

INVESTIGATING PROBLEMS OF  
ORGANIZING FOOTBALL CLUBS IN AFAR  
REGIONAL STATE

BY: WOSEN PETROS HAILE

A Thesis Submitted to the School of Graduate Studies of  
Addis Ababa University in Partial Fulfillment of Degree  
of Master of Science in Sport Science

June 2013

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By

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June 2013

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## ABBREVIATIONS

<b>EC-</b>	Ethiopian Calendar
<b>EFF-</b>	Ethiopian Football Federation
<b>FC-</b>	Football Club
<b>FIFA-</b>	Association Of International Football Federations
<b>NGO-</b>	Non Governmental Organization
<b>°C-</b>	Degree Centigrade
<b>OCHA –</b>	equivalent to UNOCHA United Nation Office for The Coordination of Humanitarian Affairs
<b>SNNPR-</b>	South Nation Nationalities and Peoples Region
<b>USD-</b>	United States Dollar
<b>CIPD-</b>	Chartered Institute Of Personnel and Development
<b>SPSS-</b>	Statistical Package for Social Science

## ABSTRACT

The purpose of this study was to investigate problems related to organizing football clubs in Afar regional state. Unfair distribution and development of football to all regions of the country primarily hinders the recognition of the respective region and nation and creates silence of football shouts. In the history of Ethiopian football Afar regional state's contribution to the development and distribution of the sport is undetermined. One of the problems that indicate the unfair distribution and development of football all over the regions is absence of professionally organized football club in the regions. There are several problems that cause the absence of professional club. This study was conducted to put scientific and systematic way of solving the problems in organizing football. About 60 respondents (mean of age=20.6) were participated in this research processes in which they were given questionnaire and interview questions directly related to the investigation topic. And the computerized analyses were made using the SPSS analysis facilitator. Among several listed problems of organising football clubs in Afar region, respondents identified administrative problems (58.8%) were the first problems to be solved before all components of organizing football club. surprisingly the conflict of two groups of respondents on the effect of environmental condition were seen. The current situations of football and football clubs of Afar region were demonstrated based on the response from questionnaire, interview and observation. Finally preferred recommendations are given which may help professional football clubs to be seen in Afar regional state as other parts of the country.

**Key words:** - Club, Player, Facility, Organizational structure, Team, Coach, Finance, Football Fans

# CHAPTER ONE

## INTRODUCTION

### 1.1. Background of the problem

The website of university of Leeds [www.see.leeds.ac.uk](http://www.see.leeds.ac.uk) describes Afar regional state as “The Afar region covers the north eastern part of Ethiopia. The Afar depression, also known as the Danakil depression, forms the northern part of the region and is largely desert scrubland with shallow salty lakes and long chains of volcanoes. The Awash River valley forms the southern part of the area with the river itself flowing into the northern lakes rather than to the sea. Much of Afar is below sea level (Lake Asal is -155 metres) and it is one of the hottest places on Earth with temperatures topping 50 degrees centigrade in summer. The majority of Afar people live in the Afar region of Ethiopia, although there are significant minorities in neighbouring Eritrea and Djibouti. The population is largely rural and pastoralist. Afar is the principal language of the region and Islam (Sunni) the principle religion. The region is well known for its early hominid fossil finds including 'Lucy', an *Australopithecus afarensis*, discovered in 1974, who lived about 3.2 million years ago and more recently in the summer of 2007 the discovery of hominid remains 3.5 - 3.8 million years old”.

### Football in Afar region- The history

The history of Ethiopian football goes back to 1930s and 1940s where Armenia, Greeks, Indians, and Italians took credit of introduction; St.George football club to be the first Ethiopian club; and Addis Ababa, Asmara (Eritrea); DireDawa used to be the most dominant parts of that time and the founding of national team (Wikipedia) . There is no any written or documented material that notices Afar region - One of the regions in Ethiopia that is highly disadvantaged by football.

Historical descriptions of sports and football in the Afar region are mostly found on the hands of individuals in the form of unwritten story. Even if it is not literated and undocumented something should be written as a background. Afar region used to call one of the twelve areas of Wollo district (awraja) during the late stay of last king of Ethiopia and during the Derg administration. During that time there were specifically numbered sport organizations or teams were participating representing the region. One of them was formerly called Tendaho cotton

factory (now named as Tendaho sugar factory) established in 1953 E.C. and best sport period between 1955 to 1958 EC. Some people claim that it was the presence of the organization that distributed the culture of sport mainly football in the region. Tendaho, the cotton producing organization, with a wonderful sport facility of that time were producing talented players (mostly workers of the factory and not native) for the central confederations of workers association. Proudly naming players of that time in the afar region were Asfaw Belay, Gebru, Basha, and the likes.

The establishment of the Tendaho organization and its love of sport speeded the spread of establishment of different clubs/teams in the afar region. One of these organizations were the one which is pronounced as “Imamako” (እማማኮ) stands for (እርዳታ ማስተባበሪያና ማቋቋሚያ ኮንፌዴሬሽን). Imamako was paying about 250 birr during that time which was very interesting. Following Imamako one of teams still has ground base (even if in the form of disorganized) was Dubti Kenema.

After the last years of fall of Derg and the entrance of the new government the sport activity mainly football was silent and only kids were playing in some lucky schools. But know that there were bodies who govern sport and football, there were budget allocation, there were educated man powers, and also there were sufficient sport information. But the big problem during that time (after 1983 EC) was consistency of the sport starts.

In 1990EC the national youth sport project was started all over the country including the Afar region. It was it that flourished the silence of football in the region. There were about 20 youth projects and 400 youths were participating in mainly three age categories (under 13, under 15 and under 17) (unpublished material from Afar region sport commission). What made this project unique was it showed the emergence of talented players from the region. Surprisingly the current EFF committee member and the former St.George player Alimirah Mohammed was the result of this project. The kid called musa mohammed was star player and scorer of national youth project championship held in Diredawa, Nazret and Bahirdar consecutively (unpublished document) which shows the supremacy of the project. Another surprise was its about 90% native Afar youths were participating in the project. And advantages like being appointing for national youth team, transfer questions of top level Ethiopian clubs were still memorized in every Afar people.

## **The current activity- the problem**

As the current observations and experiences on the region indicate, there are some unstructured, unorganized, sometimes coach less, non-income, non-salary, and facility less local football teams are found in the region. The famous ones and got recognition by EFF were Lucy and Aramis (both teams are from the former capitol of asayita). These two teams had played regional championship/division- the pre EL before two years in Diredawa. It has vague to determine these teams as a football club. It is the organizational structure that makes a team a club. It is the finance, the facility; it is the status of every single player and a coach and status of different personnel what forms a club. Affiliation membership or recognition in regions' or Ethiopian top level or subordinate football association is a vital requirement in owning the name 'football club'. It is not known that how many of local football teams of the region are recognized under the regions' sport commission based on the law and legislation of national sport policy.

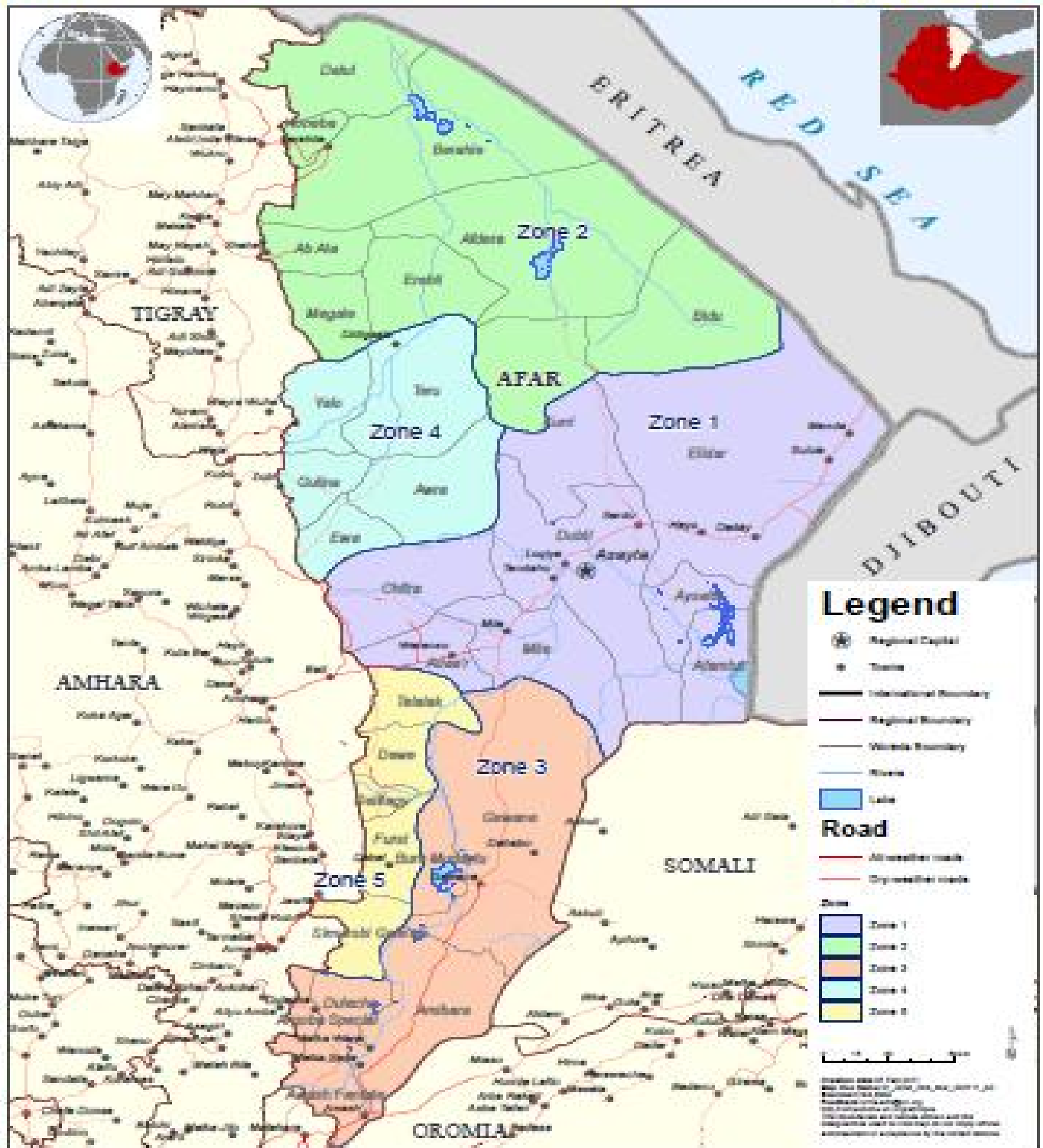
According to the regions' sport sector transformation and development plan data there were about 169 organized clubs and teams of different sports (transformation and development plan, 2003 EC). Even if still it is impossible to determine the number of organized football clubs of the region, the above data and personal observation shows that it is impossible to differentiate local teams from organized football club. Surprisingly the document planed 194 teams and clubs in the coming 2007 E.C. the ambiguity between organizing teams and professional football clubs will be answered using parameters of organizational models of FIFA and subordinate associations' football club organization. The achievement and current status of organized football club in Afar region is also undetermined because of lack source of information. These deals may be answered in some important ways after the completion this investigation.

The current league status of Ethiopian premier league indicates that clubs are highly concentrated in the capital of Addis Ababa. This problem is not only for Ethiopian. According to the analysis of most leagues of different countries, especially Africa, existence of clubs in the leagues from different parts of their respective country is very low. For example, in Chad's top level league all clubs are from the capital N'Djamena (Wikipedia). In Ethiopia, more than half participants have centered in capital of Addis. Relating to Europe and some other parts of the

world, the distribution of football to different parts of the world is looking unfair. This seems that the development of football culture is no longer being distributed all over the places where children and youths have found. Among objective of FIFA the first leading objective is to improve the game of football constantly and promote it globally in the light of its unifying, educational, cultural and humanitarian values, particularly through youth and development programmes (FIFA statutes 2008). This goal is the most common goal for many football associations of different countries including Ethiopian football federation (EFF).

Many problems may be listed as a factor for the silence of football in Afar region. The absence and/or fewer number of organized and competitive football clubs is the major problem of the region. And also there are many problems in organizing football clubs. The main aim of this study was exploring and examining the problems of organizing football club in the region. Relating to the main idea there are points to be aware before starting the journey of investigation. Big questions here are, are there any players? Are there qualified coaches of different level? What about football facilities in the region? These are basic priorities in organizing football club. And also it is better to examine the status of environmental, political and social cases of the regions that hinders the emerging of clubs and production of elite players.

Players and coaches are the first requirement in organizing football club. It has been estimated that there are 250 million association football players in the world (britannica.com). Players for a professionally organizing club mean heart of that particular club. This is because the club exists because of the player existing. This works for coaches too. The first and the first thing to organize a club require the collection of interested players with the specified qualification listed by the club organizer. Coaches' quality and level competent with the organizational level of the club is an important issue.



Map1. Administrative map of Afar Regional State: adapted from OCHA

Football facilities and financial resources are the two backbones of the football club. Football facilities like football field, balls, goals, nets and the likes are among the core requirements of better organized football club. When talking about a club, a competent club, the existence of standard playing field is important. Standard mean a field that never hinder the natural match fitness of a team and free of causing any sport injuries. Financial recourse is a backbone for the contemporary football clubs of the world. A club should have sufficient capital to pay earnings for players coaches and other staffs. When talking about this topic it is important to notice that economic imbalance between clubs and leagues is exist.

According to Indian sport article writer Dr. K. Vetrivel inequality in the finance is a major threat to popular sport like football (Indian stream research journal, june 2011). Issues of difference in salaries are causing evidential competitive imbalance which will have near term disadvantage which may result in declining popularity of the sport among the community.

National and regional affiliations like Ethiopian premier league and national leagues are important for the club in which it helps to act as a standard and home for playing with another team. But at the start it is important to establish a competition in which a newly organizing club is participating. And also it is important to search clubs to play with.

Football is the most unique sport suited for any kind of climatic condition and social organization. The conflict is absence of knowledge on how to adapt football culture in the given environmental, political and social organization status.

## **1.2. Statement of the problem**

This research was entitled as Investigating Problems of Organizing Football Clubs in Afar Regional state. There were lots of visible problems associated with development of football in the region. These problems were highly a factor for many regional and national level crisis of football. The region was no longer producing famous and skilled player that identified to be from the region. Another problem that named to be a crisis was the recognition of the region in football. Relating to other parts of Ethiopia, especially Addis Ababa, south nation nationality and peoples region (SNNPR) and Oromiya, the region's record on the total participation of football is in question. Still the basic aim of this study is not listing problems associated with development of football and the followed crisis. This study identified the problems associated with primary



cause of football development and crisis. This was the problem of organizing football club. Clubs are emerged with several foundational causes of history. In Ethiopian history of clubs many clubs are organized by company owners and workers. In the case of afar regional state, identifying comfortable preconditions for smooth processes of football club organization would be the parallel journey of investigating problems associated with the organization. Now day government bodies mainly city administrations are being evolving in owning clubs. There for the analysis on different government sectors, and company owners or investors were based for recommending the way in which professional football club will be organized.

