports administrators is not meant for mediocres, women leaders in sports administration are good policy formulators, they have good sense of formulating ideas and plans for sports organisation. The ability of the woman to manage her home is the greatest thing that qualifies a woman to be a good sports administrator. It is this background experience that she transfers to her place of work. The complexity in sports administration especially for a female in the midst of men require a double heart to survive (Williams, 1995).

The administration of sports cuts across the policy makers to the grassroots executors. Therefore, in order for sports administrator to be successful in this country there must be a standardized structure of organization that will allow a free flow of directives from the apex to the base and

vice-versa (Williams, 1995).

It is the ability of a manager to influence subordinates to work with confidence and zeal to achieve the expected goal. If subordinates are guided only by rules and requirements enforced by managerial authority, they may work at 60% and 65% capacity just enough to satisfy the requirements for holding their jobs. The zeal referred to above reflects ardor earnestness and intensity in the execution of work, confidence reflects experience and technical ability. To lead is to guide, conduct, direct and preside. Leaders act to help a good achievement of objectives with maximum application of their capabilities. They do not stand behind a group to push and prod, they place themselves before the group as they facilitate progress and propel the group to accomplish the organizational goal (Williams, 1993).

It is evident that women are still at the background in sports administration in Nigeria. It is very sad to say that as at 1994 there were only two (2) female Directors of Sports in the country and even to date, there are not more than four (4). Is it that there are not female qualified to handle these responsibilities or what? Or that sports administration is solely a job for the men? As much as both males and females compete in various sports and excel, bringing the country to limelight, there is no reason why there should be

sex discrimination. (William, 1993).

2.4 **WOMEN AND SPORTS PARTICIPATION**

Over the years, the standard and tempo of participation of women in sports have been relatively lower than that of men. Women have not always been given the same opportunities as their male counterparts. The discrimination against women in sports had persisted for a very long time until the amendment of an educational Act in 1972 by the U.S. Congress (Fafunwa, 1974).

Although this legislation gradually culminated in the end of sex discrimination in sports in the United States and the world at large, the Nigerian woman is yet to assume her proper place in sports management. In a typical African society, there is the culture of not giving the women what they deserve. Certain jobs, appointments and previledges are the exclusive reserve of the menfolks. There is also the monopoly of sports equipment and facilities by the menfolks to the detriment of the womenfolk (Bucher, 1979).

Additionally, there is also lack of interest among the womenfolk in the country. Furthermore, the wrong conception that active participation of women in sports results to loss of identity and feminity discourages quite a number of potential sports women from participating in sports. There is

acute shortage of women coaches to give the womenfolk the necessary encouragement (Bucher, 1979).

Women development has been the target of most developing countries of the world. Many people view the development as a very serious threat to the male folk in terms of equality. Similarly, others take cover under the guise that our cultural heritage, religious obligations and taboos must not be tampered with. The issue at stake however, is neither religious not taboos. All that matters is the total liberation of the womenfolk from the shackles of servitude, oppression, illiteracy, political manipulation etc. (Fafunwa, 1974).

Sports as a social vehicle for integrating people of different cultural, religious and political backgrounds should be effectively utilized to harness and enhance the educational advancement of womenfolk in sports. Women should be trained to handle the coaching of all women's sporting activities which hitherto have been handled largely by the menfolks. They should be given position of authorities to hold in every aspect of sports organization and administration. They should be well represented in sports association and in the ministries of sports. The tempo of women's participation in sports in this country has been relatively lower, because virtually all our sports administrators and key policy makers

are males. Ultimately, most of our sports policies tend to be in their favour (Oglesby, 1998).

2.5 **PROBLEM OF FEMALE PARTICIPATION IN SPORTS**

The concept of women's participation in economic and sports development has received a lot of attention in recent years. The United Nations International Women's Decade has served as a radical agent in bringing into focus the idea that social, economic and political structures and processes in Africa are engendered. This has since the woman's decade, slowly emerged in diverse (Ogwu, 1992).

African women have, for centuries yet undated, been under the chains of all forms of social, economic and political oppression. Women have been so subjugated and brainwashed to believing and even physically participating in some female gender oppressive instruments in the past. Women have for centuries unknown defined themselves in the realm and content of men's perception and definition. We women see ourselves as physically designed to please men through our physique. In the earliest times, Nigerian women were supposed to be on-lookers in sports arena. The society expects her to clap and cheer the male participants who incidentally were prospective husbands. Women have been constantly referred to and defined

as mother, wife, daughter, aunt and sister which are all imposed on (Nzombato, 1990).

Olabisi, (1991) stated that women need a definition of their own to serve as their looking glass. Amuchie (1978) observed that "discrimination and injustice acting upon women;'s existence in Nigerian society are manifested and perpetuated in the making of sports. He however, pointed out that the present women's role in the society is opening up opportunities for them to engage in sports without restriction and discouragement which they once had to face.

Recent studies by (Adeyanju, 1995; Ogundare, 2000; Nzombato, 1990; Olabisi, 1991) have shown that women participation in competitive sports has come a long way and women are catching up with their male counterparts in some endurance sports all over the world. Davwar (1988) states that one of the most fascinating developments in modern athletic has been the rapidly narrowing of gap between men and women. He asserts that women are catching up with men particularly in endurance sports such as swimming, running and cycling.

During the 1984 Los Angeles Olympics, women were allowed to run the marathon race for the first time on a global basis. Stefani (1977) shows that women are catching up at an alarming rate, and continuing at this rate women would be

running as fast as men around the year 2010 and possibly out-run men. The problem of female participation in sports, could be discussed under the following headings: Physical, Physiological, Psychological, Emotional, Socio-cultural and Economic realities.

PHYSICAL/PHYSIOLOGICAL PROBLEMS

Much of the controversy about women's participation in sports stems from anatomical and physiological differences between male and female. Hudson, (1978) holds the view that women are inferior to men in their participation in sports because female bones are prone to fracture in addition to the slower reaction time in females. Many anatomists maintained that unlike women, men have more powerful skeleton. Rasch and Burke (1974) state that the inward inclination of the female arm accounts for women's difficulty in handling screw-drivers and other equipment requiring rotary motion. Anatomically, it is obvious that women's pelvis is broader and shallower thereby causing the thigh bones or femur to articulate at a more acute angle than that of men. This means that women's leg bones point inward a little toward the midline of the body resulting in some mechanical disadvantage in running since the greater angle causes a lateral way of the body (Adeyanju, 1992). A woman cannot produce an outstanding performance in

sports that make high demand on physical ability because she has an extra layer of fats on her body which makes her weak in sports (Davwar, 1998).

Another problem is that women have lower level of elastic acid in their blood after prolonged exercise than men. This is due to the fact that less energy has been made available to them during any activity. And the little energy made available is exhausted earlier than men having highest oxygen uptake that women can attain during physical work. Fox and Matthew (1976) gave the figure that is between 15-24% less than that of men.

The physical problem can be concluded from the fact that women on the average have smaller heart, smaller lungs, and less total chest capacity than men. This means they require less oxygen because of their lower metabolic rate and smaller body size. The volume of air movement through the lungs from maximal inspiration to maximal expiration (VITAL CAPACITY) is more pronounced in women than men (Davwar, 1998).

2.6 **PSYCHOLOGICAL CONSTRAINTS**

Psychologically, many women refuse to take part in sports due to certain taboos associated with them. It is generally believed that women are fragile, a weaker sex and society

frowns at their participation in sports. This is due to the fact that physical activity is strenuous to the body (Olabisi, 1991).

Okott (1979) believed that most girls will not participate in weight training. They feared that weight training will develop unattractive muscles that no male would admire. The society surely discourages girls from participating in sports to avoid them having muscular bodies that make them ugly (Adeyanju, 1992).

EMOTIONAL CONSTRAINTS

According to Barrow (1977) emotion is a strong feeling which elicits response of either joy or bad feelings. Emotion is the inordinate desire to overcome physical challenges as a participant or as a spectator. Competitive sports elicit tension, stress and excitement in the spectators and participants because of suspense involved in the outcome of the game. Play has the potential for helping human beings to better relations with each other and to be a dynamic social force in society.

It is an excellent medium of letting off steam that has been developed as a result of either watching the games as a spectator or as a participant. Emotional feeling involves the excitement and frustration, which make the game attractive

(Rash and Burke, 1974).

