

# Innovations

## Organization and Coaching Practices of Women Football Participant in Premier League Clubs of Ethiopia

<sup>1</sup> Alem Worku, <sup>2</sup>Dr. Kesatie Legesse, <sup>3</sup> Dr. Laake Reda; <sup>4</sup> Dr. Abebe Ejigu

<sup>1</sup>Research Scholar, <sup>2, 4</sup>Associate Professor, <sup>3</sup>Assistance Professor

<sup>1</sup>Department of Sport Science, Metu University, Metu, Ethiopia

<sup>2,3</sup>Department of Sport Science, Mekelle University, Mekelle, Ethiopia

<sup>4</sup> Department of Management, Mekelle University, Mekelle, Ethiopia

Corresponding Author: [Alem Worku](#)

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**Abstract:** *The purpose of this study was to investigate the challenges and perspectives of women football premier league clubs of Ethiopia. Cross-sectional study design was used. Total populations of the study was 478 players, 34 Coaches, 20 Club managers, 41 Referees and 2 Federation managers, from the total population, 373 samples was taken by the researcher as the subjects. Questionnaire was used as data collection instruments for data collection. The collected data was analyzed using descriptive statistics, such as mean, standard deviation, percentage and frequency was used to analyze weather basic facilities and essential equipment's fulfilled or not and to identify if there was lack of financial, well organized planning and grass roots level. Correlation was also used to test main challenges and perspectives that face women football clubs to be successful. Correlation is significant at the 0.01 level. The result shows that players have strong family support, and substantial barriers related to funding, facilities, coaching development, and organizational structures present, coaching strategies focusing on individual learning styles, pass variation, and communication are highly effective. Skill recall and error correction strategies are perceived as moderately effective, but there is a significant need for improvement in the strategies related to practice encouragement and basic skill development. The resource constraints facing female football clubs like The lack of basic infrastructure (fields, equipment, and changing facilities), along with financial and organizational challenges, seriously hinders the development and growth of the sport. The findings reveal significant challenges hindering the effectiveness of coaching in women's football clubs across multiple areas; financial planning, societal attitudes, administrative support, coaching expertise, facilities, player attitudes, and skilled personnel the mean scores consistently indicate substantial shortcomings and strongly suggest that improving coaching effectiveness requires a comprehensive strategy addressing both systemic issues (funding, facilities, administrative support) and individual/team-level factors (player attitudes, coach training).*

**Keywords:** *football, challenges, perspectives, premier, and league*

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## Introduction

Football, the world's most popular sport, is experiencing a surge in female participation, marking a period of significant transformation (Petty, K., & Pope, S., 2019). While its global popularity continues to grow, women's involvement has historically been limited by societal norms that traditionally view sport as male-dominated and male-centered. This male dominance has created significant obstacles for women seeking to enter, thrive, and succeed in the sport (Brady, 2002). The United States Women's National Team (WNT)'s victory in the 1999 Women's World Cup (WWC) marked a pivotal moment, setting a record for attendance at a women's sporting event (Henderson, 2022). Mia Hamm and Michelle Akers' inclusion in the FIFA 100 (Wadesango, 2010) further symbolized the growing recognition of women's contributions (Narcotta-Welp, 2022). Over the past three decades, the establishment of the WWC (1990) and professional women's teams has significantly increased women's involvement in football. Nevertheless, exclusion persists in many parts of the world, necessitating initiatives like the Mathura Youth Sports Association (MYSA) to create opportunities for young women (Williams, 2003). The landscape of women's football remains fraught with challenges that hinder its growth and development on a global scale. According to the FIFA Women's Football Survey (2014), only 15% of registered football players worldwide are female, and a mere 7% of registered coaches are women. This stark underrepresentation highlights the systemic barriers that exist within the sport, which limit opportunities for women and girls (Culvin, 2023). The Football Association's vision for the development of women's football, articulated in their Women and Girls Football Strategy (2008), emphasizes the need for growth and excellence. However, it also points out significant issues within the elite structures of the game, particularly within the FA Women's Premier League (FA WPL) (Sequerra, 2014). The FA WPL has been criticized for its lack of quality and competitiveness, which poses a challenge in elevating the profile of women's football to a mainstream audience (Flanagan, 2013). To address these shortcomings, the strategy proposed the establishment of a new summer league aimed at enhancing the quality of women's football. Research conducted by Gorreti Wangari, Prof. Elishiba Kimani, and Dr. Geoffrey Wango (2017) in Kenya identified a range of challenges faced by women football players in premier league clubs (Wangari, 2017). Funding emerged as the primary obstacle, compounded by societal negative attitudes towards women's football that result in poor participation rates. Additional barriers include biological factors such as menstruation and pregnancy, poor governance within football organizations, and restrictive gender roles that limit women's involvement in sports (Srinivasa Gopalan, S., Liu, S., Mann, C., & Buckler, E. J., 2024).