The emergence of football clubs asks the attitude and passion of people, availability of players and coaches, existence of facilities including the playing area, and the finance. On another dimensions willingness of company owners, government organizations and investors will enhance the establishment of football club.

### **1.3. Research question**

Using appropriate methodology the investigations answered the following basic questions:

1. What are the most hindering problems of organizing football clubs in the region?
2. In organizing professional football club, how do components of organizing football club assessed in reference of the Afar region? (some of components are Players, coaches, facility, finance, competition, administrative structure, and political, social and environmental conditions)
3. What is the current status of clubs, players, coaches, football facilities, attitude of several level of community and relative rank of the region's football? And how it relate to the problem?

### **1.4. Objectives of the study**

#### **General objective**

Generally this study investigated problems of organizing football clubs in Afar regional state.

#### **Specific objectives**

The following were some of objectives that were derived from the general one and specifically achieved after the completion of the study:

- Listing some problems that hinders club organization
- Describing the evaluative states of components of organizing football club in the region and prioritizing if they are exist as a problem of organizing football clubs
- Providing documentation adds to the history and current movement of football and football clubs in the region.

### **1.5. Scope of the study**

This study was addressed some of problems associated with organizing football clubs. Since there were varies problems from different angles, the researcher was worked on some common problems using his own parameter of selection. These parameters were visibility of the problems and historical back ground of formerly organized football clubs of the country. In addition the areas that this study covered were based on the research question that listed on the respective topic.

### **1.6. Significance of the study**

The significance of this study was helping the Afar region with providing information that helps in identifying problems that hinders emergence of football clubs. This goal would be achieved through the road of investigation and solving of problems of football club organization. On another hand the result of this study help several parts of community. For example it creates passion movements in youths, computational hard working in adult player, many coaches engage into works, the rest community will enjoy football of their own region like others doing.

### **1.7. Delimitation of the study**

One of factors which contributed the facilitation of the research processes were the researcher's attachment to the region. This mean that the researcher would use formerly investigated and observed information like where to go and how to communicate. This would help in smooth and successful journey to the research processes.

## 1.8. Limitations of the study

The following points were factors that affected the research processes negatively:

- Lack of sufficient background information about the region's football
- Lack of adequate literature to review
- Inadequacy of material to record, type, copy and print the documents
- Unavailability of some important persons of different organization especially in the interview processes
- Refusing of respondents to give back the questionnaire
- Refusing of respondents to answer some questions in the questionnaire

## 1.9. Definition of operational terms

**Administrative structure:** is hierarchical position of personnel in the management of football club

**Altitude:** elevation especially above sea level or above the earth's surface.

**Coach:** someone in charge of training football players

**Competition:** the struggle for supremacy between teams or clubs at different league level

**Facility:** materials or means in which football club use for better competence and standard.

**Fan/spectator:** are supporters of a particular club.

**Finance:** is all about creations and management of money in a club

**Football club:** an organized or incorporate body with a president, committee and a set of rules responsible for ensuring the continued playing existence.

**Organizing football club:** a process of setting foundational bases of a football club and forming the club with all required components.

**Player:** or footballer is sportsperson who plays association football.

**Temperature:** degree of hotness and coldness of a given environment

## **1.10. Organization of the study**

This study is organized in five chapters. The first chapter of this study deals about the introduction of the study in which it incorporates back ground of the study, statement of the problem, research question, objectives of the study, scope of the study, significance of the study, delimitation of the study, limitation of the study and definition operational terms. Chapter two of this study is about the review of different related and relevant literature. Chapter three deal with research method, material and procedure. And chapter four and chapter five contains data presentation, analysis and interpretation and summery, conclusion and recommendation respectively. Finally references and appendixes are incorporated in this study.

## CHAPTER TWO

### REVIEW OF LITERATURE

#### 2.1. The role of coach and players

Coaching is a central feature of sport at all levels. Coaching can be defined in various ways. It has, for example, been described as: “unlocking a person’s potential to maximize their own performance. It is "helping them to learn rather than teaching them,” (Gallwey, 1975); “a process that enables learning and development to occur and thus performance to improve,” (Parsloe, 1999). And the coach is a central protagonist in the world of sport (Mesquita, 2008). Then as identified in the definitions the coach is the one that unlocks, help and act. To be able to perform and act all the above responsibilities coaches require fulfilling all cognitive, affective and psychomotor qualities. In fact coaches’ cognition seems to be the result of several logies (i.e. sport science), sport specific knowledge and pedagogy (Nash and Collins, 2006). The knowledge about coaching methodology in general includes sport specific knowledge, didactics, and training method (sofia et.al, 2010). Coaches’ sport specific knowledge is considered to be one of bases for the athletes’ enhancement and development (Bloom, 1997). Facing the intensification of sportive phenomenon in the society, coach education and the need for qualifying coaches have been increased (vargas-tonsing, 2007).

The website [www.fcalliance.com](http://www.fcalliance.com) described players with their ability and qualities like knowledge of the game (position play, vision, awareness, instinctive reaction, adaptation and inventiveness), skill (application of technique under pressure), mental ability (confidence and mental toughness), and fitness (endurance, speed, balance and agility, strength). Jeff Herman also identified the role and qualities of each player according to their plying position (Jeff, 2011). The goalie is the last line of defence on a soccer team. It's his job to defend his team's goal against opposing players trying to kick or head the ball past him and into the goal, which is 8 feet in height and 24 feet wide. The goaltender, who usually wears gloves and a different color jersey than the rest of his teammate, does have one distinct advantage: he can use his hands. Of the 11 players on the field for a team at one time, there are usually three or four defenders. It's their job to provide support for the goalie, diffusing potential scoring chances by the opponent by stealing

the ball, blocking shots with their legs and bodies, and clearing loose balls from their team's end of the field. Defenders must always try to keep their assigned man in front of them, because when a player slips past the defence, it allows them to take unfettered shots on goal, with only the goalie left to cover the goal. It's usually the forwards taking center stage. They are their teams' primary scoring options, and thus are often the most skilled ball handlers and shooters. They can score by clicking the ball past the goalie, or knocking it into the net using their heads. Forwards are often called upon for penalty kicks and targeted on corner kicks -- free kicks from the end corner of the field that occur when the defence send the ball out of bounds. The midfielder in soccer is something of a hybrid. He/She's half-defender, half-forward, and thus must have the agility and versatility to quickly transition from offense to defence and vice versa. While the defenders focus their efforts on thwarting opposing offenses and forwards are on the field to score goals, midfielders are expected to do all of the above. They also serve as a conduit, receiving the ball from defenders and quickly moving it up field to the forwards. The position requires excellent stamina, because midfielders must cover more turf than any other players.

## **2.2. Financial resources**

Throughout the history of sports, there have never been times of such great prosperity that decision could be made or practice maintained without consideration of their financial implication (brayley and Mc\lean, 2008). Trends on sport finance include a focus on stadiums financing, player contract values, capitol accusation, economic impacts and team values (Howard and Crompton, 2004). Organizing football club need low, moderate and high level of financial investment according to the plan and capacity relationship of the club going to be organized. Football club may have several organizational modes (brayley and Mc\lean, 2008). The common types of organizations are public, private, not-for-profit and commercial sport and tourism and leisure service modes of organization. Let it be any type of organization, financial basis are must for football clubs.

There are different sources of budget based on type of organization. For example: if a certain clubs are public, these clubs will organize and administered by income generated from their members and fan. And if some clubs are private like most European top level league clubs, the power house of the money will be the owner or group of shared owners of the clubs. Many of

Ethiopian clubs are governmental in which they are organized under the sector of culture, leisure and sport movement of the country. Commercial football organizations are those who rule their own income generating system and administering themselves privately. Not-for-profit clubs are also private organizations and organized for the sake of developing any of their desired objectives. For example it may be youth development, health, and also more than two parallel plots may let them to be organised. These clubs have external financial sources from which they are delegated.

Since we are talking about financial sources we can differentiate the way in which clubs gain income. Developing fan based income system is the first choice in every football leagues clubs. Lez Ellen discusses that, clubs can only retain privileged and protected position in society with the support of their passionate and royal fans (Lez Ellen, 2010). This discussion was raised with the idea of the effect of worldwide economic crisis on football clubs of Europe, mainly Portsmouth FC in England. Football clubs use their fans as a source of income within different methods. The commonly default methods are annual membership fees, sales, and match entrance fees. In our case in Ethiopia, no known football club have ever been using these methods except St. George and Buna FC. Yet, these two clubs are not using it as strong as it is needed. Primarily the marketing skill of many Ethiopian clubs is in question.

Another method of generating financial support is sponsorship. This deal works only for clubs with honer and prized. For example, the top honourable club in the world, Barcelona is sponsored by Qatar foundation with 30 million euro per season (football money league, 2012). Now days in Ethiopia, even if it is hard to ensure the amount and the whole case due to lack of literature, some football clubs are gaining boosting amount of money by sponsorship. For example St. George and Harer beer football clubs are sponsored by Derban Company and Heineken respectively. Commercial bank of Ethiopia is sponsoring its own club commercial bank FC.

Different funds from government and NGOs are another capital building methods for most football clubs. Dedebit microfinance funded 650,000 birr for Dedeit FC (dedeibitfc.com). According to FIFA financial report of 2010 FIFA spent a total of USD794 million or 22% of overall expenditure in development project in which member countries football associations

using it to their respective clubs (FIFA financial report, 2011). Government fund via sport commission or culture leisure and sport sector is another way of getting fund.

Prize money after championship, player transfer fees and broadcasting are among the methods of boosting club account. According to the 5<sup>th</sup> edition of annual football money league magazine in which they profile the highest earning clubs of the world, Barcelona FC gained USD5 million prize money gained from winning the FIFA club world cup (football money league, 2012). Similarly Ethiopian clubs like St.George and Buna FC gained relative amount of money by winning Ethiopian premier league and Ethiopian league. And also participating in tournament like events held by different bodies for different reasons can prosper the clubs' pocket. Similarly many clubs of top level leagues of some countries are being benefited from their player transfer fees. In Ethiopia there is no clear road that shows whether clubs are being benefiting from player transfer fees or not. Ethiopian player transfer common experience indicates that most clubs are sending their players after they have finished their short contract with the club. It seems that the method is why kept silent in Ethiopian premier league and Ethiopian league. Another way of getting money in which Ethiopian and many African clubs cannot access it is broadcasting. This deal is determined by the computational status of the league and standard of the country as well as quality or match fitness of the league.

### **2.3. Facility requirements**

Football can be played almost anywhere, from official football playing fields (pitches) to gymnasiums, streets, school playgrounds, parks and beaches (www.britannica.com). As the west Australian sport and football professionals Syme Marmion and Co compiled a report document called Football facilities, Facilities review and Development in which the report is issued to football west of Australia, indicates that the provision of the necessary supporting structure to all football clubs is a priority. (Syme Marmion and Co, 2009). Let it be any organisational category, a football club called to be a club could have preferred facilities. According to the above document, the standards of the provisions of facility will differ based on level of computation of each club. These professionals listed a basic category of four facility domains of football clubs. These basic four categories consist of facilities grouped to different level of clubs. These categories are playing area, functional area, club rooms and parking. The table below shows the authors' facility classification.



**Table 2.1.** Preferred facility requirements for football clubs

Preferred facility requirements for football clubs			
Playing areas	Functional areas	Club room	Parking
<ul style="list-style-type: none"> <li>• Pitch(length, width)</li> <li>• Number of pitches (main/training)</li> <li>• Player Race</li> <li>• Pitch fencing</li> <li>• Goals</li> <li>• Lighting (match/training)</li> <li>• Technical area</li> <li>• Score board</li> <li>• Fenced spectator facility</li> <li>• Spectator covered seating</li> <li>• Covered spectator area</li> <li>• Public toilets</li> <li>• Public address system</li> <li>• Reserve fencing</li> <li>• Spectator entrance</li> </ul>	<ul style="list-style-type: none"> <li>• Changing rooms(male/female - home / visitor)</li> <li>• Floor</li> <li>• Hooks/lockers</li> <li>• Bench seating</li> <li>• Match officials room</li> <li>• Medical/first aid room</li> <li>• Property area/room</li> <li>• Wet area (male/female/visitor /home)</li> <li>• Gym/fitness room</li> </ul>	<ul style="list-style-type: none"> <li>• Club room floor area</li> <li>• Administration floor area</li> <li>• Canteen/kitchen</li> <li>• Bar</li> <li>• Storage area</li> </ul>	<ul style="list-style-type: none"> <li>• Number of sealed car bays</li> <li>• Lighting of car park</li> </ul>

It is not mean that all clubs should have the above all facility provisions. There are core and optional requirements, and also preferred minimum standards. Meeting the standard at national league level, premier league level, Ethiopian league level and junior level will differ in Ethiopian case. Here in our country Ethiopia, the federal government and regional governments are

working together to fulfil the late hunger of the sport community of Ethiopia. The Nekemt Orormiya, Bahirdar Amhara and Bole Gerji Addis Ababa public stadiums are among the feeds for community questions. And also there are several relative standard pitches building is continuing across the cities of Ethiopia.

## 2.4. Organisational structure and responsibilities

### 2.4.1. Organizational structure

The current manager of Chelsea football club Rafa Benitez argued that it is essential to analyse in depth the club organization, its management structure and their different functions (Rafa Benitez, 2012). He continued his article on his own blog site with two different models of managerial structure which are the European and the Uk.

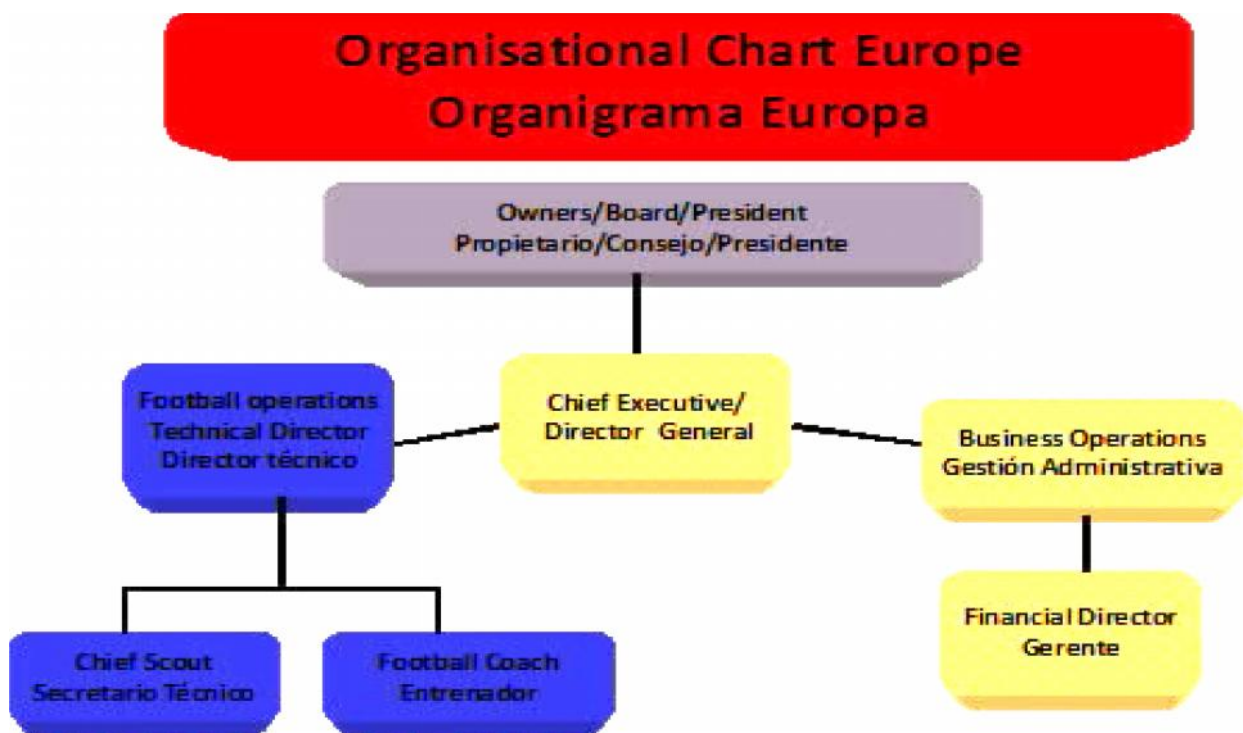


Diagram 2.1. Example of Rafa's organizational chart of Europe clubs

In England though, it is the Manager who, also in theory, is responsible for the football, and therefore has the authority to decide how to put the squad together.