2.7 **SOCIO-CULTURAL CONSTRAINTS**

Some of our traditions and religious beliefs forbid women association with grown up men or participation in any activity involving men. In the northern part of Nigeria, there are cultural as well as religious stigmas attached to women's participation in sports. The Islamic religion is highly against sports shorts and sleeveless singlet outfit for women. Women are not expected to expose their thighs or parts of the body. Women are also not expected to involve in any activities that involve body contacts with men. In some cultures, young girls of child bearing age are not allowed to take part in physical activities, formal or informal, except on few occasions where they take part on sex basis, whereby females are grouped together. The family structure forbids the female to go out at any time which hinders participation (Amuchie, 1978).

Adeyanju, (1992) states that socio-cultural beliefs do not encourage women participation in competitive sports. Men make the law and the women abide by it. It should be said that women are seen but not heard, hence some cultures restrict women's movement and make them less active in life. Females are discouraged from taking part in sports, for there

are beliefs that coaches and officials, mostly men may misuse the periods of competition to commit all sorts of immoral acts with their daughters thereby spoiling their future life.

When a woman is actively involved in sports, hardly can she get husband. This is due to the fact that she has interacted much with the menfolks and as such will not be a good wife due to her early exposure to men. Another socio-cultural problem is that some parents regard sport as a waste of time and as such detest their children participation. (Ogwu, 1992).

ECONOMIC CONSTRAINTS

The Structural Adjustment Programme (SAP) imposed by the government on Nigerians has had disastrous consequences mostly to women's participation in sports. Nigerian women complained about hunger because of the depreciation of the Naira. The average Nigerian woman will therefore prefer not to burn the food she has eaten because she is not sure of the next meal. Due to the above, hardly could one see women exercising or practising any games. Also, structurally, the Nigerian women are not fat or obesed as compared to some American black women. Nigerian women spend a lot of time, either working in farm or selling chores in the market, coupled with the domestic work. (Ogundare, 2000).

Another problem is the fact that women lack enough funds to finance their sports programme which leads to poor performances. There is disparity in prizes between the outfits for female athletes and their male counterparts. The male is always of higher value. He further states that even in professional competitions like the Wimbledon tennis championship the male winner receives more than the female winner. This is not encouraging at all to the female competitors and something should be done to bridge the gap between the male and the female winners (Oglesby, 1978).

2.8 **SPORTS WOMEN AND LEADERSHIP**

Although there is evidence of increased participation and achievement of women in sport, there is shortage of women in functional leadership positions such as coaching, Officiating (umpiring, refereeing, judging, technical personnel) and sports administration, governing councils, physical educators, heads of departments, chairperson of associations, proprietors and employers (Adeyanju, 1990).

Women in leadership positions serve as role models for other women and girls. Women are more likely to aspire to become, for example, coaches if there are other women in the position. It is well known that attitude of leadership on various issues affects the players further down the

organisation. Being a chairperson of a sports association means having influences (Bjerhaug, 1993).

This in turn can help influence and attract more women into sports as women in such influential positions can serve as mentor to younger women. A mentor (teacher or trainer) systematically impacts knowledge and experience to his or her athletes/pupils. A good mentor has experience of life and personal maturity. The person is solidly based in the organization and tries to share his or her knowledge and experience (Bjerkhaug, 1993).

Within the International Committees' Executive Board, women occupy two of the existing thirteen nominations, representing about fifteen percent of the total board membership. This percentage is quite remarkable considering the fact that women were forbidden from Ancient Olympics even as spectators. Pierre de Coubertin, the revivalist of Modern Olympics, even though highly influenced by the Victorian ideals that kept women under the moral and social tutelage of men, could be credited with paving the way for women in the Olympics through the invoked principles of no discrimination against any person.. Of the existing one hundred and six International Olympic Committee (I.O.C.) members, since the two oldest members (Mme, Pirjo Haggman of Finland and Mme. Flor Isava Fonseca of Venezuela) were commissioned in 1981,

almost two decades after, only five others have been given the I.O.C. membership tickets, bringing the total women representation to about seven percent of the group. There are very few commissions and working groups where women representation is impressive. In fact, it is only within the women and sports working group that the female gender constituted a significant percentage (56%), this is followed by the Council for Olympic Order (33%), Athletes Commission (32%), Pieme de Coubertin Commission (29%), Games Judicial Commission (14%), Commission for IOA (14%), XIX Olympic Winter Games 2002 (12%) and Olympic Programme Working Group (19%). Women representation in all other groups was less than ten percent (Ogundare, 2000).

Despite the global advocacy for recognition of women competency, out of the one hundred and ninety-eight National Olympic Committees worldwide, only two countries (Namibia and Romania) have women as their presidents. (Ogundare, 2000). This represents just one percent of the group. It is interesting to note that among the three continents of America, Asia and the Oceanic with forty-two, forty-three and thirteen NOC membership respectively, none has a woman as their president! Similarly, of the one hundred and ninety-eight National Olympic Committee's Secretary General posts, women occupy six of the total positions representing three

percent of the group. It is noteworthy that these female NOC Secretary-Generals are mainly from Africa and Europe. About twelve important commissions had no women representative at all. These include: Radio and Television Commission (7 members); Joint Media Working Group (6 members), Sport for all Commission (21 members); Olympic Collectors Commission (10 members), Marketing Commission (8 members), Finance Commission 7 members), Medical Commission (14 members), Commission for the Olympic Movement (28 members) and Association of Collectors of Olympic Winter Sports Federation (7 members), International Federation of Olympic Ohilatey (5 members) and Bureau for the Olympic Movement (3 members) of the existing fifty-five (55), recognised organization by the IOC women were given executive posts in six of these organisations, four of which had to do with Disabled Sports (IOC, 1998; Birrel, 1994).

Obviously, these are organizations where humanitarian love and commitment are called into play, perhaps women readily fell into those posts because of these perceived natural virtues which women are thought to generally possess. Out of the existing thirty four international sports federations, there is only one female president (Badminton) and one female administration director (Table Tennis), both constituting six percent of the available posts within that

capacity. In a similar fashion, within the Secretary-General cadre, women occupy two (Hockey and Tennis), out of the existing thirty-four offices in this regard, which constitutes only six percent of the other twenty-three IOC recognised international federations, women enjoy an increased representation of thirteen percent in the presidential capacity (Netball, Orientering and Squash Racket) as well as nine percent representation within the Secretary-General cadre - a comparative enhancement facilitated obviously by the women oriented sports. It is also interesting to note that the other sports where women were privileged to hold these leadership posts in this category are predominantly racket sports (Ogundare, 2000).

NIGERIAN SITUATION IN FEMALE LEADERSHIP

The pattern of women involvement in the Nigeria Olympic Committee followed almost the IOC trend. Only one female is in the executive board as the 3rd Vice-Chairman. This constitutes nine percent of the available slots, while the National Association/Federation representatives of twenty-seven memberships featured only two females (representing Handball and Weightlifting). Other members representing various sports institutions, like Sports Medicine, CISM, Presidency, FISU/NUGA, and School Sport Federation had no

female as their nominee. Regrettably also, despite the decades of women's contribution to the growth, development and achievements recorded in the nation's sport, no woman was considered worthy of membership either as patron, vice-patron, honourary life membership categories (Ogundare, 2000).

The pattern of leadership role of women within the sports ministry leaves much to be desired. Although in time past, a few had managed to climb to the posts of States sports council Directorship and Zonal Coordinator, very few women exist within the hierarchy that could hold the posts when vacant. The civil service does not discriminate against competent female officers. Rather the reluctance of women to withstand societal restraints had affected their self concept and eroded their confidence in occupying vital positions of administration thereby settling for those positions that would attract less opposition and verbal assaults. Similarly, for egocentric reasons, some men cannot just imagine taking orders from women, and would resist any attempt to nominate a woman into a position of authority (Adeyanju, 1992; Ogundare, 2000).

In exploring transformational possibilities in sport and other somatic activities for women, particularly those that relate to body image and self concept, Guthrie and Castelnuovo (1994) opine that such oppression of women is intimately connected to their experience in the world, which is rooted in

sense of inferiority, helplessness and vulnerability. There are five major departments in the Federal Ministry of Youth and Sports and a woman holds the personnel director=s post. This represents twenty percent second only to the highest value of twenty-six percent of female Sports Association Federation Organizing Secretaries. There is only one female state Director of Sports representing less than three percent of the group while the parastatals and the zonal offices had no female executives (Adeyanju, 1992).