In Africa, women's football receives comparatively less attention than in other regions (Saavedra, 2007). Nigeria and South Africa, having participated in multiple FIFA Women's World Cups and African Women's Championships, stand out as leading nations (CAF, 2011). Although neither has advanced beyond the

quarterfinals of the WWC, their success is largely attributed to more established league systems (Allege, 2010). Other African countries, including Senegal, Ghana, Cameroon, and Equatorial Guinea, have participated in the Africa Cup of Nations (CAF), organized by the Confederation of African Women's Football (CAWF), but have yet to achieve similar success (Saavedra, 2003). The persistent perception of sports as a male domain is apparent in various regions. While rugby dominates in South Africa, football holds a prominent place in Argentina and much of Latin America, often linked to ideals of masculinity (Parrish & Naught, 2013). This concept of masculinity, however, is a social construct. The United States, where football's popularity is not as dominant, provides an example of how women can achieve significant success in the sport. Female football premier league clubs that produce quality players who are suitable and fit with the modern football and competent in international level, the challenges in the training of female football clubs development program have to evaluate and maintain to a level which can produce great competent players who are capable of modern football, however, countries like Ethiopia in process and with several difficulties to develop their leagues fostering an environment conducive to growth (Tilahun., 2018). So, the main aim of researchers was to investigate challenges of female football clubs with different research gaps.

## **Methods and Materials**

### **Study Design and Area**

Cross-sectional study design was used to challenges and perspectives of female football premier league clubs in Ethiopia.

#### **Sampling Technique and Sample Size**

In this study simple random sampling & purposive sampling techniques will be applied. Total populations of the study will be 478 players, 34coaches, 20 club managers, 41 referees and 2 federation managers, from the total population, 373 samples will be taken by the researcher. Simple random sampling: for female premier league football players. And Purposive sampling technique: for coaches, club managers, federation worker, referees and audiences. If the population is small then the sample size can be reduced slightly. This is because a given sample size Provides proportionately more information for a small population than for a large population. Where  $n$  is the sample size and  $N$  is the population size.  $n_o = \frac{n}{1+\frac{n}{N}} = \frac{384}{1+\frac{384}{478}} = 213,$

#### **Instrument**

Questionnaire, was used as data collection instruments for data collection.

### **Methods and procedure of Data-collection**

Questionnaire was distributed to the selected students after acquiring their consent by the researcher, and all was duly filled and returned. And the researcher was seen the previous documents on this issue to analyze the previous findings, the training session observation by using observation check