# Organisational Chart UK Organigrama en Inglaterra

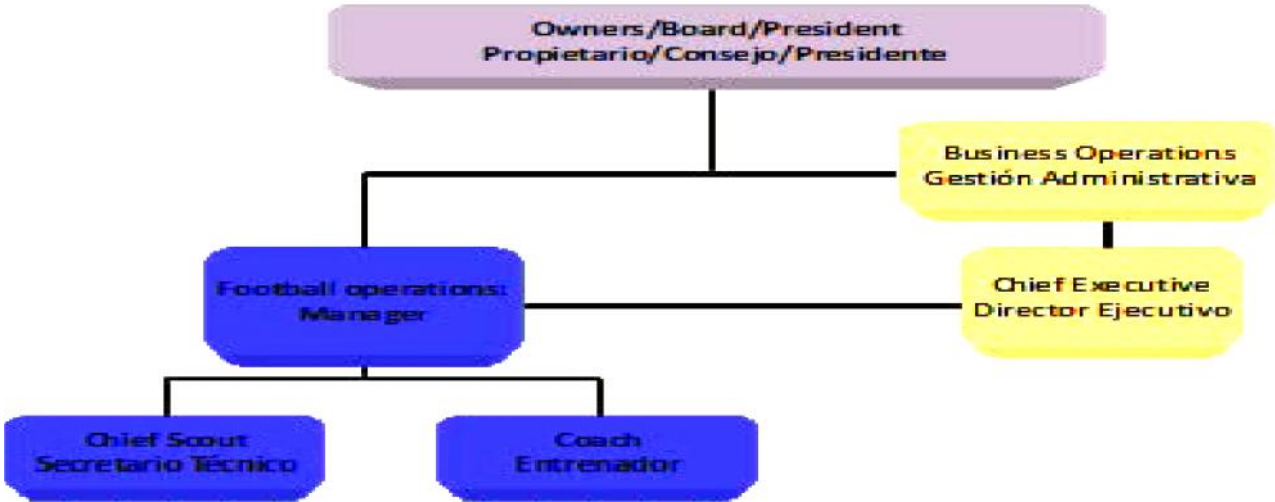


Diagram 2.2. Example of Rafa’s organizational chart of UK

In some clubs specifically the administrative structure may vary. The following is the structure for Middleton football club.

## MIDDLETON FC CLUB STRUCTURE

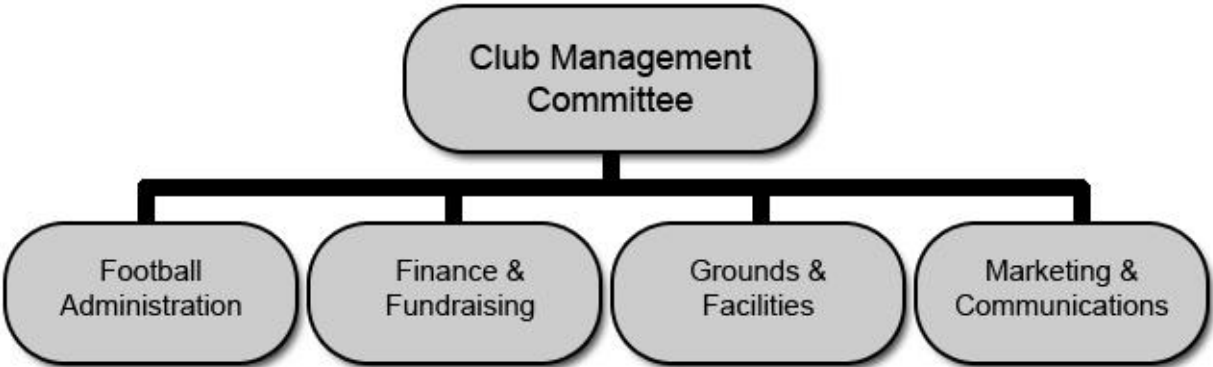


Diagram 2.3. Middleton Football Club organizational structure (middletonfc.com)

In Ethiopian football clubs case, for example the newly organized and wonderfully performing its all commitment to the development of football in the country, Dedebit football club has

formally organized managerial structure. According to the chart from the club’s website the executive board of the club is the head of the club. The president and the general manager are below the board and are responsible for the executive board of the club. The head coach of senior team of the club is equally labelled with marketing and communication, finance and administration, head coach of women’s team and youth development technical director. Unlike many of Ethiopian top level league clubs, Dedebit football club has web site desk and legal service in its club structure. The chart from the website of the Dedebit football club (nick name – the blue armies) is labelled below.

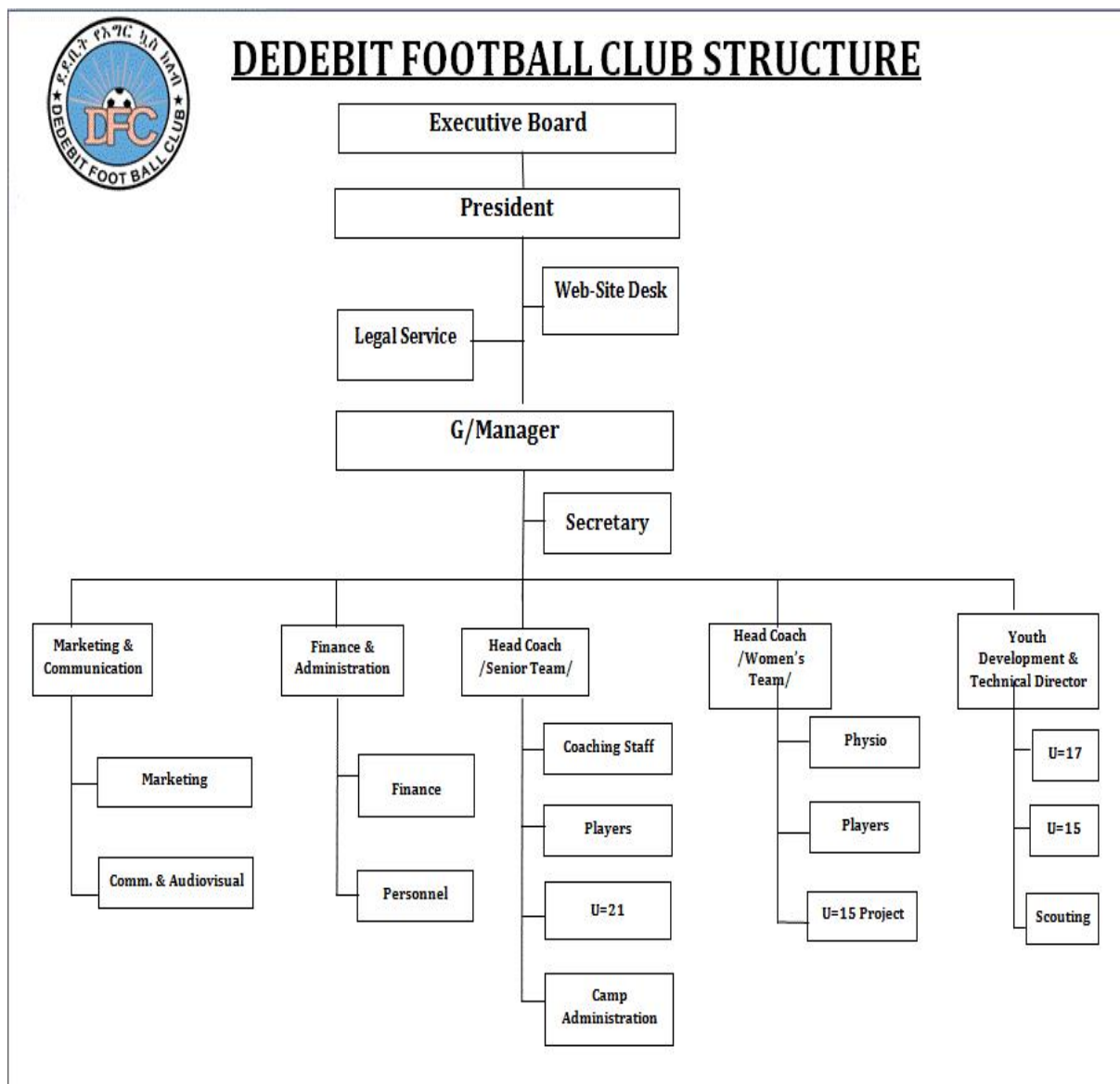


Diagram2.4. Dedebit football club structure

## 2.4.2. Responsibilities

The following components of structure of club organization are adapted from Crescenta valley soccer club team handbook. The club is found in south California and is a non profit sports organization that was founded by Reggie Rivas and group of committed community leaders in 2001.

**Club President:** The President shall be the Chief Executive Officer of the Board of Directors for the Club. Subject to the control of the Board of Directors, the President shall generally supervise, direct, and control the business and promulgate policies, as needed.

**Vice-President (Club Administrator):** The Club Administrator may act in the absence of the Club President and is responsible for various Administrative Functions, communication and other duties relevant to Club operations as deemed necessary.

**Secretary:** The Secretary keeps records and minutes of Board meetings, listings of the Board members, and all actions taken. Is responsible for custody of the official

**Treasurer:** The Treasurer keeps the Books of, including, but not limited to deposits, disbursements, budget, financial conditions, bonds, etc.

**Club Registrar:** Responsible for registration of players, administrators, and coaches into Ethiopian football federations and subordinate associations.

**Vice President Operations (VP):** Oversees and mentors the Director of Coaching and all Team Coaches, assists teams with player and coach recruitment, Provides league and tournament recommendations for each team based on team history and prospects. The vice president meets with coaches on a monthly basis, and provides a critique of all members of the coaching staff on a quarterly basis, and attends games and practices, as required, to ensure team progress, and attends monthly coaching meetings monitoring each coach and team's status as part of the Club agenda.

**Director of Coaching (DOC):** Prepares Technical Program for entire Club, Helps recruit Coaches and Players, Conducts Coaching Education for all Coaches, Reports to Vice President of Operations, Assists teams with player and coach recruitment.

Provides league and tournament recommendations for each team based on team history and prospects, Meets with coaches on a monthly basis, and critiques of all members of the coaching staff on a regular basis, Attends games and practices, as required, to ensure team progress.

### **Coach**

Responsible for player and team development, including the following key player characteristics:

- Technical (soccer skills)
- Tactical awareness (got game)
- Physical (endurance, strength, speed)
- Psychological (character, discipline, leadership)

Conducts player selection based on Team development. Develops a team season plan as well as finalizes team roster, schedule, and overall objectives (level of play). Upon finalizing the player roster, the Coach works in conjunction with the Team Administrator to facilitate team administrative organization, player registration and communication among the families of the players.

**Team Administrator:** Manages all team administrative functions, and ensures that they are performed in a timely manner, Interfaces with club registrar, prepares the team budget with the coach responsible for overseeing team income and expenditures, Delegates certain responsibilities to team parents

**Team Treasurer:** Handles all aspects of bookkeeping, banking and managing team income/expenditures.

## 2.5. Environmental, social and political cases

### 2.5.1. Environmental cases

In this section, about environment, two the most argued cases will be discussed. These are football and altitude and football and temperature. Altitude and temperature earns greater attention in every international competition and tournaments held by FIFA and subordinate affiliates. Prof. Martin Schwellnus of university of cape town conducted a research on FIFA 2010 world cup held in south Africa with the title “environmental conditions and their potential effect on football performance”. The research conducted with the help of medical research council of South Africa and university of Cape Town focuses mainly on medical issues of FIFA 2010. According to the research, match injuries, training injuries, and medical illness are studied on reference of altitude, temperature, allergens, atmospheric pollution and ultraviolet radiation. Many talks held on football (clubs) and environmental conditions are targeted on creating safe and/or injury free football life. The above conditions, mainly altitude and temperature in a given area are the most important consideration of all time football. Observation of altitude on ten host cities of FIFA 2010 world cup indicates Durban to be the less altitude with 8m above sea level and Johannesburg to be the higher altitude with 1694m above sea level (prof. MartinSchewllenus, 2010). And also the temperature in Durban was 23 °C day time and 17°C night which was the hottest and Bloemfontein was 17°C day time and -2°C night which was the coldest one prof. MartinSchewllenus, 2010). These surveys were conducted to help teams with sufficient information and to suggest considerations in preparation and competition. The same is true for organizing football club in a given area. Let us compare these data with afar regional state. Much of afar is below sea level (lake asal is -155) and it is one of the most hottest place on earth with temperature topping 50°C in summer ([www.see.leeds.ac.uk](http://www.see.leeds.ac.uk)). The comparison indicates that FIFA 2010 host cities are more highly safer than that of afar regional state.

But what makes football a unique sport is it can be played anywhere with the help of acclimatization (K. T. Ozgunen et.al, 2010). UEFA competitions are played out in varying environmental conditions, for example temperatures as cold as -5c<sup>o</sup> in Moscow and as high as 30 c<sup>o</sup> in Madrid (professor john brewer)

The article produced by soccerperformance.org indicates that environmental conditions are among determinants and factor (beyond control of coaches and players) of soccer performance (www.soccerperformance.org). According to the article the weather and significant changes in temperature and humidity will affect performance. Temperature has an important role to in match play. Both hot and cold conditions will adversely affect performance. Muscle performance deteriorates as muscle temperature falls. Evidence also shows that during hot & humid conditions players will run lesser distances and are more at risk of dehydration.

### **2.5.2. Social cases**

Internationally, sport is considered an important factor for social development (Ingham & Loy, 1993). Mainly as the observations indicate all over the world, football is the dominant sport in world in which it is known by its bond in social and cultural exchanges. The major transportations of football to all community level are the media and education. These two models of transportation are uniform by their nature and easily transform to all areas without any contradiction from place to place. This is why football has one sprit all over the world in which it is described by massive support and friendship behaviour. Professional football clubs certainly recognize that they are an important part of the community and alongside this comes certain relationships with and responsibilities to the community- be it the local population, local authorities, other businesses or the environment (Jenkins, 2012). Sport has many social and environmental sustainability impacts. Imagine what the world is doing with football now days. The love, intimacy, caring and entertainments are the impacts of football on society.