A report concerning the performance of all these women in their opportuned offices was positive and highly commendable. It could be inferred that the women's traditional role as home organizers and managers are contributory factors to their recorded achievements. The road to sports leadership by women in global terms had always been met with undue criticisms, opposition, negative assumptions, antagonisms, resistance and labelling by their male counterparts. This is done in order to pre-empt or undermine their capability, most often because women's involvement at the top cadres of sports management disturbs the logic of male supremacy (Adeyanju, 1992 in Ogundare, 2000).

Birrell and Theberge (1994) opine that there is fierce desire to repel any female intruder who might erode or compromise the male power base is true afterall, as much

phrases like "Beijing Conference", "Women are taking over", Iron Lady", `Thatcher', are often used to describe women's move towards the "traditional male worlds" (positions) as well as competent efforts or personalities of women. The case of Lisa Olson, a sports reporter assaulted in the locker room while courageously performing her duty in September 1990, with the humiliating and bitter criticism it generated from the media world, was so grievous that she finally bowed out of the profession she loved. Birrel and Therberge (1994) caution that subordinated groups need not merely step aside and allow the dominant group to work their will on them
and advise that these relations be actively challenged, contested and sometimes transformed.

2.9 **CONSTRAINTS TO FEMALE LEADERSHIP ROLE IN SPORTS**

Although, in Nigeria there are no legal barriers that prevent women from attaining a leadership position in sports organisation, however, there are traditional and social sanctions against women who refuse to be tied down by some of these traditional factors. These beliefs are severe enough to scare many women from venturing too far into areas regarded as prerogative reserves for men. Culturally and traditionally women are being discouraged and deprived of holding positions of authority and full participation in sports administration

and organisation (Okonkwo, 1993).

Historically, the discriminatory attitude towards women leadership role and full participation in sports dates as far back as ancient Greece. Bucher (1979) reports that during the first Olympiad in 776B.C. in ancient Greece women were not allowed as spectators. Spears (1973) as quoted by Kabido and Dashe (1992) states that Athenian women were confined to special quarters where they supervised the house, the slaves, education of the young and spent long hours making themselves attractive. They lived a life which did not include sports.

Apart from the traditional and social sanctions, there are other barriers whose impact to national development are even more devastating. For example, religion and level of education are natural; for example. Each of these factors that dampens the enthusiasm of women leadership role in sports and in most cases, reinforces the social taboo. Sport as a sector in the economy, contribute much to national, development if our women are discouraged from maximum participation in sports administration, the situation will lead to a colossal waste of human potentials which could impede national development (Adeyanju, 1992).

The societal conception of womanhood is determined by the expected roles attached to the womenfolk throughout the ages. Everywhere in the world, women have always been considered

inferior to men. In the Roman Empire, women were regarded as Chattels (things to be bought and sold). They could be treated any how. In the words of Napoleon Bournaparte, "nature intended women to be our slaves; they are our property, we are not theirs. They belong to us just as a tree that bear fruits belong to a gardener@. (Nosike and Okonkwor, 1992).

The economic progress which brought about urbanisation, directly accelerated disintegration of traditional social relations. The modern African culture now upholds that men and women can be equal even though men may still feel superior. (Navano, 2001). The dividing line between male and female roles is gradually becoming thinner as the old order is changing and yielding place to the new. Women can professionalize sports and acquire defined skills and hold leadership positions in sports. Despite this, majority of functional positions in sports establishment are held by men today in Nigeria (Keke, 1992).

The constraints to women leadership role in sports will be discussed under the following headings:

- Socio-cultural constraints
- Religious constraints
- Level of Education constraints, and
- Psychological constraints

SOCIO-CULTURAL CONSTRAINTS

The cultural belief that woman's place is in the kitchen still serve as a problem for most women in sports life. Modern labour force which takes the women outside their homes (like in camping and travelling involved in sports life), clashes with this traditional role. According to Obasi, (1992), even where few women manage to get into these positions, they meet great difficulties especially as it will conflict with traditional roles in their families and the male resistance. There are other cultural stigma attached to female leadership roles in sports. Generally, Nigerian women are discouraged from accepting leadership responsibilities in sports due mainly to some reasons associated with the following cultural beliefs and myths.

a. Leadership roles in sports exposed women to immoral tendencies.
b. Sports participation and leadership roles by women make them tough minded, careless, stubborn and eventually bad house wives.
c. Sports and feminity are not compatible.
d. When a woman is actively involved it is hard for her to she get a husband.
e. Women holding leadership positions in sports are

arrogant and pompous.

RELIGIOUS CONSTRAINTS

Many religions world wide had defined the women's role as that of living in complete obedience and subjection to the whims and caprices of their husbands (Ladani, 1990). Some religions believe that women have no soul and mind of their own and are not allowed into the shrine. In some oriental countries, Muslim women are not allowed to worship in the mosque and even in the Christian religion, women are refused entry into the churches during their unclean periods (Bugaje, 1990; Parry, 1990).

In religious celebrations, involvements of women have been limited to entertainment; roles such as singing and dancing for aesthetic appreciation by the gods. Religion plays a dominant role in both attitude towards women in sports and
leadership roles and the possibility or otherwise of their involvement in sporting activities (Lensay, 1986).

In certain societies, the whole way of life of women is based on religious observance often eliminating the opportunity of exposing the body through the dressing code (Ehrenreich, 1989).

LEVEL OF EDUCATION CONSTRAINTS

Education is one of the factor contributing to the relatively low participation in the females in sports, and related fields. Until recently women education had been aimed at getting women to perform better domestic duties and prepare them for marriage (Adeyanju, 1986).

According to the 1980 world's women statistics, only 6% of the Nigerian females are literate as against 25% literate men. Even among the few that went to school, a very insignificant number is found in sports related fields e.g. physical education. This is as a result of various myths about females who take part in sports. It was taught that vigorous physical activities were hazardous to female reproductive organs (Okafor, 1984; Adeyanju, 1993).

The faith of women hangs for each person's preparation for longer life time career. Formal education encourages and enables the women to bring their talents,
knowledge, skills, competencies and experiences to bear on the economy, social organization and emotional development for general growth of state, nation and the overall advancement of the collective (Nzombato, 1990).

Through education, women acquire attitudes necessary for vocational efficiency and for personal and economic

emancipation which are necessary for the progress and survival within the environment. To educate the African women of the 21st century effectively in sports participation is to develop positive attitude towards play and to fight sedentary life and its evils. Through education and sports, women develop vitality and neuromuscular skills for the proper functioning of the individuals (Barrow, 1977; Okot, 1979).

PSYCHOLOGICAL CONSTRAINTS

Without doubt most of our sports organisations are "trouble" sports, that is to say, they are laden with crisis. Those who occupy position of authority and leadership roles are meant to be crisis managers (Fasan, 1995).

In sports organization too, there are job hazards and risks, the response of a leader to risks and injuries and other deleterious effects of the job makes one a crisis manager. Examples abound in our sports organizations (sports council and clubs) where workers and players have reacted violently to the leaders even causing body harms. How will a leader fare in such a situation? What will be the psychological response of women leaders to crisis situation? When women are at the helm of affairs they may not be psychologically prepared to handle such violent situation. However, when they are subordinates can use their persuasive

skill subtly to calm down crisis situation. This is when their materialistic roles come into play, (Fasan, 1995).

2.10 **DEVELOPING MANAGERIAL SKILLS TO FEMALE LEADERS IN SPORTS ADMINISTRATION**

Managing human organisations whether private or public is an essential task for leaders who have the required skills to conceptualise, formulate and execute policies that can evoke group collusion, resourcefulness and productivity. The major difference between organisation in terms of goal accomplishment and organizational climate is the strength and weaknesses of the leaders. That is to say, the level of effectiveness in an organisation is a function of its leaders= (managers) functional abilities, skills, human relation and expertise (Williams, 1995).

Managing human organisations therefore requires specialised skills which can bring out desirable changes in the organisations. Employees are looking forward to leaders who can be a role model, whose presence can command respect and a rallying factor for them. Who then are these leaders? They can be male or female as the case may be. However, it will be pertinent to ask ourselves these questions:
Are there differences in managerial skills exhibited by men and women?

