

The participation of females in organised sport as a Constitutional right: The case of the Dr.Kenneth Kaunda District Municipality

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Mini-dissertation submitted in fulfilment of the requirements for the degree *Masters of Public Administration* at the Potchefstroom Campus of the North- West University

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It all starts here TM

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DECLARATION

I, Carol Motjuwadi (Student Number 10829229), hereby declare that the mini-dissertation entitled:

The participation of females in organised sport as a Constitutional right: The case of the Dr Kenneth Kaunda District Municipality

Submitted in fulfilment of the requirements for the degree, Masters of Public Administration, at North-West University, Potchefstroom Campus, is my own work and has never been submitted by me to any other university. I also declare that all the sources used have been acknowledged by means of complete referencing.

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ABSTRACT

The participation of females in organised sport as a constitutional right: The case of the Dr Kenneth Kaunda District Municipality

Key words: Women; Participation, Equity; Transformation; Empowerment; Organised sport.

Females' participation in organised sport contributes to an equal opportunity in sport, and thus transformation affects their participation. Regional and international policies play a central role in sport and demonstrate the importance of empowering and promoting female participation in organised sport. The primary objective of the study is to determine the causes of the level of the participation of females in organised sport. Specifically to determine the issues that contribute to the level of females' participation in organised sport within the North West Province. Furthermore, establishing the level of females' participation within the North West Province in the organised sport. The research problem consequently is that due to the lack of support and empowerment for females, it appears that the participation level of females in organised sport is at a lower level, as opposed to the strong participation of males.

The study used participants from the four municipalities (Matlosana, Tlokwe, Ventersdorp and Maquassi Hills) within the Dr. Kenneth Kaunda District. The conclusion has drawn from the research empirical study, through a questionnaire and focus group discussions, revealed anticipated and unanticipated results. Female incompetency is not a contributory factor for gender imbalanced representation in the sport structures but socio-economic factors often is a significant cause for gender imbalances as females are expected to fulfil the traditional role of housekeeping and cooking. A lack of gender equity accounts for the low number of females participating in organised sport. Results obtained from females and males indicate that practical barriers significantly have a bigger influence (negatively) on their participation in sport.

The absence of sporting equipment and facilities, identified in the study, discourages participation and deprives femalesq access into the sport environment. Creating proper financial support, better sporting environment by the federation is central to uplifting femalesq participation in sport. The responsibility to promote female participation resides with every citizen but most importantly with females themselves to ensure that their presence in sport equals that of the country populace.

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CHAPTER ONE: INTRODUCTION TO THE STUDY

1.1 ORIENTATION AND BACKGROUND

The Constitution of the Republic of South Africa, 1996 (hereafter referred to as the Constitution), is promulgated as the supreme law of the country (South Africa, 1996:3) and states that all citizens are equal before the law and entitled to protection from unfair discrimination that hampers the realisation of equity (South Africa, 1996:7). Embedded in the Constitution, 1996, is the Bill of Rights, which forms the cornerstone of South Africa's democracy (South Africa, 1996:6). According to the Bill of Rights, the law has a legislated mandate of protecting *inter alia* sport participation as a basic human right (South Africa, 1996:6). Against the backdrop of the Constitution, participation in sport is therefore a basic human right, and participation in sport may consequently, according to the National Sport and Recreation Act (NSA) 110 of 1998, not be discriminatory (South Africa, 1998:4).

The White Paper of Sport and Recreation (WPSR), 1998, places particular emphasis on the priority of gender and equity in sport participation (South Africa, 1998:18). In addition to the WPSR, the programmes of the National Department of Sport and Recreation (SRSA) incorporate all government priority groups, *viz.* youth, women, the aged, rural communities and people with disabilities, in their activities (South Africa, 2010b:15).

The NSA stems from the White Paper that renders support to women, the youth, the disabled, senior citizens and citizens in rural areas (South Africa, 1998:8). The NSA's purpose is to promote and improve gender equality so that females and males enjoy equal participation in sport (South Africa, 1998:2). The focus of the NSA is on creating a situation where males and females draw from each other's strengths to build an equitable sport, instead of male participation in sport developing at the detriment of female participation. According to the NSA, equity in sport participation is a democratic right as enshrined in Chapter 2 of the Constitution, which aims to create an environment that benefits every citizen in the country (South Africa,

1996:6). The SRSA's strategic plan is based on the implementation of the NSA and emphasises its core function of developing national policies and guidelines for sport and recreation in the country (South Africa, 2009:12).

The SRSA's strategic plan outlines strategic objectives, strategic focus areas, programmes and the purpose of the SRSA (South Africa, 2009:22-23). The incorporated strategic objectives of the SRSA translate into the department's programmes, and one of these strategic objectives is to increase the number of participants in sport and the development of talent within an integrated development continuum (South Africa, 2009:21). The key focus area of this strategic objective seeks to support and increase the participation of women, youth and people in rural areas (South Africa, 2009:21). Mass participation sport programmes are designed to increase the participation rate of sport and recreation among all citizens of the country from the baseline of 30% (South Africa, 2009:7). The Constitution (South Africa, 1996:6) and the White Paper on Sport and Recreation for the Republic of South Africa Plan (South Africa, 2012 a: 32) therefore underpin the SRSA programmes, which holds equity as a critical necessity.

As part of the effort to attain equity in sport, the SRSA places emphasis on the participation of previously disadvantaged groups and communities (South Africa, 2012a:24). Failure to promote equity that emancipates target groups may be interpreted as a human rights violation (UN, 2005:2;15). Target groups in the SRSA programme activities therefore include women, youths, persons with disabilities and people in the rural areas (South Africa, 1998:8). The progressive process intends to fast track equity in the participation of sport (South Africa, 1998:2).

The transformation programme is also an attempt to increase the participation level of women in sport (South Africa, Draft 1, 2010b:43). The draft of the WPSR advances that transformation must not be seen as a matter of black and white, males and females, or people with and without disability, but rather a matter of transforming the thinking of South Africans (South Africa, Draft 1, 2010b:43). Against this background, the implementation of transformation in sport is critical in promoting

equity and eradicating discrimination. The Public Administration Leadership and Management Academy (PALAMA), now referred to as the National School of Government (NSG), refers in their course manual entitled *Gender Mainstreaming in the Public Service* to addressing gender order, a term that refers to a historically designed social model between females and males (Anon., 2008:13). This gender order attaches monetary value to the roles of males, and regards male roles as superior to those of females (Anon., 2008:13). This view of gender disadvantages females in their effort to enjoy equal opportunity in sport. In this regard it is necessary to establish the notion of 'sex-blindness' (Morgan, 2007:304), to accomplish the goal of the Constitution and the SRSA of achieving equity in the participation of sport by targeting previously disadvantaged groups.

Female participation in sport is not equal to male participation, and the representation of females in sport structures is not reflective of the country's demographics (Goslin & Kluka, 2014:93; South Africa, 2012a:4). This study aims to investigate this matter. In this regard it is necessary to review the country's gender demographics, as well as that of the North West Province, as the study focuses on the participation of females in sport in this province as managed by the North West Department of Sport, Arts and Culture (DSAC). According to the most recent census, South Africa is home to 49 319 million people, of which the male population is 23 868 million and 25 451 million accounts for the female population. In the North West Province, the gender statistics comprise of 1 699 million males, and 1 751 million females (Stats SA, 2009:11). Considering these statistics, the female population in both the country and the North West Province is in the majority, constituting slightly more than 50% of the population in both the country and the North West Province. A fair representation of gender representation in sport structures would therefore see more females than males in key positions in sport structures. However, this is not the case in either the North West Province or the country, as is outlined in the following paragraphs.

Structures such as the national federations of football and swimming and the South African Sports Confederation and Olympic Committee (hereafter referred to as

SASCOC) all lack adequate female representation. The national executive of the South African Football Association (SAFA) comprises of 27 members, of which two are women who have ordinary member status (SAFA, 2010). The positions of the two females exclude them from the decision-making process (SAFA, 2010). In 2016 the national executive of SAFA is made up of 33 members with only three females members and thirty male members (SAFA, 2016).

The national executive council of Swimming South Africa consists of seven members, all of which are male. The ordinary council members consist of two females and one male, totalling three ordinary members (Swimming South Africa, 2010). In the case of Athletics South Africa (hereafter referred to as ASA), the four board member positions are currently filled by females and the remaining seven member positions are currently filled by males (ASA, 2010). In 2016 this situation remained unchanged (ASA, 2016). The South African Sport Confederation and Olympic Committee (hereafter referred to as SASCOC) is South Africa's multi-coded sport structure, charged with the responsibility of preparing South Africa's national sport teams for all their affiliate sport codes¹(South Africa 2012a:54). The South African Sport Confederation and Olympic Committee have six executive members, of which only one is a woman. There are no females among the four SASCOC elected members (SASCOC, 2011). In 2016 this situation remained unchanged (SASCOC, 2016).

As argued by Agergaard and Tiesler (2014:163), Collins and Kay (2003:108) and Shehu (2010:115), sport regards females as an afterthought, which has a negative effect on their participation because they only receive adequate preparation and provision for their participation mid-way into the programme when the initial phase or the framework was already setup. The executives of the identified national federations fall prey to this practice because they fail to enforce the election of females during the inception phase of the process. The identified composition of the different executives of national federations shows that female representation in the

¹ A sport code refers to an organised sporting activity e.g. Athletics, Netball, Football, Cricket, Rugby, Gymnastics, Volleyball, Basketball and Chess (Mbalula, 2012).

decision-making bodies of sport federations is insignificant. This compromises female interests and as such these bodies fail to fulfil the obligation of advancing the equal participation of females as underpinned by the Constitution. An executive committee typically makes decisions, and because of the lack of effective female representation at that level of accountability, the female cause fails to register improvement, move forward and develop.

National federations (hereafter referred to as NFs) and provincial federations (hereafter referred to as PFs) are micro-bodies that implement the government's policy of sport and recreation as they are the primary delivery agents of sport (South Africa, 2010b:10). The SRSA subsidises the priority sports financially (South Africa, 2009:10). Priority sport or codes are the sporting codes that have the capability to attract a large number of participants from the communities (South Africa, 2012a:37). The subsidy assists the NFs of these sports in achieving their endeavours of accelerating transformation and meeting their national and international obligations (South Africa, 2009:10). The NF's responsibilities include achieving their stated performance indicators of transforming the federation and to protect their federations against unfair discrimination that hampers the realisation of equity (South Africa, 2010b:50). Taking one federation as an example, SAFA manages soccer and takes total control over the sport, which includes the responsibility of ensuring equity in all their structures and the performance of soccer in the country (SAFA, 2011). Considering the subsidy SAFA receive from the SRSA, the NF's operations should respond to the vision, mission and objectives of the SRSA (South Africa Draft 1, 2010:50). The compositions of the identified NF's executive structures must be aligned with the Constitution and the SRSA, as mentioned earlier. The NF's executive composition is gender insensitive and fails to dispose of unfair discrimination that hampers the realisation of equity. The Minister of Sport and Recreation, in his first budget vote (13 April 2011) stated that the national teams and amenities must reflect a true South African population (Mbalula, 2011). However, this is still not happening in practice.

Considering the constitutional directive of equal treatment of, and opportunity for all citizens, the composition of the NFs is a cause for concern and this makes *Women without borders* as an organisation relevant and important. *Women without borders* advocate and lobbies for the participation of females in all the decision-making levels of sport (WWB, 2008). In addition, *Women without borders* strive to bring female talents and energies to the fore (WWB, 2008). Despite the significant advancement of females, the prominence of uneven progress in the participation of females in sport was notable during the Beijing Declaration (UN, 2007). South Africa as a signatory to the Beijing Declaration of 1995 confirmed the inequalities between males and females that continuously affect women negatively (UN, 2007). In his 1999 Presidential Sports Award speech, the President of South Africa at the time, Mr. Thabo Mbeki, said that South African teams should in future reflect the true demographics of the country (Mbeki, 1999). Mbeki indicated that if the country could conquer the discriminatory legacy of the past it would not be difficult to change the face of sport (Mbeki, 1999). The former President further indicated that this discriminatory issue takes different forms of socio-economic barriers (Mbeki, 1999).

The traditional societal roles placed on females decrease their participation in sport and fail to pave way for other females to participate in sport (Woods, 2007:211). Young female adults assume different family, economic and social roles after leaving school (Russell, 2009:98). Females typically assume the responsibility of nurturing and caring for their families (UN, 2002:6). In addition, females have fewer financial resources, greater time constraints, more responsibility for childcare and other domestic functions and less personal freedom when compared to their male counterparts (Collins, Kay & Patmore, 2003:112; Roy, Schumm & Britt, 2014:77). These societal conditions bring to the fore some of the socio-economic issues that impede the progress of female participation in sport. The unavoidable burden of family responsibilities and other social roles assigned to females are time consuming and therefore leave little time for their own needs and development.

Article 1 of the International Charter of Physical Education and Sport (ICPES) identifies the importance of female participation in sport (UNESCO, 1978:2). The

article stresses that practicing sport and participating in physical education must be accessible to everyone, irrespective of gender (UNESCO, 1978:2). According to the *International Working Group on Women and Sport* (2011:4), female involvement in sport must include every aspect of sport. Considering the constitutional directives pertaining to equity, the same principle can be applied to sport federations. As a general rule, females must participate in all the levels of sport, including the management of federations. It can further be argued that their participation in all the levels of sport creates the platform for the promotion and advancement of female issues in sport participation. However, viewing the composition of the three identified NFs (Athletics, Swimming and SAFA), it can be deduced that females lose the opportunity to participate in making decisions that benefit them and inclusively assist in leading the federations to advance the participation of females in sport.

Women 2000 and Beyond, a publication produced to promote the goals of the Beijing Declaration and the *Platform for Action*, identifies the following as benefits gained from participating in sport (UN, 2007:2):

- Participation in sport prevents non-communicable diseases, which accounts for 60% of global deaths;
- participation in sport is beneficial for the development of a child and reduces cardiovascular diseases in later life;
- it aids in degenerative diseases associated with aging;
- participation in sport controls body weight;
- it enhances the quality of life; and
- it builds teamwork, self-esteem, confidence and social integration.

From the abovementioned benefits gained from sport participation, it is evident that it is to females' detriment if they are not allowed the opportunity of equal participation in sport. Furthermore, since they are mostly excluded from the executive composition of sport structures, as outlined above, they are also deprived of the opportunity to effectively campaign for equal participation in sport.

From the above discussions it therefore appears that the participation rate of females in sport are lower than that of males, which is contradictory to the constitutional directives pertaining to equality. This research therefore focuses on the level of female participation in organised sport² as compared to that of males. Reasons for the participation rate of females are explored and recommendations are made to improve it. The focus of the study is on the participation rate of females in organised sport in the North West Province specifically.

1.2 PROBLEM STATEMENT

In line with the constitutional directives pertaining to equity, the SRSA emphasises the importance of equity and success in sport (South Africa Draft 1, 2010b:43). However, Goslin (2006:5) states that tribal law and customs are working against realising this goal. Cortis, Sawrika and Muir (2007:27) confirm the effect of tribal customs on equity and success in sport by stating that social, economic and cultural factors are global barriers to the participation of females in sport and recreational activities. These authors' opinions coincide with that of Russell (2009:9), who states that females assume early family, economic and social responsibility after leaving school, as alluded to in the previous section. It can be argued that these responsibilities are time consuming and impact negatively on females' participation in sport.

According to the NSA, the promotion of gender equity should benefit females and males so that both enjoy full and equal participation in sport (South Africa, 1998:2). A quick look at the composition of the national executive councils of Swim South Africa, SAFA and ASA, including SASCOC, the governing body of sport, shows that the representation in these structures hold back the transformation of sport in the country through unequal representation. The inequity of the executive councils, which are the decision making bodies in sport, indicate that equity and female issues

² Organised sport refers to systematically planned activities that involve physical effort and skill and which is administered and directed by a set of rules or a society and often exercised competitively (The Free Dictionary, 2015:online).

are compromised and not aligned to the policies and legislation that redress the inequity of the past.

It can further be argued that female participation is incompatible with the demographics of the country. Equity tools such as the Constitution, the NSA, and the WPSR are thus not yielding the desired transformation results in the desired time. Indirect issues may also be influencing female participation in sport implicitly, hampering the attainment of envisaged empowerment results.

The study aims to determine the factors that contribute to the level of participation of females in organised sport and focuses specifically on the participation of females in organised sport in the Dr. Kenneth Kaunda District in the North West Province. The resulting problem that the study aims to address is: Due to the lack of support for and empowerment of females, it appears that the participation level of females in organised sport is lower as opposed to the strong participation of males. The study aims to determine the reasons for the unconvincing participation rate of females in organised sport with a view to make recommendations on the improvement of their participation.

1.3 RESEARCH OBJECTIVES

In order to address the research problem, the following research objectives were pursued:

The primary objective of the study was to:

- Determine the causes of the low level of participation of females in organised sport.

The secondary objectives of this research were to:

- Determine the international, national and regional statutory and regulatory instruments that protect and encourage female participation in sport;

- determine reasons that contribute to the level of female participation in organised sport in the North West Province;
- establish the participation level of females in the organised sport of the North West Province; and
- make recommendations on the participation of females in sport.

1.4 RESEARCH QUESTIONS

Research questions are aligned with the identified primary and secondary objectives.

The primary research question that the study aimed to address is:

- What are the causes that determine the low level of female participation in organised sport?

The secondary questions that the study aimed to answer are:

- What are the international, national and regional statutory and regulatory instruments that protect and encourage female participation in sport?
- What are the reasons that contribute to female participation in organised sport in the North West Province?
- What is the participation level of females in the organised sport of the North West Province?
- Which recommendations can be made to improve the participation of females in organised sport?

1.5 CENTRAL THEORETICAL STATEMENTS

The Constitution (1996:6) affirms that all the people in the country have the rights and democratic values of dignity, equality and freedom. Therefore, the Constitution dispels the practice of inequality between males and females, including inequalities in organised sport. Organised sport refers to systematically planned activities that involve physical effort and skill and which is administered and directed by a set of

rules or a society and often exercised competitively (The Free Dictionary, 2015:online).

Since the inception of democracy in South Africa in 1994, the SRSA's strategic plans constantly included female participation among its key identified objectives (South Africa, 1998:8). This specific objective finds expression in the SRSA's strategic documents (2009:18). The study therefore aims to establish causes that determine the levels of female participation in organised sport.

During the National Women's Day Celebrations in 2005, the President of South Africa at the time cautioned that women's empowerment is not a fashion statement (Mbeki, 2005). The then President insistently drew attention to the fact that women's empowerment should constantly be monitored in both the public and private sectors (Mbeki, 2005). The President's statement confirms that a process of monitoring women's empowerment will indicate any progressive movement toward improvement, compliance to legislation and the shortcomings that require consideration. Sport participation forms part of female empowerment and requires special attention and protection as a basic human right, as called for by the Constitution (South Africa, 1996:6; South Africa, 2012a:13-14). Participation in sport is therefore a basic human right and participation in sport must consequently, according to the SRSA strategic plan, not be discriminatory (South Africa, 2009:4).

The White Paper of Sport and Recreation (hereafter referred to as WPSR) 1998 places particular emphasis on the priority of gender and equity in sport participation (South Africa, 1998:18). In addition to the WPSR, the programmes of the SRSA incorporate all government priority groups in their activities, viz. the youth, women, the aged, rural communities and people with disabilities (South Africa, 2010:15).

However, according to (Collins & Kay 2003:105; Malcolm, 2008:228), there is a direct and fundamental relevance to combating females' social exclusion and inequality. What is more, the traditional societal roles placed on females decrease their participation in sport and fail to pave the way for other females to participate in

sport (Woods, 2007:211). Young female adults assume different family, economic and social roles after leaving school and in some instances are even forced to leave school early to assume these social roles (UN, 2005:151). Females typically assume the responsibility of nurturing and caring for their families (UN, 2002:6). As previously mentioned they have fewer financial resources, greater time constraints, more responsibility for childcare and other domestic functions and less personal freedom when compared to their male counterparts (Collins & Kay, 2003:112; Roy, Schumm & Britt, 2014:77).

1.6 RESEARCH METHODOLOGY

The research methodology is outlined in the following sections, but it is discussed in detail in Chapter 4. The study aims to understand the challenges that females are faced with in the field of sport. As such the study aims to gain an understanding of the challenges that hamper female participation in sport in order to improve female participation.

1.6.1 Research Design

The research included both qualitative and quantitative methods in a form of a structured questionnaire and focus group interviews respectively.

1.6.2 Literature review

A literature review initiates the debate on the study topic and serves as a basis that directs the research work (Coughlan, Ryan & Cronin, 2013:1). According to Jesson, Matheson and Lacey (2011:9), a literature review is the analysis of secondary factual base knowledge; it can be an independent study or serve as part of a research study. For the purpose of this study, the literature review formed part of the study.

1.6.3 Empirical Study

According to Pine (2009:1897) empirical research depends on observation and measured information. The empirical study forms part of the larger study by including observations from focus group interviews and the results of questionnaires.

1.6.3.1 Focus group discussion

The focus group session involved 6-10 people per group and used open-ended questions to solicit different information to gain a clearer understanding of the participants' opinions (Pine, 2009:1899). The focus group participants were sourced from seasoned female athletes in the Dr. Kenneth Kaunda district who are all actively involved in organised sport and who participate in local, provincial or national sport. According to (Toffoletti & Mewett, 2012:117), participants should have the ability to provide similar and differing views regarding the level of female participation in organised sport.

1.6.3.2 Questionnaire

The study used a structured questionnaire to collect data. A structured questionnaire involves marking short, easy-to-answer, direct questions using a tick or a circle and do not take much time to complete (Desai & Potter, 2006:166). More detail on the participants who completed the questionnaire is provided in Chapter 4.

1.6.4 Sampling and population

The researcher used athletes who understand sport and who participate actively in sport. The officials who manage sport at district and provincial level also formed part of the population.

1.6.5 Processing and verification of data

According to (Williams & Wragg 2003:101; Afriyie, 2012:309) data refers to nominal values, ordinal, or ratio scale that links to information. The data for the study was gathered from the respondents completed questionnaires and the focus group discussions.

All the data gathered from the focus group discussions and the questionnaire were analysed and processed to draw conclusions based on the findings. The Statistical Division of the North-West University, Potchefstroom Campus assisted with the analysis of the quantitative data from the questionnaires by using SPSS (Statistic Package for Social Sciences), which is the most dominant primary statistic package (Hulsizer & Woolf, 2009:164).

1.6.6 Ethical considerations

The purpose of ethical conduct in research is to ensure that no one is negatively affected or maltreated as a result of research activities (Floyd & Fowler, 2014:140). The researcher took the following into consideration during the study to comply with ethical conduct:

- Participants were informed of the purpose of the study;
- participation in the study was voluntarily and all participants signed a consent form;
- participants were ensured that their responses will remain anonymous; and
- participants were ensured that the data gathered from their responses will be used for the sole purpose of the study.

1.7 CHAPTER LAYOUT

Chapter 1: Introduction to the study

As the study focuses on the participation level of females in organised sport, an introduction and background to the challenges experienced in this regard is provided and the constitutional directive for equity, including equity in sport is emphasised. The chapter outlines the problem statement that the research aims, the research objectives, the research questions and the central theoretical statements.

Chapter 2: International, national and regional statutory and legislative framework for organised sport

International, South African and regional legislation and policies pertaining to organised sport are reviewed in this chapter. Instruments for female empowerment in sport are also outlined. The chapter furthermore outlines the North West Province's structure for sport. A literature review on the participation of females in sport as a critical synthesis closely links with Chapter 3.

Chapter 3: Socio-economic barriers affecting female participation in sport in the North-west Province

The chapter reflects on the status of women participation in organised sport in the North West Province, highlighting the challenges that cause the participation of females to lack behind that of males. Included in the chapter is the social, cultural and economic challenges females experience, as well as a theoretical perspective on female participation in sport.

Chapter 4: The participation of females in organised sport in the North West Province: Empirical findings

The chapter outlines and interprets the SPSS results obtained from the questionnaire and the focus group interviews with a view to make recommendations for the enhancement of female participation levels in organised sport.

Chapter 5: Conclusion and recommendations

The chapter provides a summary of the study. Conclusions are drawn and recommendations are presented pertaining to the participation of females in organised sport, with the aim of launching an improvement system for the emancipation and empowerment of females participating in sport in accordance with the Constitution.

1.8 CONCLUSION

The chapter provided an introduction and background to the study. According to the Constitution, the law mandates the protection of *inter alia* sport participation as a basic human right (South Africa, 1996:6). Participation in sport must consequently not be discriminatory (South Africa, 2009:4). Emphasis is placed on the fact that the NSA's purpose is to promote and improve gender equality where females and males enjoy equal participation in sport (South Africa, 1998:2).

Equity in sport participation is a democratic right as enshrined in Chapter 2 of the Constitution, which creates an environment that contributes to the benefit of every citizen in the country (South Africa, 1996:6). It is further stated that one of the key focuses of the strategic objectives of the SRSA is to support and increase the participation of women, youth and people in the rural areas (SRSA, 2009:21).

Equal participation of males and females in organised sport has not yet been obtained. The fact that tribal law and customs also work against realising the goal of

equal participation in sport received attention. Social, economic and cultural factors are also global barriers to the participation of females in sport and recreational activities (Cortis, Sawrikar & Muir, 2007:27).

Reference was also made to the inequitable composition of various sport structures between males and females. The national executive composition of Swim South Africa, SAFA and ASA, including SASCO, the governing body of sport, shows that representation in their executive council structures retards sport transformation of the country through unequal representation. The executive councils, which are the decision-making bodies in sport, lack equity, indicating that equity and females issues are compromised.

It was further argued that women participation is incompatible to the demographics of the country. Equity tools such as the Constitution, the NSA and the WPSR are thus not yielding the desired transformation results in the desired time. Indirect issues may also be influencing female participation in sport, hampering the attainment of envisaged empowerment results.

The next chapter explores the legislative and policy framework pertaining to organised sport, as well as the instruments for female empowerment in sport and the North West Province's structure for sport.

CHAPTER 2: INTERNATIONAL, NATIONAL AND REGIONAL STATUTORY AND LEGISLATIVE FRAMEWORK FOR ORGANISED SPORT

2.1 INTRODUCTION

All countries promulgate statutory legislation and implement policies, but sometimes have trouble with the implementation thereof. Different legislation such as the Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000 is drafted for intervention purposes, such as providing support to human rights and democratic values. South Africa, when compared to the rest of the world, is in line with the development of its statutory legislation and implementation of its policies regarding females (South Africa, 2013:11). Since South Africa embraced democracy in 1994, its legislation and policies have been focussed more and more on addressing female needs (Shabangu, 2015:1).

In recent years sport legislation and policies have identified females as an important component that plays a key role in cementing equity and attaining gender balance (South Africa, 1998:18; South Africa, 2011e:20). However, even with this development it can still be argued that in certain spheres of society concerns that females are being disadvantaged in organised sport still persists. The primary concern relates to an imbalance between female and male participation in sport, with female participation significantly lower than that of their male counterparts, as outlined in Chapter 1. This situation fails to promote gender equality as endorsed by global, national and regional legislation such as the Beijing Platform of Action and our local constitution.

A major issue, since 1994, is that the government has been looking to enhance the role of females in organised sport (SRSA, 2012:56). Despite the number of developed pieces of legislation and policies in the field of sport, the representation of females continues to be a matter of concern. The concern for female representation is in spite of the fact that government has earmarked females as a priority group (South Africa, 2012b:32). It is, however, not the task of the government alone to

address the issue of female equity; it should be a society-wide effort. Sport structures must take a critical look at their own contribution to female emancipation. The debates continue about the development and implementation of legislation and policies to balance gender in organised sport (Hargreaves & Anderson, 2014:3).

The sport norms and standards dictate that sport institutions are legally obliged to develop their own regulations that comply with all the relevant legislation and policies that concern females (South Africa, 2012:1). Central to the legislation and policies is the concept of developing structures to implement systems (South Africa, 2012:1). Sport structures play a vital role in promoting female participation in organised sport (South Africa, 2012a:29). Therefore, the role that legislation and policies play in the participation of females in sport needs consideration alongside other influences, such as the sport structures in the North West Province. This chapter therefore outlines the legislation and policy pertaining to organised sport, as well as the instruments for female empowerment in sport and the North West Province's structure for sport.

2.2 SOUTH AFRICAN STATUTORY AND REGULATORY INSTRUMENTS FOR ORGANISED SPORT

Before one can consider South Africa's statutory and regulatory instruments affecting organised sport, it is necessary to reemphasise that females comprise a priority group in the eyes of the government. However, the situation of unequal participation of males and females in sport continues (Howard & Nixon, 2016:88). Therefore, transformation is needed to address the gender inequalities in organised sport and to bring change to the participation levels of females so that it is on par with that of males, as alluded to in Section 1.1. Attention is given to the concept of transformation to explain its importance, after which the statutory and regulatory framework is scrutinised.