### **2.5.3. Political cases**

Politics suggest that the governing body should be structured as a professional decision-making body and be founded on the following principles and features of best practice: accountability; focus; leadership; integration; equity; inclusiveness and fair representation; and transparency and openness to scrutiny (Billy,et.al, 2001). Political bodies and sport mainly football are highly interrelated in many ways. Especially in countries like Ethiopia in which the equal growth of every sector is ensured to be moving forward, football is highly supported by politics. It is better



to employ politically skilled employee in any of football governing organizations and it is luckiness if politicians have awareness on football. Now day it is common to analyse attitudes of politicians on football. It wasn't until recently that there has been increased academic interest in the political processes and societal impact connected to sport (Eivind, 2009).

According to Politique africaine football, football teams and federations are directly related to local, national and international politics. In recent times, there have been several conflicts between FIFA and national governments over 'interference' in national football associations. Indeed, it is not uncommon for local or national leaders to mobilize football as a political resource; hence one might examine the link between football and partisan politics, or the relationship between specific political leaders and the football world (Politique africaine, 2010). In addition political economy is the bridge in which football clubs and government are interrelated. Hence, in developing countries like Ethiopian and regions like Afar the greater financial source for local football clubs is the government. And ethnicity and gender issues in football are on the hands of government of certain areas. Racism and violence and the interference of government for settlement ensure the activity of politics in football to be greater than one can think. Mini to mega infrastructure building and smartness of government political ideology is a big concern in regions like Ethiopia.

## CHAPTER THREE

### RESEARCH METHOD, MATERIAL AND PROCEDURE

#### 3.1. The study area

This study was implemented on some parts afar regional state (samara/logia, Dubti and Asiyita)

#### 3.2. The study design

This study was observational descriptive study in which characters of the research would be described using quantitative and qualitative information gathering methods.

#### 3.3. Sampling method and sample size

The population for this study were various communities those were highly concerned in football. Those were players, amateur and/or professional coaches, officials, company owners and/or leaders, different government bodies and NGOs. Thus the sampling method and sample size were differing accordingly. Also information collection methods were differing according to type of research question and target population. This was done by making a domain of grouped population and relative research objective. Also the domains were base on data collection methods which were qualitative and quantitative methods. Thus for the interview domain, (company holders/owners/leaders, government sectors and football governing bodies) a purposeful sampling method of four participants were selected from each population in which two respondents were from one site. For the questioner domain (players, local team organizers/coaches) systematic random sampling methods of 52 players were selected from four different teams (13 players from each team) and 8 coaches were selected to respond to questionnaire. Total of 60 participants were participated from each population in the study areas.

### **3.4. Method of data collection**

Basic data collection methods were used based on the type of research objectives. These were mainly questioner and interview. Observation was another method of data collection. Research objective concerning the identification of problems, evaluation of components of organizing football clubs and descriptions of current status of different variables were mainly investigated by questionnaire and some by interview and some by observation. Objectives like providing supplement of historical notes and analysing the current attitude of organizations in owning football clubs were mainly worked by interview. The questionnaires were distributed to players via their coaches and coaches were responded the same questionnaire in which there were questions concerning each of them separately and commonly. Interview data was obtained through constructed framework of interview questions. These frameworks were target full in their nature and they were differently approached to different sites of interview. The data from observation were mainly concerned with infrastructure or facility observation and photographing were used.

## CHAPTER FOUR

### DATA PRESENTATION, ANALYSIS AND INTERPRETATION

In this section data obtained from different sources will be discussed. Mostly there were primary data sources directly obtained by questionnaire (n=56) of four respondent didn't return, interview discussion (n=4) and observation. Due to lack of sufficient documentation data planed to be obtained from secondary sources are omitted. The data presentation and discussion in this chapter is grouped to some domains of discussion. The first domain is characteristics of respondents in which respondents' age, sex, literacy status, football status, years of play or years of coaching (for coaches), status of their club, playing position, type of club or team of coaches and characteristics of interview respondents are discussed. The second domain is about analysing status of different variables directly related to problem of organizing football clubs. These are status of clubs and competition, status of coaches and players, status of facilities, and status of social, environmental and administrative and/or political effects. The third domain is about analysis of problems of organizing football clubs in Afar region. The fourth domain is about analysing computing components of organising football clubs as a problem of organizing. The fifth domain is about presentation and interpretation of interview discussions. The last domain is about analysing observation details.

#### 4.1. Characteristics of respondents

❖ Respondents age, sex and literacy status cross tabulated

**Table 4.1. Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
age of respondents * gender * academic status	56	100.0%	0	.0%	56	100.0%

N= number of respondents

The above table shows that there are 56 (100%) valid respondents with no missing element (0%) which mean all respondents are responded for three statuses, age, sex and literacy status.

**Table 4.2. Age of respondents \* gender \* academic status Cross tabulation**

academic status			gender		Total
			male	female	
high school	age of respondents	below 15	1		1
		15 - 19	17		17
		20 - 25	1		1
		26 - 30	1		1
		Total	20		20
collage	age of respondents	15 - 19	1		1
		26 - 30	1		1
		above 30	1		1
		Total	3		3
university	age of respondents	below 15	1	0	1
		15 - 19	2	5	7
		20 - 25	14	5	19
		26 - 30	4	0	4
		above 30	2	0	2
		Total	23	10	33

Table 4.2 shows that there to be dominancy of male respondents (n=46) than female respondents (n=10) and also concentration of age with average of 17 is shown in high school respondents (n=17) and age with average of 22.5 in university respondents (n=14). Another figure is that all female respondents (n=10) are university categories which may indicate that football is more practiced by females in universities than high schools and colleges in Afar regional state. The other one is that university respondents (n=33) are high in number than high school (n=20) and college respondents (n=3)

- ❖ football status, years of play or years of coaching (for coaches), status of their club, playing position and type of club or team of coaches

**Table 4.3 football status (player or coach)**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid player	48	85.7	85.7	85.7
coach	8	14.3	14.3	100.0
Total	56	100.0	100.0	

Table 4.3 shows that 48 (85.7%) respondents are players and 8 (14.3 %) respondents are coaches which indicate that majority of data are obtained from players

**Table 4.4. Statistics of players – years of play**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid below 1year	1	1.8	2.1	2.1
2 - 5 years	8	14.3	16.7	18.8
5 - 10 years	23	41.1	47.9	66.7
above 10 years	16	28.6	33.3	100.0
Total	48	85.7	100.0	
Missing System	8	14.3		
Total	56	100.0		

According to table 4.4 player respondents (n=23) (41.1%) (Valid percent =47.9%) playing year and experience run to 5-10 years category while the second most category above 10 years respondents (n=16) (28.6%) (Valid percent =33.3%) are following the first. Player respondents (n=8) (14.3%) and (n=1) (1.8%) are levelled in stage 2-5 years and below 1 years of play and experience respectively. Respondents (n=8) (14.3) are refused to respond to their experience in football with unknown reason.

**Table 4.5 playing position**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	goalkeeper	4	7.1	10.0	10.0
	defence	12	21.4	30.0	40.0
	midfield	15	26.8	37.5	77.5
	attack	9	16.1	22.5	100.0
	Total	40	71.4	100.0	
Missing	System	16	28.6		
Total		56	100.0		

Table 4.5 shows that of the total respondents (n=56) (100%) (Valid percent 37.5%) majorities (n=15) (26.8%) are midfield players, the second most respondents (n=12) (21.4 %) are defence players, and thirdly respondents (n=9) (21.4%) are attackers and finally respondents (n=4) (7.1%) are goalkeepers. Respondents (n=16) are refused to respond for this question.

**Table 4.6 players having clubs**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	33	58.9	71.7	71.7
	no	13	23.2	28.3	100.0
	Total	46	82.1	100.0	
Missing	System	10	17.9		
Total		56	100.0		

Table 4.6 states that player respondent (n=33) (58.9%) (Valid percent = 71.7%) currently have team or club. Respondents (n=13) (23.2%) are team less players. player respondents (17.9%) are refused to respond to this question.

**Table 4.7 years of coaching for coaches**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 - 5 years	3	5.4	37.5	37.5
	5 - 10 years	3	5.4	37.5	75.0
	above 10 years	2	3.6	25.0	100.0
	Total	8	14.3	100.0	
Missing	System	48	85.7		
Total		56	100.0		

According to table 4.7 from the total number of coaches (n=8) (valid percent =100%) the same coach respondents (n=3) (valid percent=37.5%) have 2 to 5 and 5 to 10 years of coaching experience respectively. Respondents (n=2) (valid percent = 25%) have ten and more years of coaching experience.

**Table 4.8 types of team the coach is coaching**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	students (primary, high school, college, university)	5	8.9	83.3	83.3
	group of volunteer youth players	1	1.8	16.7	100.0
	Total	6	10.7	100.0	
Missing	System	50	89.3		
Total		56	100.0		

Table 4.8 shows that coach respondents (n=5) (valid percent 83.3%) are coaches of student teams which may show that student teams are dominant than professionally organized club in Afar regional state. Only respondent (n=1) (valid percent 16.7%) is a coach of group of volunteer



youth team, not actually a professional club. Out of (n=8) (100%) Respondents (n=2) refused to answer this question

❖ characteristics of interview respondents

Interview site 1 respondent

This interview site is called Samara/Logia city administration office. The respondent of this interview site is a young worker in youths, women and children affairs office of the administration. He is selected due to his closeness to the sports movement in the administration and he is the one who is handling all sport matters of the office currently. In addition he is tough enough to respond to interview questions with his adequate current information of football activities in the cities of Samara and Logia.

Interview site 2 respondent

This interview site is called Afar water works construction organization (አፋር ውሀ ስራዎች ኮንስትራክሽን ድርጅት - አውሰኮድ). There were two respondents both are old enough in work experience and in their attachment to Afar region's sport activities. The majority of history of Afar football and sport in the introduction part are extracted from the result of this interview discussion. One of them was director of the human resource management of the organization and the other was just a staff. Both respondents have an experience in sports participation and management of sport. One of them was volleyball player for shewa part of Ethiopia (ሸዋ ክፍለሀገር) during the last two rulers. And they used to lead teams of different sport in different years of work experience. One of them was also a founder of Regions' sport for health association.

Interview site 3 respondent

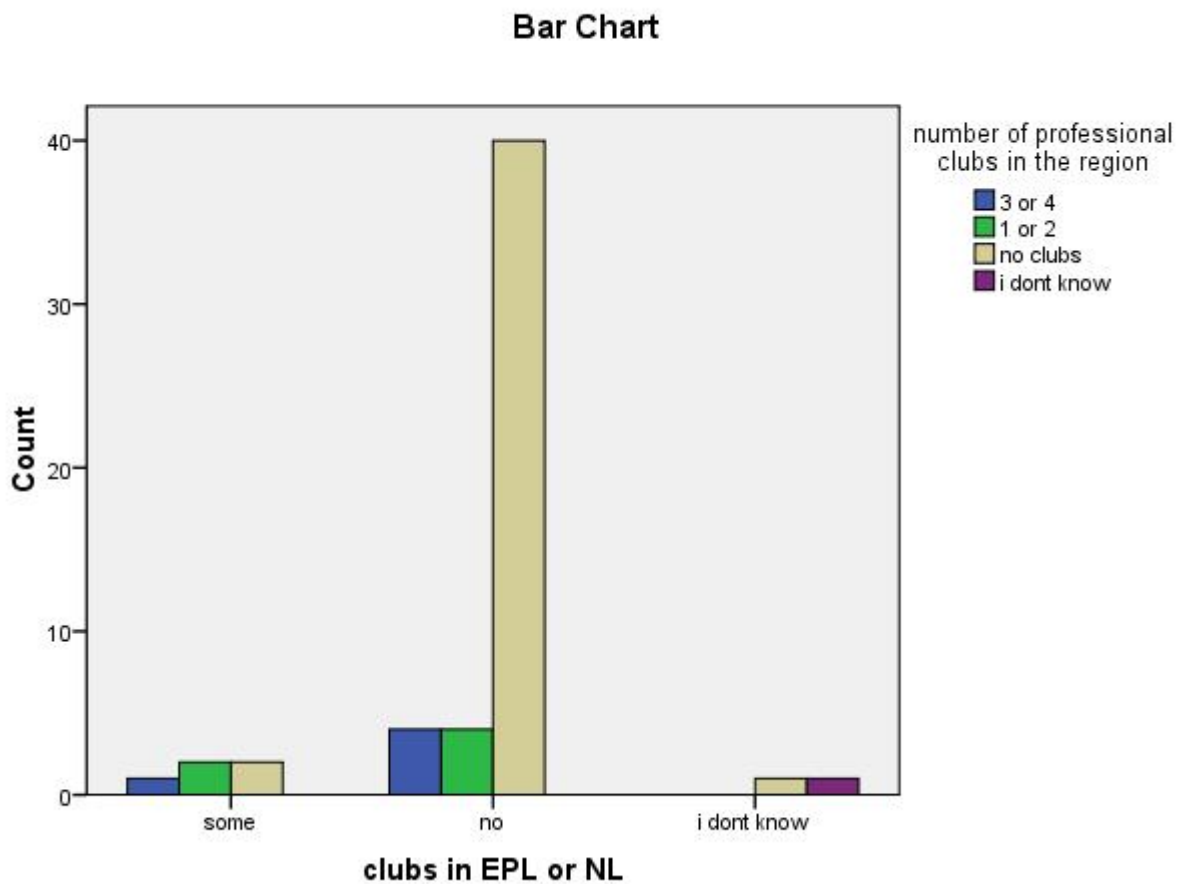
This interview site is called Afar region sport commission. The respondent in this site was someone who was able to help the researcher because of most of respective staffs of the office has gone for filed works for several days. But he was one of founder and coach of the 1990 EC national youth football project of Afar region. Even if it was impossible to find secondary data resources to be copied for relevancy he tried his most in responding all questions. The respondent was one who is courage enough to discusses all problems in his own office and all other teams in the form of critics.

**Note:** interview site 4 (Afar police), interview site 5(Tendaho) and site 6 (Afar football federation) are missed because of the respective respondents are not available at office and there were no one to give information.

**4.2. Analysis of the current status of different variables**

- ❖ status of clubs in Afar regional state

Fig 4.1.barchart for number of professional clubs in Afar region cross tabulated with their participation in Ethiopian premier league and national league



Note: EPL= Ethiopian premier league, NL= national league

Figure 4.1 shows that out of (n=55) (valid percent=98.2%) a huge number of respondents (n=40) responded that there is no professionally organized club in Afar region and no one is participating in Ethiopian premier league and national league. Even if it is already known that Afar region has no delegate in the leagues this question is raised to make a base for knowing the status of professional football clubs in the region. According to the above figure respondents (n=below 4) are answered that there are 1 or 2 and 3 or 4 professional football clubs in the region.

**Table 4.9 clubs in division \* number of professional clubs in the region Cross tabulation**

Count		number of professional clubs in the region				Total
		3 or 4	1 or 2	no clubs	I don't know	
clubs in division	some	1	2	4	0	7
	no	4	4	38	0	46
	I don't know	0	0	0	1	1
Total		5	6	42	1	54

Nearly the same figure (n=38) is shown in the above table that there are no professional football clubs and none of them are taking part in pre-Ethiopian league or national league.