Some positions of authority which are purely the exclusive reserve for men or women? What are the cultural barriers that can hinder effective leadership of women in organisation? Are there physical barriers to effective leadership of women? What are the avenues open to women leaders in sports administration? Without unnecessary bias, the issue of managerial skills for women leaders in sports administration calls for greater caution in that acceptability of the gender differences and optimum performance of both sexes poses more problems than envisaged (Koontz, et al, 1980).

If we go by records, we have fewer women in leadership positions in sports organisations when compared with their male counterparts. What could have been responsible for this? Is it because of lack of adequate knowledge in management? Or because of lack of exposure? Whatever might be responsible for this can be amended by exposing our women folk to management theories and techniques in sports administration. We may find it difficult to determine the level of effectiveness between male and female leaders in sports administration but we must expose position holders to managerial skills which can assist them in better coordination of the various sports organisation activities, (Ojeme, 1987).

MANAGERIAL SKILLS REQUIRED BY WOMEN LEADERS IN SPORTS ADMINISTRATION

The managerial skills required by women leaders in sports administration are those tools combined with attributes personality, expertise and technical know-how which can reinforce behaviour and help in accomplishing the goals of the organisation. Managerial skills are of paramount importance in sports organisation because they assist in decision making, problem solving, motivation, leadership, human relation, compensation, training, discipline, and productivity (Williams, 1995).

DEVELOPMENT OF MANAGERIAL ROLE FOR WOMEN LEADERS IN SPORTS ADMINISTRATION

There is the need to develop managerial role by deliberate conscious effort. Three different things have been suggested to develop managerial skill by women: Our Creator from the Holy Bible (I Corinthians 12:8-11) "Some people are talented with the message of wisdom, others message of love and others knowledge. So whether they study is a course or not, they will perform all, while others acquire experience on the job, (Rakich, and Darrh, 1980; Adani, 1995).

The ability of a woman to manage her home has been the greatest thing the Lord had bestowed to womanhood. It is this

background experience that she transfers to her place of work and some of the attributes of an administrator earlier mentioned are displayed. The complexity in sports administration especially as a female in the midst of men requires a double heart to survive (Ojeme, 1987).

2.11 **SUMMARY**

Throughout the past one hundred and fifty years, involvement in sports has often served as a symbol of the socio-political status of women not only in Nigeria but the world over. Navarro, 2001

Women's experiences as political leaders in sports and as coaches and sports administrators represent reality for women in sports organisations, in two different ways:

1. They represent the motivational factors, political and professional wishes, and
2. They serve as a voice to women's condition of influence, role conflicts, contribution and challenges in male-dominated arenas (Houden, 2001).

One of the collective initiatives by women, to gain more influence in the beginning was the desire to become equal participants in all sports. Women's demands for equal participation in decision making and coaching has not generated similar result. In 1984, women within the sports

federations and district associations responded to the situation by establishing in the Norwegian Confederation of Sports, a Central Women's Command (Norges Idrettsforbound 1985).

This committee devised a plan of action of the issue of women sport. One of its main goals was to establish women's committees in each sport to ensure that "women and men achieve in practice equal opportunity to perform, lead and hold elected posts' (Norwegian Confederation of Sports, 1985).

There is still a striking absence of women at the top level. While this situation concerns both male and female leaders, the understanding of the issues involved and the explanations given to the situation seem to be gender-based. Males in leading positions often say that women themselves are responsible for their situation and minority status (Norwegian Confederation of Sports, 1985).

Feminist analysts of gender/power relations in organisations according to (Acker, 1987; 1990; Calas and Smircich, 1992; Kvande and Rassussen, 1990) have pointed out that this situation is not a primary consequence of factors at the level of the individual, but reflects the premise that both structural and cultural conditions within organizations are constructed and reconstructed by and for men. The dominant interpretation is that formal access means equal

opportunity, and women's male dominated frames for actions become obscured. It is maintained that women within male-dominated arenas have difficulties conceptualizing and describing their experiences (Haavind, 1985).

Those kinds of constructs are perhaps the price every woman pays for her participation on male-dominated arenas, because the dominant gender has control over the metarule (the rules defining what is relevant and important and who is deciding it). In male-dominant contexts, it is difficult to oppose constructs of masculinity which have status as superior and general. The paradox is that women acting within those paradigms get the impression that everything rests with themselves as individuals. The status of being a minority as well as belonging to a fringe group, means that women assume the (male) majority definitions, of gender (Kanter, 1977; Fasting and Skou 1994).

CHAPTER THREE

METHODOLOGY

3.1 INTRODUCTION

The purpose of this study was to evaluate the "Perceived Constraints for Female Leadership Roles in Sports in Nigeria". To achieve this purpose, the methodology followed in this study is described under the following sub-heads.

3.2 Research Design

3.3 Population

3.4 Sample and sampling procedure

3.5 Instrumentation

3.6 Validation of Instrument

3.7 Administration of Instrument

3.8 Data Collection and Scoring

3.9 Statistical Techniques

3.2 RESEARCH DESIGN

The information required for the purpose of this study was available in the sports councils of the selected states, therefore ex post facto research design was used in this study.

In this design, a questionnaire prepared on constraints for the female leadership roles in sports in Nigeria was

administered on 300 respondents randomly selected senior officials of sports councils of selected states. The information thus collected was statistically analysed to test the hypotheses of the study.

3.3 **POPULATION**

The population for this study was made up of all senior staff of state sports councils of the thirty six (36) states and the Federal Capital Territory, Abuja of Nigeria.

3.4 **SAMPLE**

The researcher used stratified random sampling technique to draw the sample from the thirty six (36) states of the Federal Republic of Nigeria and the Federal Capital Territory, Abuja. For this purpose, the country was divided into the following six (6) geopolitical zones.

ZONE	STATE
North-West	Jigawa, Kaduna, Kano, Katsina, Kebbi, Sokoto, Zamfara and Plateau
North-East	Adamawa, Bauchi, Borno, Gombe, Taraba and Yobe
North Central	Benue, Kwara, Kogi, Niger, FCT, Nassarawa and Plateau.
South-South	- Akwa Ibom, Bayelsa, Cross River, Delta,

Edo and Rivers

South-East - Abia, Anambra, Ebonyi, Enugu and Imo

South-West - Ekiti, Lagos, Ogun, Ondo, Osun and Oyo

From each stratum, two (2) states capitals were selected at random. In this selection, all the capitals of the states in each stratum were given numbers from which two (2) were picked up blind-foldedly and a total of twelve (12) states were selected for this study. These states were as follows:

North-West - Kaduna and Zamfara

North-East - Adamawa and Borno

North Central - Niger and FCT, Abuja

South-South - Bayelsa and Delta

South-East - Abia and Imo

South-West - Lagos and Oyo

From each of the selected stratum, all senior officials of the sports councils and referees served as respondents for this study. These details of the selection of respondents from each state capital is given in Table 3.1.

TABLE 3.1: NUMBERS OF DIFFERENT CATEGORIES OF RESPONDENTS SELECTED FROM EACH STATE CAPITAL

S/NO.	STATE CAPITAL	RESPONDENTS						
		COACHES	DIRECTOR OF SPORTS	ORGANIZING SECRETARY	ZONAL DIRECTOR	REFEREE	SPORTS COORDINATOR	OTHERS
1	Delta	11(44.0)	2(8.)	3(12.0)	1(4.0)	4(16.0)	3(12.0)	1(4.0)
2	Bayelsa	5(23.8)	1(4.8)	2(9.5)	2(9.5)	8(38.1)	2(9.5)	1(4.8)
3	Abia	5(33.3)	1(6.7)	3(20.0)	2(13.3)	3(20.0)	1(6.7)	-
4	Lagos	8(32.0)	1(4.0)	4(16.0)	3(12.0)	9(36.0)	-	-
5	Niger	7(28.0)	1(4.0)	4(16.0)	1(4.0)	1(4.0)	4(16.0)	7(28.0)
6	Imo	15(62.5)	1(4.2)	1(4.2)	-	-	(1(4.2)	6(25.0)
7	Borno	9(36.0)	1(8.0)	4(16.0)	2(8.0)	5(20.0)	1(4.0)	2(8.0)
8	Oyo	10(40.0)	1(4.0)	3(12.0)	5(20.0)	3(12.0)	-	3(12.0)
9	Zamfara	6(24.0)	1(4.0)	4(16.0)	-	9(36.0)	4(16.0)	1(4.0)
10	Kaduna	9(36.0)	1(4.0)	3(12.0)	1(4.0)	9(36.0)	1(4.0)	-
11	FCT	7(28.0)	1(4.0	1(4.0)	3(12.0)	8(32.0)	2(8.0)	2(8.0)
12	Adamawa	2(15.4)	1(7.7)	2(15.4)	1(7.7)	1(7.7)	2(15.4)	4(4.8)
	TOTAL	94	13	35	21	60	21	27

3.5 INSTRUMENTATION

The major instrument used for the collection of data was a questionnaire. After a critical review of related research, forty (40) statements on constraints for female leadership roles in sports in Nigeria were prepared. These statements were grouped under two (2) sections,.

