

ABSTRACT

Topic: Gender Dynamics and Women's Participation in Sports Leadership: A Case of Sports Organisations in Uganda

The study set out to interrogate the influence of gender dynamics on women's participation in sports leadership in Uganda. A single case study research design was adopted to address the following study objectives: 1. Determine the representation of women in the leadership of nine selected national sports organisations in Uganda, 2. Identify the processes through which men and women come to occupy leadership positions on boards in the selected sports organisations, and; 3. Develop strategies for promoting women's effective participation in sports leadership.

Within a qualitative research approach, the following data collection methods were used: key informant interviews for the sports federation leaders, In-depth interviews for the sports policy makers, focus group discussions for voters as well as document review of the different sports federations' documents- - i.e., constitutions, reports, strategic plans and minutes and observation of sports leaders in offices and their electoral processes. Data analysis was guided by Miles and Huberman's approach of the concurrent flow of activity of data display, generation of meaning, and drawing conclusions.

Study findings indicate that women are still under-represented in sports leadership, that the processes through which men and women obtain these leadership positions were not well streamlined and monitored by authorities. Further, the challenges of limited finances, low levels of education, inferiority complex and family responsibility still hindered women from taking on leadership positions. The study recommends that there are numerous ways for sports organisations to work towards removing the barriers to women's sports leadership. For example, there is need to look more into how girls and (young) women enter leadership roles and progress; employ women as role models to promote participation of more girls and women in the future. Continued monitoring and evaluation processes to measure the impact of female leadership in sports. The above will be critical step in not only enhancing understanding of the potential for impact, but also provides the opportunity to push for structural changes. And finally, both men and women should work together to promote women in sports leadership, gender specific policies and monitoring of the electoral processes, is urgently required for effective representation of women on the sports leadership boards of the different sports organisations in Uganda.