❖ Frequency of competition

**Table 4.10 frequency of competition**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes regularly	7	12.5	12.7	12.7
	yes but not regularly	45	80.4	81.8	94.5
	no	3	5.4	5.5	100.0
	Total	55	98.2	100.0	
Missing	System	1	1.8		
Total		56	100.0		

Table 4.10 shows that respondents (n=45) (valid 81.8%) argued that there are competitions but not held regularly in which it may help in progression of football teams to a better professionalism and development of players to their respective professional life, while respondents (n=7) (valid 12.7%) and (n=3) (valid 5.5%) are argued to there are competitions regularly and there are no competition.

❖ Status of football facility in Afar regional state

**Table 4.11 status of facilities in the region**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	very good	1	1.8	1.9	1.9
	not good	9	16.1	16.7	18.5
	no facility	44	78.6	81.5	100.0
	Total	54	96.4	100.0	
Missing	System	2	3.6		
Total		56	100.0		

Table 4.11 shows that respondents (n=44) (valid 81.5%) argued that there are no any football facilities in Afar regional state, while respondents (n=9) (valid 16.7%) responded that there are facilities but not good. The rest (n=1) (valid 1.9%) responded that there are facilities and they are pretty good.

❖ Status of educated man power, sport/football administrators

**Table 4.12 educated man power in the region**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	excellent	3	5.4	5.5	5.5
	good	13	23.2	23.6	29.1
	not good	34	60.7	61.8	90.9
	no educated man power	5	8.9	9.1	100.0
	Total	55	98.2	100.0	
Missing	System	1	1.8		
Total		56	100.0		

Table 4.12 indicates that respondents (n=34) (valid 61.8%) responded educated man powers are not good, while respondents (n=13) (valid 23.6%) responded educated man power to be good. Respondents (n=5) (valid 9.1%) and respondents (n=3) (valid 5.4%) responded excellent and no educated man power respectively.

❖ Status of coaches in the region

**Table 4.13 status of coach in the region**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	excellent	5	8.9	9.1	9.1
	very good	3	5.4	5.5	14.5
	good	28	50.0	50.9	65.5
	not good	13	23.2	23.6	89.1
	no coaches	6	10.7	10.9	100.0
	Total	55	98.2	100.0	
Missing	System	1	1.8		
Total		56	100.0		

As table 4.13 shows that respondents (n=28) (valid 50.9%) argued that there are good coaches, while respondents (n=13) (valid 23.9%) responded that coaches are not good. Respondents (n=6) (valid 10.9%) feel to say there are no coaches in the region, and respondents (n=5) (valid 9.1%) oppose and said there are excellent coaches. Finally respondents (n=3) (valid 5.5%) argued coaches to be very good. Adding the excellent, very good and good cases will be a positive value of (n=36) (valid 65.5%) while computing with not good and no coach cases.

❖ Status of players in the Afar region

**Table 4.14 status of players in the region**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	excellent	22	39.3	44.0	44.0
	very good	16	28.6	32.0	76.0
	good	9	16.1	18.0	94.0
	not good	3	5.4	6.0	100.0
	Total	50	89.3	100.0	
Missing	System	6	10.7		
Total		56	100.0		

The above table shows that respondents (n=22) (valid 44.0%), respondents (n=16) (valid 32%) and respondents (n=9) (valid 18.0%) total of (n=47) (valid 94.0%) are responded positively to status of player in the region. Only respondents (n=3) (valid 6.0%) are not satisfied with the positive status of players in the region.

❖ Status of community/ fans/supporters

**Table 4.15 status of fans in the region**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	excellent	6	10.7	11.1	11.1
	very good	6	10.7	11.1	22.2
	good	28	50.0	51.9	74.1
	not good	14	25.0	25.9	100.0
	Total	54	96.4	100.0	
Missing	System	2	3.6		
Total		56	100.0		

According to table 4.15 respondents (n=28) (valid 51.9%) are graded the fans as good, while respondents (n=6) (valid 11.1%) and the same number graded excellent and very good respectively in their discipline and helping their teams in any required areas. Only respondents (n=14) (valid 25.9%) have complain with the status of fans.

❖ Status of government authorities

**Table 4.16 status of government authorities/attitude toward clubs and football**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	very good	6	10.7	10.9	10.9
	good	8	14.3	14.5	25.5
	not good	30	53.6	54.5	80.0
	I don't know	11	19.6	20.0	100.0
	Total	55	98.2	100.0	
Missing	System	1	1.8		
Total		56	100.0		

The above table shows that surprising figure (n=30) (valid 54.5%) are said that government authorities and their policies are not good or they have no positive attitude toward football teams and football in general. Two cases, very good (n=6) (valid 10.9%) and good (n=8) (valid 14.5%) total of (n=14) (valid 25.4%) are appreciated the attitude and policies of government authorities. Respondents (n=11) (valid 20%) do not know the government authorities status.

#### 4.3. Analysis of problems of organising football club

In this domain of analysis comparisons of components in problems of organising and the list of problems will be analysed.

### problem of organizing professional football club

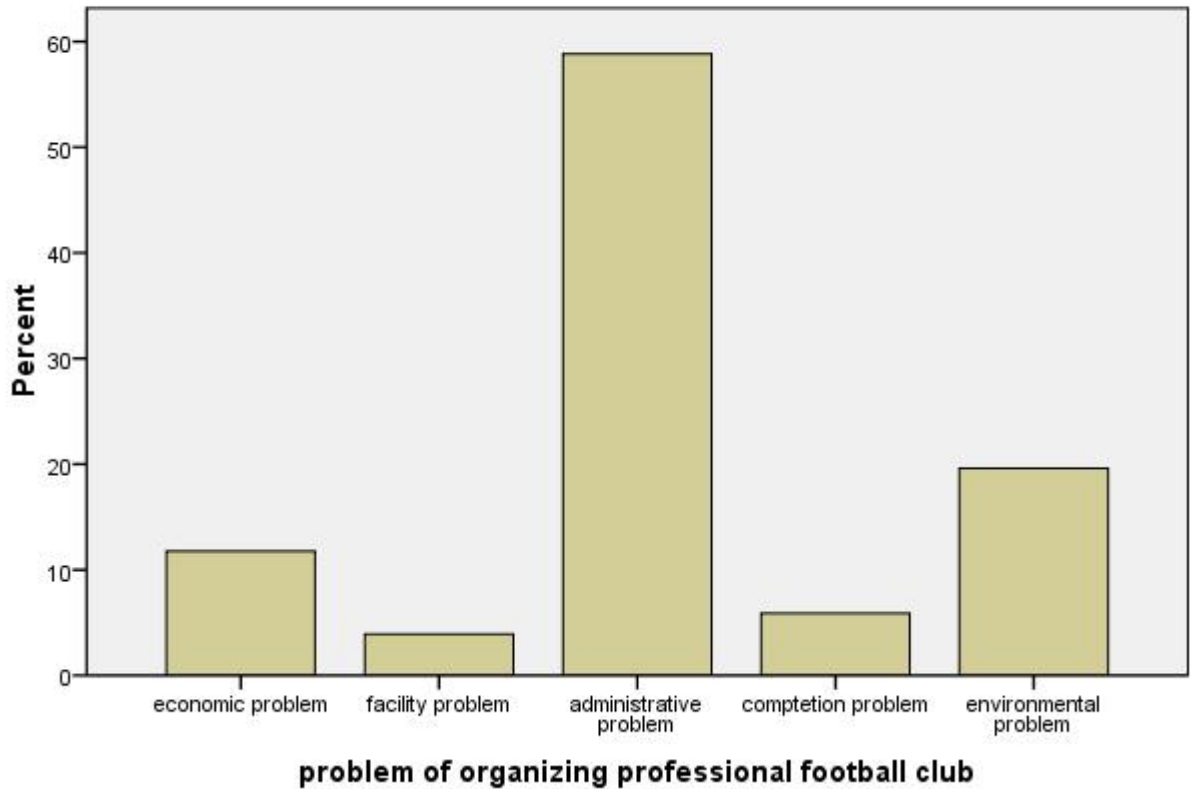
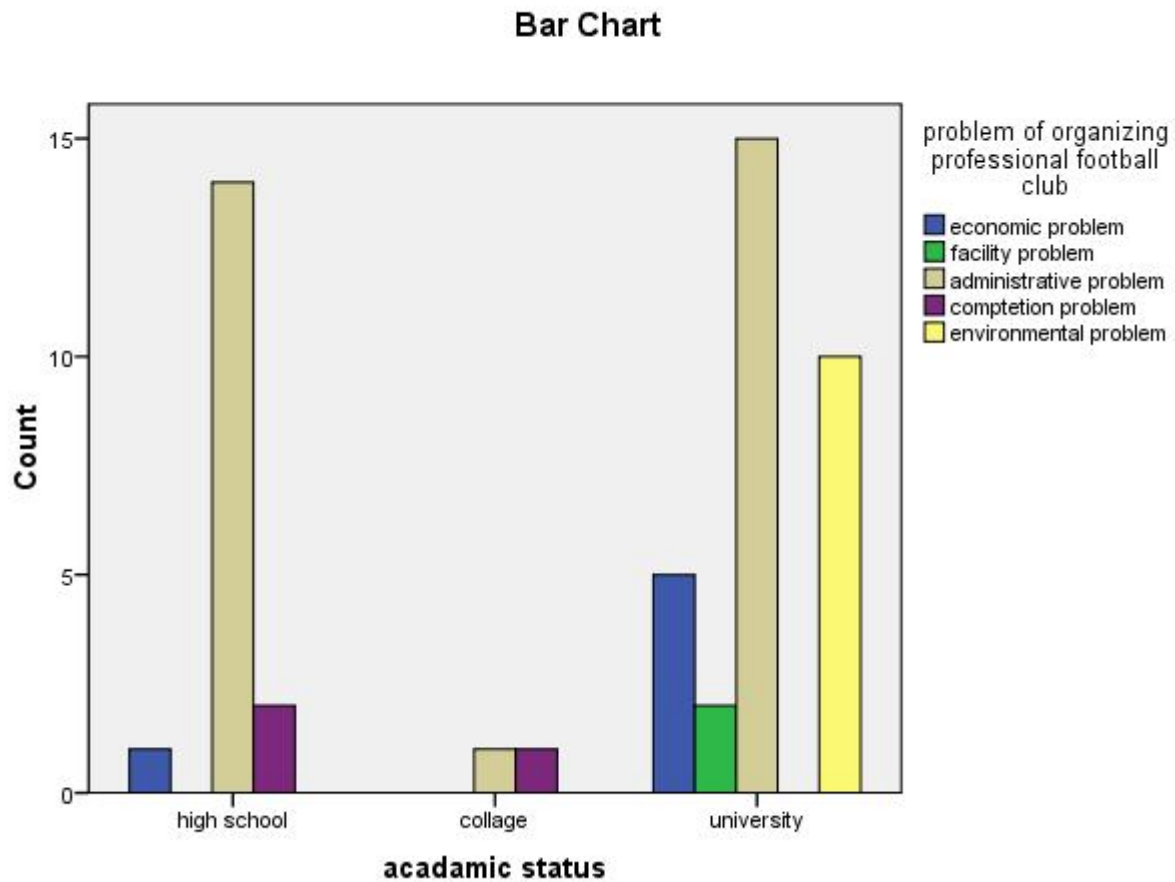


Fig 4.2 Problems of organising football club

As shown in the above chart with a huge difference (n=30) (58.8%) of administrative problem is selected by respondents as a major problem of organising professional football clubs in afar regional state. Next to it respondents (n=10) (19.6%) selected environmental problem (climate and altitude) as a big problem. Thirdly respondents (n=6) (11.8%) selected economic/ financial problem to be the problem. Competition problem is the fourth problem selected by respondents (n=3) (5.9%), while respondents (n=2) (3.9%) selected facility problem. Know that the above five problems are filtered from several options of problems (coaches, players, community/fans etc). To ensure that whether this problems are valid the total figure (98.2%) shown in table 4.11 in facility status is the best example. And also the number one problem administrative problem is reflected by table 4.16 with (54.5%) of ‘not good authorities’.



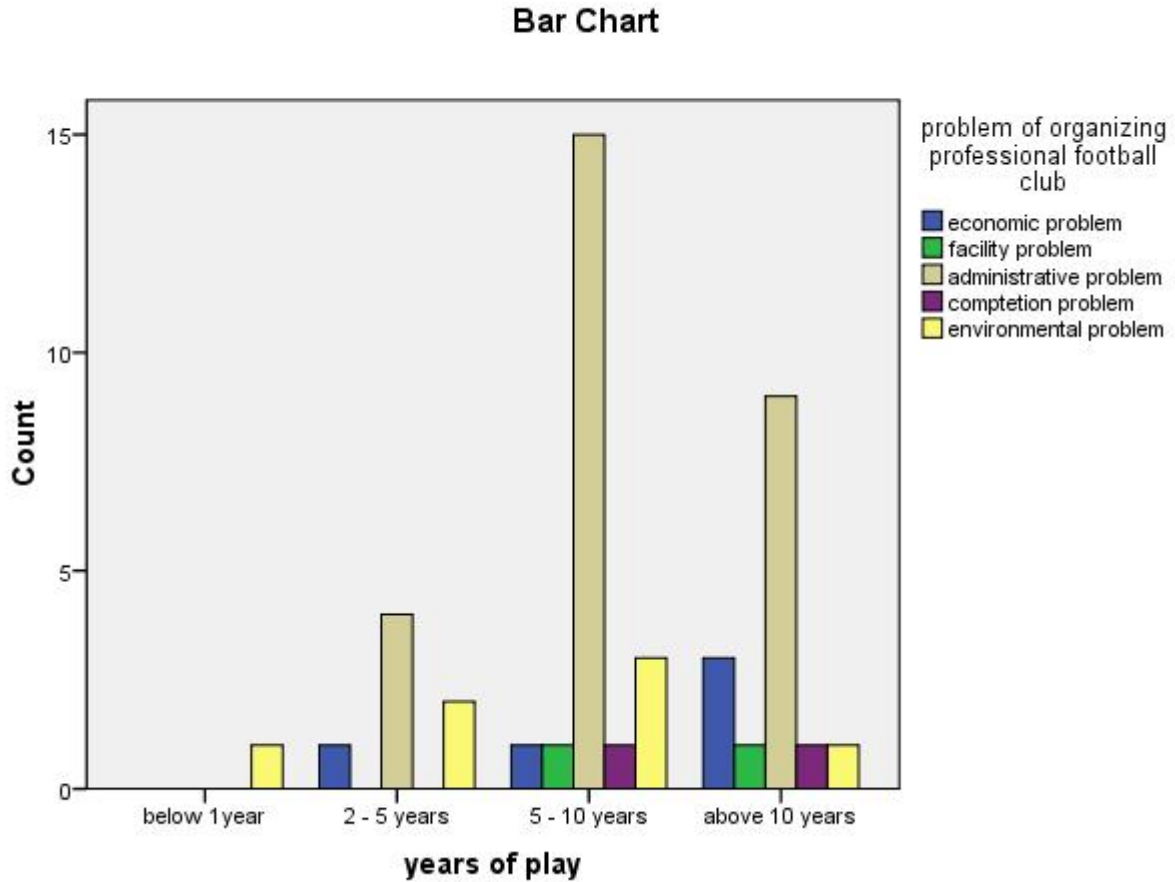
Cross tabulating the above details of selection with some characters of respondents will help on the discussion of all problems differently. The cross tabulation is the academic status of respondents.