Section A contained seven (7) statements on personal data of respondents and section B contained forty (40) statements on constraints for female leadership roles in sports in Nigeria. The statements under constraints were grouped into religious, cultural, educational, gender and performance constraints. Each group of constraints consisted of eight (8) statements, response to each statements was to be made on a five points Likert Rating Scale.

3.6 VALIDATION OF INSTRUMENT

The questionnaire prepared was distributed to five (5) experts for their critical evaluation in order to establish its face and content validity. These experts were drawn from the Department of Physical and Health Education, Educational Statistics Section of Faculty of Education; Department of Sociology and Department of Public Administration of Ahmadu Bello University, Zaria.

After incorporating all the suggestions made by the experts, the final questionnaire was prepared, which included the same number of sub-heads and statements as before, though modified in some respects based on the suggestions and

recommendations of the experts.

3.7 ADMINISTRATION OF INSTRUMENTS

Upon the receipt of an introductory letter from the researcher=s supervisor and Head of Department to each state Director of Sports, the researcher travelled to twelve (12) selected states to administer the questionnaire. The researcher administered a total number of three (300) hundred copies of questionnaire with the help of the Directors of Sports of each state sports council.

Eight (8) weeks was used for the administration and collection of completed copies of the questionnaire. The copies of the questionnaire administered and received in each selected state are shown in Table 3.6

TABLE 3.2: NUMBER OF COPIES OF THE QUESTIONNAIRE ADMINISTERED AND RECEIVED IN EACH SELECTED STATE

S/NO	SPORTS COUNCIL	NO. OF QUESTIONNAIRES ISSUED	NO. OF QUESTIONNAIRES RETURNED	PERCENTAGE OF NO. RETURNED
1	Kaduna	25	24	96
2	Zamfara	25	25	100
3	Adamawa	25	13	40
4	Borno	25	25	100
5	Niger	25	25	100
6	FCT	25	24	96
7	Bayelsa	25	21	84
8	Delta	25	25	100
9	Abia	25	15	60
10	Imo	25	24	96
11	Lagos	25	25	100
12	Oyo	25	25	100
	TOTAL	300	271	1072(89.33%)

3.8 **DATA COLLECTION AND SCORING**

The responses collected were coded and recorded on the data coding sheets.

Likert Scale format was used in determining scores. The most favourable responses were given the highest points as follows.

i.	Strongly Agree	5 points
ii.	Agree	4 points
iii.	Undecided	3 points
iv.	Disagree	2 points
v.	Strongly Disagree	1 point

3.9 STATISTICAL TECHNIQUES

In order to achieve the purpose of this research, the information collected through the questionnaire were statistically analysed at the Institute for Agricultural Research (IAR), Ahmadu Bello University, Zaria. Descriptive statistics of means, standard deviation and standard error were computed.

The scores were then subjected to multiple regression analysis and Schefe's post hoc test to find differences between the responses of the respondents about the perceived constraints for female leadership roles in sports in Nigeria.

All hypotheses were tested at 0.05 level of confidence.

CHAPTER FOUR

RESULTS AND DISCUSSION

4.1 INTRODUCTION

This study examined the "Perceived Constraints for Female Leadership Roles in Sports in Nigeria". In order to achieve this purpose, the data collected were statistically analysed to test the hypotheses of the study, the results of which are presented and discussed in this chapter.

4.2 RESULTS

Result information regarding the demographic characteristics of the respondents is presented in Table 4.1.

This study examined the APerceived Constraints for Female Leadership Roles in Sports in Nigeria@. In order to achieve the purpose of this study, an instrument was developed and used to collect relevant information. The data collected were statistically analysed to test the formulated hypotheses. The results obtained were presented and discussed in this chapter.

Table one contains the information in relation to the demographic background of the respondents.

TABLE 4.1: DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS

S/NO	DEMOGRAPHIC CHARACTERISTICS	FREQUENCY	PERCENTAGES
I	Sex		
	a. Male	203	74.9%
	b. Female	68	25.1%
II	Age		
	a. 18-30 years	71	26.2%
	b. 31-40 years	120	44.3%
	c. 41 and above	80	29.5%
III	Martial Status		
	a. Married	215	79.3%
	b. Single	42	15.%
	c. Divorced	05	1.8%
	d. Widowed	07	2.6%
	e. Separated	02	0.7%
IV	Highest Qualification		
	a. Post primary	124	46%
	b. Post secondary	109	40.2%
	c. Graduates	38	14.0%
V	Designation		
	a. Coaches	134	49.5%
	b. Directors	52	19.2%
	c. Referees	75	31.4%
VI	Years of Experience		
	a. 0-10 years	88	32%

	b.	11-15 years	83	30.6%
	c.	16 years and above	100	36.9%

An examination of Table 4.1 shows that out of a total of 271 respondents, 203(74.9%) were males and 68(25.1%) were females. A total of 71(26.2%) of the respondents are between 18-30 years of age, while 120 representing (44.3%).

Most of them 260(96%) were between 18 and 50 years of age.

Majority of the respondents 215(79.3%) were married, most of them 124 (45.5%)had primary education while 109(40.2%) had post-primary education.

There are almost equally distributed between coaches, directors and referees. Similarly, the number of respondents in each category of experience was almost the same.

HYPOTHESES TESTING

Information regarding the perceptions of respondents about the constraints for female leadership roles in sports in Nigeria is shown in Table 4.2. To test major hypothesis one (1) and the sub-hypotheses, mean scores of the perceptions of the respondents about each constraints were computed.

HYPOTHESIS 1

There are no significant constraints for female leadership roles in sports in

Nigeria as perceived by the respondents.

SUB-HYPOTHESES 1

- There are no significant religious constraints for female leadership roles in sports in Nigeria as perceived by the respondents.
- There are no significant cultural constraints for female leadership roles in sports in Nigeria as perceived by the respondents.
- There are no significant educational constraints for female leadership roles in sports in Nigeria as perceived by the respondents.
- There are no significant performance constraints for female leadership roles in sports in Nigeria as perceived by the respondents.

TABLE 4.2: MEANS AND STANDARD DEVIATION OF DIFFERENT CONSTRAINTS FOR FEMALE LEADERSHIP ROLES IN SPORTS IN NIGERIA

CONSTRAINTS	X	SD
Religious constraints	3.146	1.306
Cultural constraints	3.087	1.337
Educational constraints	2.690	1.424

Gender constraints	2.804	1.314
Performance constraints	2.328	1.335

In this study, a mean of 3.5 and above is considered as a significant constraint because the perceptions were evaluated on a five point scale. Table 4.2 shows that no constraints had mean of 3.5 indicating that the respondents perceived religious, cultural, educational, gender and performance constraints as not significant.

It is therefore necessary to find out whether these perceptions are affected by the demographic characteristics of the respondents. The mean scores of the perceptions according to demographic characteristics were computed. The results are shown in Table 4.3.

TABLE 4.3: PERCEPTIONS OF RESPONDENTS ABOUT CONSTRAINTS FOR FEMALE LEADERSHIP ROLES IN SPORTS BY DEMOGRAPHIC CHARACTERISTICS

CHARACTERISTICS	X	SD	SE
Gender			
a. Male	2.845	.518	.036
b. Female	2.708	.434	.053
Age			
a. 18-30 years	2.831	.509	.060
b. 31-40 years	2.908	.491	.045
c. 41 years and above	2.588	.452	.093
Marital Status			
a. Married	2.759	.496	.034
b. Single	3.051	.482	.074
c. Others	2.900	.337	.149
Designation			
a. Coaches	2.862	.520	.066
b. Directors	2.744	.437	.104
c. Referees	2.771	.516	.082
Years of Experience			
a. 0-10 years	2.923	.518	.079

b.	11-15 years	2.852	.465	.051
c.	16 years and above	2.665	.470	.343

Table 4.3 shows that the respondents irrespective of their demographic characteristics did not perceive the group of constraints used in the study as significant constraints for female leadership roles in sports. However, it became necessary to find out whether the perceptions of constraints were influenced by demographic characteristics. The influence of demographic characteristics on the perceptions of constraints was analysed by using regression analysis. The results are shown in table 4.4.