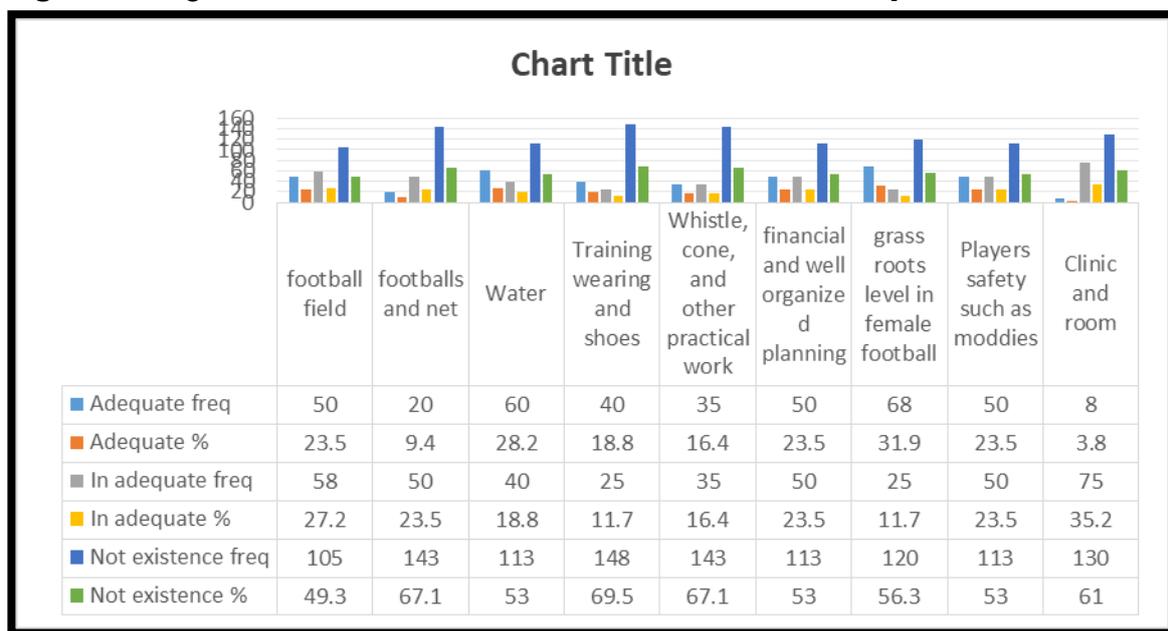
list; semi-structured questioners will be organized to obtain data from the respondents.

**Method of Data Analysis**

The collected data was analyzed using descriptive statistics, such as mean, standard deviation, percentage and frequency was used to analyze weather basic facilities and essential equipment’s fulfilled or not and to identify if there was lack of financial, well organized planning and grass roots level. Correlation was also used to test main challenges and perspectives that face women football clubs to be successful. Correlation is significant at the 0.01 level.

**Results**

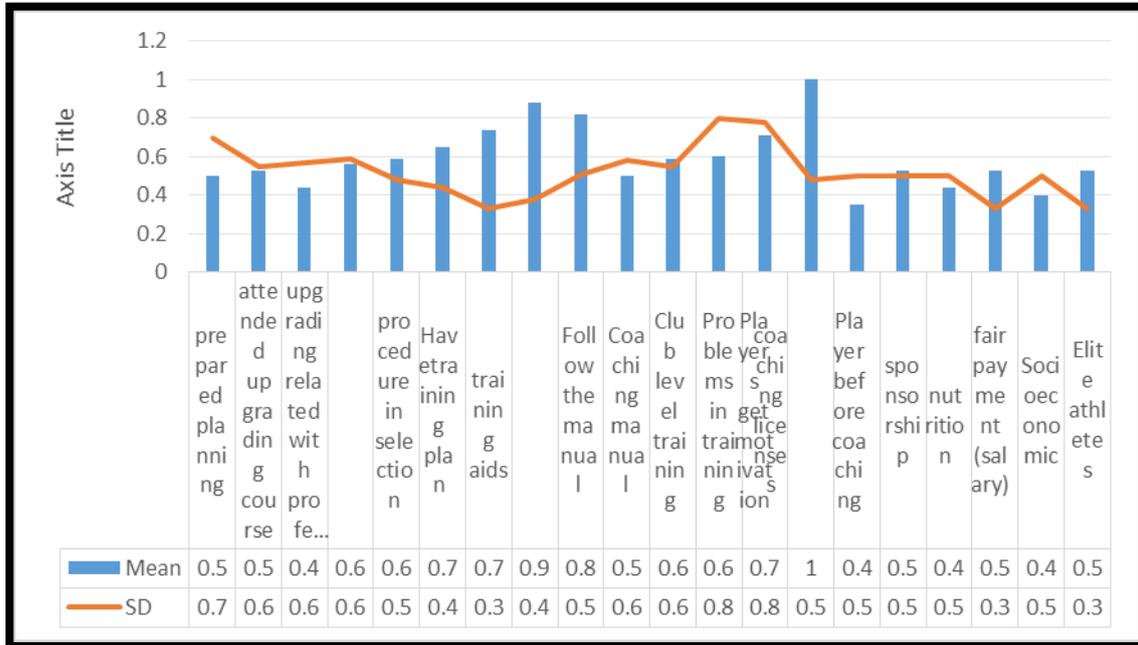
**Figure1:** Organization and structure of material to train analysis