**Fig 4.3. Chart of academic status and problem of organizing football club cross tabulated**

The above chart describes that still the administrative problem is the dominant response in all groups of academic status categories. The economic problem is the second dominant according to the response in academic status categories even if environmental problem is the second only in university respondents.

Next to academic status it is important to analyse based on playing and coaching experience of the respondents.



**Fig 4.4. A bar chart of players' years of experience cross tabulated with problem of organizing football club**

The above chart also shows that administrative problems are dominant in every year of play categories of the player respondents. Still the second dominant response is environmental problem. It is also highly dominant in coaches respondents based on their coaching experience. The following table shows that environmental problems (42.9%) are most hindering problem of organizing football club in Afar regional state. Next to this the administrative problems (28.6%) are the second problems in organizing football club in the region.

**Table 4.17. years of coaching for coaches \* problem of organizing professional football club Cross tabulation**

			problem of organizing professional football club				Total
			economic problem	administrative problem	competition problem	environmental problem	
years of coaching for coaches	2 - 5 years	Count	1	0	1	1	3
		% within years of coaching for coaches	33.3%	.0%	33.3%	33.3%	100.0%
		% within problem of organizing professional football club	100.0%	.0%	100.0%	33.3%	42.9%
		% of Total	14.3%	.0%	14.3%	14.3%	42.9%
5 - 10 years	Count	0	1	0	2	3	
		% within years of coaching for coaches	.0%	33.3%	.0%	66.7%	100.0%
		% within problem of organizing professional football club	.0%	50.0%	.0%	66.7%	42.9%
		% of Total	.0%	14.3%	.0%	28.6%	42.9%
above 10 years	Count	0	1	0	0	1	
		% within years of coaching for coaches	.0%	100.0%	.0%	.0%	100.0%
		% within problem of organizing professional football club	.0%	50.0%	.0%	.0%	14.3%
		% of Total	.0%	14.3%	.0%	.0%	14.3%
Total	Count	1	2	1	3	7	
		% within years of coaching for coaches	14.3%	28.6%	14.3%	42.9%	100.0%
		% within problem of organizing professional football club	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	14.3%	28.6%	14.3%	42.9%	100.0%

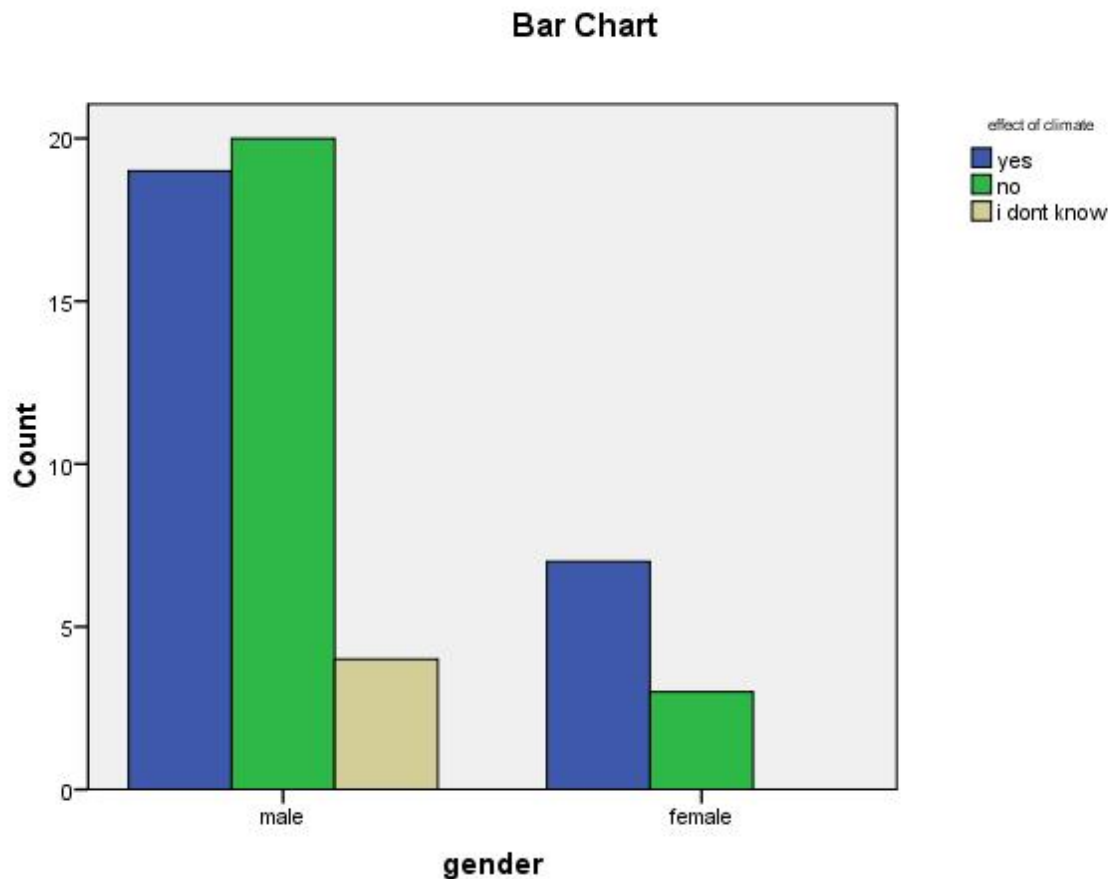
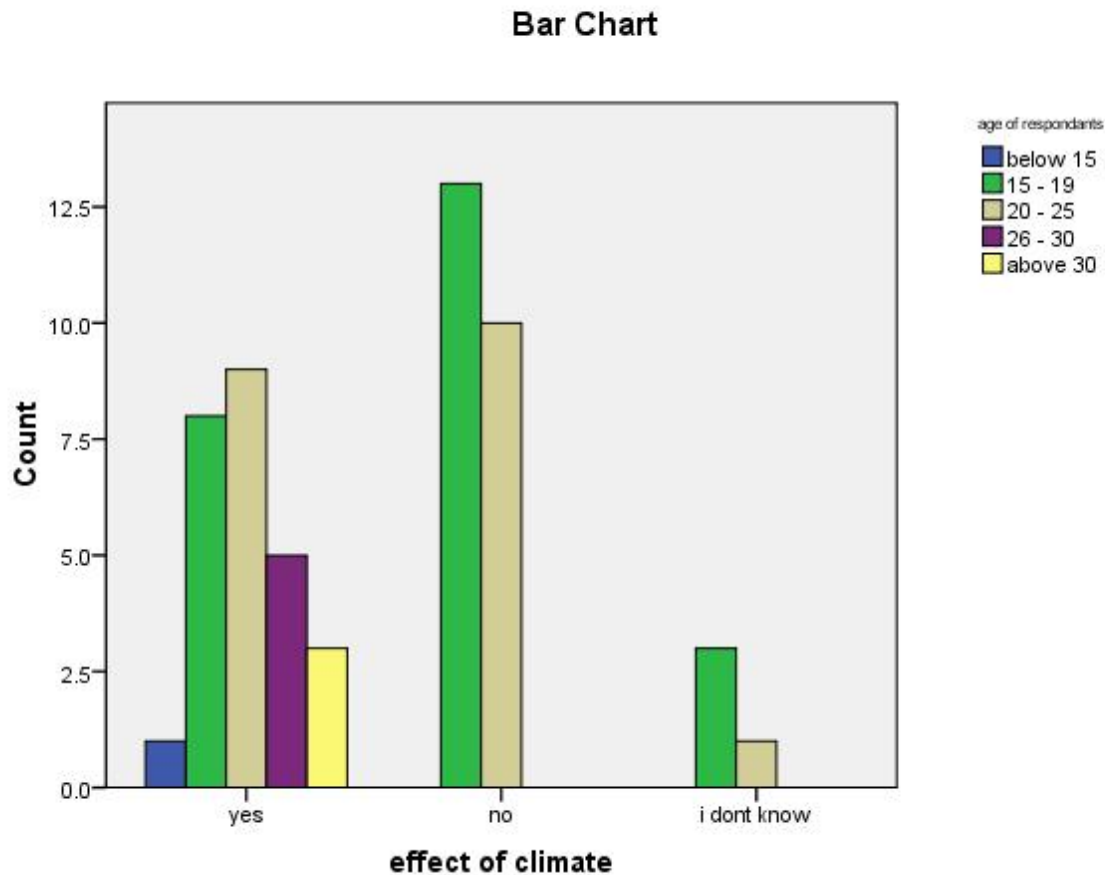


Fig 4.5. Effect of climate and respondents gender cross tabulated

Similarly the above bar chart ensures that effect of environmental problems mainly climate effects are problems mostly in female respondents  $n = (7:3)$  ratio (yes or no). But in male respondents  $n = (19:20)$  it is nearly the same response. Totally  $n = (26:23)$  argue that climate will affect football status and be factor for organising football club in Afar regional state.

The above statistics shows that there should be another way of analysing the effect of climate or generally the environmental problem surely affects the establishment and existence of football clubs. Let us take ages of respondents and analyze what the age category argues about the effect.



**Fig 4.6. Ages of respondents and their response to climate effect cross tabulated**

The above bar chart suggests that there is a concentration of age category on the response to “yes”. Which mean that, respondents from all age categories are responded to the effect of climate negatively as shown on the bar chart? Yes. This also shows that all aged respondents of the given age categories are responded to the effect of climate effects negatively. It is possible to differentiate numerical and percent descriptions of all the above contents of the bar chart.

As shown in table 4.17 the percent within age of respondents to the age category of (26 – 30 and above 30) is 100% for each category. While percents within age of respondents to the rest age categories (20 – 25 and 16 – 19) are 45% and 33.3% respectively. Simply the ratio of number of age categories responded to each response to the total number of respondents in each category is arrowed to the higher age group. So that according to the statistics of age categories the climatic

conditions in Afar region affects the organization or existence of football club for higher group age categories.

**Table 4.18. Simple ratio differentiation of age categories to the response “yes” of the climate effect**

Age category	Number of respondents to the response “yes”	Total number of respondents in each age group	Ratio	Result
16 – 19	8	25	8:25	0.32
20 – 25	9	20	9:20	0.45
26 – 30	5	6	5:6	0.83
30	3	3	3:3	1

Thus the above and below two tables shows that adults are responded negatively to the effect of the environment.

**Table 4.19. Ages of respondents and effect of climate cross tabulated**

			age of respondents					Total
			below 15	15 - 19	20 - 25	26 - 30	above 30	
effect of climate	yes	Count	1	8	9	5	3	26
		% within effect of climate	3.8%	30.8%	34.6%	19.2%	11.5%	100.0%
		% within age of respondents	100.0%	33.3%	45.0%	100.0%	100.0%	49.1%
		% of Total	1.9%	15.1%	17.0%	9.4%	5.7%	49.1%
	no	Count	0	13	10	0	0	23
		% within effect of climate	.0%	56.5%	43.5%	.0%	.0%	100.0%
		% within age of respondents	.0%	54.2%	50.0%	.0%	.0%	43.4%
		% of Total	.0%	24.5%	18.9%	.0%	.0%	43.4%
	i don't know	Count	0	3	1	0	0	4
		% within effect of climate	.0%	75.0%	25.0%	.0%	.0%	100.0%
		% within age of respondents	.0%	12.5%	5.0%	.0%	.0%	7.5%
		% of Total	.0%	5.7%	1.9%	.0%	.0%	7.5%
Total	Count	1	24	20	5	3	53	
	% within effect of climate	1.9%	45.3%	37.7%	9.4%	5.7%	100.0%	
	% within age of respondents	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	1.9%	45.3%	37.7%	9.4%	5.7%	100.0%	

In the table 4.10 status of competition irregularity (81.8%) is factor to be seen similar to the above bar chart figure for competition problem. Below table 4.17 shows that problem in competition is a result of administrative and economic problem (49.1%), facility problems (24.5%), and two or more other problems including the above two (22.6%).

**Table 4.20. problem of competition in the region**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	few number of teams	1	1.8	1.9	1.9
	economic and administrative	26	46.4	49.1	50.9
	quality of match officials	1	1.8	1.9	52.8
	unsafe pitches	13	23.2	24.5	77.4
	more than two problem	12	21.4	22.6	100.0
	Total	53	94.6	100.0	
Missing	System	3	5.4		
Total		56	100.0		

In the following table, table 4.18 financial factor is seen in the form of indirect relationship. Respondents (n=46) (82.1%) responded that financial problem in the region to be answered by federal/regional government and investors or company holders.

**Table 4.21 stake holder for economic problem**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	federal/regional governments	23	41.1	41.1	41.1
	investors/companies	12	21.4	21.4	62.5
	coaches	2	3.6	3.6	66.1
	players	1	1.8	1.8	67.9
	fans	7	12.5	12.5	80.4
	both federal/regional govt and investors	11	19.6	19.6	100.0
	Total	56	100.0	100.0	

#### 4.4 computing components of organizing football clubs as a problem

Respondents were given some components of organizing football clubs to test as a problem and to compute. From the report summary of the SPSS displayed cases and using computing formula the following result is obtained.

1. 163 - administrative problem
2. 237 - economic problem
3. 247 - facility problem
4. 342 - environmental problem
5. 347 - competition problems
6. 390 - coaches problems
7. 424 - social problems
8. 473 - players problem
9. 475 - fans problem

The numbers 1-9 shows the stages or grade in ascending order, from seriously problem to just not a problem. The numbers 163, 237...475 indicates that the sum of given value codes used to label priorities multiplied by the number of missing system and last label plus one. For example impute of codes and labels in the SPSS software for administrative problem looks as the following:

Table 4.22 example of coding and labelling

Administrative problem	Value	Label
	0	1 <sup>st</sup>
	1	2 <sup>nd</sup>
	2	3 <sup>rd</sup>
	3	4 <sup>th</sup>
	.	.
	.	.
	.	.
	8	9 <sup>th</sup>

So, sum of priority values of all cases =



$$\sum \text{priorities of cases} \\ = \sum \text{values of each repondents} + \sum \text{missing system} \times \text{last label} + 1$$

Thus for example for the case administrative problem:

$$\sum \text{values of each repondent} = 33$$

$$\sum \text{missing system} = 13$$

Last label = 9, last label plus one= 10

$$\sum \text{administrative problem} = 33 + 13(10) \\ = \underline{163}$$

All cases are calculated according to the above formula by using data on SPSS report list result (all data are found in appendix). The result (163) shows that the component is a serious relative problem of organizing football club. There for the above formula shows that the lower the sum of cases the higher the seriousness of problem.

According to the above formula and listed result administrative problem (163) is a big problem in Afar region in organizing football clubs. Secondly economic problem (237), next facility problem (247) and fourthly environmental problem (342) are listed by respondents from high to low seriousness. Extremely high number of sum of cases mainly fans' problem (475) and players' problem (473) indicates that these components are almost not a problem for organizing football clubs in the case of Afar region. This is because high number is the result of some respondents responded as least level and more not.