2.2.1 Transformation

Transformation implies reorganising the outlook of a matter or a situation (Oxford Paperback Dictionary, 2009:985). With regard to sport, the SRSA (2011:4) defines transformation as a holistic change driven by individuals and organisations in sport. In the SRSA's *Perspective Document: From Policy to Practice*, 2011, the Minister of Sport and Recreation Mr. Fikile Mbalula pointed out that, after seventeen years of democracy, South Africa has failed to transform sport (SRSA, 2011:8). He also drew attention to the delay in attending to transformation and indicated his intent to implement transformation in sport (SRSA, 2011:8). He threatened to withhold money and political support from sport federations in the country if they fail to transform (SRSA, 2011:8). Adding to that, the Director-General of the national Department of Sport and Recreation noted that, if the mentioned strategy fails, the Minister would ask the SRSA to withdraw political support and deregister those federations (Steenkamp, 2012:13).

Subsequently, the 2011 SRSA strategic planning meeting adopted transformation as one of the SRSA's five key strategic areas to deal with equality in sport (SRSA, 2011:2). It warrants saying that, as a key strategic area, the aim was to create an environment conducive to female participation in sport, to transforming and equalling their participation in sport to that of males. According to the SRSA (2010:43), transformation is a way of changing the thinking of South Africans. The organisation states that transformation is crucial in seeking change that promotes equality in organised sport (South Africa, 2010:43). The SRSA supports the advancement of female participation in organised sport. However, the success of such a transformation is also dependent on a changed attitude and a shift to viewing the females in the same light as males. Females form part of organised sport, and thus transformation affects their participation (South Africa, 2011:19). Therefore, taking female participation through the transformation process has to reflect positive change.

With transformation in mind, South Africa deemed it necessary to identify statutory and regulatory legislation and policies to reshape the general participation of females in the country, including the area of organised sport. The following section considers the statutory and regulatory legislation and policies that address the challenges that affect the participation levels of females in organised sport. It is assumed that the statutory and regulatory legislation and policies aim to protect the need of every citizen, including those of females participating in organised sport. Against the background of transformation, the next section examines the relevant statutory and regulatory legislation and policies on sport in South Africa, starting with the Constitution.

2.2.2. The Constitution of the Republic of South Africa, 1996

In South Africa, the Constitution as the supreme law of the country protects the rights of all the people, including females (South Africa, 1996:3). The Constitution directs and constrains the power that directs and addresses the participation of females in organised sport (South Africa, 1996:3). The need for a constitution emanates from the need to protect the rights of all people and to close the racial divide that characterises the society of South Africa (South Africa, 1996:ix). The Constitution endows females in organised sport with equal rights and liberates females from any form of gender segregation. As such, the removal of discrimination and improvement in the quality of life of any citizen is thus an essential component in the Constitution (South Africa, 1996:7).

As mentioned, the Constitution subscribes to the notion of not discriminating against people, including females (South Africa, 1996:7). Examples of structures in the Constitution that address gender issues are the following (South Africa, 1996:109):

- The Public Protector
- South African Human Rights Commission
- The Commission for Gender Equality

One can thus derive from the Constitution that in organised sport, females must participate at any level and without hindrances of structures and people. The study approaches the participation level of females in organised sport from the premise of the constitutional democratic principal of equality and also motivates the need for an increased level of participation of females in organised sport from this premise, as the Constitution is the supreme law of the country and the Bill of Rights, enshrined in the Constitution, is regarded as the cornerstone of the South African democracy. The next section focuses firstly on the acts that protect females by creating a conducive and favourable environment that encourages their participation in sport, and then follows with other relevant policies.

2.2.3 The National Sport and Recreation Act, 1998

By comparing the view of Cauley *et al.* (1991), Kay and Jackson (1991) and Jackson and Henderson (1995), cited by Erasmus, Wilders & Meyer, 2005:29-45) with the declaration of the national sport and recreation indaba (South Africa, 2011b:2), one can see that various problems in organised sport affect the participating level of females. A problem such as the low numbers of females in sport governing bodies and administrative bodies, as discussed in Section 1.1, is applicable and developing a solution is vital to remedy the situation. The government promulgated the NSA of 1998 in an effort to solve the problems with regard to female participation in organised sport. It is paramount that the government should implement the Act consistently as a critical strategy in dealing with the level of female participation in organised sport (South Africa, 1998:10).

The NSA is the first piece of legislation to address the identified problems in organised sport. The NSA's contribution to the female participation debate is that all sport and recreation programmes must include this aspect (South Africa, 1998:8). In the government's attempt to better female participation in organised sport, the assertion is that the NSA makes a valuable contribution that promotes the level of female participation. The Act for instance addresses the following aspects regarding organised sport in Section 10(1) (d) and 9(2) (d) and (e):

- It increases the profile of and financial assistance for females;
- it calls for the development of programmes to promote equity in sport and recreation; and
- it established systems to correct the imbalances in sport and recreation (South Africa, 1998:2)

Other policy documents have therefore been promulgated to assist in the effective implementation of equity in sport and recreation in the country. The White Paper on Sport and Recreation (WPSR) of 1998 is such a policy document that backs the legislation through a concrete plan that is achievable.

2.2.4 National Department of Sport and Recreation's White Paper, 1998

The White Paper is one of the government's policy documents that help to clarify the broad government aims on sport and recreation. It constructs realistic objectives based on the NSA, which addresses government intent, such as prioritising female participation in sport through empowerment (South Africa, 1998:18).

The previous section noted that failure to implement legislation and policies in the area of organised sport results in impeding the participation of females. The promulgation of the WPSR articulates the government policy on sport and recreation (South Africa, 1998:1). The White Paper outlines the implementation phase to satisfy the expectation of the citizenry, including females.

The White Paper furthermore recognises gender equality and places emphasis on the right of all females to participate in sport (WPSR, 1998:18). The White Paper is therefore significant in emphasising the importance that the SRSA attaches to female participation in sports. The SRSA's Annual Report informs the public about the performance of the SRSA and the progress made with implementing the legislation and policies incorporated in the White Paper. Therefore, communicating the participation and progress of females in organised sport to the public is

fundamental, because legislation and policies intervene to promote gender equality and to defend the rights of females.

The efforts of the White Paper affirm the need for the improvement of female participation levels in organised sport. The White Paper also supports the two state institutions, namely the South African Human Rights Commission (SAHRC) and the Commission for Gender Equity (CGE). These institutions are important in protecting human rights and promoting equality in organised sport (WPSR, 1998:18). Therefore, the WPSR aims to ensure equality so that female participation in organised sport progresses without any prejudice. The Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000 also promotes equality, and the next section discusses this act.

2.2.5 Promotion of Equality and Prevention of Unfair Discrimination Act, 2000

The Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000, addresses the inequalities of the past in South Africa (South Africa, 2000b:2). The Act does not allow discrimination against any person based on gender, sexual orientation, social origin, culture, belief or pregnancy (South Africa, 2000b:3). The Act's function is derived from section 2.2.2 of the Constitution, 1996, which seeks to eradicate discrimination, based on *inter alia* gender (South Africa, 1996:7). The Act plays a significant role in eradicating the discrimination that hampers the participation of females in organised sport. Furthermore, it ensures that females' participation in organised sport prospers and that their treatment is not inferior to that of their male counterparts.

The Act binds organised sport to treat females fairly, justly and equally (South Africa, 2000b:3). Therefore, in promoting the participation of females, the sport structures must incorporate equality into their own sporting codes' programmes. This process works towards breaking the intransigence of prejudice (South Africa, 2000b:2). The next section discusses the Commission for Gender Equality, which shows some alignment to this act.

2.2.6. Commission for Gender Equality, 1996

The Oxford English Dictionary (2006:250) describes equality as 'the state of being equal'. The definition of equality in the Constitution refers to the protection of equal rights in that everyone should benefit equally from the law (South Africa, 1996:7). The Bill of Rights protects citizens against discrimination with the purpose of promoting equality (South Africa, 1996:6).

The Commission of Gender Equality is based on chapter 9 of the Constitution (South Africa, 1996:109) and was founded with a view to promoting 'a society free from all forms of gender oppression and inequality' (CGE, 2014).

The functions of the CGE include (CGE, 2014):

- to monitor and evaluate the policies and practices of the public sector, the private sector and other organisations to approve and endorse that they support and safeguard gender equality;
- to provide public education and information regarding gender issues;
- to review current and future legislation from a gender perspective;
- to investigate inequality;
- to direct and conduct research and make recommendations to Parliament and other establishments;
- to investigate complaints on gender related issues; and
- to monitor/ report on compliance with international agreements and resolutions.

The CGE should therefore continuously perform an oversight function in relation to gender issues, such as the participation of females in organised sport and reducing the gap between female and male participation in sport. The assertion is that the CGE creates an equality-reinforcing building block for every human being, whereby female participation in sport equals that of male participation, helping to realise gender equality. The CGE is therefore fundamental in giving females an opportunity to benefit equally in sport. Thus, organised sport must comply with the CGE's and

Constitutional principles to uphold gender equality, which will only be realised by promoting the participation of females in organised sport to balance that of national and provincial gender based statistics. Organised sport must also emphasise equity monitoring to evaluate the participation level of females against that of males.

Is gender equality in organised sport possible? Female participation does have the potential to equal that of males. By harnessing the efforts of the CGE in organised sport, females can realise their potential in sport to satisfy the Human Rights Commission's agenda, which is the focus in the next section.

2.2.7 The South African Human Rights Commission, 1996

The South African Human Rights Commission is one of the state institutions that carry a mandate of preserving the constitutional democracy (South Africa, 1996:109). The commission is a tool to ensure that, among other things, increased levels of female participation in sport become a reality. The Human Rights Commission addresses the issue by aiming (South Africa, 1996:110-111):

- To promote a human rights culture (which includes the equal participation of females in organised sport).
- To monitor the human rights activities in the country (which includes activities around gender representation in organised sport).

The Commission's activities are entrenched in the Constitution and it finds grounding in society in general (South Africa, 1996:111). In society, the participation of females in organised sport is a human rights issue. The SRSA's policy, aligned with United Nations (UN) resolutions, states that sport is a human right and that all the citizens of the country must be able to access all the resources to enable optimum participation in sport (SRSA, 2013:4). Optimum participation in organised sport can unite people around the human rights value that such participation carries. This can aid a culture of sustainable participation of women in sport.

The Human Rights Commission and the Commission for Gender Equality share the same principles of strengthening democracy to protect, among other things, equal participation of females in organised sport. It is incumbent on the Human Rights Commission to extend the compliance services to organised sport and strengthen the rule of our Constitutional democracy to protect the participation of females. It is likely that all efforts that promote human rights in organised sport are in a way an attempt to support and promote the participation of females through democratic practices (South Africa, 1996:3). The next section focuses on Women and Sport in South Africa (WASSA), a legal body that seeks to protect and promote the participation of females in sport.

2.2.8 Women and Sport in South Africa, 1997

Women and Sport in South Africa (WASSA) is central to promoting the participation of females in sport. The origin of WASSA stems from the need to develop and empower females in all spheres of sport and recreation, ensuring optimal active participation (South Africa, 2003a:4). One can argue that better participation of females is partially dependent on the proper implementation of legislation to initiate change in sport. This assertion has significance and validity since the NSA promotes equity in sport and recreation (South Africa, 1998:2). If equity is the basis, it is important to increase female participation and align it with male participation to balance gender in sport. Female underrepresentation in local and international sport events further necessitated the formation of Women and Sport in South Africa (SRSA, 2003a:4). The low rate of female participation in sport has been acknowledged and improving their participating level is further dependent on the availability of resources for females to participate in sport.

In support of the relevance of WASSA, Berna (2010) argues that providing opportunities for leadership and achievement for females are among the priorities to improve women and girls' participation in sport (Berna, 2010). Berna (2010) suggests that it is fundamental to establish physical and financial support for females to improve their participation in sport. In fact, females need comprehensive support

to improve their participation at all levels of sport (Berna, 2010). *Women and Sport in South Africa* operation centres on female activities and its primary aim is to ensure female progression in sport (South Africa, 2003a:4). WASSA's interventions help to free females from negativities when it comes to participation in sport. The South African National Policy Framework for Women's Empowerment and Gender Equity of 2000, discussed in the next section, also supports female empowerment in general. However, the focus is specific on females participating in sport.

2.2.9 South African National Policy Framework for Women's Empowerment and Gender Equity, 2000

The intent of the South African National Policy Framework for Women's Empowerment and Gender Equity 2000, is to present a guide for an institution to integrate gender equity principles in that institution (South Africa, 2000a:2). The framework dictates that an institution is at liberty to use its own strategy of implementing the policy on women's empowerment (South Africa, 2000a:4). The goal of gender equity is common for all the institutions irrespective of the method used to attain empowerment. An empowerment policy is also obligatory for all the sport institutions (UN, 1945)

Government, through the continuous development of legislation and policies, seeks to eliminate discriminatory practices against females. Females have to participate as equal partners with males, and should use their full potential as part of a democratic society (South Africa, 2000a:20). Therefore, in organised sport, removing discrimination and inequalities creates an environment that would promote female empowerment, with direct efforts to increase their level of participation. The primary responsibility of the South African National Policy Framework for Women's Empowerment and Gender Equity is to employ effective programmes to deal with gender issues (South Africa, 2000a:6). The policy places emphasis on females to address the injustice of the past, where policies and legislation favoured males (South Africa, 2000a:6). Females suffered inequality in the past as a result of undemocratic legalised tendencies (Wayne, 2011:622). The South African National

Policy Framework for Women's Empowerment and Gender Equity (South Africa, 2011:54) requires that females should be exposed to the process, which in practice should include women empowerment.

As a result, the responsibilities of sport institutions are to design effective empowering programmes that support legislations and policies geared towards promoting the sport, while simultaneously supporting the participation of females with the intention to sustain gender equity in organised sport (South Africa, 2013:45). Against this background it can be stated, that in organised sport, gender equality should therefore concern everybody and female participation should be propelled to the level that equals that of males. The following section demonstrates the manner in which international policies present universal efforts to empower females.

2.3 INTERNATIONAL POLICIES AND TRENDS ON FEMALES AND SPORT

The relevance of South African organised sport goes beyond its borders as it cooperates and coordinates with other countries regarding sport. In advancing South Africa's interest and values, the Department of International Relations and Cooperation is committed to bilateral and multiracial interactions regarding South African issues, including sport (South Africa, 2012). The SRSA policies are aligned with international legislation and policies relevant to sport, such as the UN Charter of 1945 (South Africa, 2011:16). According to Wilcox (1994), the world is a global village and events around the world affect everybody and draw people together. In support of Wilcox (1994), Annan (2013) is also of the view that the world is moving towards a unified whole. Thus, international policies on sport also enhance female participation in organised sport.

International statutory and regulatory legislation and policies relating to organised sport form part of the universal effect of sport in countries, as highlighted during the ministerial dinner of the world conference of the world anti-doping agency (WADA) (Mbalula, 2013). South Africa is a member state of the African Union (AU) (Jobson, 2012) and is included in the Supreme Council of Sport in Africa (SCSA) to promote

and to develop sport in the southern region of Africa (South Africa, 2007). Therefore, the links South Africa forges with the African continent and the world imply the acceptance of policies pertaining to sport, including those that focus on the development of female participation in organised sport.

The next section discusses the Association for African Women in Sport, which is confirmation of the regional relationship pertaining to sport in South Africa. After this first encounter with females in sport post-1996 (as discussed in the next paragraph), the discussion regarding females in sport is related chronologically as from 1945 in the following sections.

2.3.1. Association for African Women in Sports (AWISA), 1998

Subsequent to the first *Women in Sport Conference* held in Brighton in 1994, females participating in organised sport in Africa launched the Association for *African Women in Sport* (AWISA) in Namibia (IWG, 1998:55). The launch was prior to the second *Women in Sport Conference* in 1998 (IWG, 1998:55). In the context of *African Women in Sport* the concept *‘African women’* refers to all the females on the African continent, irrespective of race, colour or creed (IWG, 1998:55). *African Women in Sport* thus consists of African females working collectively towards a common goal of freeing females in organised sport from all the negative challenges that compromise their participation (IWG, 1998:27).

In terms of the *Women and Sport, from Brighton to Windhoek Facing the Challenge* document (IWG 1998:55), AWISA adopted specific aims and objectives to address the plight of females in organised sport:

- to eradicate all barriers that hamper the participation of females in organised sport;
- to contest all discrimination affecting the participation of females in organised sport;

- to encourage equity in sports competitions and to provide females with the opportunity to participate in organised sport activities at international, national, continental and regional levels; and
- to ensure equal participation for females at all competition levels of organised sport, including international competitions and events.

Having considered the legislation and policies to support females in South Africa, including those participating in organised sport, it is important to recognise that other countries have developed similar legislation and policies. The creation of AWISA confirms the global effort to enhance the participation of females in organised sport. South Africa is systematically becoming a member of the world bodies and is subsequently expected to satisfy global initiatives such as the UN resolutions (as South Africa is a member state of the UN). The next section outlines the advocacy role of the UN Charter for female emancipation.

2.3.2 United Nations Charter, 1945

The UN Charter is a document that advocates human rights as a founding principle that determines that every nation, irrespective of its size, must practise and promote gender equity (UN, 1945). The UN Charter's intent is to uphold the principle of equality and respect females and males for who they are. It states that females should have equal human rights and it promotes social progress to improve the lives of all the people (UN, 1945:3). In this regard, and for the purpose of this study, it can be argued that human rights relate to female participation in organised sport that is not inferior or secondary to that of males and the supposition that females deserve the same treatment as their male counterparts.

It is crucial to note that during the UN's fourth *World Conference on Women and Girls*, held in China in September 1995, all signatories, including South Africa, emphasised the need to address unequal access in all spheres of society, including sport (IWG, 1998:3). The *Brighton Declaration on Women in Sport's* resolution (IWG, 1998:3) embodies the views of the UN that females need access to facilities to

advance the participation in organised sport, and furthermore, the UN (2007:7) again called for gender sensitive programmes to accommodate female needs in organised sport.

Thus, providing female friendly programmes is a model that improves access and strengthens the participation of females in organised sport. It suggests that availing physical and financial resources for females in organised sport is fundamental to improving their level of participation (IWG, 1998:55). Once females enjoy equal support to males, organised sport would have created a non-discriminatory environment for both females and males to participate on an equal basis. The next section shows that the elimination of all forms of discrimination against women is important.

2.3.3 The Convention on the Elimination of all Forms of Discrimination Against Women, 1979

The Convention on the Elimination of all Forms of Discrimination Against Women (hereafter referred to as CEDAW) used the UN Charter of 1945 as a departure point to find the solution to discrimination against females (UN women, 2009). *The Convention of the Elimination of all Forms of Discrimination Against Women* ensures the protection of all females, which encompasses female participation in all spheres of organised sport (OHCHR, 1979).

In its endeavour to protect females, CEDAW enforced the need to develop policy pertaining to the elimination of all forms of discrimination against women (OHCHR, 1979). South Africa ratified the CEDAW resolutions in 1996, accepting to remove all forms of discrimination against females (South Africa, 2000b:4). Ratifying CEDAW afforded females in sport the right to participate freely without having to deal with any discrimination. For this reason, females in organised sport are entitled to a programme that frees them from any form of discrimination and impartial participation in sport.

The Convention on the Elimination of all Forms of Discrimination Against Women establishes in its preamble that females face discrimination of exclusion or restriction based on gender, social status, and culture, a problem that hampers the development and advancement of females in the field of sport (OHCHR, 1979). Both CEDAW and the UN Charter state that females and males must have equal access to opportunities and enjoy the benefit of dignified treatment (OHCHR, 1979). Therefore, implementing CEDAW in sport provides a platform for equal participation that upholds female promotion in organised sport.

Eradicating discrimination in organised sport results in respecting the human dignity of females. Removing all forms of discrimination in organised sport allows for full participation of females and implies compliance with all related legislation and policies aimed at the improvement of female participation levels in organised sport. The next section examines the identification and elimination of females' challenges in sport, including the role of bodies such as *Women and Sport International* that deem it necessary to support females.

2.3.4 Women and Sport International, 1994

Women and Sport International (WSI) is a support group established in 1994 with a scientific research dimension directed at the investigation of female challenges in organised sport (WSI, 1994). *Women and Sport International* has systematic intervention that aims to sustain female participation in organised sport with the intent of ensuring a problem-free sport environment for females (WSI, 1994).

Women and Sport International's objectives include identifying and promoting issues of importance in the participation of females in organised sport (WSI, 1994). Their researchers are credible, and their tested recommendations towards improving the participation of females confirm the need to better females' participation level in sport (WSI, 1994). The goal of WSI, namely to establish methodical change for female participation, is a positive development in the lives of females (WSI, 1994). The intervention of WSI therefore paves the way for female participation to progress in

sport. Another attempt to support females is the Beijing Declaration and Platform for Action.

2.3.5 The Beijing Declaration and Platform for Action, 1995

The *Beijing Declaration and Platform for Action* of 1995 encompasses the recommendations from the *World Conference of Women*, held in 1995 in Beijing. The recommendations emanated from a broad-based participatory process of 189 different countries, with South Africa among them (UNESCO, 1995). The *Beijing Declaration and Platform for Action* addresses areas that inhibit females from being treated as equals to males (UNESCO, 1995). Furthermore, it seeks to protect female needs and transform their performances in all spheres of life, including sport (UNESCO, 1995).

The *Beijing Declaration and Platform for Action* is committed to equity, gender, development and peace for females globally (UN, 2000). Equity, gender and development are values intended to bring change, as stated in Sections 2.2.4 and 2.2.9 of this chapter.

Subsequent to South Africa signing the *Beijing Declaration and Platform for Action*, all government departments established focal points to manage gender agendas in the country to advance equality in organised sport (South Africa, 2009:3). Undoubtedly, the SRSA must remain steadfast in their effort to achieve equality, developing females in organised sport and delivering on the commitments of the 1995 *Beijing Declaration and Platform for Action* (South Africa, 2011:16). If done on this basis, effective participation of females could result in equal participation with males in organised sport. Furthermore, it could afford females a platform to grow, display their skills and enjoy the benefit of participating in sport, pursuant to developing females. The next section explores the Southern African Development Committee's Protocol on Gender and Development.

2.3.6 Southern African Development Committee Protocol on Gender and Development, 2008

The Declaration on Gender and Development of the Southern African Development Committee (SADC), 2010, places emphasis on integrating females in sport in the sub. region of Southern Africa (SADC, 2010). It envisages ensuring female inclusion in the participation of sport at all levels (SADC, 2010). South Africa, as a member state of SADC, has the obligation to execute SADC resolutions, achieve gender equality and develop females (SADC, 2010). Thus, development and equity as mentioned in Section 2.3.5 continue to be of paramount importance in the participation of females in organised sport, irrespective of their place of origin.

The Southern African Development Committee Protocol on Gender and Development, 2008, Article 3, addresses gender equality and calls for international and regional policies that identifies and addresses the gaps regarding equity in gender and that set targets to observe equity in gender (SADC, 2010). It can be deduced from the SADC Protocol on Gender and Development that the implementation of an equity target plan in organised sport is imperative in achieving gender equity and developing the participation of females. The implementation plan must be aligned to a sustainable monitoring system that supports the equity target plan. Consequently, target plans will bring accountability to enforce female participation in sport, and will simultaneously promote and strengthen gender equality. The next section examines the Millennium Development Goals, another document that aims to promote women.

2.3.7 Millennium Development Goals

The Millennium Development Goals (MDGs) is the final product of the UN General Assembly, compiled by developed and developing countries together to address social and economic problems that bring inequality in the world (UN, 2000: 1). South Africa, like all the developing countries enjoys the financial assistance of developed countries to address the MDGs (Millennium Development Goals, 2010:2).

The MDGs is a pledge made by the UN Assembly in 2000, consisting of 189 countries, including South Africa, to challenge poverty and other deprivations by the end of 2015 (UNDP, 2012). In that same year, South Africa instituted the development of two relevant policies addressing women issues namely PEPUDA (discussed in Section 2.2.5), and the *South African National Policy Framework for Women's Empowerment and Gender Equity* of 2000 to emphasise the seriousness of, and commitment to empowering females in organised sport. The development of these two policies reaffirms the importance of Goal 3 of MDG, which is to promote gender equality and empower women+ (South Africa, 2007:3). The development of these two policies also emphasises the need to enable female participation in organised sport through gender equity plans that better their participation levels in organised sport so that it could be brought in line with the participation levels of their male counterparts.

The President of the Republic of South Africa presented the first South African report on the MDGs progress to the UN's General Assembly in 2007 (South Africa, 2007:11). Tabling the report was a confirmation that South Africa is committed to the fulfilment of the MDGs. With the MDGs Mid-term Country Report due in 2007, gender equality and empowering females in organised sport must have reached the set goals by the end of 2015 (Millennium Development Goals, 2010:3).

Against the background of the international and national statutory and regulatory legislation and policies discussed, it is evident that the need to improve the participation of females in organised sport is gaining recognition and support from the government as indicated in different legal documents, frameworks, guidelines and protocols. The legislation and policies supposedly create the environment for females in organised sport to participate in a manner that is free and fair. The following section discusses the sport structures with specific reference to the North West Province.

2.4 SPORT STRUCTURES IN THE NORTH WEST PROVINCE

The Oxford Paperback Dictionary and Thesaurus (2009:922) defines a structure as getting different organisational units to form a sum total of one. Sport structures can be regarded as entities working together to achieve the same objective. The SRSA is an example of such a structure with a direct link to the nine provincial departments of Sport and Recreation, indicated in Annexure A. There are also relationships between the SRSA, national sport federations and other sport agencies nationally (South Africa 2013:44). Therefore, the SRSA is the primary executive structure in the country, collaborating with other sport structures to implement legislation and policies that promote and support female participation in organised sport.

The government structure of South Africa is such that the national executive institutions supersede the provincial executive structures (South Africa, 1996:25). The provincial department of Sport and Recreation, together with each provincial Member of the Executive (MEC), are important role players charged with the responsibility of developing sport in their respective provinces within the context of the national sport and recreation structure (South Africa, 2012a:53).

The Department of Sport, Arts and Culture (DSAC) in the North West Province is responsible for provincial sport structures and provincial sport activities (South Africa, 2013:44). Within this context, as role players respond to their responsibilities, the DSAC should incorporate females in sport development to advance their level of participation in activities such as organised sport (South Africa, 2013:43). The SRSA has suggested legislation that provides norms and standards for the administering of sport and recreation in the provincial sphere of government, including the North West Province (South Africa, 2012a:20).

The next section discusses the functioning of the DSAC, which is used as case study for this study.

2.4.1 Department of Sport, Arts and Culture in the North West Province

In implementing the sport agenda in the North West Province, the DSAC has to operate within the framework of the two national sport structures, namely the SRSA and SASCOC. The SRSA is responsible for the provision of financial support to all sport stakeholders that comply with national government legislation (South Africa, 2010: 2). SASCOC is the regulatory body in charge of preparing and delivering *Team South Africa*³ to national, regional and international events (SASCOC, 2012a). It also oversees all its national member federations⁴ and provincial sport councils (SASCOC, 2012a). Members of SASCOC include representatives from both the NF ϕ and the provincial sport confederation (SASCOC, 2013:12) and (South Africa, 2011c:13). It can be argued that, emanating from the link SASCOC has with NF ϕ and PF ϕ , SASCOC is *inter alia* in charge of female participation in organised sport, taking into cognisance the NSA, as discussed in Section 2.2.3.

The South African Sport Confederation and Olympic Committee operates in compliance with the laws of the country in ensuring that it and its member federations implement government policies and pursue priorities related to sport (South Africa, 2011:53). SASCOC plays an oversight role to ensure that all sport structures implement the national policies. Priorities such as including females in all sport programmes in the provinces are also a responsibility of SASCOC (South Africa, 2013:45). The provincial sport structures are in close proximity to the communities, making them suitable sport structures to deliver sport in the province (South Africa, 2001:7). This reveals the institutions' effort to bring sport closer to everybody, including females.

³ *Team South Africa* refers to the South African team participating in multisport events.

⁴ A federation is a sporting body responsible for implementing sport and observing legislation as fundamental to their delivery of sport (RSA, 2010:50).

The sport confederation is an advisory body that coordinates the performance and development of sport, and collaborates with the provincial departments of Sport and Recreation to achieve the common goals, including the participation levels of females (Provincial Sport Council Legal Framework, 2011:03).

In the North West Province, the DSAC implements all the relevant sport acts and policies (DSAC, 2011:11-12) to fulfil the national mandates, including those that relate to female participation. It is in this context of having a responsibility to satisfy all the national mandates related to females in sport that the DSAC develops, as mentioned, partnerships with other sport structures, such as the sport federations (SRSA, 2011:54). The partnership promotes the development of sport with the aim of subsequently improving female participation levels (South Africa, 2013:44). Part of the core business of the DSAC is to make sport accessible to the entire community of the North West Province (DSAC, 2011:6). It can be argued that females, participating in sport, constitute part of the North West community and are eligible to receive support from the DSAC to improve their level of participation in organised sport.