TABLE 4.4: SUMMARY OF REGRESSION ANALYSIS FOR THE INFLUENCE OF DEMOGRAPHIC CHARACTERISTICS ON THE PERCEPTIONS OF THE RESPONDENTS ABOUT CONSTRAINTS FOR FEMALE LEADERSHIP ROLES IN SPORTS

S/NO	CHARACTERISTICS	SOURCE	df	SS	MS	F
1	Gender	Regression	1	1.035	1.035	4.177
		Residual	269	66.682	.247	
		TOTAL	270	67.717	1.282	
2	Age	Regression	4	4.403	1.007	3.256
		Residual	266	63.315	.238	
		TOTAL	270	67.718	1.245	
3	Marital Status	Regression	4	1.661	.332	1.332
		Residual	266	66.056	.249	
		TOTAL	270	67.717	1.032	
4	Highest Educational Qualification	Regression	5	1.661	.332	1.332
		Residual	265	66.056	.249	
		TOTAL	270	67.717	.581	
5	Designation	Regression	6	1.097	.182	.724
		Residual	264	66.620	.252	
		TOTAL	270	67.717	.434	
6	Years of Experience	Regression	5	3.483	.696	2.874
		Residual	265	64.232	.242	
		TOTAL	270	67.715	.938	

$(P<0.05)\ F\ (4,266) \underset{\sim}{} 2.37 < .05$

Although in respect of demographic characteristics, respondents did not perceive the group of constraints used in the study as significant for female leadership roles in sports table 4.4 shows that age, marital status, gender and experience affected their perceptions of constraints. Scheffe=s post hoc test showed that the significant

effects were due to the fact that male respondents, in the age group of 31-40 years and with up to 10 years of experience perceived these constraints as significant for female leadership roles in sports..

HYPOTHESES II

Major hypothesis two (II) was decomposed to sub-hypotheses six (6) which stated as follows:

MAJOR HYPOTHESIS II

The perception of the respondents about the constraints for female leadership roles in sports in Nigeria are not affected by their demographic characteristics.

SUB-HYPOTHESES II

- The perceptions of the respondents about the constraints for female leadership roles in sports in Nigeria are not influenced by their age.
- The perceptions of the respondents about the constraints for female leadership roles in sports in Nigeria are not influenced by their marital status.
- The perceptions of the respondents about the constraints for female leadership roles in sports in Nigeria are not influenced by their gender.
- The perceptions of the respondents about the constraints for female leadership roles in sports in Nigeria are not influenced by their highest educational

qualification.

- The perceptions of the respondents about the constraints for female leadership roles in sports in Nigeria are not influenced by their designation.
- The perceptions of the respondents about the constraints for female leadership roles in sports in Nigeria are not influenced by their years of experience.

To test major Hypothesis II and its sub-hypotheses, the data collected were analysed by using multiple regression analysis to find the influence of demographic characteristics of the respondents on their perceptions of constraints for female leadership roles in sports, the result of which are shown in table 4.6.

Before table 4.6 is presented, mean scores of the perceptions of the respondents about constraints to female leadership roles in sports are shown according to their demographic characteristics in Table 4.5

TABLE 4.5: MEANS SCORES OF PERCEPTIONS OF RESPONDENTS ACCORDING TO THEIR DEMOGRAPHICS ABOUT CONSTRAINTS FOR FEMALE LEADERSHIP ROLES IN SPORTS IN NIGERIA

S/NO	CHARACTERISTICS	RELIGIOUS		CULTURAL		EDUCATIONAL		GENDER		DESIGNATION		PERFORMANCE	
		X	SD	X	SD	X	SD	X	SD	X	SD	X	SD
1	GENDER												
	Male	3.183	.709	3.140	.767	2.806	.822	2.759	.650	2.845	.518	2.339	.728
	Female	3.037	.583	3.928	.640	.801	.801	2.936	.628	2.708	.434	2.294	.609
2	AGE												
	18-30 years	3.183	.672	3.180	.656	2.579	.990	2.873	.655	2.831	.579	2.349	.732
	31-40 years	3.245	.650	3.210	.755	2.94	.845	2.874	.593	2.908	.491	2.459	.706
	41 years & above	2.457	.058	2.729	.724	2.584	.633	2.531	.626	2.588	.452	2.132	.646
3	MARITAL STATUS												
	Married	3.102	.686	2.996	.717	2.620	.842	2.791	.651	2.759	.496	2.288	.695
	Single	3.304	.650	3.521	.736	3.069	.820	2.807	.646	3.051	.482	2.557	.732
	Others	3.313	.477	3.236	.776	2.633	.053	4.554	.656	2.009	.304	2.248	.006
4	HIGHEST EDUCATIONAL QUALIFICATION												
	Post primary	3.45	.52	2.99	.67	2.83	.58	2.83	.58	2.80	.44	2.45	.71
	Post secondary	3.21	.93	3.18	.79	2.61	.63	2.61	.63	2.84	.49	2.27	.68
	Graduate	3.18	.49	3.08	.48	2.70	.44	2.70	.44	2.78	.35	2.06	.42
5	DESIGNATION												
	Coaches	3.229	.67	3.89	.77	2.73	.87	2.85	.63	2.86	.52	2.41	.73
	Directors	2.111	.63	3.09	.58	2.52	.81	2.78	.66	2.74	.44	2.30	.62
	Referees	3.019	.68	3.10	.80	2.73	.70	2.76	.68	2.77	.51	2.24	.70
6	YEARS OF EXPERIENCE												
	0-10 years	3.12	.67	3.25	.72	2.91	.75	2.83	.61	2.92	.52	2.56	.81
	11-15 years	3.31	.68	3.190	.72	2.56	.93	2.66	.66	2.85	.47	2.78	.59
	16 years & above	3.00	.65	2.86	.73	2.62	.76	2.65	.61	2.66	.41	2.20	.64

Table 4.5 shows differences in the perceptions of respondents about constraints for female leadership roles in sports in Nigeria due to their demographic characteristics.

However, none of the perceptions of the respondents by their demographic characteristics was significant because none of them had score of 3.5 and above except in the case of the influence of marital status on cultural constraints. It should be noted here that in compiling mean scores, respondents were categorised into three groups under qualifications which included post-primary, post-secondary and graduates. Similarly, in designation they were categorised into three groups of coaches, directors and referees.

In years of experience, they were categorised into 0-10 years, 11-15 years and 16 years and above groups. These categorizations became necessary to make the analysis easier.

TABLE 4.6: SUMMARY OF ANOVA FOR DIFFERENCES BETWEEN DEMOGRAPHIC INFLUENCES ON EACH OF THE CONSTRAINTS FOR FEMALE LEADERSHIP ROLES IN SPORTS IN NIGERIA

CHARACTERISTICS	CONSTRAINTS	SOURCE	df	SS	MS	F Ratio	F Prob.
Age	Religious	BG	3	1.293	1.293	2.843	.038
		WG	267	.455			
		TOTAL	270	125.284			
	Cultural	BG	3	8.274	2.758	5.252	.002
		WG	267	140.213	.525		
		TOTAL	270	148.487			
	Educational	BG	3	2.307	.770	1.921	3.53
		WG	267	187.999			
		TOTAL	270	190.306			
	Gender	BG	3	3.982	1.327	3.242	.023
		WG	267	109.305	.409		
		TOTAL	270	132.154			
	Performance	BG	3	5.900	1.967	4.159	.007
		WG	267	126.254	.473		
		TOTAL	270	132.154			

CHARACTERISTICS	CONSTRAINTS	SOURCE	df	SS	MS	F Ratio	F Prob.
Marital Status	Religious	BG	4	2.086	.521	1.126	.345
		WG	266	123.199	.463		
		TOTAL	270	125.284			
	Cultural	BG	4	10.018	2.505	4.811	.001
		WG	266	138.469	.521		
		TOTAL	270	148.487			
	Educational	BG	4	8.398	2.099	3.070	.017
		WG	266	181.909	.684		
		TOTAL	270	190.306			
	Gender	BG	4	.923	.231	.546	.702
		WG	266	112.364	.422		
		TOTAL	270	113.287			
	Performance	BG	4	3.331	.833	1.720	.146
		WG	266	128.823	.484		
		TOTAL	270	132.154			
Highest Qualification	Religious	BG	8	3.841	.480	1.036	.410
		WG	262	121.44	.464		
		TOTAL	270	125.284			
	Cultural	BG	8	4.272	.534	.970	.460
		WG	262	144.487	.550		