From the above result shows that football field; adequate 50 (23.5 %), inadequate 58(27.2%) and not existent 105 (49.3%), footballs and nets; adequate 20 (9.4%) , inadequate (23.5%) and not existent 143(67.1%), water; adequate 60 (28.2%) inadequate 40(18.8%) and not existent 113 (53%), training wear and shoes; adequate, 40 (18.8%), inadequate, 25 (11.7%), not existent 148 (69.5%), whistles, cones, and other practical work materials; adequate 35 (16.4%), inadequate 35 (16.4%) and not existent 143 (67.1%), financial and well-organized planning; adequate 50 (23.5%), inadequate 50 (23.5%) and not existent 113(53%), grassroots level in female football; adequate 68 (31.9%) , inadequate 25 (11.7%) and not existent120 (56.3%), players' safety materials such as moddies; adequate 50 (23.5%), inadequate 50 (23.5%)and not existent 113 (53%) , clinic and room for changing clothes; adequate 8 (3.8%), inadequate 75 (35.2%) and not existent130 (61%). The data points a concerning picture of the resource constraints facing female football clubs. The lack of basic infrastructure (fields, equipment, and changing facilities), along with financial

and organizational challenges, seriously hinders the development and growth of the sport. The widespread lack of essential equipment and facilities points to an urgent need for increased investment and resource allocation.

**Figure 2: Aspects of coaching practices and conditions within a football club**



The figure above shows that prepared planning before training session with mean of 0.5 (SD ± 0.70), attended up grading course to improve coaching competence with mean of 0.53 (SD ± 0.55), upgrading course related with development of profession with mean of 0.44 (SD ± 0.57), Follow talent scouting procedure in selection of trainees with mean of 0.59 (SD ± 0.48), Have annual training plan allocated based on training period with mean of 0.65 (SD ± 0.44), Use additional training aids for coaching with mean of 0.74(SD ± 0.33), Incorporate components of football training during practice with mean of 0.88 (SD ± 0.38), Follow the manual while coaching at field with mean of 0.82 (SD ± 0.51), Coaching manual consists of methods of coaching with mean of 0.50 (SD ± 0.58), Club level training adequate with mean of 0.59 (SD ± 0.55), Players get motivation during training with mean of 0.71(SD ± 0.78), Have coaching licenses in football with mean of 1 (SD ± 0.48), Club has owner's/sponsorship 0.53 (SD ± 0.5) , Trainer gets appropriate nutrition from the club 0.44(SD ± 0.53), fair payment (salary) from the club with mean of 0.53(SD ± 0.33), socioeconomic status with mean of 0.4 (SD ± 0.5), Elite athletes appeared from your club with mean of 0.5 (SD ± 0.33). Overall, the data suggests a mixed picture that coaches generally have significant challenges regarding planning and organizational skills which primarily revolve around access to training and resources, financial constraints, and the need to improve player development pathways.

**Table 1: Correlations of players and coaches response difference**

		Organization and structure of materials	Facilities, income and equipment	Attitudes and perceptions	challenges and perspective
Organization and structure of materials	Pearson Correlation	1	.384**	.288**	.342**
	Sig. (2-tailed)		.000	.000	.000
Facilities, income and equipment	Pearson Correlation	.384**	1	.347**	.436**
	Sig. (2-tailed)	.000		.000	.000
Attitudes and perceptions	Pearson Correlation	.288**	.347**	1	.438**
	Sig. (2-tailed)	.000	.000		.000
challenges and perspectives	Pearson Correlation	.342**	.436**	.438**	1
	Sig. (2-tailed)	.000	.000	.000	

\*\* . Correlation is significant at the 0.01 level (2-tailed).