## 4.5. Analysis of interview responses

This section contains presentation and analysis of four respondents in which three of the respondents given the same frame of interview question. The first frame of interview question for interview site number 1 and number 2 was:

- The role of their organization on football activities of Afar region
- Current dream of organizing clubs under their organization
- Any positive or negative factors that facilitates or hinders their dream of organizing club
- The future plan

The interview frame for the interview site number 3 was little bit different with that of two sites. This interview site is one of the governing bodies of sport in the region and a different interview frame was created. The frame is:

- The role of the organization on football activities
- Discussion on activities and nature of registered football clubs in Afar regional state
- Problems of organizing football clubs as a governor of sport in the region

According to the above four frames unstructured questions were raised and the interview process exceeds with the form of discussion.

### ❖ Analysis of interview site number 1

This site is called Samara/Logia city administration. The respondent discusses that the administration is participating in the region's sport mainly football with several areas. The respondent said that they administrate basically two best football teams in their cities:

“We have two teams namely, Lucy and Salam. We help teams financially whenever needed. For example we cover the transportation costs when they travel to play any part of the region and out of the region”

Respondents also said that the administration is helping not only these two clubs. He said that the administration is involving in financial support of two other teams namely Samara youths and

Aramis of asayta. And also the respondents said that the administration is assisting the teams to be helped by other organization:

“We have wrote support later for Ethiopian commercial bank samara branch and other partners to help teams namely Lucy”

According to the above thoughts the administration is fully participating in the acyivities of football and generally sport in the Afar regional government.

The second point of discussion was about their dream of organizing football clubs under their administration in the near future. The said that:

“No, we do not have plan in the near future to have a club, because our administration is new organization organized with the construction of the new Samara city”

According to the above response the administration is no longer hoping to have a football club under its name and finally the respondent argued that they will continue helping teams with small funds until they build greater capital to have team.

The third point of discussion was answered comparatively with the second idea with that they do not have built greater status or they are not fit enough to have teams. And also they hope in the long future to have a team but this hope is only the respondent’s hope.

#### ❖ Analysis of interview site number 2

This site is called Afar water works construction organization. There were two respondents and the discussion a full of takes. The respondents said that they have been working on sports mainly football in Afar region and they said that they have good motivation toward football in Afar region. One of the respondent started with the identity of the organization and said that the organization is a nine years old organization; the budget is from generating its works and profiting and said:

“We have been sponsoring teams and different competitions in the region”

According to the above thoughts the organization is participating with its all willingness in the activities of sport in the region.

The next discussion point was their dream of having football club under their organization in the near future. One of the respondents said:

“We have no planes but ambitions. We will be the first in the region in owning club if opportunities are created”

According to the above discussion the organization is not hoping to have a football club in the near future. According to respondents the factors were that the organization is just a nine years old and didn't built sufficient capital to own a team.

As stated in the above discussion the organization needs just creation of opportunities to have a football club in the near future.

#### ❖ Analysis of interview site number 3

This interview site is called Afar region sport commission. It is already known roles are just stated on board at the entrance of the gate of the building. The respondent also argued with those statements:

“Distributing sports all over that society in which expressed by participation of all community of the region”

And also production of sportsmen who are effective in national and international events is additional statement of the role of the commission. The respondents (even if it was nor the most right person for the interview) responded that the commission is not actually practicing its role. He said that passiveness of the commission and also passiveness of its partner Afar football federation is more in these near past years. He said:

“We can say football is dead. It was good between 1990 and 2000, but now it is dead”

According to the discussion with the respondent the sport commission is not fully practicing its responsibility mainly in football. The respondent has raised some factors for the passiveness of

the commission which are, the projects are already transferred to education office and the absences of follow-ups from the respective bodies are missed. Due to these reasons and conflict between sport commission and education office there is a sign of coldness in football of the region according to the respondents thought.

The next point of discussion was the activities and nature of football teams in the region. The respondent said that there was a football club called LUCY of Asayta recognised by the Ethiopian football federation in which now it is already disappeared. But know the club is re-establishing with some initiated players and supporters. The respondent said:

“There are no any professional football clubs in the region currently. Before two years four clubs were allowed to delegate the Afar region in pre-national league tournament held in Diredawa”

According to the discussion with respondent, the commission was funding clubs whenever necessary and also there are individuals who can help football clubs financially without any preconditions as experience shows.

“But the problem is most of teams are a full of administrative problems”

The next discussion was about the problems of organizing football clubs. The respondents argued with the administrative problems in all level of the processes. The respondent said that according to the five year development and transformation plan of the region’s sport sector there was a plan of organizing different clubs in which they are helped by facilities and finance.

“We help them with the establishment fund and let them to go by themselves. But they think that the help will continue and when we refuse that they just fail and disappear.”

According to the respondent’s claim the problems are the problem of awareness, administrative problems, disagreements between sport commission and Afar region football federation, the absence of follow-ups.

#### 4.6. Analyses of observation details

In this section mainly Facility observation of the three research areas is discussed. Samara/Logia infrastructure was the first site to be observed. The two cities are about 8 kilometre far apart each other. There is a mutuality relationship between these two cities. Samara is the place where most of companies, governmental and nongovernmental offices are existing. Logia is the place where almost high number of workers of those companies, governmental and nongovernmental organisation are living. It is not mean that communities are not living in Samara. As it was observed the sport activities in both cities looks almost equal. Several community members, especially young workers and students have great experience on football at the weekends in Logia. Samara is the place where most of all level and all type of football competitions are accommodated. Basing the above concepts in mind the facility distribution and wellness are observed.

In Logia there is only one sandy and no grass playing field which is found in logia primary school. The better thing of this field is that the school fence and gates are open all the time and it is free to enter and play for every community member, what exciting! The cracks are several. There are electric poles across the middle of the entire field. The entire filed is also just a rood for school communities and for some others who crosses the compound of the school. It is just a field of play not the place to accommodate competitions. Sometimes small level competitions like tournaments of small youth local teams have been working on it. According to the observation and experienced history of the field, the playing field of Logia is just a playing field.

Samara has several sites of football fields including the region's stadium. Unlike the only stadium of the region all playing fields are unfenced and made by different stakeholder for their own organizational purposes. For example schools, camps and the likes have playing fields for recreation purposes. What makes this so simple is that the most of the time there is no construction due to the nature of the land is smooth for the purpose. Just surrounding the unexcavated surface and posting poles is enough to have football playing field. These fields are not used in accommodating tournaments; they just help in assisting. For example they playing field around the main stadium near the sport commission is currently accommodating a tournament called workers of organizations football tournament.

A big deal is about the only stadium in the region. Someone can ask what if there were football clubs participating in Ethiopian premier league and national league. Do they hold the match on that stadium or do they prefer to find rent. According to the observation and posted photograph of the field in appendix, the playing surface is not much fit enough to be played on it. The dust on the surface of the field sinks up to ankle of players in some areas. It is not just a sand (to be called beach soccer) it is just a dust. What makes a football surface a playing field is not the fence; not the constructed tribunes; it is just the quality of the playing field. The playing field should not hinder the natural match performance of players and officials on the field. This is what makes the only stadium of the Samara just stadium, not football playing surface. Additionally the stadium has several unused infrastructures namely rooms, parking, public toilets, lighting posts, and the likes. One of positive observation result of the stadium is that it has well equipped gymnasium. The woody ground surface gymnasium has several expensive sport machines. On the level of regions government it is not impossible to have an artificial football turf which is the one with no alternative.

The second observation sites are Asayita (former capitol) and Dubti. Many talented football players and tough teams of the region are from the former capitol of Afar regional state called Asayita. It is not examined but as experience shows that the delegates of Afar region in all Ethiopian games tournaments are collected from Asayita. But the observation on football facilities of Asayita shows that the former city has poor infrastructure. There are several fields but the most known and witnessed in producing many talented players is the playing field near the gate rood of the city. The unfenced playing pitch has several cracks even if it is believed to be sandy surface. It is impossible to be free of injury if a player fails on the field. The field is like assisting fields of Samara.

The facilities in Dubti are well-known by their historical uses of tendaho cotton plantation. Some people claim that the field was full of grass and was well followed up by the former organization. But now through times the playing field is a playing field just like any other parts of the region. According to the observation on the fields they are unfenced, and they only have playing surface and poles.

## CHAPTER FIVE

### SUMMARY, CONCLUSION AND RECOMMENDATIONS

In this section summary from the findings of chapter four, conclusions given based on the findings and the recommendations are presented.

#### 5.1. Summary

- ❖ In chapter one of this document sufficient introductory information was given. In background of the study the history and current practice of football and football clubs in Afar regional state and the concept of organizing football club has been stated. In the statement of the problem the reason why this problem had chosen was rationalized. Research questions, general and specific objectives of the study also incorporated on introduction followed by scope, significance, delimitation, limitation, definition of operational terms and organization of the study.
- ❖ In chapter two of this document some selective and relevant literature reviews were incorporated. These were, the role of coaches and players, financial resources, facility requirements, organizational structure and responsibilities, and environmental, social, and political cases in which all of them were directly related to problem of organizing football club being pillars of organization.
- ❖ The research design, sampling method and sample size, and method of data collection were the contents of chapter three.
- ❖ Chapter four, data presentation, analysis and interpretation is summarised as:
  - All respondents of a questionnaire (n=56) were responded to their personal characteristics due to this respondents were age of (mean of 20.6), gender (M=46, F=10) and literacy level (university=33, college=3, high school=30). Respondents (n=56) were divided in to their football status, (player=48, and coach=8). Players (n=56) were with a playing experience of (mean of 8.3 years) while coaches (n=8) were (mean of 7.06) year of coaching. Of players (n=46, missed =2) more than half (71.7%) have teams while coaches (n=6, missed=2) have teams of different categories. The interview respondents (n=4) were sport experienced and well motivated in



responding to the interview and characterized differently according to the nature of their position on work place.

- There are no professional football clubs (98.2%) and none of them are participating in Ethiopia's top level leagues. There are a non permanent irregular competitions or tournaments (81.8%) of teams of different level. The problems of these competitions are mostly administrative and financial problems (49.1%) and facility problems (24.5%). There are no any football infrastructures (81.5%) or they are not good enough (16.7%) in the region. In Afar regional state there are no well educated football/sport men (61.8%) and some respondents responded that some are good (23.6%). Coaches (65.5%), players (94.0%) and fans/community attitude (74.1%) have positive feedbacks from respondents in their status. Government authorities and their policies (54.5%) are not good for football in the Afar regional state and/or they have hidden or unknown policies and attitude (20%)
- Administrative problems (58.8%), environmental problems (19.9%) in which it is described by its vagueness in its effect (26:23) ratio of respondents who said yes to no, economic problems (11.8%) in which respondents believed to be solved by federal and regional government (41.1%) and nongovernmental organizations/companies/investors (21.4%), competition problems (5.9%), and facility problems (3.9%) are the most hindering problems in organizing professional football clubs in Afar regional state.
- Administrative problems with sum of case's value and number of missing system (163) prioritized as the first hindering problem for organizing football clubs in afar regional state. Next to administrative problems economic problems (237) are supposed to be the second most hindering problem. Facility/infrastructure (247), environmental (342), competition (347) and coaches (390) problems are prioritized as a problem of organizing football clubs by respondents.
- From chosen sites of interview areas two sites had the same framework of interview question and the one was with different approach. The interview site number one (Samara/Logia city administration) is fully participant in the region's football activities, and the administration is not hoping to have football club under its name in the near future due to earliness of the organization and shortage of sufficient fund. Interview site number two (Afar water works) is also fully participating in the region's sport activities

mainly football. And the organization is not hoping to have football clubs in the near future due to earliness of organization and shortage of fund. The interview site number three (Afar sport commission) is not working well in the activities of football and in organizing football clubs. The commission argue that one of problems of football teams in transforming to the nature of professional football club is administrative problem of all level. Additionally lack of awareness on the nature of football clubs is a problem in organizing football clubs.

- Except the only stadium of Afar regional state (the Samara stadium), the one with gymnasium, good fence and tribune, good unused infrastructures; but the one with big problem of quality of its pitch, most facilities in all research areas have the same nature in poor quality and their different status.

## 5.2. Conclusion

According to the finding in the research the following conclusions are made:

- The existing status of football teams, permanency of competitions, distributions and qualities of infrastructures, man power, and government authorities and their policies on football and football clubs are not in a good manner and do not facilitate the speed of organizing professional football clubs in Afar regional state, while the existing status of players, coaches and attitude of community are good. There are no football clubs with all its components as indicated in the literature part of this paper. These were football clubs with formal organizational structure, football clubs with adequate infrastructure or facility, football club with sufficient financial resources and football clubs with free of political and environmental pressure. Only the existing status of players and some coaches as well as the attitude of community is in a good condition.
- Administrative problems, environmental problems, economic problems, competition problems and facility problems are identified as some hindering problems of organizing football clubs in Afar regional state.
- The prioritization of components of organizing football clubs as a problem of organizing football clubs indicates that administrative problems are the first problem in Afar regional state. Next to that, economic problems, infrastructure/facility problems, environmental

problems, and competition problems are prioritized in an ascending order as a problem of organizing football clubs in Afar regional state.

- The existing status of different organizations in Afar region is not in a good status in organizing football clubs under their name.

### **5.3. Recommendations**

Based on the conclusion constructed above the following recommendations are forwarded:

- The responsible bodies like Ethiopian football federation, Ethiopian sport commission, Afar sport commission, Afar football federation, Afar education office, city administrations, government and non government organizations in the region, higher educational institutions in the region (Samara university), famous football clubs in top level league of Ethiopia should be well motivated in the activities of football in the region and should work on changing or helping the progress of different local football teams, the nature of competition of these teams, the distribution and qualities of football facilities in the region and educating manpower.
- Government authorities and their policies should be well constructed and/or well known by people in which it help in collaboration of community and government in facilitating the formation of football clubs in Afar regional state.
- Any of the above responsible bodies should work on solving administrative problems in one or more of the following ways
  - ✓ Creating awareness on sport management by preparing different panel discussions, trainings, experience sharing tours to different professional sport clubs of the country for different personnel of each level of football governing bodies
  - ✓ Helping and/or assisting the management works or processes of each level of football governing bodies of the region
  - ✓ Employing educated and experienced man power
- Any of the above responsible bodies should work on the way how to handle environmental problems while organizing football teams with scientific researches and with recommendation ideas of how to go with the environment.

- Any of the above responsible bodies (mostly the federal and regional governments and the nongovernment organizations) with the collaboration of the community of the Afar region should work on solving the economic problems, facility/infrastructure problems and competition problems of football teams in which it hinders the progression of teams to professional club.
- Among the components of organizing football clubs, problems in administrative areas are the prior jobs for any of the above responsible bodies in solving problems of organizing football clubs. This may indicate that the works in solving administrative problem can be a base for solving all related problems like economic problems, facility problems, environmental problems and competition problems.
- Some governmental and nongovernmental organizations which are commonly known by owning football clubs under their name in other parts of the country should exchange experience and be courage enough to organize football clubs under their organization.