CHARACTERISTICS	CONSTRAINTS	SOURCE	df	SS	MS	F Ratio	F Prob.
		TOTAL	270	148.487			
	Educational	BG	8	5.107	.638	.903	.514
		WG	262	185.199	.707		
		TOTAL	270	190.306			
Highest Qualification	Gender	BG	8	8.697	1.087	2.723	.007
		WG	262	104.590	.399		
		TOTAL	270	113.287			
	Performance	BG	8	6.145	.768	1.597	.126
		WG	262	126.009	.481		
		TOTAL	270	132.154			
Designation	Religious	BG	6	9.035	1.502	3.420	.030
		WG	264	116.249	.440		
		TOTAL	270	125.284			
	Cultural	BG	6	1.807	.301	542	.776
		WG	264	146.681	.556		
		TOTAL	270	148.487			
	Educational	BG	6	1.915	.319	.447	.847
		WG	264	188.392	.714		
		TOTAL	270	190.307			

CHARACTERISTICS	CONSTRAINTS	SOURCE	df	SS	MS	F Ratio	F Prob.
	Gender	BG	6	1.940	.323	.767	.597
		WG	264	111.346	.442		
		TOTAL	270	113.287			
	Performance	BG	6	2.579	.430	.876	.513
		WG	264	129.516	.491		
		TOTAL	270	132.154			
Years of Experience	Religious	BG	4	4.755	1.189	2.623	.035
		WG	266	120.530	.453		
		TOTAL	270	125.284			
	Cultural	BG	4	8.338	2.085	3.956	.004
		WG	266	140.149	.527		
		TOTAL	270	148.487			
	Educational	BG	4	7.243	1.811	2.631	.035
		WG	266	183.063	.688		
		TOTAL	270	190.306			
	Gender	BG	4	6.317	1.579	3.927	.004
		WG	266	106.970	.402		
		TOTAL	270	113.287			
	Performance	BG	4	5.059	1.265	2.647	.034
		WG	266	127.095	.478		

CHARACTERISTICS	CONSTRAINTS	SOURCE	df	SS	MS	F Ratio	F Prob.
		TOTAL	270	132.154			

Table 4.6 shows significant differences between age groups of respondents in the perception of religious, cultural, educational, gender and performance constraints for female leadership roles in sports in Nigeria. However, the different age groups did not perceive any of the constraints as significant for female leadership roles in sports in Nigeria. The significant difference in the perceptions was mainly due to the fact that 31-40 years age group perceived these constraints stronger than other age groups.

Marital status significantly affected the perceptions of respondents about cultural and educational constraints for female leadership roles in sports in Nigeria. This was mainly because single respondents perceived these constraints as significant for female leadership roles in sports.

Highest qualification of respondents significantly affected the perceptions of gender as a constraint because post primary respondents perceived this constraint stronger than others. Similarly, the designation of respondents affected the perceptions of the religious constraints because coaches and referees considered it as a constraint. Years of experience significantly affected the perceptions of the respondents about all the constraints for female leadership roles in sports.

4.3 **DISCUSSION**

The focus of this study was to examine the perceived constraints for female leadership roles in sports in Nigeria. The perceived constraints were examined in terms of gender, religious, cultural, educational and performance constraints.

The results of this study revealed significant, religious, cultural, educational and performance constraints for female leadership roles in sports. The results however, showed that age, gender and experience significantly affected the perceptions of respondents about female leadership roles in sports. These significant effects of demographics on the perception of respondents were due to the fact that male respondents, in the age group of 31-40 years perceived these constraints as significant for female leadership roles in sports. This finding is in line with the views of Acker, (1987 and 1990) which stated that a woman's long experiences as political and professional leader makes her a good administrator who exhibits good leadership traits.

The results of this study revealed that the perceptions of the respondents about the constraints for female leadership roles in sports in Nigeria were influenced by their demographic characteristics. However, none of the perceptions of the respondents by their demographic characteristics was significant because none of them had score of 3.5 and above. This finding is in line with the views of Adeyanju (1992); Kabido and Dashe (1992), and Nosike and Okonkwor (1992) according to which the societal conception of womanhood is determined by the expected roles

attached to the womenfolk through out the ages. It is also in the view of the researcher that this is probably due to the fact that women are considered as mainly the weaker sex whose major traditional role is house keeping.

The results of the study further showed significant differences between the age groups of respondents in the perception of religious, cultural, educational, gender and performance constraints for female leadership roles in sports in Nigeria, although the different age groups did not perceive any of the constraints significant for female leadership roles in sports in Nigeria. This supports the findings of Adeyanju, (1990) and Bjerhaug (1993) according to which women in leadership positions provide role models for their women and girls alike irrespective of age.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 SUMMARY

The most persistent and widespread prejudice and discrimination against women in many societies today have been in the realm of sports. Not only have women's opportunities and rewards been unequal but their leadership roles in sports organisations have been challenged and questioned. These ideas seem to be universal in the sense that women are regarded as the minority in the area of leadership in sports, though their population in sports participation is greater than that of men. (Ogundare 2000).

The world of sports has pretty much been the exclusive domain of males until quite recently. Men have typically been more engaged in leadership roles in sports and have manifested greater interest and achievement. Throughout history, women leadership roles in sports have been hampered by socio-cultural, political and gender constraints. It has also been erroneously concluded that women simply do not possess intellectual capacity to profit from higher type of education. Certainly, one of the significant trends of the 20th century, despite continuing efforts on the part of a significant number to slow down such progress has been the social movement for women's emancipation in sports leadership roles.

The purpose of this study was to examine the constraints for female leadership roles in sports in Nigeria. To achieve this purpose a questionnaire was prepared which consist of forty (40) items with two (2) sections. In order to validate the instrument, five (5) experts were drawn from the Department of Physical and Health Education, Educational Statistics Section of Faculty of Education, Department of Sociology and Department of Public Administration of Ahmadu Bello University, Zaria who vetted the instrument for face and content validity. On the basis of their expert opinion and suggestions, the final questionnaire was prepared by the researcher and her supervisors.

The questionnaire was administered on a total of three hundred (300) respondents out of which two hundred and seventy one (271) responded. The study showed that religious, cultural, educational, gender and performance constraints do not have significant effect on female leadership roles in sports in Nigeria as perceived by the respondents. However, it was revealed from this study that age, marital status, gender and experience affected the respondents= perceptions on the constraints for female leadership roles in sports than others.

The study further revealed differences in the perceptions of respondents about constraints for female leadership roles in sports in Nigeria due to their demographic characteristics. However, none of their demographic characteristics was significant because the scores of 3.5 and above except in the case of the influence of marital

status on cultural constraints.

Furthermore, the study showed significant differences between age group of respondents in perceptions of religious, cultural, educational, gender and performance constraints for female leadership roles in sports in Nigeria. The significant difference in the perceptions was mainly due to the fact that 31-40 years age group perceived these constraints stronger than other age groups. Similarly, it was revealed from this study that designation of the respondents affected the perceptions of religion as a constraint as the coaches and referees also considered it as a constraints.

5.2 CONCLUSIONS

On the basis of the results obtained from this study and in view of the limitations, the following conclusions are drawn:

1. Age, marital status, gender and experience were perceived as constraints to female leadership roles in sports.
2. The results showed that religious, cultural and performance constraints were not perceived to have significant influence on female leadership roles in sports.
3. The results of the study showed that qualification of the respondents had significant influence on the perceptions about gender as a constraint.

5.3 RECOMMENDATIONS

On the basis of the results of the study, the following recommendations are made:

- Young and old women in sports need to be more involved, work extra hard and prepare to sacrifice towards efficiency at their respective duty post.
- Government should not use gender as a yardstick towards involvement of women in leadership positions.
- Women should take promotion of sports more seriously and be ready to represent the interest of their colleagues in leadership positions.
- Culture and religion must not be a hindrance to women occupying leadership positions in sports.
- The Ministry of Youth and Sports need to establish sports/leadership training programme for women coaches, referees, administrators and officials that will recruit more females into sports organisations and increase their number in leadership position.
- Women should be prepared to improve on their performance in their various duty posts
- Opportunity should be given to the women who are already in the

system to exhibit the natural administrative endowment that God has given them.