The table above shows the presents Pearson correlation coefficients among four variables: "Organization and structure of materials," "Facilities, income and equipment," "Attitudes and perceptions," and "Challenges and perspectives." The significance level for all correlations is noted as significant at the 0.01 level (2-tailed): a) Organization and Structure of Materials: this variable has a moderate positive correlation with "facilities, income and equipment" ( $r = .384$ ,  $p < .01$ ), there is a weaker positive correlation with "attitudes and perceptions" ( $r = .288$ ,  $p < .01$ ), and also a moderate correlation with "challenges and perspectives" ( $r = .342$ ,  $p < .01$ ), b) Facilities, Income, and Equipment: this variable shows a strong positive correlation with "challenges and perspectives" ( $r = .436$ ,  $p < .01$ ) and correlated with "attitudes and perceptions" ( $r = .347$ ,  $p < .01$ ). c) attitudes and perceptions: this variable has a strong positive correlation with "challenges and perspectives" ( $r = .438$ ,  $p < .01$ ). d) . Overall, the analysis suggests that the organization of materials, availability of resources, and coaches' attitudes are interconnected factors that influence how coaches perceive and address the challenges they face. Improved organizational structures and better resources are likely to foster more positive attitudes among coaches and players, which in turn may lead to a more constructive perspective on the challenges inherent in coaching.

**Discussion**

The data points a concerning picture of the resource constraints facing female football clubs. The lack of basic infrastructure (fields, equipment, and changing facilities), along with financial and organizational challenges, seriously hinders

the development and growth of the sport. The widespread lack of essential equipment and facilities points to an urgent need for increased investment and resource allocation. In line with the result the widespread inadequacy of essential resources points to an urgent need for increased investment and targeted resource allocation to ensure player safety, improve training quality, and foster a more equitable and sustainable environment for women's football. Infrastructural deficiencies are compounded by financial limitations and organizational challenges, which are frequently cited as major barriers to participation and success (Tanni, 2024). A holistic approach to player development emphasizes not just technical skills but also mental well-being, social interaction, and overall health (Weiss, 2002) and Research indicates that community involvement can lead to increased resources and participation (Shalowitz, 2009).

The current study shows that there are strengths in training preparation and club support for coaches and players, areas such as professional development and socio-economic challenges present opportunities for improvement. The consistently high scores in areas such as club support, player motivation during training, fair salaries, and nutrition reflect a positive environment for coaches and players. However, the acknowledgment of low socio-economic status impacting the club suggests external challenges that may hinder overall performance and sustainability. As noted by Frick (2012), socio-economic factors can significantly influence sports organizations; addressing these challenges through community engagement and support programs could foster a more robust club environment.

The analysis suggests that the organization of materials, availability of resources, and coaches' attitudes are interconnected factors that influence how coaches perceive and address the challenges they face. Improved organizational structures and better resources are likely to foster more positive attitudes among coaches, which in turn may lead to a more constructive perspective on the challenges inherent in coaching. In line with results organizational structures, resource availability, and coaching attitudes are interconnected echoes existing theories in organizational behavior, resource dependence, and psychology. Addressing these factors simultaneously is essential for creating a more positive and productive coaching environment. Investing in infrastructure, providing adequate resources and fostering a supportive organizational structure are vital for enhancing coaches' attitudes and enabling them to more effectively address the challenges they face in developing and mentoring female athletes. This perspective aligns with the findings of Culver and Trudel (2006), who emphasize the significance of collaboration in coaching. (Culver, 2006)

## **Conclusion**

The findings underscore the importance of a comprehensive approach to improving women's football in Ethiopia.

- **Facilities and Essential Equipment for Training:** The current analysis reveals a significant deficiency in the availability of facilities and essential equipment for female football clubs. The lack of basic infrastructure, such as training fields, proper changing facilities, and necessary sporting equipment, severely restricts the training capabilities and overall development of athletes. This inadequacy not only affects the quality of training but also compromises player safety and well-being. Therefore, there is an urgent need for increased investment in infrastructure and resources to create an environment conducive to effective training and player development.
- **Financial Constraints and Organizational Challenges:** The study highlights a pronounced lack of financial resources and well-organized planning at both the grassroots level and within clubs. Financial limitations are frequently cited as major barriers that hinder participation and the overall success of female football programs. Additionally, organizational challenges, including insufficient strategic planning and resource allocation, further exacerbate these issues. Addressing these financial and organizational shortcomings is crucial for fostering a more equitable and sustainable environment for women's football. By enhancing community engagement and support programs, clubs can better navigate these challenges, ultimately leading to improved performance and sustainability in female sports initiatives.

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