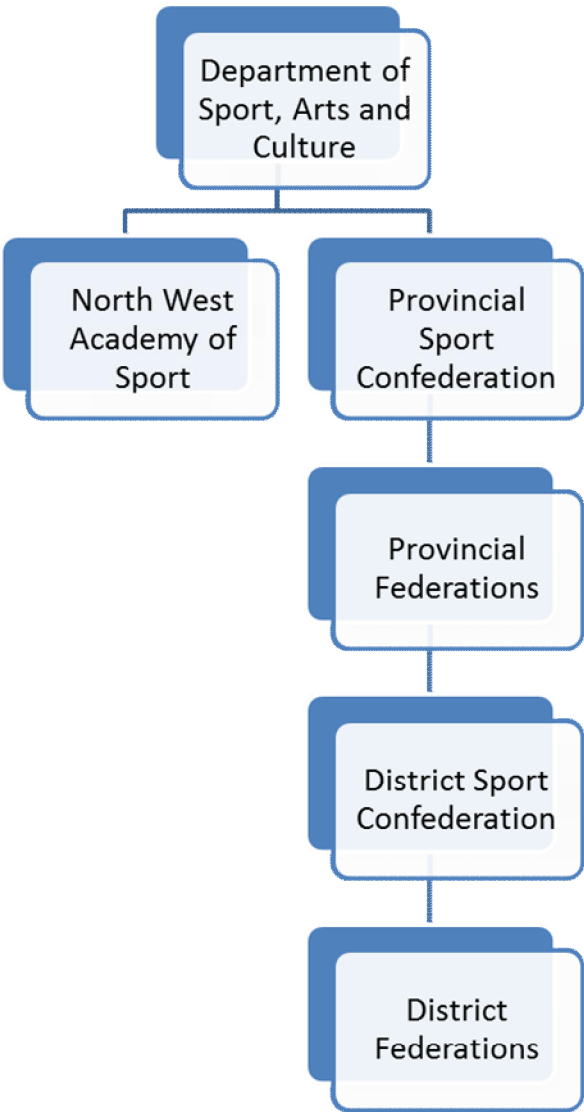
The North West Province comprises four districts, namely the Dr.Kenneth Kaunda District, the Dr. Ruth Mompati District, the Ngaka Modiri Molema District and the Bojanala District (North West Province, 2012:iv). In implementing sport, the four districts in the North West Province deliver club development programmes⁵ to their respective communities (DSAC 2010/2011:52). The situation is, however, that the report on club development programmes falls short of highlighting female participation to reflect their level of participation. The views of (Collins & Kay 2003:99; Bannon & Correia 2006:5) are that omission of disaggregating statistics reported by gender is an attempt to conceal the gender imbalance. It is possible that the non-inclusion of the gender status in the club development reports demonstrate the lack of commitment from the DSAC to female participation in sport. The gender data in the club development report should reflect on the issue of female participation and therefore indicate the level of intervention required to understand and respond to the needs of female participation in sport.

In the quest to comply with the legislation and all the policies that promote female participation, it is paramount that females receive support from all sport structures in

⁵ The Department of Sport, Arts and Culture refer to Club Development as programmes.

the North West Province. The next subsection shows that the North West Academy of Sport (NWAS) forms part of the North West Province sport structure.

Figure1: Hierarchical picture of the various sport structures discussed in this section



Researchers own construction deducted from research material

2.4.1.1 The North West Academy of Sport

The North West Academy of Sport (NWAS) in the North West Province is a sport structure rendering support to the promotion of sport in general and in particular to elite players (South Africa, 2003b:8). Provincial Sport Academies are legal structures expected to function within the framework of legislation and as such are charged with supporting the national sport goals (SASCOC, 2012b:3). The NWAS's activities are also compelled to prioritise, improve and promote the implementation of female participation in sport (South Africa, 2012:12).

In implementing legislation and policies, the NWAS plays a prominent role in the development of athletes (including females), from the initial phase of talent identification, to the elite level of fully participating athletes (SASCOC, 2012b:15). At all levels of sport development, the NWAS provides resources that, among other things, include sport science evaluation, talent identification and coaching clinics to promote the participation of females in sport (SASCOC, 2012b:26-27).

The North West Academy of Sport (NWAS) receives funds from the DSAC for activities that promote sport (DSAC, 2011:119). The share of funding from the DSAC confirms that the NWAS is a unit working in partnership with the DSAC to achieve the same objectives, including the improvement of female participation in sport (DSAC, 2011:47-48). Equitable sharing of finances and a proper oversight role can in all likelihood promote female participation in organised sport.

2.4.1.2 North West Sport Confederation

Another sport structure rendering support in the North West Province is the North West Sport Confederation (NWSC). The North West Sport Confederation's legal framework recommends that they operate on behalf of SASCOC in the provinces to ensure the development and transformation of sport in the provinces (PSC, 2011:6). The support that NWSC renders to SASCOC includes prioritising the participation of females in organised sport, as mentioned in Section 2.4.1.

The establishment and functionality of the NWSC is the responsibility of the province, region and local levels where everybody, including females, can enjoy full participation at all levels of sport in the country (South Africa, 2011:26). Therefore, it is important that the DSAC in the Province took the initiative to establish the NWSC in the North West Province to strengthen the development and transformation of female participation in organised sport. It is likely that the establishment of the NWSC assists the DSAC to deliver on its mandates as stipulated in Section 2.4.

It can be concluded that the NWSC works in partnership with SASCOC and the DSAC towards the same goal of promoting female participation in sport. The inclusion of the NWSC in the sport structure partnership reflects the concerted effort to sustain the common goals of supporting female participation in organised sport. As alluded to in Section 2.4.1 that NWSC is part of SOSCOC, also relevant is that the constitution of NWSC and membership criteria are informed by the constitution of SOSCOC. Therefore, all North West Provincial Federations (NWPFS) that meet the membership criteria as set up by the NWSC constitution is eligible to affiliate.

2.4.1.3 North West Provincial Federations

The North West Provincial Federations (NWPFS) include all the sport agents in the North West Province (South Africa, 2010:48). The NWPFS, among other entities, work towards the goal of improving the participation level of females in organised sport. The NWPFS work in partnership with the DSAC to deliver sport opportunities to all the citizens of the North West Province in accordance with the constitutional mandate of equal treatment of, and opportunity for all citizens.

The NWPFS, in conjunction with the DSAC, aim to improve the participation levels of females in organised sport by working within the framework of the law, as stipulated in Section 2.2.3. of the NSRA of 1998, and simultaneously by forming a support system of sport structures in partnership, like that between the DSAC, PSC and the NWAS (DSAC, 2011:47-48). Furthermore, the SRSA, DSAC, SASCOC, PSC, PFS

and the NWSA are interdependent entities, working towards the same goal in organised sport. All the sport structures in the North West Province have a role in supporting the improvement of female participation levels in organised sport.

While it is true that sport structures with shared objectives operate in the North West Province, it is necessarily that females participating in sport enjoy the support of these sport structures to improve their level of participation. The next section examines five of the North West provincial federations.

2.4.1.3.1 The composition and functioning of the five North West provincial sport federations

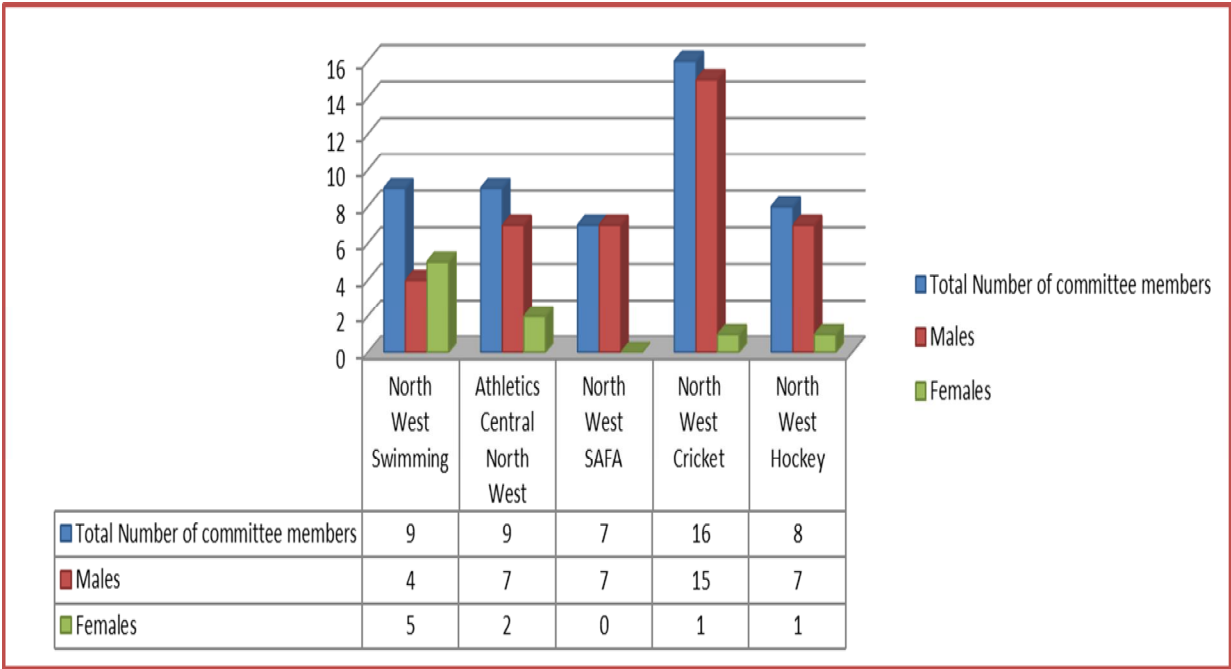
The North West provincial federations form part of the North West provincial sport structure, as alluded to in Section 2.4.1.1. The NWPFs function is to develop, empower, transform and promote participation in organised sport (South Africa, 2010:48). For females to benefit from this there should be changes in resource allocation to better the participation of females in sport. Similarly, the NWPFs, as part of the sport value chain in the North West Province, are responsible for achieving government objectives as stated in Sections 2.2.1, 2.2.6 and 2.2.7, which incorporate the participation levels of females in sport through their operations.

In fulfilling their functions, the NWPFs must seek to advance the participation levels of females in sport, their operations must uphold the values of equality (South Africa, 1996:3), as stated in section 2.2.2, and they have to comply with the SAHR and the CGE objectives as mentioned in sections 2.2.3 and 2.2.4 respectively. Compliance to legislation and policies cut across all the operations of the NWPFs, including the process of electing office bearers, where democratic values should be observed (PSC, 2011:11).

Diagram 1a and 1b below, shows five of the 2011 NWPFs committee members according to gender representation (North West Swimming, Athletics Central North

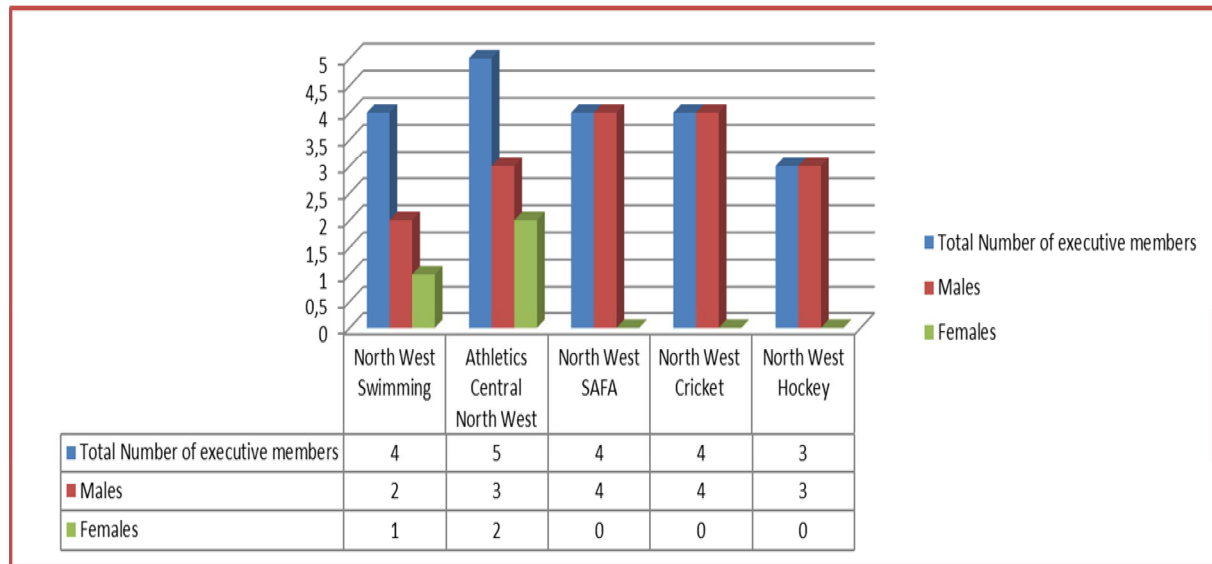
West, North West SAFA, North West Cricket and North West Hockey). The information was provided by the respective PFs.

Diagram 1a: Gender representation in five of the North West Provincial Federations



Source: Supplied by North West Swimming, Athletics Central North West, North West SAFA, North West Cricket and North West Hockey.

Diagram 1b: Gender representation in the executive committee of the five North West Provincial Federations



Source: Supplied by North West Swimming, Athletics Central North West, North West SAFA, North West Cricket and North West Hockey.

The data in Diagram 1b above reveals that males are in the majority and occupy most of the positions of power in the NWPFs committees. If females in federations have minimal power in the committees, as indicated in Diagram 1b, they lose their status in the sport. Furthermore, a lack of female representation in committees perpetuates the prejudice against them, which affects their input negatively and deprives females of equal participation in organised sport. When considering the importance of power, one can logically deduce that the low numbers of female representation in the NWPFs deprives them of the opportunity to challenge the power relations in the committees. These committees ultimately fail to correct the imbalances that contribute to the poor levels of female participation in organised sport (Sudgen& Tomlinson, 2002:6; Alegi& Bolsmann, 2010:71). Beauchamp and Eys (2007:159) argue the notion that the dominant group in a committee will put effort into ensuring that they maintain the situation perpetuating their social power and access. Against this backdrop, it is likely that the status of female participation in the NWPFs will take time to improve. As mentioned, males are currently in the majority,

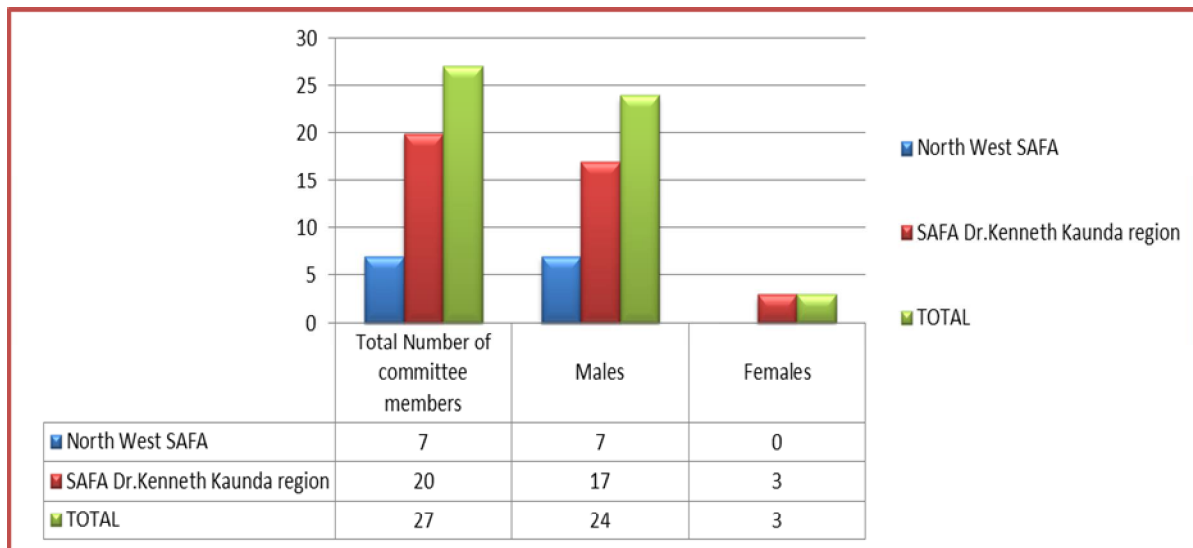
occupy powerful positions, and use it to dominate and work towards sustaining the hegemony.

The status of females in the NWPFsqcommittees takes away their opportunity to operate as equal partners to males. Females are, as mentioned, underrepresented in the NWPFsqcommittees, and if elected, are assigned to less influential positions (see Diagram 1a & 1b). Males normally occupy the most powerful positions in these committees (see Diagram 1b). As an example, the information supplied by the North West Swimming shows that the committeesqtop management comprises only one female, who occupies the position of secretary. The President, Vice-President and the Treasurer of North West Swimming are all males (see Table 1). The North West Province has a population of 3.2 million, of which females comprise 51% and males 49%, (NDA, 2011). The North West demographics show that females outnumber their male counterparts with a small margin. However, when looking at the NWPFsq committee participation, males dominate 70/30. Female representation in sport leadership thus continues to be disproportional to the population demographics (Woods, 2007:225).

The abovementioned problem also occurs at the national level. The composition of some of the federation committees does not agree with the policies of the country, which are in support of female participation in sport, as mentioned in Section 2.2.9. Ntombi Moleme reports that the South African Football Association (SAFA) was called before the Gender Commission to address gender equality and to investigate the exploitation of women in football (Moleme, 2012:17). This report suggests that the National Executive Council of SAFA comprises 32 members, with only two females on the council - one elected member and the second one a special member from the Premier Soccer League (Moleme, 2012:17). It is possible that federations include females in the committees as an afterthought, implying that female participation is not considered equal to that of males. It is also likely that females are included in the federation committees for legislation and policy compliance purposes, and not necessarily because their opinions and/or skills in this regard are valued.

The provincial and district structures of football in the North West Province also mirror this trend. Diagram 2 below presents an example of the proportion between male and female representation in the North West SAFA structure. The status of female participation is unequal to that of males, with a split of 15/85 in favour of males. This is in breach of the principles of gender equality (see Section 2.2.9 in this regard).

Diagram 2: Proportional representation of females and males in North West SAFA



Source: Supplied by North West SAFA and SAFA Dr. Kenneth Kaunda region

In 1995, the government funded the National Sport Council (NSC) with the intent of eradicating the inequalities in sport (Hargreaves, 1997:192). It revealed that the government has long identified the inequalities in sport and developed methods of bringing parity to the participation levels of females in organised sport. However, the suggestion is that SAFA North West and SAFA Dr. Kenneth Kaunda region continue to illustrate gender imbalances of male domination in their NWPFs committees.

2.5 CONCLUSION

The chapter outlined the international, national and regional statutory and legislative framework for organised sport, as well as the instruments for female empowerment

in sport and the North West Province's structure for sport. One of the primary reasons for such legislation and policy is to eradicate the imbalances of the past and to ensure equal participation between all races and more specifically, between males and females in organised sport to comply with the constitutional mandate of equal treatment and opportunities for all citizens. Some of the legislation, policy and structures discussed in this chapter are: the NSA of 1998, the Association for African Women in Sports (AWISA), 1998 and The Beijing Declaration and Platform for Action, 1995.

The chapter argued that regional, national and international statutory and regulatory legislation, policy and structures are the best mechanisms to support the participation of females in organised sport. The chapter revealed that females do not receive equal representation to males on sport structure committees. Males mainly manage the five NWPF committees identified in this chapter. The situation leaves females with minimal participation in the running of the PFs. The composition of the five North West PF committees confirms the skew tendency in male and female participation levels in organised sport. Females, because of their low representation in sport structure committees, do not have the power to bring changes to their participation level. The next chapter will discuss the causes for the low participation of females in sport and a theoretical perspective on female participation in sport. The socio-economic barriers affecting the participation of females in the North West Province are discussed as well.

CHAPTER 3: SOCIO-ECONOMIC BARRIERS AFFECTING FEMALE PARTICIPATION IN SPORT IN THE NORTH WEST PROVINCE

3.1 INTRODUCTION

The participation of females in organised sport has not shown significant change since the late 1980s. This period includes the Apartheid era and the transitional phase to the freedom of the current democratic dispensation. The environment in which females operated during these different phases continued to discriminate against females in organised sport. However, over the past two decades (since the mid-1990s), the idea of enhancing female participation in sport has increasingly become an important area of development in the sport environment. The development of a statutory and legislative framework, as discussed in the previous chapter, led to a renewed interest in the participation of females in organised sport. Various structures, legislation and policies reflect the importance of gender equity and indirectly show the unequal treatment females suffered continuously in organised sport when compared to their male counterparts.

In addition to the unequal participation of females in sport structures, numerous other barriers can also hamper the participation of females in sport, including socio-economic barriers. Family expectations of females also drive them to put more emphasis on cultural norms and standards such as housework, rather than on external activities like participating in sport.

A major problem with this state of affairs is that females sacrifice their social and economic needs and attribute most of their time to societal responsibilities to meet their cultural obligations prior to participation in organised sport. Evidence for this can be found in the document of the Australian Bureau of Statistics (2006:1), which states that, among other things, social and environmental factors, gender, age, and education levels are contributory factors to the non-participation of females in sport and physical activity.

Females participating in sport in the North West Province are not immune to the socio-economic pressures females around the world face. The North West Province's social and economic spheres are made up of insufficient financial resources and the domination of underdeveloped areas that greatly compromise women's participation in sport. Therefore, this chapter discusses the socio-economic barriers that influence female participation in sport in the North West Province. The nature of the socio-economic barriers reveals that such barriers repudiate the participation of females in organised sport.

An account of feminist theories precedes the discussion of the socio-economic barriers to provide a foundation to address the ancient challenges besetting females. For the purpose of this study, emphasis will not be placed on the feminist theories *per se*, but rather on the role of feminist theories on the participation of females in sport.

3.2 FEMINISM

African Women in Sport (AWISA) in Namibia (IWG, 1998:55), as discussed in Section 2.3.1, confirms the global nature of the negative challenges that compromise female participation in organised sport. Houlihan (2008:133) is of the view that feminism strives to remove females from the peripheries and to locate them in the mainstream where their ideas will gain recognition and respect.

This phenomenon is also highlighted by the work of Delaney and Madigan (2008:32), who assert that feminism is a social movement, an ideology in support of equal treatment for both females and males. It furthermore promotes equitable sharing of available resources for both the sexes. It can be argued that feminists' advocacy groups drive the idea of equality for females and bring to life the implementation of established legislation, founded on bringing equal rights to all persons, as articulated in the previous chapter. It also aims to forward the case of females who have been lagging behind males because of out-dated legislation and beliefs that suppressed females (Gunnels, 2010:29). Sections 2.2.5, 2.2.9 and 2.3.3 particularly address

discrimination against females and the promotion of the empowerment of females. It has been indicated in these sections that the existing legislation dictates the empowerment of females to bring them on par with their male counterparts by addressing especially repressive legislation of the past.

Feminist advocacy groups assume the responsibility of spokesperson and provide a public voice for all the females (Evans, 2005:10; Nichols, 2014:39). In particular, feminist advocacy groups articulate the aspirations of females from traditional backgrounds who find it difficult to speak up against males and the traditional ideologies that promote male supremacy at the expense of females (Unger, 2001:361; Connerly & Wu, 2016:756). It can be argued that the complexities of unacceptable behaviours directed to females develop into a myriad pattern of oppression experienced differently by different females. Delaney and Madigan (2009:32) agree that these different oppressive experiences give rise to different feminist theories, such as liberal feminism, Marxist feminism, radical feminism, critical feminism, social feminism and postmodern feminism.

Freysinger *et al.* (2013:65) take the issue further and argue that each theory has its own different mandate that addresses gender inequality, the question of whether inequality is the core business and the method employed to remedy the inequality. As stated earlier in this section, for the purpose of this study, the emphasis is placed on the participation of females in sport with a general overview of feminist theories. The study acknowledges the importance of all the feminist theories, but focuses only on radical, liberal, Marxist, social and black feminist theories. Using only five of the theories does not render others less important, but for the support of this study only these five theories are relevant. All the feminist theories are critical in the lives of females and affect them differently. Therefore, emphasis is not on the scientific intrinsic value of females, but on looking into their participation in sport.

3.2.1 Radical feminist theory

According to Smith (2004:304), the pivotal point of the radical feminist theory is patriarchy. According to this theory, male values are used as the measuring tool for correctness (Abbott *et al.*, 2005:35; Vito & Maahs, 2012:222; Galt, 2011:265). The theory claims that males turn out to be profound barriers to the freedom of females when compared to other barriers (Hesse-Biber, 2012:275). Chapter 2, Table 2, demonstrates a complex relationship of male dominance in the North West Province's five identified PFs. Overall; males comprise the majority of the total number of the committee members. This information demonstrates the continuous inequality females have to endure. Ritzer (2008:466) suggests that this is cause for concern. This brings an unequal relationship where males and females enter into a relationship of ordinate to subordinate. It can be argued that this relationship brings different levels of operations to the fore, where subordinates occupy the lower level and experience oppression from the ordinates that occupy the higher level. Taking into account the lower levels that females operate from in the PFs, they are at the level where developing self-realisation in sport is not within their control.

The theory draws attention to the inequalities rooted within the sport management structure, impeding the participation of females in sport. Even though females fight the challenges constructed for them, McCann and Kim (2010: 47) acknowledges the dictates of the social environment's expectations, where females must succumb to the male dominated environment. Females are not defined based on their makeup, but rather based on male comparison. Radical feminist theory questions the negative behaviour of males towards females (Greene, 2010:268). Collins and Kay (2003:107) draw attention to the fact that some of the projects that males in sport initiate disregard the existence of females, and they only come to realise the lack of female representation at the end of such a project. It is then difficult to discard all the progress to restart the project all over again with the inclusion of females. Thus, it can be argued that in order to comply with legislation, females are introduced towards the end of the project without any meaningful obligatory role to play, reinforcing the passive conformity of females in sport.

According to Theberge (in Delaney & Madigan, 2009:33) feminists perceive sport as a fundamentally sexist institution that is male dominated and masculine in orientation. Radical feminism plays a critical role in addressing the manner in which males perceive females (Hargreaves, 1994:42; Mills, Durepos & Wiebe, 2010:777). Building on the efforts of feminism, Lumpkin *et al.* (2003:190) and Lumpkin, Stoll and Beller (2012:129) conclude that societal attitudes delay progressive female participation in sport. This is more reason for the feminist advocacy group to accelerate female equality in sport.

3.2.2 Liberal feminist theory

Freysinger *et al.* (2013:65) suggests that the liberal feminist theory focuses on making equality possible for every person. Sagert (2009:58) reaffirms this notion and states that the biological makeup of females does not have to play a part that marginalises them from participating in sport. Therefore, the theory envisages that no form of discrimination based on colour, creed, gender or location should be a determinant for sport participation. Females ought to access all the benefits males enjoy in sport to enhance the process of heralding equality in sport (IWG, 1998:16).

The theory applied to female participation in sport promotes equality as envisaged by different countries, including South Africa. Chapter 2 of this study demonstrates the legislative intervention that gives females equal opportunity to participate in sport, and simultaneously criminalises any act of discrimination that keeps females from participating in sport. Familiarity to South African legislation would agree that equal accessibility to physical and financial resources that promote participation in sport must not be dependent on gender. Most of the legislation outlined in Chapter 2 supports liberal theory; the eradication of unequal treatment; the removal of discrimination; equal rights for all and gender equality. They all find expression in the instruments liberal feminists use to establish and attain equality between males and females. The contention is that society's expectation on gender expands into barriers that prevent the envisaged gender equality in the participation of sport (as indicated

in Section 1.1). Such barriers include the societal expectation of assigning females the main responsibility of looking after the family's needs, and it works to the detriment of female participation in sport (as indicated in Section 1.1). On the contrary, males have the right to forgo family responsibility, such as cleaning the house or doing the laundry, thus spending time participating in sport (Roper, 2013:176).

Research conducted by Freysinger *et al.* (2013:65) and Cook (2007:51) reveals that liberal feminist theory does not want to pit females against males, because that could constitute the reversal of inequality. Genetically females and males are different, but that must not be a reason to undermine female participation in sport (Kelly, 2013:161). According to Sparks and Kuehls (1996:6) and Rumford (2013:90), the difference is more dependent on training and not innate ability. Amid the differences, both males and females are human beings that enjoy the same human rights (as indicated in Section 1.1), and females are not lesser than males. Both should choose the field of their own preference. Section 2.5 reflects on the disproportionate number of females in PF committees. This state of affairs was not brought on by gender genetics or makeup, but preferential treatment of males, which contravenes South African legislation as stipulated and discussed in Chapter 2.