- Government should have a section in various sports councils and setting aside specific grants for women in sports development in Nigeria.
- To be able to mobilize more women into sports there should be power sharing between men and women to enhance a strong and modern sports development.
- The number of women in advisory capacity, decision making and administrative bodies at all levels need to be increased.

5.4 RECOMMENDATIONS FOR FURTHER RESEARCH

For further research, it is recommended that more researches involving Nigerian female leadership roles in sports need to be carried out and results published in a bid to better understand the problem of Nigerian females in leadership position in sports.

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APPENDIX A

Faculty of Education
Department of Physical and Health Education
Ahmadu Bello University,
Zaria

16 June, 2003

Prof. (Mrs.) F.B. Adeyanju
Dr. A.I. Kabido
Dr. (Mrs.) H. Hinjari
Dr. A.A. Anyebe
Dr. J.E. Gyong

Dear Sir/Madam,

REQUEST TO VET QUESTIONNAIRE ON "PERCEIVED CONSTRAINTS OF FEMALE LEADERSHIP ROLES IN SPORTS IN NIGERIA".

Mrs. Awujoola-Olarinoye `Funke Abosede is one of my Master's students in Sports Management.

In partial fulfilment of the requirements of her programme, she is conducting research on the "Perceived Constraints on Female Leadership roles in sports in Nigeria". In this regard, she has prepared a questionnaire.

On the basis of your professional expertise and experience, you have been selected as one of the judges to critically examine the questionnaire and make necessary corrections for its improvement.

Please return the vetted questionnaire to the student within one week after receiving it.

Thanking you.

Yours faithfully,

(Sgd)
Professor K. Venkateswarlu
Major Supervisor

APPENDIX B

Faculty of Education
Department of Physical and Health Education
Ahmadu Bello University,
Zaria

14 JULY 2003

PHE/STU/48

TO WHOM IT MAY CONCERN/STATE SPORTS COUNCIL

SIR/MA

LETTER OF INTRODUCTION FOR PERMISSION TO CONDUCT RESEARCH IN YOUR STAT E SPORTS COUNCIL

Mrs. F.A. Olarinoye Awujoola is one of my M.Sc. students in Sports Management.

In partial fulfilment of the requirements of her M.Sc. programme. she is conducting research on the "Perceived Constraints for Female Leadership Roles in Sports in Nigeria".

In this regard, she has prepared a questionnaire to be administered in your sports council. I therefore request your kind permission to allow her administer the questionnaire on all senior staff of your sports council.

Thanking you for your cooperation.

Yours sincerely,

(Sgd)
Prof. K. Venkateswarlu
Department of Physical and Health Education
(Major Supervisor)

FACULTY OF EDUCATION
DEPARTMENT OF PHYSICAL AND HEALTH EDUCATION
A.B.U. ZARIA

PHE/STU/48 DATE: 15th July, 2003

LETTER OF INTRODUCTION

AWUJOOLA OLARINOYE `FUNKE ABOSEDE (M.SC/EDUC/29441/01-02)

This is to serve to introduce the above-named as a Masters student of this department, pursuing her masters degree programme.

Research is part of the requirement for graduation. The essence of this introduction is for you to allow her benefit from your services.

Thank you.

Yours faithfully,

for: Head of Department

APPENDIX C

DEPARTMENT OF PHYSICAL AND HEALTH EDUCATION
AHMADU BELLO UNIVERSITY
ZARIA

Dear Sir/Madam,

This is a questionnaire on "Perceived Constraints for Female Leadership Roles in Sports in Nigeria". This questionnaire contains two (2) sections. Section "A" contains statements on personal information and section "B" on constraints for female leadership roles in Nigeria.

You are requested to kindly tick (T) the option that best represents your status in section A and tick (T) the appropriate column that best represents your feeling in section B. Your responses to all statements will be treat ed strictly confidential.

SECTION "A"

1. PERSONAL INFORMATION

   Name of your organisation

2. Marital Status

   a. Married ( )

   b. Single ( )

   c. Divorced ( )

   d. Widowed ( )

   e. Separated ( )

3. Sex

   a. Male ( )

   b. Female ( )

4. Age

   a. 18-30 years ( )

   b. 30-40 years ( )

   c. 41-50 years ( )

   d. 51-60 years ( )

SECTION "B": CONSTRAINTS FOR FEMALE LEADERSHIP ROLES IN SPORTS IN NIGERIA

Below are the statements on the constrains on female leadership roles in sports in Nigeria. Tick (T) the column against each statement that best represents your feeling.

The column include - Strongly Agree, Agree, Undecided, Strongly Disagree and Disagree.

WOMEN INVOLVEMENT IN LEADERSHIP ROLE IN SPORTS

S/NO	CONSTRAINTS	STATEMENT	SA	A	U	SD	D
1.	Religious constraints	Religion forbids women involvement in leadership roles in sports					
2		Some religions, see women in leadership position as an exposure to immorality					
3		Religion coerces women to wear veil (purdah) which is a hindrance to female leadership roles in sports					
4		Some religions frown at women involvement in leadership position in coaching and officiating					
5		Daily spiritual commitment is a hindrance to female leadership roles in sports.					
6	Religious Constraints	Perception of female leadership roles in sports as pursuance of worldly needs rather than spiritual needs is a hindrance.					
7		Religious objection to intermingling of men and women is a hindrance to female leadership roles in sports					
8		Some religions encourage women to occupy leadership position in sports					
9	Cultural Constraints	Women have great difficulties in leadership position because of their traditional roles.					

S/NO	CONSTRAINTS	STATEMENT	SA	A	U	SD	D
10		There is discrimination against women in the leadership position due to cultural beliefs.					
11		Discrimination and prejudices in African culture are obstacles to women's involvement in leadership position.					
12	Cultural Constraints	The traditional roles of women, like child bearing constitute a constraint for female leadership position in sports					
13		Matrimonial responsibilities constitute a constraint to female leadership roles in sports					
14		Women are constrained by their cultural restraints and taboos for their involvement in leadership roles					
15		Women are cultural considered as a weaker sex that cannot withstand the rigors and pressures of leadership position.					
16		Women have been held back in leadership role/position in sports because of their feeling that sports administration is meant for men					
17	Educational constraints	Women do not like to be involved in the leadership role because they do not					

S/NO	CONSTRAINTS	STATEMENT	SA	A	U	SD	D
		have appropriate qualifications for management positions in sports as their male counterparts have.					
18		Planning and execution of sports programmes requires managerial skills, which few woman have.					
19		Non-attendance of sports management conferences, seminars, clinics and workshops serve as hindrance to female leadership roles in sports.					
20		There is shortage of qualified women for leadership position in sports					
21		Leadership position is political for which women are not adequately prepared for.					
22		Lack of role models for women in sports affect their involvement in leadership position					
23		Lack of exposure and experience hinders women involvement in leadership role in sports					
24		Women are not enlightened to desire to be involved in leadership position.					
25	Gender Constraints	Women are constrained to play leadership role in sports by their gender					

S/NO	CONSTRAINTS	STATEMENT	SA	A	U	SD	D
26		Women do not play leadership roles in sports because they are not willing to maximise their potentials					
27		Women are less privileged, valued and rewarded by the society in the organisation of sports					
28	Gender Constraints	Women are not willing to take the risk involved in leadership roles in sports					
29		Women are not inferior to men in leadership position in sports					
30		Women are better leaders than men in sports					
31		Women have better psychological make up than men for leadership positions in sports					
32		Women can resolve organisational issues than men in sports					
33	Performance constraints	Female sports administrators are poor leaders compared to their counterparts.					
34		Female leaders in sports cannot maintain discipline					
35		Female sports leaders are not as much acceptable as their male counterparts to sports people					
36	Performance Constraints	Women sports administrators are not					

S/NO	CONSTRAINTS	STATEMENT	SA	A	U	SD	D
		helpful to sportsmen and women					
37		Women leaders are ineffective in resolving conflicts and misunderstanding among athletes.					
38		Female sports administrators cannot inspire their followers					
39		The performance of women is better than that of men as leaders in sports					
40		Subordinates cooperate better with female leaders than with male leaders in sports.					