In support of the liberal feminist theory, Jarratt (1990:494) and Salkind (2008:428) claim is that the participation of females in some activities equals the performance of males and surpasses male performance in some instances. Therefore, gender is not a measure to judge females' aptitude; given equal opportunities, females participating in sport have the ability to improve, and Farrow *et al.* (2008:30) confirms that the difference is more dependent on training and not innate ability. Chapter 2 emphasises that females have the basic right to participate in any sport. Females are good in their own right; they have visible skill, powerful agility and are capable to participate in sport. It is ludicrous to regard the issue of gender as the prerequisite for assessment of any need in sport. Feminism advances females from the home as wives and mothers to equal participants in sport. The equality drive for females acts like a pivotal point that brings equilibrium to the gender scale.

3.2.3 Marxist feminist theory

Freysinger *et al.* (2013:67) suggests that the Marxist feminism theory puts the blame of female oppression on capitalism (class), rather than patriarchy. Bradley (2007:35) maintains that the theory confirms the relationship between the working class and capitalism, where employers fail to distribute production between the two groups equally, as the working class efforts enrich the employer. Of importance is how capitalism promotes the inequalities between males and females due to the upper hand males enjoy in controlling any form of production (Houlihan, 2008:134).

Hence, the ultimate goal of the Marxist feminist theory is to unshackle females from the bondage of inequality and the methodical exploitation they suffer in society (McGuire & McQuarie, 1994:48; Daniels, 2009:163), including in sport. The negligible numbers of females we see in the PFs mirror the systemic exploitation of females in sport. With these insignificant numbers, the expectation from females is to applaud and be content that at least female representation is notable in the PFs, ignoring the fact that PF management structures display inequality. Males occupy the upper level of the PFs and the females are relegated to the lower level of the PF structures.

Another significant factor is that females continue to remain a constant denominator in the poverty equation, exacerbating the vicious cycle of females' eternal poverty (Collins & Kay, 2003:98; Ulimwengu, 2008:11; Ennaji, & Sadiqi, 2011:206). This evidence that females are a constant denominator confirms and exposes the inequality females are enduring because of social design. When it comes to inequalities, Drake (2010: 35) agrees that possessing economic power translates into political power. Females do not have the financial capacity that males have, as stated by (Collins & Kay, 2003:112; OECD, 2013:54), confirming the power males continue to wield over females. Chapter 2 further substantiates that the dominant group, in this case males, work towards sustaining the status quo because they have the power and authority in the PF committees.

However, the PFs are dependent on the clubs' efforts to ensure the implementation of their mandates. The clubs form the lower level of the PFs structure and it could be the case that females carry out most of the work at that level because of their absence in the management structure. In the end, the management structure that comprises of males pronounces on the PFs achievements attained by females. These contributions of females should not be discounted, but should instead qualify them to progress towards occupying the leadership positions in the PFs.

3.2.4 Social feminism theory

Like all the other feminist theories that directly focus on the inequalities females experience, social feminism theory's specific interest is on gender politics, power relations, sexuality and the promotion of women's rights (Smith, 2010:98). The social feminist theory looks deeper into the operations of institutions and the hurt inflicted to females by capitalism, and the position of gender relative to social change (MacKenzie, 1984:186). Similarly, McCann and Kim (2010:108) insist that the underlying assumption of socialists is that all people work to advance the same cause, and that the attainment of the cause applies to all of those who worked for it. It should not benefit only the selected few. The basis of the social feminist theory centres on the different roles that females and males play within institutions (Ritzer, 2008:460). However, Farrow *et al.* (2008:30) confirms that sport achievement depends more on training than innate ability. The innate ability of an athlete only forms one part of the variables that contribute to participation.

Society deliberately constructs the perception that females have less ability to delay the liberation of females from inequality. In Chapter 2, this stratification of management roles is evident within the PFs, where the distinct classification is according to gender. The top level of the PF management structures mainly includes males.

Ritzer's (2008:456) analysis of this theory puts emphasis on the diverse circumstances females experience in their society that accepts capitalism, patriarchy

and racism. It could be that the theory rejects the notion that only radical feminist theory or Marxist feminist theory respectively takes full responsibility for the inequalities females experience. Having considered Ritzer (2008:456), capitalism and patriarchy successfully pursue the same objective of oppressing females and upholding gender inequality. Therefore, socialist feminist theory encourages the independence of females, the right to follow their passions and their desires, without having to solicit permission for her actions (Delaney & Madigan, 2009:32). In support (Jagger, 1983:332; Smith, 2010:98) indicate that it is not an effort of emphasising the exclusion of men, but focussing mainly on female matters. Consequently, the participation of females in sport is dependent on a number of variables that force females to weigh their options before participating in sport. Family responsibilities are such a variable that female must consider before participating in sport. It sometimes forces them not to participate in sport.

Stepping outside the socially approved behaviour implies moving out of stereotypical utterances and prejudice treatment. Stereotype and prejudice tendencies and social views comprise social containment and economic deprivation, leading to oppression, exclusion and subordination of females.

3.2.5 Black feminist theory

In pursuit of their core objectives, the abovementioned theories fail to include race as part of their equality drive. Black females share the oppression of black race with their black males, but the sexist oppression is solely borne by black females without any support from their black male counterparts (King, 1988:46). The article called *But some of us are brave: A history of Black Feminism in the United States* (1982), separates the oppression black females experience from the community members that should have given them support. White women used their race to alienate black females, and black men's sexist attitudes subjugated black females. Against this background, black females realised that they were alienated because neither of the two communities they are believed to belong to incorporated their challenges in the quest for equality. Chapter 2 outlines the importance of equal opportunity legislation

and the reaffirmation of trust in the legislation. When it comes to gender equality, legislation should promote the entire populace, irrespective of gender or race.

Black feminist theory is extremely useful because it sheds light on the difficulty that black females endure, because, according to (Collins & Kay, 2003:32; McCann & Kim, 2013:388; Barak, Leighton & Cotton, 2015:37), central to the black feminist theory is the removal of females from the suffering of the intersecting oppression (race, class and gender). Wood (2011:83) argues that the disregard for black females' gender and race by feminist movements, coupled with disregard for them by the black power movement, left them without a platform to address their concerns. This leads to unequal treatment.

Jackson and Scott (2010:142) aptly summed up the efforts of all feminist theories and write: "Feminists have always been concerned to oppose the reduction of women to their bodies and the construction of women through the male gaze." When it comes to the challenges of females, McCann and Kim (2010:107) agree that females are deprived of the opportunity to look independently into themselves and, identifying in their own standard factors that perpetuate the challenges that deprive them of freedom. The socio-economic barriers present a challenge to the broader society and deprive females of the right to live their own life and make their own choice. These abovementioned feminist theories address the socio-economic barriers females experience in sport. The next section explains the term *socio-economic barrier* that influences the participation of females in sport.

3.3 MEANING OF THE CONCEPT SOCIO-ECONOMIC BARRIERS

The term socio-economic barrier, which forms the foundation of the discussion in this chapter, is discussed next.

3.3.1 Barrier as concept

The Oxford Paperback Dictionary and Thesaurus (2009:70) defines *barrier* as something that impedes or hinders the achievement of a desired goal. The mission of SRSA is to increase the number of participants in sport with particular emphasis on females (SRSA, 2011:18). It is in this context that all the social and economic challenges that inhibit the goal of promoting female participation in sport are termed *barriers*.

3.3.2 Social as concept

The concept *social* is derived from the African Union's social policy that is geared towards *social* is by adhering to best practice (AU, 2005:12). It is reasonable to say that social issues are based on fair and equitable treatment. Female participation in sport is of a social nature and therefore has to be treated as such.

3.3.3 Economic as concept

According to (Samuelson, 2008:721), *economics* is the study of how men and society choose with or without the use of money; to employ scarce productive resource. Which could have alternative uses, to produce various commodities over time and distribute them for consumption; now and in the future, among various people and groups in society. Guell (2010:1) confirms that *economics* is about the distribution of scarce resources to address people needs. Anon. (2009:11) asserts that economics is the manner in which resources are used to address the needs and wants of people. Both females and males are equal beneficiaries of these resources, targeted towards positive change in their lives. However, Riddell *et al.* (2005:3) claims that the life-changing benefit that satisfies the need comes at a financial cost. Therefore, poverty-stricken communities experience economic challenges in accessing the resources that address their wants. Females are in some instances exposed to a financial situation that deprives them from satisfying the need to participate in sport.

The *Cambridge Dictionary of Sociology* claims that *social economy* denotes the social character of economic life and reject the idea that the market and economy generally can operate independently of social life, indicating that the two concepts (*social and economic*) are interdependent (Hoffman, 2006:574). Therefore, their relationship has a mutual effect. Barriers that affect economical activities have a subsequent bearing on social aspects in a specific environment such as the North West Province. Against this backdrop, the term *socio-economic barriers* are presented as one concept in the rest of the chapter.

The socio-economic barriers that hinder the participation of females in sport in general are discussed in the subsequent sections. The relevant period is 1990 to 2009. As mentioned, the period started with the first signs of the fall of Apartheid and ended with the more serious strides of the South African Government to address the issue of the representation of females in sport.

This all started in 1964, when the International Olympics Committee (IOC) banned South Africa from participating in international sport competitions because of its failure to denounce Apartheid (BBC, 1964). During the Apartheid era, organised sport was determined by undemocratic legalised tendencies, which oppressed blacks, and more specifically females participating in sport (Gunne, 2014:101). South Africa's clear commitment in 1991 to dismantle Apartheid convinced the IOC to lift the ban, allowing South Africa to participate in the 1992 Summer Games held in Spain (Ibrahim, 1991).

3.4 SOCIO-ECONOMIC BARRIERS IN THE DECADE OF 1990 – 1999

The decade of 1990 to 1999 signifies two eras, the first era comprised the last four years of Apartheid in preparation for a democratic country and the second era marked the transitional phase into the democratic South Africa (South Africa, 1996: ix). In supporting this contention, ISCC (2010:46) contends that the mid-1990s marked the fall of Apartheid.

In 1990 the then President of South Africa initiated statutory changes in abolishing *inter alia* the Group Areas Act 41 of 1950 and the Population Registration Act 30 of 1950, which segregated residential areas and classified people according to race (Anon., 1994). During the Apartheid era, the lack of participation of females in organised sport was mainly due to socio-economic barriers brought about by legal constraints. Participating in organised sports was dependent on the freedom to live in a particular residential area and the freedom from race-disadvantaged classification. This did not pave the way for females in South Africa to participate in organised sport beyond their residential area and racial jurisdiction, thus denying them the right to participate freely.

The Apartheid era regarded females as labourers and as the breeders of future labourers (Mashabane, 2010). Although the post-Apartheid era made room for democratic practices with every person having equal rights and equal treatment through the Bill of Rights in the Constitution, females continued to bear the brunt of oppression. Females' primary societal responsibility supersedes participation in organised sport, making the participation of females in organised sport a secondary activity for them. The year 1992 brought referendum results with 68% of the eligible constituency voting for political reform, indicating clearly that Apartheid was conceding to a democratic society (Body-Evans, 1992). At this point, all South African citizens, including females, witnessed the end of Apartheid era, including its undemocratic practices in organised sport.

The end of Apartheid and the emergence of democracy ought to have advanced the democratic order for every citizen. In his inauguration speech in 1994, the first President of a democratic South Africa, Mr. Nelson Mandela, stated that South Africa could not achieve freedom without emancipating females from all forms of oppression (South Africa, 2008:2). Hereafter, the need in organised sport was to implement legislation and policy to address equal participation in sport. This legislation was discussed in the previous chapter. It is likely that, should the SRSA fail to undertake transformation, organised sport would not achieve its goal of

bridging socio-economic differences and in the process overcome the cultural gap that affects the participation levels of females in organised sport.

Taking the previous discussion into account, Hargreaves (1997:201) and Smith (2006:xvi) argue that in the 20th century, socio-economic barriers affected the participation level of females in organised sport negatively. Burnett (2001:75) agrees with Hargreaves when she writes that the socio-economic barriers contributed to creating WASSA, that stands for equality and addressing the systematic distraction of female participation in sport by addressing gender-based challenges. The gender-based challenges, which include socio-economic barriers, brought the need to develop statutory legislation and policy to address discrimination against females, with the aim of influencing the participation level of females in organised sport (as indicated in Section 2.2.2 -2.3.7). The socio-economic barriers in organised sport date back to 1990 when prejudice against females was prominent. In her study, Aitchison (2005:425) reveals that in 1991 females reported discrimination and harassment in *inter alia* in the following areas:

- Inequality in working conditions.
- Unfavourable treatment for females attempting to balance work and domestic responsibilities.
- Negative perception about females as managers.
- Use of sexist behaviour and language by male colleagues.
- Participation (or the lack thereof) in sporting events.

The Aitchison study signified that females do not only experience barriers in the workplace, but also during their participation in sport (Aitchison, 2005:425). It further revealed that females participating in sport deal with various socio-economic barriers emanating from undemocratic tendencies such as that females have to balance domestic work and paid work, which in some instances is to participate in sport. Considering Aitchison's study, it is reasonable to state that discrimination and harassments in organised sport are congruent with the socio-economic barriers affecting females due to different perceptions of females and males. This helps to explain the heightened development of statutory legislation and policies in organised

sport, as stated in Sections 2.2.5 - 2.2.7, commanding attention not only to eradicate discrimination, but also to remove socio-economic barriers that affect the participation of females negatively.

The influence of socio-economic barriers on the participation of females in sport continued into the decade of 2000 to 2009 and affected the participation level of females in organised sport, as described in the next section.

3.5 SOCIO-ECONOMIC BARRIERS IN THE DECADE OF 2000 - 2009.

During the decade 2000 to 2009, the legislature continued to promulgate legislation to address discrimination manifesting as socio-economic barriers affecting the participation levels of females in organised sport. The SADC protocol on gender development, as stated in Section 2.3.6, is one such policy dealing with discrimination in organised sport. The intentions of the government to implement equal opportunity legislation are not only to bring equality, but also to redress inequality. It can be argued that the past inequalities experienced by females participating in organised sport, continued into the decade of 2000 to 2009 (Burke, 2004:172).

Females in general were underrepresented in almost all levels of sport participation, including officiating and decision-making (Burnett, 2001:76; O'Connor, 2010:838). The beginning of the 21st century still saw male dominance in sport, upholding patriarchal values through decision-making that excludes females (Burnett, 2001:71; Borland, Burton & Kane, 2015:252). The problem facing the participation level of females in organised sport is, *inter alia*, due to oppressive cultural and social and economic barriers where males are decision-makers and females followers, only taking instructions (Elsanousi, 2003:5). In her study, Huggins (2007:7) identifies cultural and religious beliefs as barriers hindering the participation of females in sport.

According to Mato (2009:1), females' primary responsibility is keeping the household intact (preparing meals, cleaning the house and taking care of the children) irrespective of their status in society. Cortis (2009:92), who writes that gender differences impact on female participation in sport, also support this view. Furthermore, Cortis (2009:92) draws attention to the fact that females' primary responsibility is domestic work, leaving them with less time and usually less money for leisure activities such as sport. In addition, females placed under tribal laws sometimes find themselves having to choose between their cultural values and Western values (Goslin, 2006:5). The societal traditional upbringing of girls as mothers makes it difficult for them to detach themselves from the motherhood process of assuming household responsibilities (Hari, 2005; Boudet, Petesch & Turk, 2013:118). Household obligations take up the largest percentage of females' time and minimal time remains to engage in any activity of their own choice, like participating in organised sport (Javier, 1991:45; Biaggio & Hersen 2007:235).

The research of Hargreaves (2014:109), Knopper and Anthonissen (2003:354), and Sulayem, O'Connor and Hassan (2013:158) reveal that females, to a certain extent, participate in organised sport such as soccer, but after getting married their husbands stop them from continuing their participation in sport so that they can take up household activities. Furthermore, the lack of sport facilities in areas where they reside force females to abandon their participation in sport or even stops them from engaging in sport at all (Knopper & Anthonissen, 2003:354; Hargreaves, 2014:109). It can be argued that females' social environment discriminates and deprives them of practicing or training time to improve the participation level in organised sport. According to Roper (2013:143), female inequality is not restricted to South Africa alone. A country such as Chile experiences the same trend of women getting inferior treatment to males.

Guedes (2010:1238) reveals that females in Brazil are subservient to their husbands. The practice mirrors the legacy of their traditional value where females remain unequal to males (Guedes, 2010:1239). According to (Deem & Gilroy, 2006:93; Paulme, 2013: 25) the participation of females in physical activity is dependent on a

negotiated settlement between the husband and wife. It is against this background that gender power relation underpins the negotiated settlement, where male authority and power over the females disadvantage females. It is also the case that the Brazil social and cultural framework is discriminatory, as mentioned in the above paragraph. Males are seen as superior to females, and this is the case in South Africa with females inferior to males. However, according to Statistic South Africa's Census 2011, females comprise 51% of the population (Stats SA, 2012:4). Ideally, the slightly higher percentage of females compared to males ought to show in the decision making results.

Females participating in organised sport therefore find themselves in a powerless position, as reflected in Tables 2 and 3 in Chapter 2. Although it may seem trivial to some, the participation level of females in organised sport depends entirely on the approval of their male partners, even in the current democracy in South Africa. Social barriers not only affect South African females, but is a global phenomenon involving every female. In support of females, as discussed in Section 2.3.5, the Beijing Declaration and Platform of Action confirm the universality of female issues. Therefore, socio-economic barriers affecting females are global and hinder the participation of females in organised sport on a global level.

Similarly, Erasmus *et al.* (2005:29) and Stillwell and Van Ham (2010:218) reaffirm that the socio-economic barriers directly affect or impede female advancement in physical activities, and keep them from reaching their peak performance in sport. Armstrong (2001:9) points out that the majority of females, especially black females, consider participating in organised sport a luxury. It is apparent that females's societal responsibilities limit their disposable time for taking part in sport activities. The participation of females in organised sport will therefore always be an irrelevant option.

Morgan (2007:307) confirms that the exclusion of females from sport cannot be attributed to their weak nature. Suggs (2007:3) supports Morgan's opinion by pointing out that American colleges spend the greatest share of their budget

allocation on malesqfootball and not on femalesqprogrammes. Furthermore, gender inequality is a problem already starting in schools (Suggs, 2005:4; Morna, Lowe, Dube & Sifiso, 2014:120; Thio & Taylor, 2012:80). Schools normally fail to take sport for females seriously (Suggs, 2005:4; Lumpkin, Stoll, & Beller, 2012:121). It can be argued that barriers affect females at a very early age at school level, and the assumption is that the trend continues throughout their lives. Inequality systematically affects the status of female participation in sport. The Canadian University in America reveals that female athletes receive fewer scholarships than their male counterparts do, and those females who receive scholarships, receive financial allocations smaller than that of males (Hoeber, 2008:59). The inequitable distribution of financial resources thus affects female participation in sport.

It is possible that socio-economic barriers affect females at a very early age, and the assumption is that the trend continues throughout their lives. It is not only experienced at home, but even at institutions of higher learning. In pursuit of eradicating discrimination, achieving gender equity and empowering females, the South African government, through the Department of Women, Children and People living with Disabilities (DWCPD) use a strategy of gender mainstreaming to remove discrimination and fulfil the duty of advancing equity (South Africa, 2009:3). The implementation process of the strategy affects addressing the socio-economic barriers that influence the participation of females in sport. The strategy is informed by the mission of the DWCPD, namely to drive the government equity, equality and empowerment agenda for women, children and people with disability through an integrated approach to accelerate the realisation of human rights+ (South Africa, 2012:7). Against this background, the DWCPG strategy aims to increase equality, fairness of female participation, compliance and enforces all relevant institutional responsibility, including sport. It protects females from socio-economic barriers geared towards depriving females from the right to exercise their choice, such as participating in sport.

Socio-economic barriers in the decade of 2000-2009 continued to have an influence on females who wanted to participate in organised sport. From the preceding

sections on social economic barriers in the decades 1990. 1999 and 2000. 2009 respectively, it is apparent that the socio-economic responsibilities of females turn into barriers. According to Jordan and Lenschow (2008:117), policy problems inspire policy formulation, therefore the identified statutory and regulatory legislation and policy in the previous chapter show that socio-economic barriers remain consistent and influence the participation level of females in practice.

The next section discusses the practical influence socio-economic barriers have on females.

3.6 PRACTICAL INFLUENCE OF THE SOCIO-ECONOMIC BARRIERS

As stated in Section 2.3.3, in 1979 the CEDAW ruled against the practice of discrimination against females. The 1996 Constitution of South Africa stresses the need for democracy where everyone receives equal treatment. It can be argued that, irrespective of the developed statutes and regulating legislation and policies that emphasise the importance of equality and eradicating socio-economic barriers, the practice of discriminating against females continues unabated. All these measures have failed to secure the participation of females in sport. The decades of 1990-1999 and 2000-2009 saw socio-economic barriers persist. The study of Aitcheson (2005:425) confirms this state of affairs. The decade of 2000-2009 inspired studies identify socio-economic barriers as a contributing factor to the poor participation of females in sport (Burnett, 2001:71; Cortis, 2009:92; Huggins, 2007:7).

The lack of support for females can be divided into financial, physical or time constraints. Females have inadequate time to participate in sport for reasons such as the running of a household, and even if females participate in sport, there may sometimes be situations where there is unfair discrimination and which puts such a woman in a bad light (Burnett, 2001:76; Roper, 2013:11). Testimony to this is an article with the title *Prove you are not a boy* (Masingi, 2009). After winning the 800m gold medal in the World Athletics competition in Berlin in 2009, Caster Semenya, a gold medallist athlete, was subjected to gender testing by the World Athletics

organisers. The International Amateur Athletic Federation, (hereafter referred to as IAAF) asked for proof that Caster Semenya is indeed a woman. It is possible that the testing procedure is standard in IAAF, but the procedure must operate within the framework of the law, respecting people's right to privacy and treating communication discreetly (South Africa, 1996:8).

This incident suggests that it is not yet acceptable for a woman to challenge the traditional roles of femininity and masculinity (Harvard Law Review, 1997:1629; Bialowas, 2009:48). It can be argued that, if the testing procedure is for females only, it displays a social barrier affecting the participation of female athletes. An internationally acclaimed sports science expert, Noakes (2009) contends, 'The case should be handled within the usual constraints of the doctor and patient domain, not in the public domain'. Furthermore, it is probable that the Semenya case reveals a practical barrier in the form of gender stereotyping and gender discrimination in organised sport. It is presumable that the treatment of females in organised sport resembles the socio-economic barriers that weaken female participation in organised sport.

It further indicates that the practical barriers that can discourage females from participating in sport are not only prevalent in the field of play, but also in the management level of sport. The International Amateur Athletic Federation (IAAF) is an athletics management body and comprises only four females in a 28-member council (IAAF, 2009). It seems like a dubious composition when the claim is that there is democracy, while the organisation fails to practice equality at that level. The committee reflects the global unequal participation level of females in organised sport, also identified in the North West Province as reflected in Tables 1 and 2.

Females continue to form part of government's priority group (SRSA, 2010:11) as stated in Section 2.1. It can be assumed that the priority status looks like a permanent feature attached to females. The continuous classification of females as a marginalised group (SRSA, 2011:6) forces them to occupy the fringes in organised sport and to miss opportunities due to many challenges. The next section describes

challenges that hinder specifically women from the North West Province from reaching their full potential in practicing organised sport.

3.7 CHALLENGES THAT FEMALES CONFRONT IN NORTH WEST PROVINCE SPORT

According to Hugson, Inglis and Free (2005:151-2) and Lunn (2006:74), money plays a prominent role in the type of sport people are engaged in in western societies. Firstly, people in the upper classes participate in expensive sports like polo and horse riding because they have the financial means to maintain the sport; secondly, people in lower classes participate in sport like yoga and jogging because those sports are relatively less expensive; and thirdly, people who are in the majority and do not have the financial means to support and maintain any type of sport, and then fail to participate in sport [Bourdieu (1993), in Hugson *et al.* (2005:151-2)]. It can be argued that, in the North West Province, females who live in poverty-stricken communities are disadvantaged from participating in organised sport mainly because of financial constraints. The participation in sport is not of that much importance to women who are poverty-stricken (Collins & Kay, 2003:97; Drinkwater, 2008:16).

The North West Province is mostly rural with, as mentioned, a population of 3.2 million, of which females comprise 51% and men 49%. There is a high poverty rate with 60% of people living below the poverty line, and an unemployment rate of 28% (NDA, 2011; North West Province, 2012:ii). A glance at the North West Province's population figures reflects that females and males encounter socio-economic barriers that influence their participation status in organised sport. However, females have the added barrier of inequality as alluded to in Section 2.2.9.

Equally important is the fact that out of 12.5 million South African females between the age of 18 and above, only 2.5 million participate in organised sport, confirming the decline of participation in relation to gender (Nthangene, Haycock & Toriola, 2009:258). The study specifies that only between 0.02% and 0.04% of females out of the total population participate in organised sport. Against this background, the

participation level of females in sport fails to reflect the standing of the population of the country. The truth of the matter is that females are slightly higher in numbers, but few participate in organised sport, failing to align the status of female participation with the country's population. It could be comprehensible if female participation equalled that of males. For the purpose of the North West Province specifically, the discussion on the socio-economic barriers focuses on economic challenges, challenges unique to rural areas, and challenges related to social background. The discussion starts off with a look into the rural situation to contextualise the environment in which the challenges present themselves.

3.7.1 Challenges unique to rural areas

Rural areas to a large extent comprise underdeveloped areas (Davids & Skinner, 2006:80). Given the unemployment status of the women, the President, at the conference of the Institute of Municipal Engineering of Southern Africa (IMESA), said that poverty and inequality mostly affect South African black rural women and the young people (Zuma, 2011). The North West Province comprises 65% rural jurisdiction (North West Province, 2012:iv). The demographic indicators dictate that the greater part of the rural population constitutes women, as indicated earlier in Section 3.8. Therefore, poverty dominates the rural areas of the North West Province, which deprive females of access to sport. In addition, if the rural areas are poverty stricken, the understanding is that available money is for necessities other than the participation of females in organised sport, as mentioned in Section 3.5.1.

The study of Lambert and Kolbe-Alexander (2005:25), conducted in the North West Province, concluded that males from the urban areas show a higher level of physically activity as compared to their female counterparts Ford (2011:244) confirmed that the situation still continues. Fourier, Slabbert and Saayman (2011:74) also agree that the number of females participating in sport in rural areas is lower than that of males. It can signify that the rural landscape of the North West Province contributes to the socio-economic barriers affecting the level of female participation in organised sport. The National Planning Commission (2011:37) confirms the effect

that rural areas have on people by proposing the promotion of an inclusive economy where the rural communities participate in economic and social activities.

The focus of the next section is to demonstrate that challenges related to social background affect the participation of females in sport.

3.7.2 Challenges related to Social Background

The North West Province literacy level is 35% (NDA, 2011), depriving people that are potential sport participants of the understanding of policy. Therefore, the intention to improve female participation in sport by using policies in organised sport is not reaching the envisaged goal due to the literacy level of females and the elderly in the rural areas where the literacy levels are low. It is becoming increasingly difficult not to accept that implementing sport policy requires active citizenry that can read, write and interpret policies.

Regarding female participation in the rural areas, Kruger and Pienaar (2011:357) confirm that the social background of females affects their participation in sport programmes negatively. In support, Clark and Burnett (2010:157) state that the participation of females in sport is mostly dependent on the spare time women have after completing their domestic work. Cheryl Robert, the South African Athlete, argues that the different responsibilities bestowed upon women limit their opportunity to participate in sport because of time constraints (Pelak, 2010:63).

In addition, the study of Kruger and Pienaar (2011:358) discovered that some children face the responsibilities of looking after their younger siblings at home. This argument is supported by Xhakaza (2005:45), stating that mother and daughter fail to participate in sport because older siblings assume the responsibility of looking after their younger siblings, and that female grow into motherhood early in life. The research of Walter *et al.* (2011:7) concludes that 85% of females are raising children with little or no domestic assistance and that females' commitment to their household responsibilities occupies most of their time.

Goslin (2006:2) argues that tribal laws also disadvantage and marginalise females in sport because females under these laws do not have the same opportunities as their counterparts in the urban areas to participate in sport. In addition, the House of Commons (2006:5) mention cultural challenges as the hardest challenge to overcome. Thus, cultural traits contribute to the social barriers that affect the status of female participation in sport; consuming most of their participating time in organised sport. It is thus likely that females face the challenge of satisfying the social and cultural orders conferred on them to the detriment of participating in organised sport.

According to Pinheiro (2010a:594), the New State Ideology in Portugal regards men as the breadwinners and women as the household managers. Therefore, females tend to forgo their personal preferences, putting all their efforts into a life with husband and children. Japan had to revisit their ten-year sport promotion plan five years after its inception because the plan failed to incorporate women (Claussen, 2008:6). Thus, the perception that females in Portugal are homebound and the exclusion of women from Japan's sport planning respectively indicate that it is not only the North West Province females who experience social barriers that affect their status of participation in sport. Cultural tasks are global in nature and make up a social duty that uses most of females' time (Paludi, 2013:164; Roberts, 1993:17).

Kruger and Pienaar (2011:368) prove that allocating enough time to practice a specific sport would show improvement in results. Similarly, Pienaar and Viljoen (2010:71) confirm that 10 years of intense training is needed for any athlete to attain peak performance. Gladwell (2008:39) supports the argument and states that elite performers invest ten thousand hours of practice time to perfect their skills. Considering the 10 years and 10-thousand-hour rule to achieve peak performance, females should spend most of their time practicing and participating in sport.

Another point, according to Fourier *et al.* (2011:74) is that, in Potchefstroom (in the North West Province), gender and race has a direct impact on female needs for

leisure activity, thus indirectly affecting the level of female participation in sport. They suggest that socio-economic barriers that come in different forms affect the status of female participation in sport and simultaneously affect the level of female participation.

The North West Province's demographics and the number of policies that supports the participation of females in organised sport, support (Hargreaves, 1997:205; Crick & Lockyer, 2010:73) view that female-centred policy can address the inequalities that deprive females from equal participation. The (Australian Sport Commission 1999:1; Jansson, 2011:500) takes it further and states that, to ensure the success of policies, it is incumbent on all the people to commit to its implementation. It can be argued that the North West Province must put more effort into implementing policies that improve the level of female participation in sport to bring it on par with that of males.

Given the level of the debate with regard to the status of female participation in sport it is not surprising that Dickson (2008:15) states that there is limited research on issues surrounding the barriers that affect the participation of females in sport. According to (Dashper, Fletcher & McCullough, 2015:147; Wilders & Strydom 2003:105), females are far behind when compared to research based on males. It is probable that socio-economic barriers that affect the participation of females in sport do not receive the significant attention it deserves to promote female participation in organised sport. Thus, the implication is that scientific study is lacking on the topic of addressing the socio-economic barriers that affect the participation level of females in sport. Furthermore, because of insufficient research on female issues, their status of participation in sport still lags behind when compared to that of males.

Walter *et al.* (2011:2) argues that legislation passed by the government fails to bring immediate change due to historical, cultural and patriarchal tendencies that manifest themselves in the lives of females. This confirms the need for scientific researchers to address socio-economic barriers to complement the government efforts that are in place, but which are slow to show noteworthy change in the status of female participation in sport. The status of female participation in organised sport is a critical

matter. Emphasising the issue, Grasso, Mallon and Heijmans (2015:8) and Niewenhuis *et al.* (2002:21) state that sport is not a luxury, but a social institution that contributes to formative, cultural and educational possibilities. It can be argued that the barriers affecting the status of females' participation in sport in the North West Province deprives them not only of proper participation in the different levels of sport, but other benefits as well.

3.7.3 Economic Challenges

South African women constitute more than 50% of the unemployed people in the country (Zuma, 2011). Unemployment leads to poverty, and according to (Collins & Kay, 2004:101; Milne & Braddock II, 2016:23) poverty affects the participation of females in sport. Research by Nthangene, Haycock and Toriola (2009:261) concludes that a lack of finances forms part of the economic barrier that has a negative impact on the participation of females in organised sport. Their unemployment perpetuates their unhealthy financial situation and the inability to free themselves from economic barriers (South Africa, 2010:58)

Referring back to Grasso, Mallon and Heijmans (2015:8) and Niewenhuis *et al.* (2002:21), sport is not a luxury. The unhealthy financial situation in many communities relegate sport to a secondary priority that is a luxury when compared to buying food and paying bills, which are regarded as necessities (Clark & Burnett, 2010:162) indicating that sport is compromised. The comparison signifies that the financial resources required for promoting the status of females' participation in sport are rarely available. Despite the difficulties, the government's responsibility is to make sport accessible to every citizen of the North West Province, including females. In support of this, the NSRA calls for the promotion of equity and democracy in sport and recreation (South Africa, 1998:2).

Against this backdrop, it is clear that the economic challenges that female in the North West Province face is a fundamental challenge for the government.

3.8 CONCLUSION

The larger part of the North West Province is rural. It is not only rural, but has a high rate of illiteracy. The situation affects females more directly, since they comprise the larger part of the population. Females participating in sport are also subjected to the socio-economic barriers that form part of this state of affairs. The socio-economic barriers reinforce traditional and customary laws that are discriminatory and inconsistent with the Constitution. These practices are insensitive to the participation of females in sport.

The exclusion of females in effect is due to socio-economic barriers that prevent females from acquiring equal treatment in sport. The status of the participation of females in organised sport is mostly dependent on external factors that are ultimately out of their control, like social expectations that start in the house and the family perpetuating the practice. In the North West Province, household work forms part of the contributors limiting the status of female participation in organised sport. Their social expectation as a result promotes the failure of female participation to correlate with the demographics of the country. Females have inadequate time for themselves due to household responsibilities that consume the major part of their time. Socio-economic barriers contribute to females in sport being conflicted about their professional and family lives.

The socio-economic barriers affecting the status of female participation in sport are subtle and impede progress towards fuller participation of females in sport. The lack of physical and financial resources in the case of North West Province makes socio-economic barriers a triple challenge of poverty, unemployment and poor conditions in the rural areas. It is now possible to claim that socio-economic barriers have a great effect on organised sport, mostly affecting females.

Feminism addresses female challenges that take the form of for instance the patriarchy undermining the right of females both at home and in the work place. Due to the numerous challenges that different women experience differently, there are

different feminist theories that address different challenges. Radical feminism deals directly with the patriarchy that undermines females and perceives them as secondary to men. Liberal feminist theory seeks to bring equity for both males and females, with the aim of avoiding reverse inequality where females would occupy the superior position. Marxist feminist theory addresses the capitalist tendency of benefitting the employer and depriving female of the opportunity of enjoying the benefit of their labour. Social feminist theory moves from the premise of promoting equity in social institutions to ensure that females enjoy equal rights and the same benefits as males. Lastly, black feminist theory concentrates on women, like all the other feminist theories, but puts particular emphasis on black women. Black women experience patriarchy together with their white female counterparts, and they share the race challenge with their black male counterparts, yet they are forgotten by both groups.

The next chapter discusses the results attained from the data analysed from the questionnaire and the focus group. The fundamental aspect of the chapter is the effect of social, practical, economic, federation and domestic barriers on the participation of females in sport.

CHAPTER 4: THE PARTICIPATION OF FEMALES IN ORGANISED SPORT IN THE NORTH WEST PROVINCE: EMPIRICAL FINDINGS

4.1 INTRODUCTION

As the study focuses on an imbalance between female and male participation in organised sport, with female participation significantly lower than that of their male counterparts, Chapter 2 outlined the legislation and policy pertaining to organised sport, as well as the instruments for female empowerment in sport and the North West Province's structure for sport. Reference was also made in Chapter 2 to the inequitable composition of various sport structures between males and females. The gender inequities in the executive councils, which are the decision-making bodies in sport, indicate that equity and female issues are compromised.

Chapter 3 discussed the socio-economic barriers affecting female participation in sport in the North West Province. The fact that tribal law and customs are working against realising the goal of equal participation in sport receives some attention. Socio-economic barriers and cultural factors as global barriers to the participation of females in sport are also discussed. The literature reveals that socio-economic barriers prevent females from acquiring equal treatment in sport as their participation is mostly dependent on external factors that are ultimately out of their control, like social expectations that start in the house and the family.

This chapter aims to determine the participation of females in organised sport in the North West Province from a constitutional perspective by means of interpreting the results obtained from the empirical research (the questionnaire and the focus group discussions). The chapter therefore presents and interprets the results obtained from the empirical research with a view to determining the challenges that hamper female participation in organised sport in the North West Province from a constitutional perspective. Therefore, the research methodology followed with the study is outlined before the empirical results are discussed.

4.2 RESEARCH METHODOLOGY

This section provides clarity on the research methodology followed in the study. The section outlines the research design followed in the study, the research instruments used for data gathering, the sampling technique applied, and the population for the study.

4.2.1 Research Design

The study followed both a qualitative and quantitative research design. Focus group discussions were used to gather qualitative data (discussed in Section 4.2.3.1), and a questionnaire was used as instrument for quantitative data collection (discussed in Section 4.2.3.2). The conditions and environment where research is conducted have a direct influence on a study and the research design evaluates those conditions (Berger & Wong, 2009:6). As mentioned, the research followed a multi-method approach. It is thus both a quantitative and qualitative research design.

Punch (2006:03) regards quantitative research as an approach that involves a collection of data in a numerical form. Quantitative research focuses the attention on measurements and amounts (such as more and less; larger and smaller; often or seldom; similar and different) of the characteristics displayed by the people and events that the researcher studies (Fox & Bayat, 2007:7). As the researcher made use of a five-point Likert scale in the questionnaire, it was therefore the ideal instrument to determine the quantity of respondents (according to percentage) that agreed with a particular statement made in the questionnaire and thus provided the researcher with the opportunity to determine how widespread and common (or not) a certain aspect pertaining to the participation level of females in organised sport is experienced (the Likert scale is discussed in Section 4.3.1 below).

Qualitative research refers to research that constructs explanatory data that usually

indicates the participants' own written or spoken words pertaining to their experiences and/or perceptions (Bryman & Burgess, 2006:37). Qualitative researchers study things in their natural settings, attempting to make sense of, or interpret phenomena in terms of the meaning people bring to them (Creswell, 2003:181; Hammersley, 2013:12). A qualitative research approach normally analyses data from research conducted through fieldwork such as observations, open-ended interviews, and focus group discussions (Patton, 2005:1; The World Bank, 2007:182). Focus group discussions were therefore the ideal data collection method to determine respondents' experiences and perceptions pertaining to the participation level of females in organised sport as it provided participants with the opportunity to describe their experiences and perceptions in their own words. In addition to the questionnaire and focus group discussions, a literature review was also conducted and is discussed in the next paragraph.

4.2.2 Literature review

According to Creswell (2003:27) and Bryman (2012:100), a literature review assists in conveying the importance of studying a topic. The purpose of a literature review is to review publications by specialists in a particular field that directly relates to the topic of the research (Bryman & Burgess, 2006:31). The purpose of the literature review was to determine the theory relating to female participation in sport; the policy and legislative directives regarding participation in organised sport; the socio-economic barriers, influencing female participation in organised sport; and, the composition of sport structures that are responsible for the governing of organised sport in South Africa. Therefore, for the purpose of this study, the following literature was consulted:

- Legislation, policies and other official documentation pertaining to the emancipation of women;
- available databases from the following sport codes in the Dr. Kenneth Kaunda district in the North West Province: swimming, football, athletics, cricket and hockey;

- a catalogue of theses and dissertations of South African Universities (accessed through the NEXUS database);
- a catalogue of books from the Ferdinand Postma Library (North-West University, Potchefstroom Campus);
- scholarly articles (through the EBSCO Academic Search Elite database); and
- The World Wide Web.

The literature review provided a theoretical framework to the study and enabled the researcher to compare empirical research results to the theory.

4.2.3 Empirical Study

Data collection for the empirical research was conducted by means of a questionnaire and focus group discussions, which are both discussed in the following paragraphs.

4.2.3.1 Focus group discussion

According to Lesedi (2005:104), a focus group discussion is a qualitative research technique that makes use of discussion among a group of 4-12 people, in a comfortable, non-threatening environment, with a view to explore topics or obtain perceptions about a given problem or topic of interest. The focus group technique makes use of group interaction to provide insight and data that is not accessible without the stimulus of the group discussion (Lesedi, 2005:104; Dziekan, Riedel, Müller, Abraham, Kettner & Daubi, 2013: 52). The researcher, who asked open-ended questions that led to in-depth discussion about female participation in organised sport, facilitated the discussion.

The aims and purpose of a focus group discussion, according to Lesedi (2005:104), are:

- To collect data within a limited timeframe;
- to supplement data that had been collected by means of a questionnaire;

- to verify and synthesise ideas, views and perceptions of participants through discussion;
- to provide insight into attitudes, perceptions and opinions of participants; and
- to outline clear roles (as the interviewer initiates the discussions rather than playing a directive role), which lead participants to take responsibility for stating their views and drawing out views of others in the group.

The interaction among the participants stimulates them to state feelings, perceptions and beliefs they would probably not express if they were interviewed individually (Coleman & Biggs, 2002; De Bruyn, 2003 in Lesedi, 2005:104). In addition, (Powell et al., 1996:499; Adler & Clark, 2015:259) states that the interaction bases are from individuals' personal experiences. Seven females from the Dr. Kenneth Kaunda district comprised the focus group participants. All participants were athletes participating in organised sport and were drawn from Athletics, Netball, Boxing, Cricket, Ladies football, Rugby, and Cricket.

The focused groups were conducted in the Dr. Kenneth Kaunda boardroom in an encouraging environment, allowing people the freedom to explain their answers, which subsequently gave rise to new topics that were initially not considered. The new challenges that emerged and that were included in the results were firstly, the lack of sport facilities that hampers the participation of females in sport; secondly, the lack of access to sport facilities, when they are available, therefore hampering females from participating in sport; and thirdly, the federation fails to support female participation in sport. Participants for the focus group discussions were female athletes who participate actively in athletics, netball, boxing, cricket, ladies football and rugby. Participants shared their experiences, ideas and feelings they experienced during their participation in sport

4.2.3.2 Questionnaire

Both Gratton and Jones (2004:107) and Denscombe (2002:11-12) concur that a questionnaire is an instrument or method used by the researcher to collect data and

analyse it. In this study the questionnaire was used to collect data on the practical, social and economic barriers that females experience in participating in organised sport.

The study made use of a structured questionnaire with questions that were prepared before handing a set order to solicit facts from respondents in relation to the study (Beri, 2010:16). According to the Kirklees Council (n.d.) structured questionnaires are used in the qualitative research with the purpose of using numbers e.g. (how many times) to assist in reaching a conclusion. For the purpose of this study the questionnaire contained 12 statements, categorised into three sections of four statements, namely: social barriers, practical barriers and economic barriers. For each statement a response on a 5-point scale ranged from fully disagree to fully agree, (one indicates fully disagree and five fully agree).

One hundred and twenty (120) sport participants, participating in athletics, swimming and soccer, from the four (4) municipalities in the Dr. Kenneth Kaunda District Municipality were requested to complete the questionnaire - 30 from the Matlosana Municipality, 30 from the Tlokwe Municipality, 30 from the Ventersdorp Municipality and 30 from the Maquassi Hills Municipality. The purpose of requesting these individuals to complete the questionnaire was to determine their experiences and perceptions pertaining to female participation in organised sport as participate in sport themselves. Another reason why they were chosen as respondents to the questionnaire was the fact that they were able to indicate the challenges they experience in this regard.

In addition to these athletes, fifteen (15) managers who are involved with the management and administration of athletics, swimming and mass participation in sport, were also requested to complete the questionnaire:

- Sport and Recreation Chief Director North West Province (1)
- District Directors North West Province (4)
- Sport Director North West Province (1)

- Recreation Director North West Province (1)
- Sport and Recreation Deputy Directors North West Province (8)

The total number of respondents requested to complete the questionnaire was 135 (i.e.: N=135). Of the 135 potential respondents, 122 completed and returned the questionnaire, giving a response rate of more than three quarters (98.4%). The DSAC managers' questionnaires were hand-delivered and they were given seven days to return the completed questionnaires. The initial head office sample consisted of 11 officials, of whom three were on study leave and another official had relocated to the Ngaka Modiri Moleme district office. The remaining seven officials received the questionnaire, but only three completed and returned the questionnaire. The four DSAC district office managers completed and returned their questionnaires. Maquassi Hills Municipality, Ventersdorp Municipality and Matlosana Municipality received and completed their questionnaires during a sport administration workshop. Tlokwe Municipality received and completed the questionnaires just before their afternoon sport training session.

4.2.4 Population and sampling

A **population** is the whole group from which a researcher gathers data on a particular topic (Briggs, Coleman & Morrison, 2012:143). However, when the total population is very large it becomes impractical to reach the whole population for data gathering and it is then necessary for the researcher to select a target group that will be practical; this target group is referred to as the sample (Briggs *et al.*, 2012:143).

The study population for the questionnaire derives its population from respondents who are actively involved in sport. Firstly, the study defines its population in terms of those actively participating on the sport fields and secondly, the non-playing participant whose core functions reside in the field of administration and management in the DSAC. The majority (93.8 %) of the respondents reside in four municipalities within the Dr. Kenneth Kaunda district municipality. The head office and the other three districts offices within the North West Province, (Ngaka Modiri

Moleme district, Bojanala district and Dr. Ruth Segomotsi Mompati district) including the Dr. Kenneth Kaunda district office, represent DSAC managers who are non-playing respondents, accounting for a small percentage (6.2 %) of the population. Additional to the nominal scale ordering of service points, district offices and the head office, the study population includes dichotomous data sourced from males and females of different races.

The study population for the questionnaire consists of individuals from all races that are active in the local sport clubs in the North West Province. There is only one respondent from the Indian race group, making it impossible to investigate its significant relationship in the race quantitative analysis. Subsequently, the study combines the Indian race group with the Coloured race group. This situation is reflective of the South African demographics, where Indians are in the minority, comprising only 2.5 % of the population, followed by whites at 8.7%, coloureds by 9.0% and the largest percentage 79.8%, which are black citizens (Stats SA, 2013:3). The majority (93.8%) of the sample to whom questionnaires were administered are affiliates of the community sport clubs.

For the questionnaire, purposive sampling was used. Ritchie and Lewis (2003:78) regard purposive sampling as choosing the sample, based on particular features or characteristics, to understand what the researcher studies. Maree *et al.* (2007:79), point to the fact that purposive sampling refers to the selection of participants to participate in a study because of essential characteristics that make them the owners of the data needed for the study. Therefore, this study gathered a sample from athletes participating in athletics, swimming and soccer, as they hold defining characteristics necessary for data collection for the study. Mass participation is the lowest level of sport development where the improvement of sport and recreation is encouraged (South Africa, 2012a:5). The managers involved in the management and administration of athletics, swimming and mass participation were selected as part of the sample as they manage female participants in organised sport on a daily basis and are familiar with the challenges that these athletes face.

As indicated in Section 1.6.3.2, a sample of one-hundred-and-twenty (120) sport participants from the four (4) municipalities in the Dr. Kenneth Kaunda District Municipality were requested to complete the questionnaire - 30 from the Matlosana Municipality, 30 from the Tlokwe Municipality, 30 from the Ventersdorp Municipality and 30 from the Maquassi Hills Municipality. In addition to these athletes, fifteen (15) managers who are involved with the management and administration of athletics, swimming and mass participation in sport, were also requested to complete the questionnaire. However, during the time of administering the questionnaires, three of the managers in the head office were on study leave and another one relocated to the Ngaka Modiri Moleme district office remaining with seven head office managers and four district managers. The 120 athletes that completed the questionnaire were chosen from a population of 135, and the 7 managers that completed the questionnaire were chosen from a population of 11.

The sample for the focus group was selected using the same method of purposive sampling that was used for the questionnaire, as indicated in Section 1.6.4. However, this study gathered a sample from female athletes who participate actively in athletics, netball, boxing, cricket, ladies football and rugby. Participants shared the experiences, ideas and feelings they experienced during their participation in sport (Maltby, Glenn, Williams, McGarry & Day 2013:121).

4.3 THE SPSS SOFTWARE PROGRAMME

According to Boslaugh (2005:3) the original meaning for SPSS is Statistical Package for the Social Studies, but it is sometimes used for other purposes. Bryman and Cramer (2011:xxiv) also agree with the original meaning of the SPSS and that the statistical package is the most common and widely used package for data analysis. SPSS is a computer program that interprets and analyses raw data collected from research questionnaires, questionnaires are allocated numbers to make sense and draw conclusions (Forster 1998:22; Dodd & Epstein 2012:62). The terminology that is discussed in the paragraphs to follow is part of the SPSS.

This section explains the descriptive statistics used to analyse the data for the study. Sections b - f contain the comprehensive analyses of results, relations and conclusions of all the factors. The next section classifies the Likert-scale items.

4.3.1 Likert-scale items

Annexure C reflects the Likert-scale items that consist of 12 statements used in the questionnaire. In the Likert-scale table, B1-D4 refers to questionnaire statements. For each statement a response on a 5-point scale ranges from fully disagree to fully agree (one indicates fully disagree and five fully agree).

The mean scores and standard deviations of all Likert-scale items are calculated. The mean score for item B1 (mean = 2.69, SD = 1.28) indicates that respondents are on average uncertain whether females and males are treated the same on the sport field. On average, respondents agree they have time (item C3) to participate in sport (mean = 4.02, SD = 0.98). In response to item (C1) most of the respondents indicated that they disagree (mean = 2.02, SD = 0.95) that they cannot participate in sport because they look after children at home. The in-depth analyses of the statements are dependent on race, gender, and the location. Thus, statements in sections b, c, d, e and f, falling under factor analysis⁶, expressed conclusions in this regard.

4.3.2 Correlation matrix

The correlation matrix in the study seeks to detect the relationship between the 12 statements in the questionnaire. Annexure D depicts the relationship of questionnaire statements.

A positive relationship is found between B2 and B3 ($r = 0.56$). The recognition of the positive correlation comes from the same answer (uncertain) provided by the

⁶According to Pallant (2005:173), factor analysis is the grouping of numerous variables with the intention of summarising those correlating variables into smaller easily understandable variables.

respondents for the two statements. B4 and D1 ($r = 0.56$) resulted into a moderate correlation⁷ that leads to establishing a new barrier (federation barrier⁸), emanating from combining these two statements into one factor. The strongest correlation between D4 and D3 ($r = 0.75$) depicts D3, representing both the statements in the factor analysis. A negative relationship is detected between C1 and C3 ($r = -0.59$). The two are in the same factor, but reveal two contrasting responses, namely disagree and agree. At C1 and C4 ($r = -0.49$) negative correlation is observed and C1 and C4 respondents' results are *disagree* and *agree* respectively.

Items D3 and D4 are the two variables with the strongest correlation ($r = 0.75$). The determinant of the matrix is bigger than 0.00001 (determinant = 0.13) and thus multicollinearity⁹ is not a problem (Field, 2009:660). It can be observed in the matrix (see Annexure D) that there is a strong negative correlation between items C1 and C3 ($r = -0.59$) and items C1 and C4 ($r = -0.49$). A closer inspection of item C1 reveals that it is indeed a negatively keyed item.

4.3.3 Kaizer-Meyer-Olkin and Bartlett tests

To confirm the compliance and suitability of the study sample, the 12 questionnaire statements used to collect data were subjected to The Kaizer-Meyer-Olkin (KMO) and Bartlett tests, using an exploratory factor analysis¹⁰. Table 4.1 below reflects the results from the test.

⁷Moderate correlation refers to the value of 0.50. It could be a positive or a negative number, measuring the strength and direction of a linear relationship between two variables on a scatterplot (Deborah, 2011).

⁸A federation barrier is a new barrier that was created after two statements showed a moderate correlation. Initially the questionnaire did not have a federation barrier.

⁹Multicollinearity is when the two independent variables have a strong relationship (Nishishiba, Jones *et.al.*, 2014:271).

¹⁰Exploratory factor analysis is the process of condensing interrelated group data into a manageable group of uncorrelated factors (Field 2000:423).

Table 4.1: Compliance of study sample

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.683
Bartlett's Test of Sphericity	Approx. Chi-Square	452.899
	df	66
	Sig.	.000

The KMO result of 0.68 suggests that the sample is adequate to perform factor analysis. The KMO value exceeds the recommended minimum of 0.5 (Field, 2009:659). Bartlett's Test of Sphericity¹¹ χ^2 (66) = 452.8, p value < 0.001) is highly significant, and therefore the correlation matrix is factorable (Field, 2009:660). The principal axis factoring method¹² with direct oblimin rotation¹³ extracted five factors, accounting for 75.8% of the total variation.

The sample of the quantitative study is big enough to analyse the responses from the 12 statements in the questionnaire. The factor analysis value from Table 4.1 equals to .000, indicating the usefulness of the data. Quantitative methods in the study focus the attention on measurements (fully disagree, disagree, uncertain, fully agree and agree) of the characteristics displayed by the respondents as individuals and community representing a particular location. The test also reduced the 12 statements into five simplified factors. The test confirms that the data is compatible for analysis of the study.

Furthermore, the communalities (see Annexure E) are in the range of five with a sample of 122 and relatively few factors (5), with a small number ranging between three and one of the indicator variables. According to Field (2005:640), this sample size reliability is acceptable, confirming the compliance of study data. Additionally, the observation in the pattern matrix (see Annexure F) shows the suitability of the

¹¹Test of Sphericity ensures that the correlation mix meets the criteria of proceeding with factor analysis (Munro, 2005:336).

¹² The principal axis factoring is an extraction method mostly used for factor analysis (Swanson & Holton III, 2005:190).

¹³Direct oblimin rotation is one of the SPSS three orthogonal rotation method and used when there is a strong possibility of factor correlation (Field, 2013:681).

data sample size. Table items in Section D are grouped under Factor 1, except for item D1, which is grouped with item B4 in Factor 4. Items C1, C3 and C4 are grouped together in Factor 2, while item C2 is an item standing alone as item in Factor 5. Factor 3 consists of items B1, B3 and B2. Proper grouping of the statements into factors simplifies the data coming from the questionnaire. The next section investigates factor compliance.

4.3.4 Reliability analysis

Annexure G reflects the factor results. The factors extrapolated (see Annexure G) are further exposed to a reliability test to validate their compatibility. Reliability analysis uses Cronbach's alpha. Cronbach's alpha is a measure of internal consistency and measures how closely related a set of items is as a group (Field, 2009:673). According to Field (2005:668), good internal consistency with a Cronbach's alpha coefficient reported is the value of .7 - .8, measuring the reliability of the scale. The four factors extracted by the factor analysis (see Annexure G) are subjected to a reliability analysis, using Cronbach's alpha. The fifth factor consists of item C2 only, and is therefore analysed individually for the entire analyses of the study.

As noted earlier, item C1 is a negatively keyed item and is thus reverse-coded before conducting the analyses. Initially the two additional barriers namely, federation and domestic barriers, were absent from the questionnaire, but through the reliability analysis, qualified to join the three barriers in the questionnaire eligible for the analysis. The next section demonstrates the methods used to compare the five identified factors.

4.3.5 Comparing the Five Factors across the Biographical Information

When comparing two sets of data by using the t-Test while for comparing more than two groups, One-Way analysis¹⁴ (ANOVA) is employed (Pallant, 2005:96).

¹⁴One-way analysis of variance is normally abbreviated to ANOVA and is used to compare the means of groups more than two (Berger, n.d).

Therefore, comparing barriers between race and gender employs the t-Test. The barriers comparison between localities uses ANOVA, since the comparison is between more than two localities.

Furthermore, the effect size¹⁵ explains the differences measured between two groups (Coe, 2002). Ellis (2010) draws attention to the importance of reporting on the effect size by quoting Cohen (1969) who writes, "The primary product of a research enquiry is one or more measures of effect size not p value". Further, according to Elliot and Woodward (2007:9), the acceptable p-value is a value less than 0.05 ($p < 0.05$). In analysing the results it must be taken into account that the p-value is a good statistical tool, but it should not be the only one used to analyse the results (Elliot & Woodward, 2009:9).

The Independent Samples t-test and ANOVA is used to assess the differences between groups in the biographical information. A significance level (alpha) of 0.05 is used for all statistical tests. The study aligns with Cohen (1969:23), who states that small effect size equals ($d = 0.2$), medium effect size equals ($d = 0.5$) and large effect size equals ($d = 0.8$).

The study uses an Independent Samples t-test to determine the differences between racial groups with regard to the five barriers. A t-test consideration for these analyses is that the white race group had only three elements, and were thus removed from the analyses. For the reason that the Indian race group has one element, it was combined with the Coloured group for the analyses. In the end, there are two groups in the race-grouping variable - Blacks and Coloured (which includes Indians). The section below outlines the summary of the findings from the questionnaire.

¹⁵Effect size helps in understanding the effectiveness of an intervention (Coe, 2002).

4. 4 RESULTS FROM THE QUESTIONNAIRE

This section outlines results obtained from the questionnaire administered to the study sample (see Annexure B).

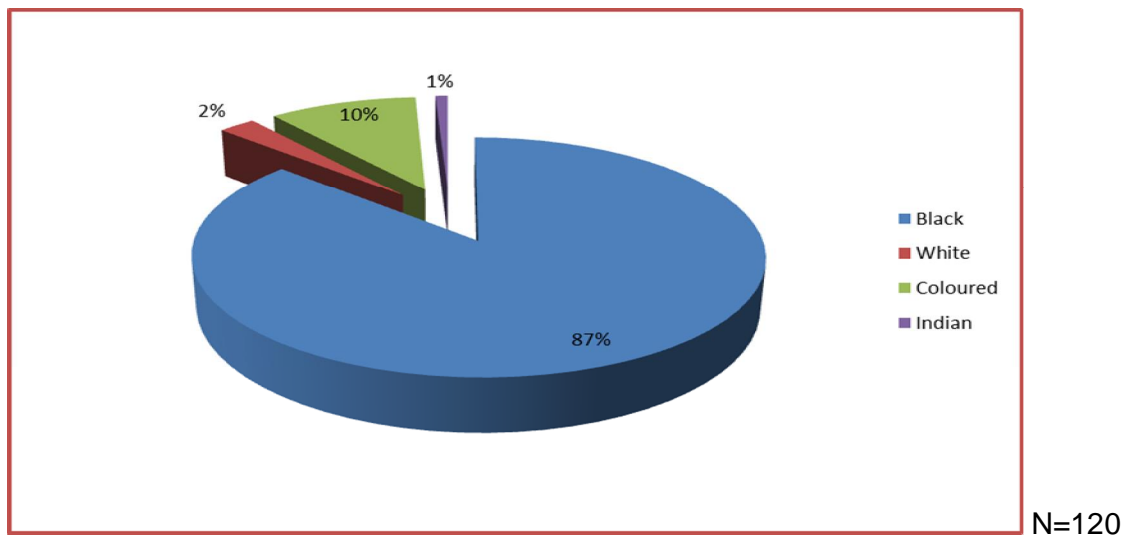
4.4.1 Section A: Biographical Information

This section of the questionnaire distinguishes the information between race, gender, disability and the location.

4.4.1.1 Race

Respondents from the questionnaire were asked to indicate their race. The vast majority of respondents comprise of the black race group (87%), followed by 10% from the Coloureds race group. Only three respondents (2%) were from the White race group, only one respondent was of Indian origin (1%), and two respondents (1.6%) did not indicate their race group. The results of this category of the questionnaire confirm that the majority of the research sample comprises of respondents of black race, as mentioned in Section 4.2.1. Diagram 4.1 below represents the racial distribution of the respondents.

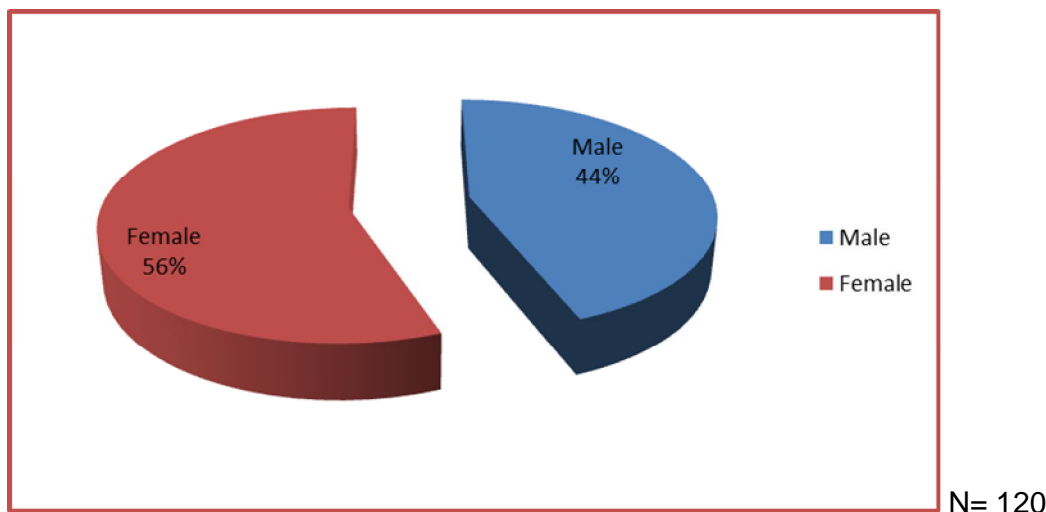
Diagram 4.1: Racial distribution of respondents



4.4.1.2 Gender

In this category of the questionnaire, respondents were asked to indicate their gender. Females were in the majority with 56%, and 44% of the respondents were males. These results confirm the insignificant margin between males and females, as discussed in Section 3.8. Furthermore, the results corroborate a relationship of gender in the demographics of the North West Province population. Statistics South Africa (2013:14) confirms this relationship and cites that, of the 3 597 590 North West population, 1 827 662 account for males and 1 769 928 for females. Diagram 4.2 below indicates the gender distribution of respondents.

Diagram 4.2: Gender distribution of respondents



4.4.1.3 Disability

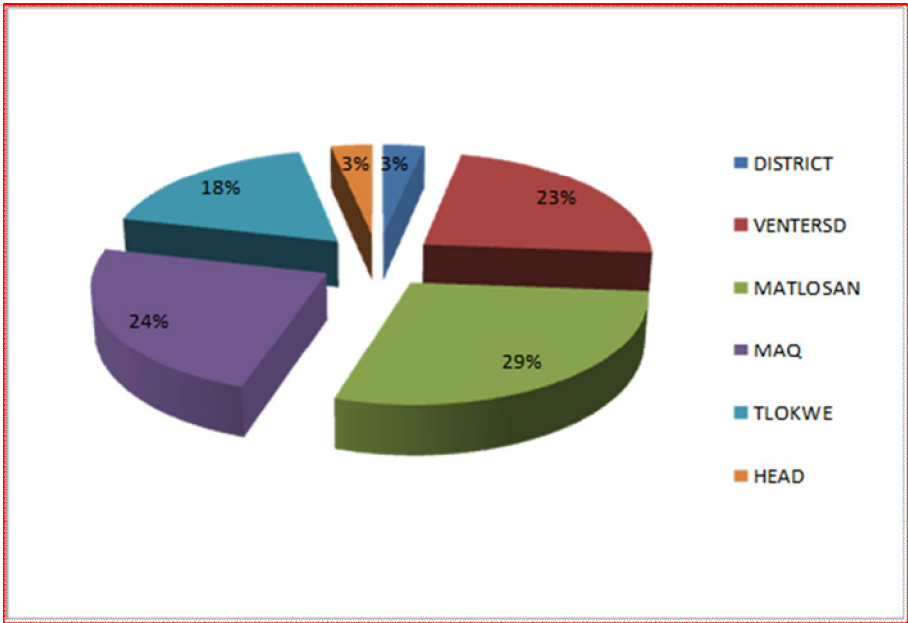
In this category of the questionnaire, respondents were asked to indicate their disability. For this output, only one person indicated a disability, thus representing 0.8% of the respondents. Of the 122 responses in the sample, 46 respondents (38%) did not indicate whether they had a disability or not. The assumption is that 38% of the respondents disregarded the importance of considering the disability section. This is the section with the highest number of respondents failing to answer the

question. It can be alleged that people with disabilities participating in sport do not get the same attention accorded to people without disability. Therefore, it is most likely that people living with disability lack the desire to join sport, fearing exposure to unequal treatment.

4.4.1.4 Location

In this category of the questionnaire, respondents were asked to indicate their locality. Diagram 4.3 below illustrates the results obtained in this regard. The Matlosana Municipality response rate dominates with 29% in the four municipalities. The other two local municipalities, Maquassi Hills Municipality and Ventersdorp Municipality are placed second and third respectively with 24% and 23%. The Tlokwe Municipality occupies the fourth position, with 18% (see Diagram 4.3). Tlokwe Municipality has the second highest population in the Dr. Kenneth Kaunda district with Ventersdorp Municipality comprising the lowest population (see table 4.3 below), but the response rate is not reflective of this distribution.

Diagram 4.3: Response regarding locations



The reason why Tlokwe Municipality registered the lowest response rate while being the largest municipality is not clear.

Table 4.2: Dr. Kenneth Kaunda District Municipality Population Composition

AREA	Statistics SA		KKDM (2007)	
	Total 07	% of SDF	Population	% of SDF
Ventersdorp LM	36532	5.8	48800	7.1
Tlokwe LM	124350	19.6	145500	21.1
City of Matlosana LM	385784	60.8	409600	59.3
Maquassi Hills LM	87468	13.8	87300	12.6
Kenneth Kaunda DM (new boundaries)	634134	100.0	691200	100.0

Source: Dr.KK District Municipality, IDP Plan 2012-2016

The next section contains the inclusive results, relations and conclusion of all the factors, detailed accordingly in Section b, c, d, e and f, as stated in Section 4.3. Focus group discussion results also form part of the discussion. Therefore, in the results discussion, respondents are used to refer to the results from questionnaires and participants for focus group results.

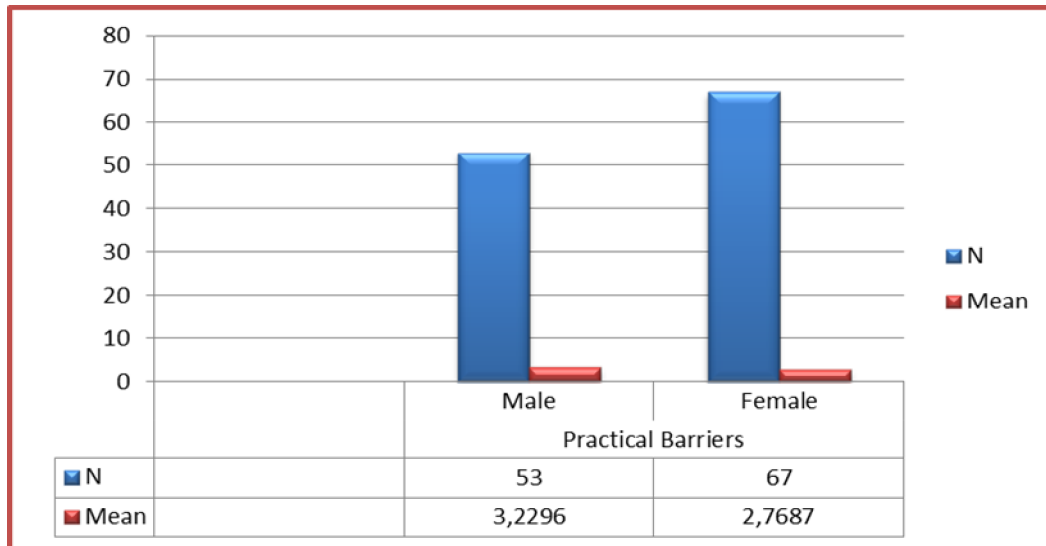
4.4.2 SECTION B: Practical barriers

The discussion in this section is limited to those results compliant with Section 4.3.5. It was stated in Section 4.3.5 that effect size compliance of ($d = 0.2$) equals small effect size, ($d = 0.5$) equals medium effect size and ($d = 0.8$) equals large effect size (Cohen, 1969:23). Further, it is stated by Elliot and Woodward (2007:9) that an acceptable p-value equals a value less than 0.05 ($p < 0.05$) and that the p-value is a good statistical tool, but should not be the only one used to analyse the results. Therefore, some of the results analysed are dependent on the effect size only.

4.4.2.1 Gender

Differences in gender analysis are noteworthy in relation to the practical barriers only. Diagram 4.4 below illustrates the practical barriers according to gender.

Diagram 4.4: Practical Barriers according to gender



The respondents were asked if practical barriers affect their participation in sport. The results show a significant statistical difference ($p = 0.01$) and practical difference with a medium effect size ($d = .48$) between females and males. The economic, social, federation and domestic barriers showed no statistically and practically significant difference.

An important finding is that males are uncertain if the management of a sport team supports females. These results could demonstrate that males in sport do not take the needs of females, who are a classified priority group seriously, making it difficult for them to have an opinion. The findings also fail to align to the National Sport and Recreation Plan (South Africa, 2012:50) that presents education and training as part of its strategic objectives, where everybody involved in sport has the responsibility of understanding the global developments and standards. Female issues are central to

the national interest where the expectation is collective support to empower and support their participation. However, females disagree that both males and females are treated the same in the sport environment. Further, the results obtained from females and males indicated that practical barriers significantly have a bigger influence (negatively) on their participation in sport.

The unequal treatment in sport referred to in the above paragraph by female respondents, confirms the unequal treatment set out for females and males at their early stages of life as stated in Chapter 3. The radical feminist theory that finds its basis in patriarchy, as explained in Section 3.2.1, and the outcome of unequal gender treatment support radical feminism further. It can be argued that it appears as if sport structures as reflected in Section 2.4.1.3.1 tolerate patriarchy, which relegates gender equality and female participation to the side lines. The mission statement of the SRSA is ~~to~~ transform the delivery of sport and recreation by ensuring equitable access+ (South Africa, 2012:16). The mission directs the understanding and implementation of sport activities. The fact that males are uncertain if the management of a sport team supports females, presents a negative view of the perception of gender equality. Management is supposed to accelerate the promotion of females, uphold the Constitution of the country and bridge the gap between males and females in organised sport.

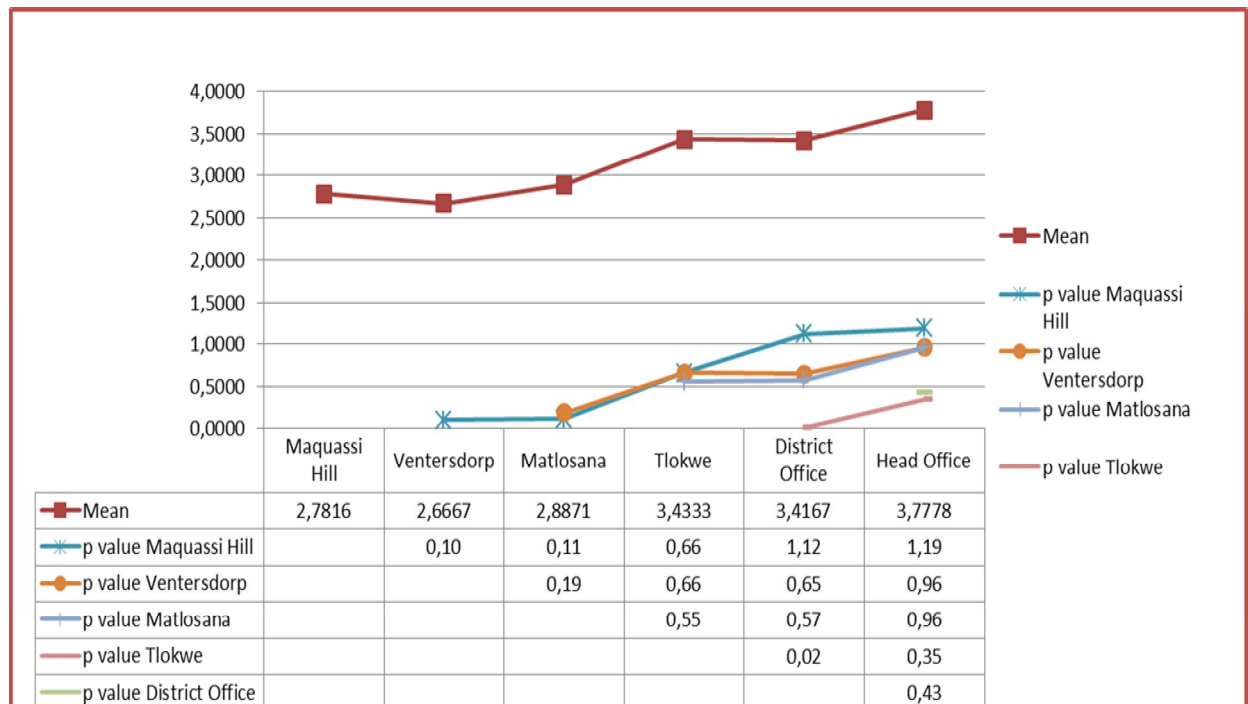
These results further corroborate the literature in Section 2.4.1.3.1, which portrayed male domination in the NWPF\$ committees. The dominance of males in the NWPF\$ committees might relate to a non-committal attitude to support female participation in sport. The difference between females and males in the PF committees, discussed in Section 2.4.1.3.1, further confirms that policies in support of gender equality (outlined in Section 2.2.5) show minimum progress in transforming female participation in sport. Against this background, it is imperative that liberal feminists intensify their efforts of advocating equal treatment for both males and females, where both females and males share a common understanding of practical barriers and demonstrate a concerted effort to remove barriers that bring different views between females and males (as outlined in Section 3.2.2). During 2008, the

International Working Group (2008:128) also identified that the gender construct globally curtails human rights and available resources from benefitting females. Diagram 2.2 in Chapter 2 amplifies that sport federations are male-dominated with females deprived from the opportunity to play a strategic role in support of their participation in sport. This practice undermines the human rights aims and the democratic dispensation effort that created progressive and enabling legislation to remove all barriers that inhibit female participation in sport.

4.4.2.2 Location

Practical barriers show practical differences only. The information in Section 4.3.5 states that a p-value is a good statistical tool, but should not be the only one used to analyse the results. Therefore, some of the results analysed are dependent on the effect size only, such as this one. The respondents were asked if practical barriers affect their participation in sport. Diagram 4.5 reflects the results pertaining to practical barriers according to location.

Diagram 4.5: Practical Barriers according to location



The following sections discuss the practical barriers according to location (Maquassi Hills Municipality, Ventersdorp Municipality, Matlosana Municipality and Tlokwe Municipality) relating to Diagram 4.5 above.

4.4.2.2.1 Maquassi Hills Municipality

It is apparent from Diagram 4.5 that respondents from the Maquassi Hills Municipality are uncertain whether practical barriers are addressed to make their participation in sport effective. The uncertainty of respondents gives an indication that practical barriers affecting the participation of females in sport is a trivial factor not worthy of a definite answer. However, the focus group participants insisted that females do not receive the same treatment as males. Participant A stated that females participating in sport are expected to change into their sport gear in public spaces because no provision is made for changing rooms. The participant added that during their marathon races water stations, that are a compliance matter in organising a race, are not supplied. Participant E said that males receive better treatment, such as incentives that encourage them to continue and improve their participation in sport, which are not offered to females.

Unequal treatment between males and females demonstrate perpetual unaccepted behaviours that undermine international and national legislation and policy, as discussed in Sections 2.2 and 2.3, with the aim of eradicating unequal practices. It can be argued that radical and liberal feminism, which both focus on the emancipation of females, are currently maintaining their relevance in promoting the participation of females in sport. In sport, it is important to find a way of changing the behaviour of males and to support the cause of improving females participation in sport.

4.4.2.2 Ventersdorp Municipality

Diagram 4.5 indicates that respondents from the Ventersdorp Municipality, just like respondents from the Maquassi Hills Municipality, are uncertain if practical barriers affect their participation in sport.

The Maquassi Hills Municipality have the highest unemployment rate in the Dr. Kenneth Kaunda district (Dr. Kenneth Kaunda District Municipality, 2013/14:57) with a very low monthly household income of R1 600.00 (Dr. Kenneth Kaunda District Municipality, 2013-14:54). Therefore, the landscape of the municipality is characterised by poverty and unemployment. The scarcity of financial resources hampers the municipality from building sport facilities.

The Rural Development Plan is the government's plan of uplifting the social status of the community and building infrastructure in the rural areas, including sport facilities. In the Dr. Kenneth Kaunda District Municipality, the Ventersdorp Municipality is one of the rural development focus areas (Dr. Kenneth Kaunda District Municipality, 2013-14:102). The implementation of the Rural Development Plan complies with the Constitution of the country in ensuring that females' right to participate in sport is realised by ensuring that they build sport and social infrastructure in the area. It is envisaged that the municipality's rehabilitation plan prioritises sport provision in the municipal area to promote the participation of females in sport.

4.4.2.3 Matlosana municipality

Another unanticipated finding in Diagram 4.5 reflects that respondents of the Matlosana Municipality are uncertain if practical barriers affect their participation in sport.

The Matlosana Municipality is a developed urban area with a well-developed sport infrastructure in place that caters for both females and males. The reason for this result is not clear, but it may have something to do with females not getting support

to participate in sport. Respondent C's conviction in the focus group is that females find it difficult to access the sport facilities and that the management of the sporting codes does not give them and their male counterparts the same support. Respondent E emphasised that males have more sporting code tournaments as compared to females. The unequal planning of tournaments translates into unequal participation in sport, with males enjoying more exposure.

Respondent F stresses that in some instances romantic advances that leads to transactional social relationship curtail the participation of females in sport. She further indicated that the primary emphasis is on the romantic advances made to females by males to develop a transactional relationship before assisting them in promoting their participation in sport. Decision-making in sport resides with the PF committees. In Section 2.4.1.3.1 it was indicated that male domination in the PF committees make females dependent on males for their participation. Females allege that they have to enter into a sexual relationship in exchange of financial support to ensure their participation in sport. Sport federations management seems not to protect females from such practices. Patriarchy is the underlying factor in radical feminist theory (discussed in Section 3.2.1) and is displayed in this type of male behaviour where males continue to perceive their needs as entrenched by traditional practices and attitudes that supersede female needs. It could be that the federations management fails to empower and help females to understand that the Bill of Rights contained in the Constitution and the Commission for Gender Equality described in Sections 2.2.2 and 2.2.6 respectively protect them from such behaviour.

4.4.2.2.4 Tlokwe Municipality

As shown in Diagram 4.5, respondents of the Tlokwe Municipality are also uncertain if practical barriers affect their participation in sport.

This finding was unexpected because most of the sport federations are located within the Tlokwe Municipality. The high concentration of sport federations and infrastructure in Tlokwe should possibly alleviate practical barriers in the Tlokwe

Municipality. It can be assumed that the available infrastructure fails to service the needs of females participating in sport.

The uncertain response of respondents of all the municipalities can possibly be attributed to the notion that practical barriers are outside of the control of females and are in the jurisdiction of the male dominated federation management committees as indicated in Section 2.4.1.3.1. Male domination could be depriving females of the opportunity and the freedom to advance their capabilities in pursuit of improving their participation in sport. Against this background, feminist theories are as relevant today in the 21st century, as they were many years ago by condemning femalesq dependence on malesq conventional principles. Females ought to disassociate themselves from the socially acceptable way of endorsing male resolves at their own expense. They should find a way of believing in what improves them as individuals.

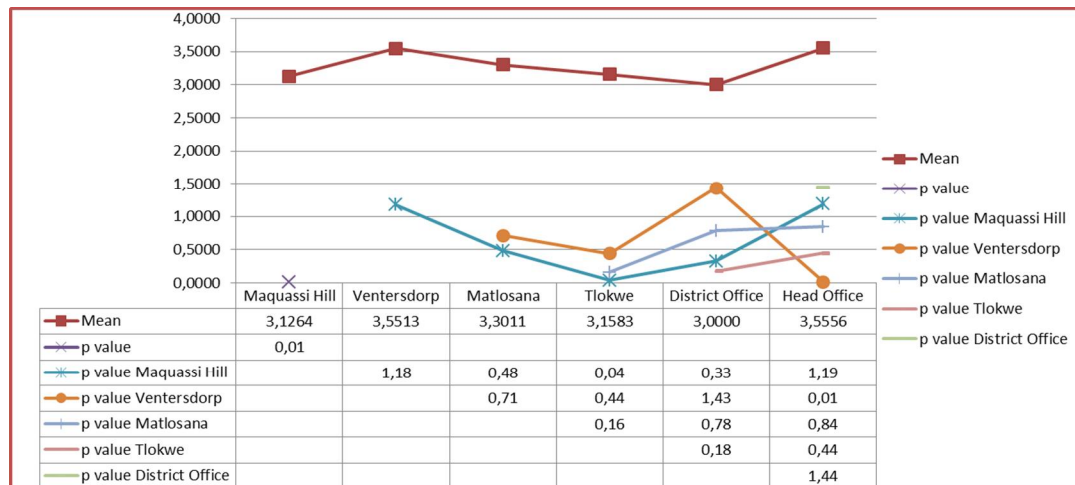
4.4.3 SECTION C: Social barriers

The respondents were asked if social barriers affect their participation in sport. Refer to Diagram 4.6 for the results.

4.4.3.1 Location

From the results obtained from the questionnaire and focus group discussion, there is a clear pattern showing that social barriers affect the municipalities differently.

Diagram 4.6: Social Barriers according to location



The following sections discuss the social barriers according to location (Maquassi Hills Municipality, Ventersdorp Municipality, Matlosana Municipality and Tlokwe Municipality) with reference to Diagram 4.6 above.

4.4.3.1.1 Maquassi Hills Municipality

From the four municipalities presented in Diagram 4.6, the respondents of the Maquassi Hills Municipality remains the most uncertain compared to respondents from the Tlokwe Municipality and Matlosana Municipality. It could be that Maquassi Hills Municipality's respondents find it difficult to strike a balance between looking after the children at home and participating in sport. The difficulty to decide could emanate from the negative treatment females receive from their male colleagues in the sport environment. Females' aspiration is to display their interest in sport, but they dislike the exposure to a hostile sport environment that is unwelcoming to females. According to the focus group participants, the sport environment is not conducive for females and that supports their uncertainty regarding the effect of social barriers on their participation in sport. Females find it difficult to make a choice between participating in sport with all its difficulties and staying at home in a caring environment and looking after the children. The uncertainty can further be attributed

to the responsibility of older siblings looking after the younger siblings at home, as discussed in Section 1.1.

4.4.3.1.2 Ventersdorp

Respondents from the Ventersdorp Municipality were the only ones in the Dr. Kenneth Kaunda District (Tlokwe Municipality, Matlosana Municipality Maquassi Hills Municipality and Ventersdorp Municipality) that agree that social barriers do not affect their participation in sport. They have time to participate in sport and their sporting code participating time suits them, but surprising enough they say that they cannot participate in sport because they look after the children at home. The reason could be that even if they have a time that suits them to participate in sport, respondents from the Ventersdorp Municipality cannot participate in sport because sport is secondary to looking after the children, as stated in Section 3.6. They prioritise looking after the children as the only activity that occupies their time because the municipality lacks proper infrastructure to cultivate the interest of participating in sport.

The more surprising significant difference is between the responses of participants from the Ventersdorp Municipality and the Maquassi Hills Municipality. These two municipalities are characterised by rural environments and unemployment. The expectation is to see the same results from these two municipalities because of their similar situational analyses. The difference in results may emanate from the municipalities' individual social behaviours in relation to the availability of sport facilities in their respective municipalities. It could be that the Maquassi Hills Municipality's interest in sport overcomes the lack of support and unequal treatment in the sport environment. Thus, they encourage females to participate in sport, compared to the Ventersdorp Municipality where females accept the lack of sport facilities as their destiny.

4.4.3.1.3 Matlosana Municipality

The most striking result to emerge from the data in Diagram 4.6 is that participants from the Matlosana Municipality are uncertain whether social barriers affect their participation in sport. Furthermore, the expectation is not to observe practical differences between the Matlosana and Tlokwe municipalities. Both municipalities are developed areas and characterised by a higher employment rate (Dr. Kenneth Kaunda District Municipality, 2013:52). Both municipalities offer females the financial means to afford utilising childcare facilities and getting reprieve from the responsibility of looking after children, which gives them the chance to participate in sport.

Mines are prevalent in the Matlosana Municipality and they create work opportunities. The work opportunities are male-orientated and result in the high concentration of employment and the highest household income (Dr. Kenneth Kaunda District Municipality, 2013:52).

4.4.3.1.4 Tlokwe Municipality

From the data in Diagram 4.6, the study reveals that respondents from the Tlokwe Municipality are also uncertain about the effect of social barriers on the participation of sport. It aligns with results obtained from participants of the Maquassi Hills Municipality and the Matlosana Municipality. This similarity would not have been surprising if the relation was only with the Matlosana Municipality, because the Tlokwe Municipality and the Matlosana Municipality share almost the same circumstances in terms of settlement and urban development (Dr. Kenneth Kaunda District Municipality, 2013:99). The difference is expected when compared to the Ventersdorp Municipality because the two municipalities have different geographical constraints. The Ventersdorp Municipality has more farm areas that are underdeveloped and lacks sport facilities when compared to the sport facilities found in the Tlokwe Municipality. It can be argued that the availability of sport facilities could evoke the interest of participating in sport over and above looking after

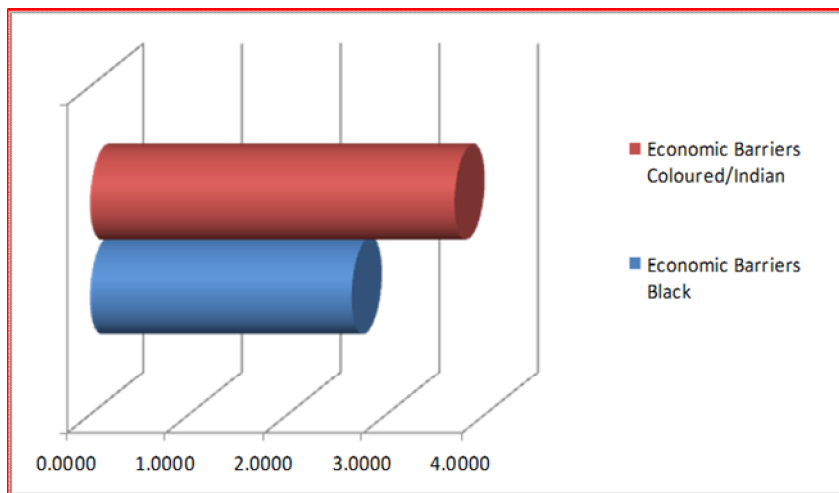
children. However, maybe respondents from the Tlokwe Municipality reside in the black townships that still perceive looking after children as a woman's primary duty. The perception brings confusion as females don't know if looking after the children is more important than participation in sport, or vice versa.

The negative correlation between the practical barrier and the social barrier (see Annexure G) confirms that the reduction in the social barrier could improve how the practical barrier affects the participation of females in sport and removing the uncertainty of female decision-making. Females' decision-making on their needs puts them in a difficult situation because of the adverse sport environment, the lack of support from the team management and failure to accord them equal treatment to their male counterparts.

4.4.4 Section D: Economic barriers

The respondents were asked if the economic barriers affect their participation in sport. Diagram 4.7 below illustrates the result according to race.

Diagram 4.7: Economic Barriers according to race



The following sections, discuss the economic barriers according to race, relating to Diagram 4.7 above.

4.4.4.1 Race

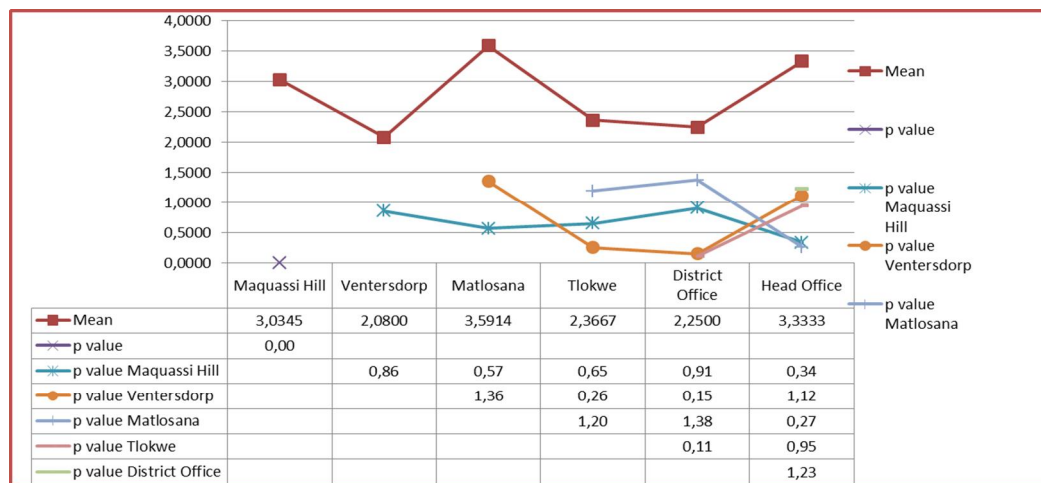
Diagram 4.7 shows a significant difference between Blacks, Indians and Coloureds. Participants of black origin were uncertain if economic barriers affect their participation in sport. Furthermore, they were also uncertain if they have the finances to satisfy all their financial sport needs. People of Indian and Coloured origin agree that economic barriers do not affect their participation in sport. They have the financial means to pay for their transport that ferry them to the sport grounds to participate and they have money to buy proper training attire.

It was indicated in Section 3.8.1 that the topography of the North West Province is mostly rural with more blacks in underdeveloped areas where the unemployment and poverty rates are high. The Executive Summary of the National Development Plan 2030 (2011:40) states that former homelands (Transkei, Bophuthatswana, Venda and Ciskei) accommodate more than one third of the South African population with the majority of them economically disadvantaged. The North West Province comprises a large geographical area that was under the governance of the Bophuthatswana homeland prior to the national alignment of the provinces after the dawn of a democratic South Africa in 1994 (Brigg, 2011:122). It seems possible that these results emanate from the Province's financial spread on diverse residential areas, occupied by different races. It can be said that black females suffer the multiple jeopardy of race, a lack of finances and patriarchy as contained in Section 3.3.5 where race, class and gender forms legitimate fundamentals of oppressing females to the benefit of males.

4.4.4.2 Location

There is an overall effect of economic barriers (p value < 0.0001) on location. Furthermore, the effect size between the Maquassi Hills Municipality and the Ventersdorp Municipality ($d = 0.86$) exceeds Cohen's convention of a large effect ($d = 0.8$). A medium to large effect ($d = 0.57$) between the Maquassi Hills Municipality and the Matlosana Municipality is also observed.

Diagram 4.8: Economic Barriers according to location



The following sections discuss the economic barriers according to location, (Maquassi Hills Municipality, Ventersdorp Municipality, Matlosana Municipality and Tlokwe Municipality) as they relate to Diagram 4.8 above.

4.4.4.2 .1 Maquassi Hills Municipality

The economic barriers data in Diagram 4.8 reveals that only the Maquassi Hills Municipality respondents are uncertain whether economic barriers affect their participation in sport.

A possible explanation for the result might be the failure of the Maquassi Hills Municipality to experience economic growth from 2005-2008 (Dr. Kenneth Kaunda District Municipality, 2012:57). Respondents from this municipality might find it difficult to balance the financial importance of sport participation and other priorities that are of a social nature. Chapter 3, Section 3.4.3 states that the two concepts *social* and *economy* are interdependent. The Maquassi Hills Municipality reflects the interdependence of these two concepts because the results for the economic and social barriers remain the same. Focusing on the hierarchy of needs, education, health and food, take precedence over sport needs because these entire social variables are dependent on finances. The variance in social needs creates uncertainty related to priorities such as transport money to go to the sport grounds or to pay the respective sport affiliation fees. It is apparent that monetary provision in all the other social needs takes precedence over sport.

The Maquassi Hills Municipality has the highest unemployment rate in the Dr. Kenneth Kaunda municipal district (Dr. Kenneth Kaunda district municipality, 2013/14:57) with a very low monthly household income of R1 600.00 (Dr. Kenneth Kaunda District Municipality, 2013-14:54). Low income develops into poverty that in some instances might manifests itself in patriarchal practices as mentioned in Chapter 3, Section 3.8.2. This tendency dictates that females invest most of their time in domestic work, while men provide financial support for the family. The financial dependence leads to the uncertainty of females financial support to cover their financial needs to participate in sport. The highest percentage allocation of the income covers other social amenities and attending to sport needs with money that is left over if there is any, the situation sacrifices the opportunity for females to participate in sport.

4.4.4.2.2 Ventersdorp Municipality

Based on the data in Diagram 4.8, respondents from the Ventersdorp Municipality disagree that they have financial resources to overcome economic barriers that

affect their participation in sport and indicate that economic barriers do in actual fact affect the participation in sport ($p = 0.00$). Economic barriers affect participants from the Ventersdorp Municipality the most, compared to participants from the other three municipalities and has the second highest effect size $d = 0.85$, compared to the Maquassi Hills Municipality.

The Ventersdorp Municipality has a high unemployment rate and a low revenue base that hinders the municipality from collecting the revenue earmarked for delivering services to its community (Dr. Kenneth Kaunda District Municipality, 2013:56). Service delivery incorporates the building of sport facilities. If facilities are non-existent it is pointless to buy sport equipment suitable for female participation to address practical barriers. As stated in Section 4.4.2.2.2, the employment rate of the Ventersdorp Municipality stands at 4% for the entire Dr. Kenneth Kaunda District Municipality, arguably contributing to the participation in sport relegation to the lowest rung on their social priority order list. It can be argued that the economic barrier weighs heavy on the community, depriving females of the opportunity to exercise their dependent choice, because money contributes to sport participation accessibility. This further confirms the conviction of Nthangene *et al.* (2009:257- 264), outlined in Chapter 3, Section 3.8, that economic barriers influence the participation of females in sport negatively. Females participating in sport in the Ventersdorp Municipality go through the same experience of financial difficulty that hinders their free participation in sport. In the focus group, Respondent D supported Respondent A by stating that in Netball, higher-level participation involves a significant amount of money. In addition, Respondent D insisted that financial affordability is the barrier because of registration and payment of the affiliation fee; hence the limited numbers of black female participants in the teams. Black feminist theory in Section 3.3.5 is highlighted by the fact that black females are the prime sufferers in the inequality chain due to among others the lack of financial independency.

The negative correlation between practical barriers and economic barriers (see Annexure G) confirms the state of affairs in the Ventersdorp Municipality that requires the removal of economic barriers to make the participation of females in

organised sport a reality. The reduction of economic barriers increases the support of females participating in sport by providing suitable equipment.

4.4.4.2.3 Matlosana Municipality

Diagram 4.8 illustrates that participants from the Matlosana Municipality agree that economic barriers do not affect their participation in sport with the highest effect size ($d = 1.36$) that is noticed between the Matlosana Municipality and the Ventersdorp Municipality.

These results get support from documents of the Dr. Kenneth Kaunda District Municipality (2013:41) stating that mines in the Matlosana Municipality are prevalent and create work opportunities. The work opportunities are male-orientated and results in the high concentration of employment and the highest household income (Dr. Kenneth Kaunda District Municipality, 2013:52), affording the community financial accessibility. Male dominate employment opportunities and deprive females of the same opportunities, perpetuating women unemployment, the Millennium Development Goals (2010:27) state that females constitute the highest number of the unemployed, as stated in Section 2.3.7.

Even though the economic barriers do not affect the Matlosana Municipality, females in the focus group hold a different view. Respondent A stressed that females do not have access to sport in the same manner as their male counterparts. Males have better access to financial resources through male-orientated employment opportunities when compared to females. Respondent A shared the view and stated that male athletic competitions attract more investment compared to female events because female athletes are the least sponsored. It could be that male employees in companies direct their sponsors towards male sporting events.

4.4.4.2.4 Tlokwe Municipality

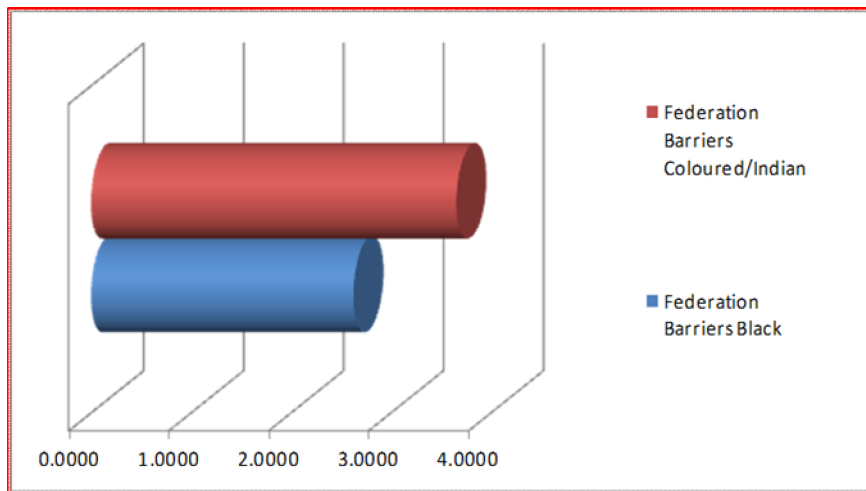
The information in Diagram 4.8 shows that Tlokwe Municipality participants disagree that they have financial means to overcome the economic barriers that hamper their participation in sport.

Tlokwe Municipality falls within a high-income bracket when compared to the other three municipalities in the Dr. Kenneth Kaunda District Municipality (Dr. Kenneth Kaunda District Municipality, 2013:54). A possible factor could be that the Tlokwe Municipality's geographic profile is such that black townships still experience unemployment and poverty similarly to that in the Ventersdorp Municipality. The lack of sport facilities closer to some of the residences of participants from the Tlokwe Municipality compound the matter further; because they require money to travel to the sport grounds. Cognisance should be taken that 87% of respondents from the Tlokwe Municipality are of black origin and from townships.

4.4.5 Section E of questionnaire: Federation barriers

The respondents were asked if federation barriers affect their participation in sport. Diagram 4.9 below illustrates results in this regard according to race.

Diagram 4.9: Federation Barriers according to race



The following section, discuss the federation barriers according to race, relating to Diagram 4.9 above.

4.4.5.1 Race

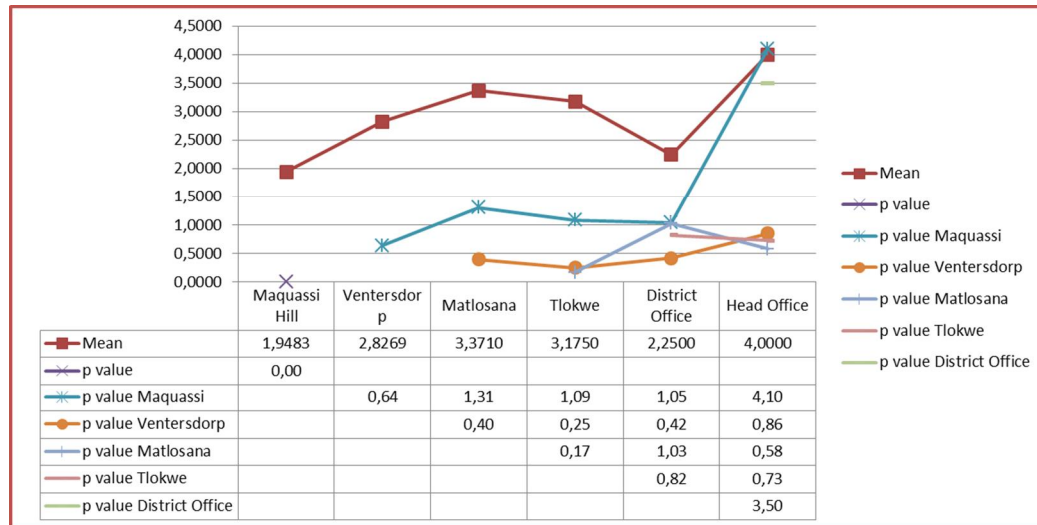
The analysis in Diagram 4.9 illustrates that people of Coloured and Indian origin agree that the sport federation they belong to has a strategy that supports the participation of females in sport. People of black origin have a different view and are uncertain if the strategy of federations does support the participation of females in sport. The reason behind the results could be that more Coloureds and Indians financial status allows them to satisfy the sport financial obligation *viz.* buying attire and paying the affiliation fee. Fulfilling these financial requirements helps them to access sport where they find proper federations support that leads to effective participation in sport. Thus, a lack of federation support could be a by-product of the lack of finances that results in the low participation rates in sport of black females when compared to other racial groups as contained in Chapter 3, Section 3.8.3.

Respondent D stated that netball teams are composed according to age and are racially mixed. However, black players are no longer active in netball due to the registration fee, affiliation fee and payment required for trials, which are a passage for females towards provincial sport level participation. These financial requirements mean that the federations strategy fails to accommodate and support people of black origin from disadvantaged areas. Sustaining black feminist theory is critical in sport, including netball, with the aim of alleviating challenges experienced solely by black females. Chapter 2, Section 2.2 highlighted the importance of transformation and these financial needs in netball perpetuate the economic barrier for females, simultaneously slowing the speed of sport transformation by failing to create federation strategies that uplift athletes from economically distressed backgrounds.

4.4.5.2 Location

The respondents were asked if federation barriers affect their participation in sport. Diagram 4.10 below illustrates results according to location.

Diagram 4.10: Federation Barriers according to location



The following sections discuss federation barriers according to location, (Maquassi Hills Municipality, Ventersdorp Municipality, Matlosana Municipality and Tlokwe Municipality) as they relate to Diagram 4.10 above.

4.4.5.2.1 Maquassi Hills Municipality

The results of federation barriers in Diagram 4.10 depicts that participants from the Maquassi Hills Municipality are the only ones in the Dr. Kenneth Kaunda district indicating that the federations give them support to improve their participation in sport. Participants from this municipality registered the highest practical difference compared to participants from the Matlosana Municipality. In the Maquassi Hills Municipality, the federations strategy that supports the participation of females in sport, if any, is not showing results that support the participation of females in sport. Furthermore, the rural structure and scattered layout of the farm areas in the

municipality render federations ineffective in the area. The ineffectiveness of the federation can lead to the failure of implementing its strategy to support the participation of females in sport.

Respondent A in the focus group alluded to the fact that in some instances federations fail to take responsibility for injuries incurred by females during their participation in sport. The responsibility of these injuries shifts from the sporting federations to the individual athlete or the family. The assumption confirms that the sport federations still have to learn to include accepting the responsibility of supporting females' participation in their strategies.

4.4.5.2.2 Ventersdorp Municipality

Diagram 4.10 showed that respondents from the Ventersdorp Municipality were uncertain whether they receive support from the federation. However, when compared to respondents from the Matlosana Municipality, both groups are uncertain, but with an effect size of ($d= 0.40$). The difference can be attributed to the Ventersdorp Municipality's geographical constraints that make it difficult for federations to be functional. The municipality has the smallest population, thinly spread out in the rural areas (as indicated in Table 4.2). Owing to the situation, it could be that these challenges stop federations from implementing its strategy. Respondent B of the focus group participants indicated that it is difficult to have a full strength team composition due to the limited number of participants in rural areas.

Firstly, people are discouraged because the situation in the rural areas is appalling and the municipality finds itself in a complex financial situation that hinders them from building community sport facilities to promote participation. Secondly, sport federations need sport equipment and facilities to implement the strategy that supports the participation of females in sport. Therefore, in the absence of sport equipment and facilities, the sport environment is not encouraging for participating in sport, furthermore depriving females from access. Respondent G highlighted the fact

that rural areas sport facilities are dilapidated and not in a proper playing state, and nobody shows any initiative to motivate local participants to realise their potential.

4.4.5.2.3 Matlosana Municipality

The respondents of the Matlosana Municipality (see Diagram 4.10), compared to other municipalities, are uncertain if they get support from the federations. The Matlosana Municipality, with its high level of development, should be in a position to make a stand regarding the federation strategy. The results could be that most of the females are deprived of the opportunity to contribute ideas in their federations operations due to their non-decision making status in the federations. Respondent E reported that there is a sport league arranged by the federations. The dominance in the organised league centres around males with incentives always geared towards males. The sport federation strategy fails to instil equal treatment that supports impartial participation of both males and females in sport.

The discussion in Chapter 2, Section 2.4.1.3.1 indicated that male participation in the sport management structures supersedes that of females. These results clearly outline the inequality experienced in sport. The inequities continue to permeate all the levels of sport participation because of male dominance at the decision-making level. Even though the government has put equality legislation and policies in place to address the anomaly, as identified in Chapter 2, respondent D said that males display stereotypical behaviour that instils fear in females, urging them to abide with whatever initiatives are established by males. These typical practices of using male behaviour as a tool for correctness qualifies to intensify the radical feminism theory advocated as stated in Section 3.3.1, which encourages the emancipation of females and encourages independence away from male directives. Irrespective of the government efforts, federation strategies, which are the responsibility of the PFs management, demonstrate the lack of proper females representation in the management of PFs. Against this backdrop, it is not surprising that female participants from the Matlosana Municipality are uncertain as females do not have the decision-making powers and continue to be followers of male instructions.

4.4.5.2.4 Tlokwe Municipality

Respondents of the Tlokwe Municipality were uncertain about how federation barriers affect their participation (see Diagram 4.10). They fail to support or dispute that sport federation strategies support the participation of females in sport. This indicates incomplete knowledge regarding the impact of federation barriers in the participation of females in sport. The incomplete knowledge shows that participation of females in sport is not a matter of serious concern. This barrier requires more research to get answers regarding its effect on the participation of females. The uncertain results can also confirm that female issues in sport are devalued and they fail to get proper deliberation in pursuit of fitting participation.

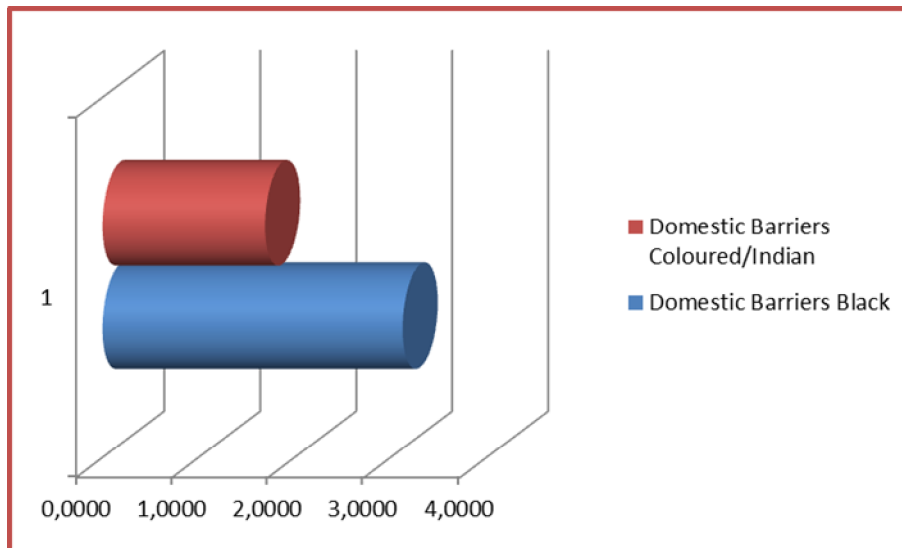
The study found that respondents from the Tlokwe Municipality, the Matlosana Municipality and the Ventersdorp Municipality are all uncertain about the effect of federation barriers on the participation of females in sport. The three municipalities show no practical effect between them. The assumption is that females are deprived of the opportunity to exercise their capability and skill that can better their participation in sport.

The negative relationship (see Appendix D) between federation barriers, economic barriers and practical barriers indicate that, by reducing the economic and practical barriers, the federation barriers will improve and strengthen the participation of females in sport. The creation of proper financial support and a better sporting environment by the federation is central to the upliftment of female participation in sport.

4.4.6 Section F: Domestic barriers

The respondents were asked if domestic barriers affect their participation in sport. Diagram 4.11 below contains the results according to race.

Diagram 4.11: Domestic Barriers according to race



The following section, discuss the federation barriers according to race, relating to Diagram 4.11 above.

4.4.6.1 Race

The most striking result to emerge from Diagram 4.11 above is that respondents of black origin were uncertain if they can only participate in sport after completing their domestic duties. However, respondents of Coloured and Indian origin indicated that they can only participate in sport after completing their domestic duties. A possible explanation for this might be that Coloureds and Indians have financial support structure that alleviates domestic responsibilities, making the participation in sport less challenging. The result about blacks in Diagram 4.11 above seems surprising when backed by the response of Respondent F in the focus group, who said that child-headed households are the results of the socio-economic issues. Furthermore, black female parents who did not participate in sport in their early years make it difficult for their daughters to participate in sport because of the lack of understanding. Occasionally they cherish the old belief that sport belongs to males and are not befitting for females.

Participants C said that sometimes they experience ridicule due to their involvement in male dominated sports like soccer and boxing. However, when females register progress and outstanding achievement, only then do they get overwhelming support from home. It can be said that black females must firstly prove their capabilities in sport before receiving relief from the domestic duties and the support to participate freely in sport. Males on the other hand experience the opposite; their participation in sport is not dependent on any pre-requisite standards. All these expectations from black females contribute to intensifying the domestic barrier and minimizing the participation of black females in sport. It is apparent that the uncertainty responses preserve the belief that black females accept domestic responsibility as a norm and find it difficult to balance domestic duties and participation in sport.

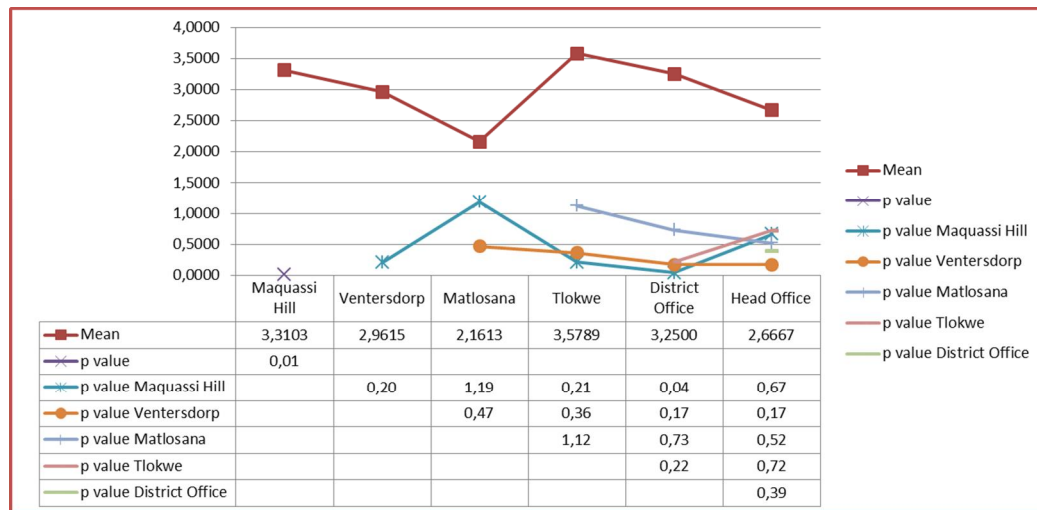
Participant D from the focus group reported that domestic barriers are by-products of the economic barriers experienced by the people of black origin because of the lack of financial means to outsource the domestic duties. Therefore, the expectation is that the females perform the domestic duties. Both respondents A and E further explained the differences in part by stating that accessibility to proper sport facilities also pose a challenge in the black communities, hampering their participation in sport. They instead put more emphasis on domestic duties in the absence of access to sport and this in the long run sustains the domestic barrier. It seems possible that the non-availability of financial resources and a lack of a strong sport infrastructure in the predominantly black residential areas compound the domestic barriers in sport participation.

Black feminist theory's grounding theory, as discussed in Section 3.2.5, inculcates the fundamentals of ensuring that females understand that decisiveness in sport is part of their basic human rights. It is their right to speak up against any humanly constructed barriers that deter their participation in sport.

4.4.6.2 Location

The respondents were asked if domestic barriers affect their participation in sport. Diagram 4.13 below contains the results according to location.

Diagram 4.12: Domestic Barriers according to location



The following sections, discuss the domestic barriers according to location, (Maquassi Hills Municipality, Ventersdorp Municipality, Matlosana Municipality and Tlokwe Municipality) as they relate to Diagram 4.12 above.

4.4.6.2.1 Maquassi Hills Municipality

Diagram 4.12 shows that respondents from the Maquassi Hills Municipality were uncertain if domestic barriers affect their participation in sport. They were also uncertain if they can only participate in sport after completing their domestic duties. The uncertainty response can be attributed to the difficulty these women experience in striking a balance between domestic duties and participation in sport. The Maquassi Hills Municipality is a poor municipality, hence the dilemma of the uncertain responses. The little income at home covers other social needs, leaving females to carry out the domestic duties at the expense of their participation in sport. The Millennium Development Goals state that social and environmental deprivations affect poor people more (UN, 2010:27). The Maquassi Hills Municipality shows practical differences only when compared to the Matlosana Municipality. That is

acceptable because the two municipalities share different geographical constraints and distinct employment opportunities.

4.4.6.2.2 Ventersdorp Municipality

It can be seen in Diagram 4.13 that respondents from the Ventersdorp Municipality, just like respondents from the Maquassi Hills Municipality, were uncertain, as they can only participate in sport after completing their domestic duties. Results from the Ventersdorp Municipality, similarly to the Maquassi Hills Municipality, show the same practical difference when compared to the Matlosana Municipality. It could be that respondents from the Ventersdorp Municipality and the Maquassi Hills Municipality perceive domestic duties differently from respondents from the Matlosana Municipality. In addition to that, owing to the lack of financial support and sport facilities as discussed in Section 4.4.4.2.2, sport participation is secondary in the municipality.

4.4.6.2.3 Matlosana municipality

Diagram 4.12 illustrates that in the Dr. Kenneth Kaunda district, respondents from the Matlosana Municipality were the only ones that disagreed; they can only participate in sport after completing their domestic duties. The Matlosana Municipality is a developed urban area, characterised by a high employment rate as mentioned in Section 4.4.4.2.3, making social amenities easily accessible. Those social services might include an available infrastructure that relieves the burden of domestic duties, e.g. transferring household chores to the domestic workers of households. The Matlosana Municipality's financial standing gives an indication that they can afford to use other avenues such as child care facilities to relieve them of the domestic duties and make way for sport participation.

4.4.6.2.4 Tlokwe Municipality

Diagram 4.12 show that respondents from the Tlokwe Municipality agreed that domestic barriers affect their participation in sport. The reason may be that the majority of respondents comprise of people of black origin, giving rise to this result. In most cases, black families perform their own domestic duties due to the financial constraints that prevent them from outsourcing these duties. Participant E said that parents in some instances discourage girls from going to the sport fields, citing disregard of their domestic duties as a reason to stop them from participating in sport. According to Participant E, lack of support from home makes female participation in sport a difficult exercise.

4.4.7 District office and head office

As stated in Section 4.2.1, the district office and head office participants comprise of non-playing respondents accounting for the minority (6.2%) of the respondents. Therefore, their comparison excludes the municipalities who engage in physically active participation on the sport field. Furthermore, their analyses are on economic and federation barriers that affect their mandate directly. In Chapter 2 it was firstly stated that it is government's responsibility to address economic barriers that stop the communities from accessing sport. Secondly, in accordance to Chapter 2, government departments must implement all the related policies to fulfil the national mandates, including those that relate to female participation. Part of these responsibilities is to render support to the federations with the aim of eradicating the federationsqbarriers to promote transformation that brings equality in sport.

The two factors (economic and federation barriers) comply with a p-value acceptable standard of $p < 0.05$. The effect size for the economic barriers is large ($d = 1.23$), and the same is noticed in federation barriers ($d = 3.50$).

4.4.7.1 Economic Barriers

The respondents were asked if the economic barriers affect their participation in sport. See Diagram 4.7 for the results. The results discussed in this section cover the respondents of the questionnaires only.

4.4.7.1.1 Head office

The most striking information from Diagram 4.8 is that respondents from the head office were uncertain if economic barriers affect participation in sport. The results obtained from respondents from head office shows a significant difference when compared to the results obtained from respondents from the district office.

The results indicate that head office should put more effort in addressing the effect of the economic barriers in sport for them to have an opinion regarding the barrier. Furthermore, proper investigation regarding the barrier is imperative for the head office to ensure proper input during the period of drawing up the DSAC strategic plan. Understanding the effect of the economic barriers complements the planning of sport implementation to ensure the effective and efficient allocation of funds. In Chapter 3, Section 3.8, it was presented that the poverty and unemployment status in the North West Province deters females from participating in sport. Hence, it is surprising to find that the department does not have a say regarding the economic barriers. Government departments need to provide a clear and decisive direction when addressing economic barriers. The study indicates that in most instances a lack of finances is the underlying course that hampers the much-needed transformation in sport for the participation of females.

4.4.7.1.2 District Office

Diagram 4.8 contains a comparison of economic barriers between the district office and the head office and shows that respondents from the district office agreed that economic barriers affect the participation in sport. The results indicate that economic

barriers are still posing a challenge in sport. This result is not in line with the overall response of this factor, but supports the discussion in Chapter 3, Section 3.8 where it was indicated that rural areas are prone to poverty. Officials in the district offices work closer to the municipalities and it could be that they have the advantage of experiencing the effects of economic barriers better than the head office officials, whose operations are distant from the operational level and directed towards strategic work.

4.4.7.2 Federation barriers

The respondents were asked if federation barriers affect their participation in sport. Diagram 4.10 contains the results.

4.4.7.2.1 Head office

Head office respondents agreed that the federations strategy provides the necessary support to promote the participation of females in sport (see Diagram 4.10). In response to this barrier, head office respondents deviated from the overall response of being uncertain about the barrier. Furthermore, head office and the district office reflect a significant practical difference. The reason might be that head office's role to the federations is satisfied and is based on the agreement that confirms compliance with the mandate of both the Department of Sport, Arts and Culture and the PFs. Part of the DSAC mandate is to appropriate funds to the PFs and in return, PFs should ensure the promotion of sport, including female participation. Based on the agreement, respondents from head office believed that federations implement their plans that include promoting the participation of females in sport.

4.4.7.2.2 District Office

Diagram 4.10 showed that respondents from the district office disagreed about the strategies that federations provide to support the participation of females in sport.

From the overall results pertaining to the federation barriers, respondents from the district deviated from the general result of uncertainty. The proximity of the district officials to the municipalities and their first-hand experience with the daily operations on the playing field gives rise to this different result when compared to the head office officials.

4.5. CONCLUSION

Empirical research on the participation of females in sport has been conducted in the Dr. Kenneth Kaunda district, including playing and non-playing participants from the four DSAC districts offices of the North West Province (Dr. Kenneth Kaunda District, Ngaka Modiri Moleme District, Dr. Ruth Segomotsi Mompati and Bojanala District), and the head office. Both males and females of the three racial groups participated in the study. The participants mirror the North West Province's demographics.

The results obtained from the questionnaire and focus group discussion revealed that, although the participation in sport is a basic human right for every person and a fulfilling experience, some still view the participation of females in sport as irrelevant. The results show that being a female does not create participation barriers in sport. However, females have more complex issues such as practical, economic and federation barriers to sport, affecting their participation. Practical barriers have a positive relationship with economic, social and federation barriers. Therefore, addressing practical barriers will affect the economic, social and federation barriers positively and improve female participation in sport. Further, adequate financial allocation to sport can drive government efforts to empower femalesqparticipation in sport.

The results further reveal that females find it easy to have definite answers regarding barriers within their control. That is the reason why explicit responses with regard to the social barriers were found. They can design their sport participation timetable. However, decisions to alleviate practical barriers are outside of femalesq control because that is the core function of the sport federationsqmanagement. Provincial

Federations management constitute mostly of males, as outlined in chapter 2, making it difficult for females to emphasise female issues and put forth the decision to address their plight in sport. The uncertainty could be due to the fact that females do not have authority in the management level to make decisions regarding for instance purchasing of equipment and the appropriate treatment to support females.

It is not surprising that the result revealed that the respondents are uncertain about the existence of the strategy to promote female participation in sport. The strategy formulation is a collective consultative process that includes all the participants in sport, including females. However, the results are an indication that the formulation of the strategy is an exclusive male-dominated federation management responsibility with minimal female participation. The strategy of the federation should have a fundamental base of transformation. In the federation strategy, cognisance must be taken that the financial expectation e.g. affiliation fee does not exclude female participants who are financially disadvantaged.

CHAPTER 5: CONCLUSION AND RECOMMENDATIONS

5.1 INTRODUCTION

Chapters 1 provided information on the background and context of the study. The focus of Chapter 2 was on the international, national and regional statutory and legislative framework for organised sport. The chapter outlined the knowledge, understanding and importance of the international, national and regional statutory and regulatory instruments that protect and encourage female participation in sport. The Constitution, 1996, was presented as the supreme law of the country from which all the policies find their point of departure. The chapter was important because the secondary objective of the study was to determine the international, national and regional statutory and regulatory instruments that protect and encourage female participation in sport. The legislation and policies that govern the country renders support and empowerment to females participating in sport. The chapter further identified some of the committees that manage and govern the sport structures. It was important to understand if the PF committee complies with the legislation and policies that promote and support the participation of females in sport. The composition of the PF committee structure further shed light on the reasons that contribute to the level of female participation in organised sport in the North West Province and to establish the participation level of females in the organised sport of the North West Province.

Chapter 3 focused on the socio-economic barriers affecting female participation in sport in the North West Province and the effect it has on the participation of females in organised sport in the North West Province from a constitutional perspective. The other objective was to determine the causes of the level of the participation of females in organised sport. The chapter outlined barriers that contribute to the participation level of females in organised sport

Chapter 4 presented the empirical findings from the questionnaires and the focus group, as well as the major findings of the study. Recommendations aligned with the Constitution and a conclusion to study is also provided in the chapter.

5.2 SUMMARY AND CONCLUSIONS OF CHAPTERS

5.2.1 Chapter 1

Chapter 1 introduced the research topic, the background study and the orientation of the study, detail explanation of the problem statement, objectives and research questions. The chapter pointed out the importance of human rights as contained in the Constitution. The Constitution has to be respected and implemented to pave the way for females and to realise gender equality in sport. The chapter also outlines the explanation of the research methodology.

5.2.2 Chapter 2

In Chapter 2 the international, national and regional statutory and legislative frameworks for organised sport were reviewed. A literature review on the participation of females in sport as a critical synthesis is linked to Chapter 3 on the socio-economic barriers affecting female participation in sport in the North West Province. Furthermore, the chapter discussed the efforts put in place by the national, continental and international communities in employing the legislation and policies that protect and encourage female participation in sport, with the intention of bridging the divide between males and females. The chapter indicated that proper implementation of progressive legislation can results in transformation and the elimination of discrimination and inequalities between males and females. The Constitution, 1996, forms the fundamental departure point for policies and frameworks discussed in.

Relevant sport structures were identified and the chapter identified the level of compliance with government legislation and in particular, with legislation addressing

equality as contained in the Constitution. It came to the fore that the policies that are fundamental in bringing equality and women empowerment are implemented at a very slow pace compared with policies aimed at males. The chapter established the participation levels of females in the North West Province, and in particular from the five identified NWPFs (North West Swimming, Athletics Central North West, North West SAFA, North West Cricket and North West Hockey). The composition reflected a lack of female and male equitable representation in the NWPFs.

It was concluded that the government continues to develop policies that support gender equity in general. However, with the lack of strategies to implement the Constitution and other policies, realising equitable representation in the PFs committee structure may not be attained. Despite these well-established legislation and policy, female participation in organised sport continues to be incompatible with its population. As stated in Section 2.2.1, transformation implies reorganising women's outlook. Females should come to feel secure as females to pay attention to improving their participation level in organised sport. The attitude of men, who continue to undermine females and further exclude them from leadership roles, should also be transformed.

5.2.3 Chapter 3

Chapter 3 reflected on the social, cultural and economic challenges and how they affect the participation levels of females in sport. It became apparent that the challenges are regarded as challenges worldwide and are not restricted to the North West Province. The landscape of the North West Province turns out to be the fertile breeding ground for socio-economic barriers, clarified in this chapter. The geographic landscape of the North West Province indirectly influences females and compound barriers experienced by them in their quest for participation in sport. The majority of the North West Province is rural areas with minimal physical and financial resources. In most cases, rural areas are underdeveloped and poverty stricken with a high rate of unemployment directed mainly to females (as indicated in Section 3.8.1).

The chapter reiterated the inequalities experienced by females in sport that ought to be addressed by legislation, as outlined in the chapter. Females continue to suffer as a result social and economic barriers in the North West Province with the severity of the suffering borne by females in rural areas. Feminism theories continue to be relevant because patriarchy and inequality that affect female continue to find expression in the North West Province. Females continue to be subordinate to males and the effect of unemployment and poverty on females promotes the inequality.

5.2.4 Chapter 4

Chapter 4 outlined the research methodology where questionnaires and a focus group were used. The chapter included the SPSS interpreted and analysed results from the NWU Potchefstroom statistic unit. Furthermore, it explored the findings from the SPSS analysed data and the analyses of the focus group. Female participation analyses were in accordance to their respective municipalities. Based on the results the findings indicate that social barriers do not impede the participation of both males and females in sport. Looking after the children at home does not affect respondentsq participation in sport. Furthermore, both males and females make time to participate in sport, also honouring their scheduled sporting code participation time. However, results based on gender segregation revealed different results for females. Females fail to raise clear concerns when their answers are independent from the males; they prefer to be non-committal in their response to this barrier. This is a response that is significantly different from the one presented when combined with males. It shows that it is not easy for females to abandon their traditional allegiance to the domestic responsibility. Females would rather quietly complain among themselves than initiate change.

The empirical study revealed that both males and females are uncertain if social, economic, federation and domestic barriers affect their participation in sport. The results that are crosscutting in these barriers can confirm the interdependence, as indicated in Section 3.2.3, where the relationship between the economy and the

social part of life was discussed. There is a different impact of economic, practical and domestic barriers between the Indian, Coloured and the Black population. Racial inequalities are persistent in the Indian, Coloured and the Black populations in the participation of females in sport. Circumstances beyond the control of black females perpetuate their exclusion from participating in sport. Municipalities within the Dr. Kenneth Kaunda District experience different challenges in the participation of sport. The Matlosana Municipality is the only municipality not affected by the economic barrier, the Ventersdorp Municipality is the only municipality not affected by the social barriers and the Maquassi Hills Municipality is the only municipality affected by the federation barriers.

A significant number of participants indicated a slow transition from the traditional societal beliefs in which females' first priority should be family responsibilities that supersede any other activity, including participation in sport. There is a need to recognise females' slow but encouraging progress towards making an effort to address the social barriers and making a decision that satisfies their needs.

According to the respondents (56%), females are uncertain if economic barriers hamper their participation in sport. They are content to be uncertain and complain without making constructive decisions, which would alleviate the barriers to their participation in sport and improve their participation in sport. Therefore, it is important to transform the mind of the female and to empower them to make a stand and be resolute regarding their participation in sport. The findings from the study revealed the need for females to be more forthright about the treatment they deserve in the sport environment. The indecisiveness of females weakens the implementation of legislation and policy introduced to address the situation as outlined in Chapter 2.

The results obtained pertaining to the practical barriers in the Dr. Kenneth Kaunda District Municipality also demonstrated the participants' indecisiveness with regard to the manner in which males and females are treated on the sport field. Females' response to the practical barriers tend to be different from when their response is combined with the male response, the response tends to move towards the male

response, confirming females' lack of self-reliance, capability development and confidence.

5.3 RECOMMENDATIONS

It is recommended that government must develop an inter-departmental cooperation framework. The framework must inform the strategic plan of all the departments and funding allocation should be prioritised for programmes that are shared by departments.

5.3.1 The implications for females participating in organised sport

The findings of this study have a number of important implications for the future participation of females in organised sport from a constitutional perspective. The females' personal development is critical when tackling sexist behaviour and assumption, harassment, abuse and patriarchal tendencies. Females must use **Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000** and view themselves as independent and remove their dependency on males to improve their level of participation in sport. Arguably, females must not abdicate their responsibility to males because legislation and policies are in place to empower them. It is as much their own obligation to transcend all the barriers that affect their participation level in sport as the responsibility of males and the government. During the PFs' elections females must not be biased towards other females and be willing to relentlessly make unpopular decisions that ultimately benefit females. They must systematically use the **South African National Policy Framework for Women's Empowerment and Gender Equity, 2000** to vote females into all the strategic position of the PFs.

What is important is to build effective and sustainable female-centred institutions, grounded on the **Constitution**. The creation of a Women Sport Institution (WSI) is a particularly relevant investment to sustain the participation level of females in organised sport, because it will cut across the municipalities, race and address

different barriers. A WSI will strive to accelerate the advance of responding to the **Constitution** and varied policies that are aimed at eliminating inequality and ensure the establishment of transformed and equal participation for females in organised sport. The design of a WSI, in accordance with females' needs, should address all the barriers affecting female participation in sport. The approach should be to redefine females' subordinate status in organised sport by creating an enabling environment to develop activities that contribute to their participation in sport, free from any form of barriers.

The tendency for females to accept domestic responsibilities runs deep and a WSI would resolve such practices, which are addressed on a continuous basis by all the feminist theories. Among its plans, the WSI implementation will broaden the knowledge base for capacitating and developing assertive females who understand the liberal feminist theory and are independent decision-makers. The interaction of females in the WSI will create a platform to expand females' role models and promote support for females across the colour line and social status. Through their interactions and information sharing in the WSI, they will realise that they are guiding, inspiring and encouraging each other to grow into independent females in sport. It is females' responsibility to make female participation in sport congruent with its population because currently it is incompatible.

5.3.2 The implication for Departments

The overall recommendation is to persuade the SRSA to invest in the WSI that provides for the boarding and lodging of athletes. The WSI must have a holistic approach that affords opportunities for accessing training facilities and curbing financial barriers that prevent females from participating in sport. The SRSA stakeholder, *viz.* the high performance centres and the PFs should support the WSI by presenting females with opportunities to access scientific training and technical skills training respectively. The WSI should serve the duties of a one-stop centre of enablers to provide females with the intended outcomes of equal participation in sport.

Furthermore, the SRSA must develop intergovernmental relations to support the participation of females through resource sharing. All the government departments have a responsibility towards the empowerment of females, relevant to their mandates. The expectation from every sector as stated in Section 2.3.7 is to ensure the attainment of the MDGs, and MDG 3 in particular for this study (to promote gender equality and empower women). Therefore, the interest of empowering females and promoting females take precedence over the desire to keep them unequal to males. The following departments are of primary strategic benefit to the initiative and their role in this regard is discussed in the paragraphs below:

- The Department of Basic Education
- The Department of Transport
- Department of Women, Children and People with Disabilities

5.3.3 The Department of Education

The Department of Basic Education's *Talent Identification Programme* should link with the WSI for the screening and admission of identified female athletes. The former secretary general of the UN, Kofi Annan (2013:23), states that the African continent boasts a wealth of natural resources, but that it is incomparable to the vast talent embedded within its young people. Therefore, schools are a suitable place to unearth talent, further understanding the physical and financial needs of all the athletes, including females. The partnership between the Department of Basic Education and the WSI will ensure that schools take the lead in giving priority to talented young female athletes who come from disadvantaged backgrounds and find it difficult to participate in organised sport. The partnership will further also ensure that female athletes continue uninterrupted with their studies, promoting a lifelong career plan that would sustain them long after their years of participating in sport have passed, or during any eventuality.

5.3.4 The Department of Transport

Escalating crime affects both females and males. On the other hand, due to their perceived weak nature, females are more vulnerable to criminal practices. Therefore, during the process of eliminating barriers to females' participation in sport, security forms a critical risk factor towards the promotion of the participation of females in sport. The distance traversed between the WSI and the other sporting facilities must be easily accessible and safe to females to travel. The Department of Transport's (2012) vision states that that transport is 'the heartbeat of South Africa's economic growth and social development'. Thus leveraging and partnering with the Department of Transport's developed system for social development; this relevant capacitated institution can address females' transport related challenges.

5.4 Recommendations for Future Research

It is recommended that the following be researched scientifically for future purposes:

Recommendation one: This study reveals the potential to conduct female research on the participation of females in sport. Some responses obtained through the empirical research of this study are not addressing the outcomes of the economic, social, federation and domestic barriers borne by females participating in sport. Further research can also establish females' capabilities in the decision-making processes in sport.

Recommendation two: The need for further investigation into the participation of females in organised sport is imperative in assessing the implementation of government legislation and policy that promote the participation levels of females in organised sport. A proposal in this regard is to conduct a study that assesses the influence of the PFs constitutions on the participation of females in sport, to review the constitutions and to assess its gender equitability. Furthermore, further research can determine if the PF constitutions entitle females to fair and reasonable proportion of representation in the management structures of the PFs as the sport

federations and constitutions are the backbone of sport participation and find expression from the legislation.

5.5 CONCLUSION

Regarding the socio-economic barriers females participating in sport face, it is reasonable to infer that females lack the ability to trust their capabilities and therefore they undermine themselves as incapable of overcoming barriers specifically constructed for them. Females must use the Constitution and move away from the old patriarchal tendencies that influence their level of thinking in sport and develop their own proactive initiative that benefits them. One way of doing this is for females to continue developing their value of self-esteem, self-reliance, confidence, and by promoting one of their own to improve their level of participation. Females must own part of the problem of their participation in organised sport and move away from the tendency of voting males into positions of power in the various sport structures. They must propel the participation of females in organised sport into their own control by making biased decisions that improve their participation in sport. Women should create a WSI environment that is responsive to the needs of females can improve the participation of females in sport in a systematically coordinated way that is organised and committed to the emancipation of females. The independence gains from the WSI will broaden female options and enable them to sustain continuous improvement of female participating in sport.

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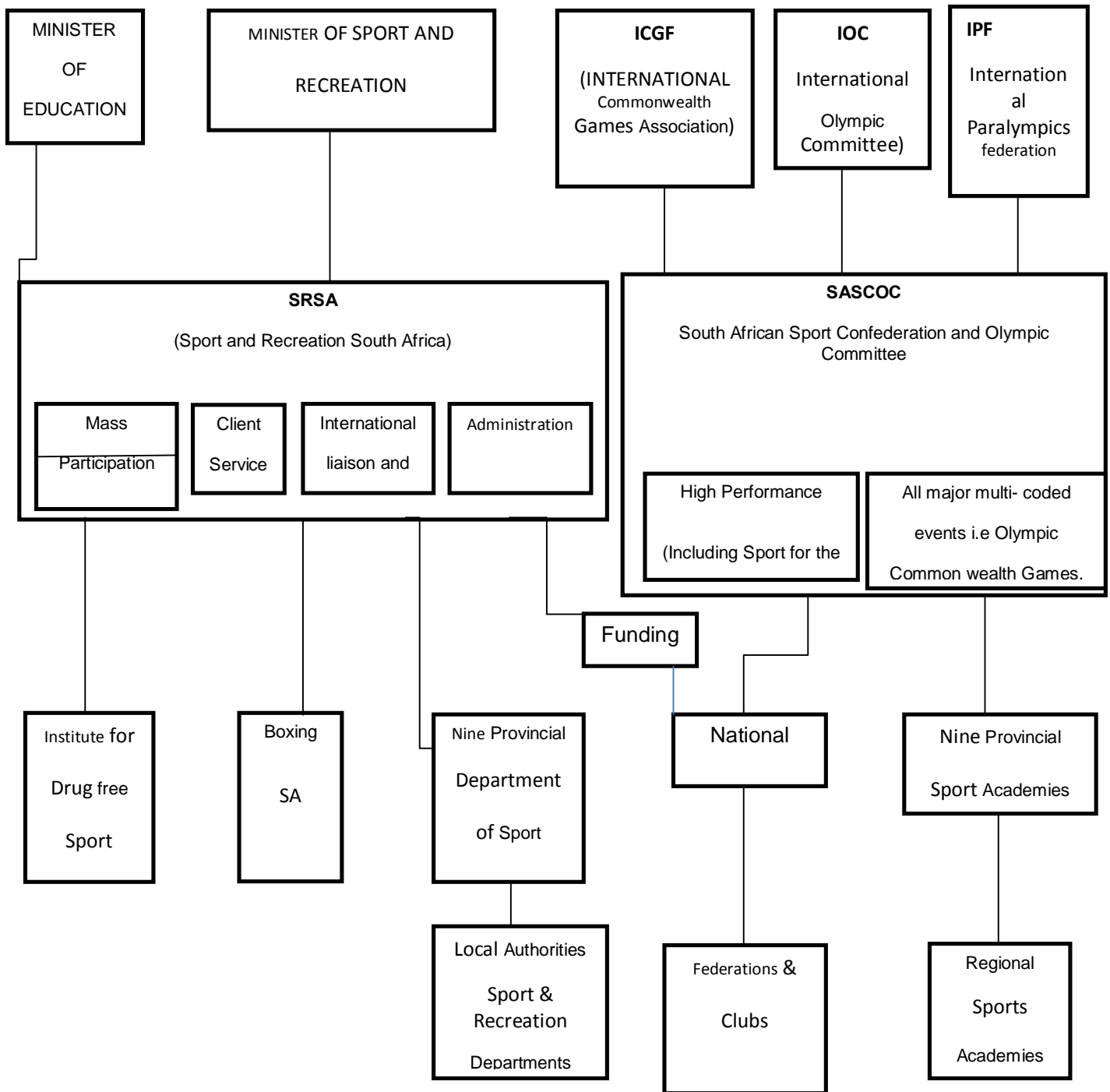
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ANNEXURE A

SPORT IN SOUTH AFRICA ORGANOGRAM



Source: Supplied by the Department of Sport and Recreation South Africa

ANNEXURE B

Questionnaire

Section A: Biographical Information						
Race	Black	White	Coloured	Indian		
Gender	Male		Female			
Disability	Yes		No			
Location	Maquassi Hills (Municipality)	Ventersdorp (Municipality)	Matlosana (Municipality)	Tlokwe (Municipality)	District Office	Head Office

	Fully disagree	Disagree	Uncertain	Agree	Fully Agree
	1	2	3	4	5
Section B: Practical Barriers					
1. Females and males are treated the same on the sport field.					
2. The management of a sport team supports females.					
3. Sport equipment is suitable for female participation.					
4. The sport federation to which I belong has a strategy that supports the participation of females in sport.					
Section C: Social Barriers					
1. I cannot participate in sport because I look after the children at home.					
2. I can only participate in sport					

after I have completed my domestic duties.					
3. I have time to participate in sport.					
4. My sporting code participating time suits me.					
Section D: Economic Barriers					
1. I have sufficient funds to pay my sporting code affiliation fee.					
2. I have sufficient funding to pay transport to reach the sport grounds.					
3. I own proper training attire.					
4. I own proper playing attire.					

Annexure C

The Likert –scale items

	N	Minimum	Maximum	Mean	Std. Deviation
B1	121	1	5	2.69	1.278
B2	121	1	5	3.10	1.234
B3	121	1	5	3.07	1.219
B4	119	1	5	3.03	1.318
C1	121	1	5	2.02	.949
C2	121	1	5	2.94	1.331
C3	121	1	5	4.02	.979
C4	121	1	5	3.83	1.036
D1	120	1	5	2.57	1.288
D2	121	1	5	2.79	1.305
D3	120	1	5	2.79	1.408
D4	120	1	5	2.91	1.390

Annexure D

Correlation relationship of 12 statements in the questionnaire

	B1	B2	B3	B4	C1	C2	C3	C4	D1	D2	D3	D4
B1	1											
B2	0.34	1										
B3	0.16	0.56	1									
B4	0.22	0.28	0.44	1								
C1	- 0.21	- 0.04	- 0.03	- 0.26	1							
C2	- 0.16	- 0.12	0.00	- 0.16	0.40	1						
C3	0.25	0.27	0.18	0.32	- 0.59	- 0.21	1					
C4	0.21	0.13	0.20	0.28	- 0.49	- 0.12	0.62	1				
D1	0.06	0.13	0.20	0.56	- 0.17	- 0.15	0.17	0.17	1			
D2	- 0.03	0.28	0.22	0.13	- 0.03	- 0.18	- 0.01	0.00	0.43	1		
D3	0.03	0.26	0.33	0.15	- 0.19	- 0.12	0.24	0.22	0.30	0.35	1	
D4	0.04	0.36	0.34	0.08	- 0.22	- 0.24	0.15	0.13	0.26	0.43	0.75	1

Annexure E

Communalities of statements in the questionnaire

	Initial	Extraction
B1	0.198	.221
B2	.483	.774
B3	.472	.533
B4	.526	.579
C1	.508	.686
C2	.238	.422
C3	.556	.675
C4	.441	.559
D1	.487	.849
D2	.362	.364
D3	.603	.688
D4	.654	.875

Extraction Method: Principal Axis Factoring.

Annexure F

Pattern matrix of statements in the questionnaire

	Factor				
	1	2	3	4	5
D4	.899				
D3	.797				
D2	.366				
C3		-.763			
C4		-.742			
C1		.628			.416
B2			.871		
B3			.574		
B1			.363		
D1				-.925	
B4				-.622	
C2					.616

Annexure G

Five factors extrapolated from 12 statements in the questionnaire

Factors	Items	Item Means	Cronbach's alpha
Economic Barriers	D2 D3 D4	2.83	0.77
Social Barriers	C3 C4 C1_RECODED	3.94	0.77
Practical Barriers	B1 B2 B3	2.94	0.66
Federation Barriers	B4 D1	2.79	0.71
Domestic Barriers	C2	2.94	N/A

APPENDIX H

Correlations

			Economic Barriers	Social Barriers	Practical Barriers	Federation Barriers	Domestic Barriers
Spearman's rho	Economic Barriers	Correlation Coefficient	1.000	-.055	.315**	.332**	-.209*
		Sig. (2-tailed)		.546	.000	.000	.022
		N	121	121	121	121	120
	Social Barriers	Correlation Coefficient	-.055	1.000	.279**	.229*	.042
		Sig. (2-tailed)	.546		.002	.011	.649
		N	121	122	122	122	121
	Practical Barriers	Correlation Coefficient	.315**	.279**	1.000	.350**	-.094
		Sig. (2-tailed)	.000	.002		.000	.304
		N	121	122	122	122	121
	Federation Barriers	Correlation Coefficient	.332**	.229*	.350**	1.000	-.163
		Sig. (2-tailed)	.000	.011	.000		.074
		N	121	122	122	122	121
	Domestic Barriers	Correlation Coefficient	-.209*	.042	-.094	-.163	1.000
		Sig. (2-tailed)	.022	.649	.304	.074	
		N	120	121	121	121	121

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

* . Correlation is significant at the 0.05 level (2-tailed).

ANNEXURE I

Cover Letter

I am undertaking a research project as part of my studies towards a Masters degree in Public Administration at the North-West University (Potchefstroom Campus).

The project seeks to gather the views on the participation of women and girls in organised sport in the district of Dr. Kenneth Kaunda District. To do this, I developed a short questionnaire. I would be extremely grateful if you would answer the questions, which should not take you more than twenty minutes. I would make further arrangements for the collection once the questionnaire is completed.

To ensure confidentiality please do not write your name anywhere on the questionnaire.

Your response will be used for data analysis only. A summary of my findings will be made available to you on request.

Thank you very much for your time.

Carol Motjuwadi

Director: Dr. Kenneth Kaunda District

ANNEXURE J

FOCUS GROUP QUESTIONS

INTRODUCTION

1. Tell us your name.
2. How long have you been involved in sport?
3. What do you enjoy most in sport?

TRANSITION

4. When you think about women's participation in sport, what is the first thing that comes to mind that affect their participation?
5. What are the biggest barriers females encounter in sport?

KEY

6. How do you think females are treated in sport?
7. What type of support for females have you seen or experienced in sport?
8. Is the sporting environment conducive for you to participate in sport?
9. How is your family supporting your participation in sport?

ENDING

10. Given an opportunity to promote female participation in sport, what would you include in the sport plan?