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## **Reports and documents**

- Crescenta valley soccer club team handbook
- Ethiopian sport sector five year Development and transformation plan 2003 E.C
- FIFA financial report 2010
- National sport policy
- Unpublished documents of different team results in Afar sport commission

## APPENDIXES

### Appendix I

#### QUESTIONNAIR AND GIUDE LINES

##### QUESTIONNAIRE TO BE FULFILLED BY PLAYERS

*Note that: This questionnaire will be printed separately for coaches with the same content.*

Dear respondents, Afar regional state has an insignificant impact on Ethiopian football history and on the current movement. Like other regional states and city administrations are doing, afar region should produce talented players who will participate in the national team and enjoy the professional level of football life. In order to attain such participation there should be professionally organized football club in the region in which it helps in empowering the change and progressive development of football players. Hence, it is appropriate to investigate any hindering problem related to organizing such kinds of professional football clubs in the region. I will appreciate your willingness to participate in this investigation by responding to a questionnaire and supporting me by providing any constructive ideas. I would like to emphasis that your responses are extremely valuable for me and I would immensely appreciate your answering all questions. However, if you feel that you do not want to answer a particular question i will gladly accept your decision. I can assure you that your responses will be completely anonymous and will not use for any other purpose. This questionnaire has two parts and I would like to ask you to answer according to the respective direction.

**Part I:** personal information: please indicate your response by placing a tick ( ) on boxes provided

1. Your age

- |                                   |                                   |
|-----------------------------------|-----------------------------------|
| <input type="checkbox"/> Under 15 | <input type="checkbox"/> 15 – 19  |
| <input type="checkbox"/> 20 - 25  | <input type="checkbox"/> 25 – 30  |
| <input type="checkbox"/> 31 – 40  | <input type="checkbox"/> above 40 |

2. Sex

- |                               |                                 |
|-------------------------------|---------------------------------|
| <input type="checkbox"/> Male | <input type="checkbox"/> Female |
|-------------------------------|---------------------------------|

3. Educational level

- |   |                                      |
|---|--------------------------------------|
| <input type="checkbox"/> Primary school | <input type="checkbox"/> high school |
| <input type="checkbox"/> Collage        | <input type="checkbox"/> university  |



4. What is your current status?

A player

A coach

Team owner

5. If your answer to the above question is “a player” do you have team?

Yes

no

6. If your answer to the 4<sup>th</sup> question is “a coach” do you have a team?

Yes

no

7. If your answer to 5<sup>th</sup> question is “yes” indicate your position

Goal keeper

Defender

Wing player

Midfielder

Attacker

I play everywhere

7. If your answer to 6<sup>th</sup> question is “yes” what type of team is your team?

Students (junior, high school, collage, university)

Under 13 project team

Under 15 project team

Under 17 project team

A collection of interested youth participant

A collection of interested adult participant

**Part II.** Questions relating to organizational problems. Please put tick in boxes in front of your preferred answer

1. How many professionally organized clubs are there in your area/woreda?(please guess if u do not know the exact number)

More than 10

5 – 10 clubs

3 or 4 clubs

1 or 2 clubs

No clubs

2. How many of them are computing in Ethiopian league or premier league?

All are participating

Some are participating (please respond the number)

None are participating

3. How many of clubs in your area are participating in annual tournament of pre-Ethiopian league (division)?

All are participating

Some are participating (please respond the number)\_\_\_\_\_

None are participating

4. How many of clubs in your area are participating in regional club championship?

All are participating

Some are participating (please respond the number)\_\_\_\_\_

None are participating

5. If your answer to 1<sup>st</sup> question is “no clubs” what do you think the reason is?

- Financial problem (1)
- Facility problem (2)
- Management, administrative and organizational problems (3)
- Coaches problems (4)
- Player’s problems (5)
- Fan/supporters’ problem (6)
- Competition problem (7)
- Political problem
- Social (attitude and discipline) (8)
- Environmental problem (like climatic condition of the region) (9)

(Add if you have any additional reasons)

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6. If your answer to 5<sup>nd</sup> question is more than one please prioritize in an ascending order (you can use numbering order instead of writing whole text)

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_ -
6. \_\_\_\_\_
7. \_\_\_\_\_
8. \_\_\_\_\_
9. \_\_\_\_\_

7. What do you think about the responsibility (financial and administrative) in organizing a club?

It is federal/regional government's responsibility

It is companies/ investors' responsibility

It is coaches' responsibility

It is players' responsibility

It is communities/fan's responsibility

(Mention if another exists.)

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8. How do you describe the football facility status in your area?(facility with playing area, functional area, club room, parking)

Very good

Good

Bad

No facility at all

9. How do you describe the status of administrative and managerial human resources in your area?

Very good

Good

Bad

No educated human resource

10. As a player/coach how do you describe status football coaches in your area?

- Excellent
- Very good
- Good
- Bad
- No coaches

11. As a player/coach how do you describe status of players in your area?

- Excellent
- Very good
- Good
- Bad
- No players

12. How do you describe the status of supporters or fans in your area in terms of financial support and/or discipline?

- Excellent
- Very good
- Good
- Bad
- No supporter/fan

13. What kinds of problems of football competition or tournament are there in your area?

- Few Number of clubs/teams
- Large number of clubs/teams
- Financial
- Uneducated referees and match officials
- Unsecured playing area (unfenced) and/or no policeman

14. How do you describe attitude of any level of governmental authorities in your area and their policies on football and football clubs?

- Excellent
- Very good
- Good
- Bad
- I have no idea

15. How do you describe the society in your area regarding their passion and interest on football and organizing football club?

- Excellent
- Very good
- Good
- Bad
- I have no idea

16. As a player/coach do you think that the environmental conditions (altitude and temperature) in your area affect football and football clubs?

- Yes
- No
- I have no idea

**Appendix II Amharic questionnaire**

**አዲስ አበባ ዩኒቨርሲቲ**

**የድህረምረቃ ትምህርት ቤት**

**የስፖርት ሳይንስ ትምህርት ክፍል**

**በተጫዋቾች የሚሞላ የፅሁፍ መጠይቅ**

ይህ የፅሁፍ መጠይቅ የተዘጋጀው በአዲስ አበባ ዩኒቨርሲቲ የድህረምረቃ ት/ቤት በስፖርት ሳይንስ ት/ክፍል ለሚሰጠው የሁለተኛ ድግሪ ሚሚያ ጥናት ግብዓት እንዲሆን ነው። ውድ የጥናቱ ተሳታፊዎች የአፋር ብሄራዊ ክልላዊ መንግስት በኢትዮጵያ የእግር ኳስ ታሪክ ውስጥ እና አሁን ባለው እንቅስቃሴ ይህ ነው የሚባል ስሙን ሊያስጠራ የሚችል የጎላ ተሳትፎ ሲያደርግ አይስተዋልም። እንደሌሎቹ የክልል እና የከተማ መስተዳድሮች የአፋር ክልልም በብሄራዊ ቡድኖችን ውስጥ የሚሳተፉና ፕሮፌሽናል የእግርኳስ ህይወትን የሚያጣጣሙ ባለተስጥያ የእግርኳስ ተጫዋቾችን ማፍራት አለበት። እነዚህን ትላልቅ ግቦች ለማሳካትና የተጫዋቾችን ቀጣይነት ያለውን እድገት ለማጎልበት በክልሉ ውስጥ የተደራጁ የእግርኳስ ክለቦች መገኘት እና መብዛት የማያጠያይቅ ግዴታ ነው። ስለዚህ በክለቦች ምስረታና አደረጃጀት ላይ ያሉ ችግሮችን ለይቶ ማወቅና ማጥናት አስፈላጊ ሆኖ ተግኝቷል። በቅድሚያ እርሶዎ ይህንን የጽሁፍ መጠይቅ በመመለስ በዚህ ጥናት ላይ ለመሳተፍ ያሳዩትን ፍቃድኝነት ለማድነቅ እወዳለሁ። እርሶዎ የሚመልሱት ማንኛቸውም መልሶች ልጥናቱ ሂደት ከሚገበው በላይ አስፈላጊ በመሆናቸው ሁሉንም ጥያቄዎች እንዲመልሱልኝ በአክብሮት እጠይቃለሁ። ሆኖም አንዳንድ ጥያቄዎችን ላለመመለስ ከፈለጉም ውሳኔውን በደስታ እቀበላለሁ። በጽሁፍ መጠይቁ የሚሰጡት ምላሾች ሚስጥርነታቸው የተጠበቀና በማናቸውም መንገድ ለሌላ አላማ የማይውሉ መሆናቸውን አረጋግጠሎታለሁ። ይህ የጽሁፍ መጠይቅ ሁለት ክፍሎች ሲኖሩት በክፍሎቹ በተጠቀሱት ትዕዛዞች መሠረት እንዲመልሱ እጠይቃለሁ።

**ክፍል 1: የግል መረጃ: እባክዎን በሳጥኖቹ ውስጥ የ ቲክ ( ) ምልክት በማስቀመጥ ይመልሱ**

1. እድሜ
 

<input type="checkbox"/> ከ 15 አማት በታች	<input type="checkbox"/> ከ15 - 19
<input type="checkbox"/> ከ20 - 25	<input type="checkbox"/> ከ26 - 30
2. የታ ወንድ
 

<input type="checkbox"/> ወንድ	<input type="checkbox"/> ሴት
------------------------------	-----------------------------
3. የትምህርት ሁኔታ
 

<input type="checkbox"/> አንደኛ ደረጃ	<input type="checkbox"/> ሁለተኛ ደረጃ
<input type="checkbox"/> ኮሌጅ	<input type="checkbox"/> ዩኒቨርሲቲ
4. የእግር ኳስ ሁኔታ
 

<input type="checkbox"/> ተጫዋች ነኝ	<input type="checkbox"/> አሰልጣኝ ነኝ
----------------------------------	-----------------------------------
5. የ4ኛ ጥያቄ መልስዎ «ተጫዋች ነኝ» ከሆነ ምን ያህል ጊዜ በተጫዋችነት አሳላፉ?
 

<input type="checkbox"/> ከ 1 ዓመት በታች	<input type="checkbox"/> ከ5 እስከ 10
<input type="checkbox"/> ከ2 እስከ 5 ዓመት	<input type="checkbox"/> ከ 10 ዓመት በላይ
6. የ4ኛ ጥያቄ መልስዎ «ተጫዋች ነኝ» ከሆነ ክለብ ወይም ቡድን አልዎት?
 

<input type="checkbox"/> አለኝ	<input type="checkbox"/> የለኝም
------------------------------	-------------------------------
7. መልስዎ «አለኝ» ከሆነ እባክዎን የሚጫወቱበትን ቦታ ያመልክቱ
 

<input type="checkbox"/> ግብ ጠባቂ	<input type="checkbox"/> ተከላካይ
<input type="checkbox"/> አማካይ	<input type="checkbox"/> አጥቂ
8. የ4ኛ ጥያቄ መልስዎ «አሰልጣኝ ነኝ» ከሆነ ምን ያህል ጊዜ በአሰልጣኝነት አሳላፉ?
 

<input type="checkbox"/> ከ 1 ዓመት በታች	<input type="checkbox"/> ከ5 እስከ 10
<input type="checkbox"/> ከ2 እስከ 5 ዓመት	<input type="checkbox"/> ከ 10 ዓመት በላይ
9. የ4ኛ ጥያቄ መልስዎ «አሰልጣኝ ነኝ» ከሆነ ክለብ ወይም ቡድን አልዎት?
 

<input type="checkbox"/> አለኝ	<input type="checkbox"/> የለኝም
------------------------------	-------------------------------

10. መልስዎ «አለኝ» ከሆነ የቡድኖን/ክለቦን አይነት ያመልክቱ
- ተማሪዎች (አንደኛ ደረጃ፣ ሁለተኛ ደረጃ፣ ኮሌጅ፣ ዩኒቨርሲቲ)
  - ከ13 አመት በታች ፕሮጀክት
  - ከ15 አመት በታች ፕሮጀክት
  - ከ17 አመት በታች ፕሮጀክት
  - ፍቃደኛ የወጣት ልጆች ስብስብ
  - ፍቃደኛ የትልቅ ተጫዋቾች ስብስብ

**ክፍል ሁለት፡ የክለቦች አደረጃጀት ችግሮችን የሚመለከቱ ጥያቄዎች፡ እባክዎን የቲክ ( ) ምልክት በማድረግ ይመልሱ**

1. በአከባቢዎ ምን ያህል በፕሮጌሽናል ደረጃ የተደራጁ ክለቦች አሉ? (ትክክለኛ ቁጥሩን ካላወቁ በግምት ይመልሱ)
  - ከ 5 በላይ
  - 3 ወይም 4
  - 1 ወይም 2
  - ምንም ክለብ የለም
2. በአከባቢዎ ካሉ ክለቦች ውስጥ ምን ያህሉ በኢትዮጵያ ፕሪምየር ሊግ ወይም በብሄራዊ ሊግ ይሳተፋሉ?
  - ሁሉም ይሳተፋሉ
  - አንዳንዶቹ ይሳተፋሉ (እባክዎን ቁትሩን ያስቀምጡ-----)
  - የሚሳተፍ የለም
3. በአከባቢዎ ካሉ ክለቦች ውስጥ ምን ያህሉ በቅድመ-ብሄራዊ ሊግ ወይም ዲቪዥዮን ውስጥ ይሳተፋሉ?
  - ሁሉም ይሳተፋሉ
  - አንዳንዶቹ ይሳተፋሉ (እባክዎን ቁትሩን ያስቀምጡ-----)
  - የሚሳተፍ የለም
4. በአከባቢዎ በክልል ደረጃ ወይም በዞን ወይም በወረዳ ወይም በከተማ ደረጃ የሚካሄድ ውድድር አለ?
  - አለ- ሁል ጊዜ
  - አለ - አልፎ አልፎ
  - የለም
5. በክፍል ሁለት ነፃ ጥያቄ መልስዎ «ምንም ክለብ የለም » ከሆነ ወይም በጣም ትንሽ ናቸው ብለው ካሰቡ ያልተደራጁበት ምክንያት ምንድነው ብለው ያስባሉ?
  - የገንዘብ ችግር (1)
  - የመሰረተ-ልማት ችግር (2)
  - የአስተዳደር ችግር (3)
  - የአሰልጣኞች ችግር (4)
  - የተጫዋቾች ችግር (5)
  - የደጋፊዎች ችግር (6)
  - የውድድር ችግሮች (7)
  - የማህበረሰቡ ችግር ( ለምሳሌ አመለካከት) (8)
  - አከባቢያዊ ችግር ( ለምሳሌ የአየር ፀባይ) (9)
  - እባክዎን ተጨማሪ አለ ብለው የሚያስቡትን የፃፉ-----

6. የአምስተኛው ጥያቄ መልስዎ ከአንድ በላይ ከሆነ በጣም ችግር ከሆነው ጀምረው በቅደም ተከተል ያስቀምጡ
- |          |           |
|----------|-----------|
| 1. ----- | 9. -----  |
| 2. ----- | 10. ----- |
| 3. ----- |           |
| 4. ----- |           |
| 5. ----- |           |
| 6. ----- |           |
| 7. ----- |           |
| 8. ----- |           |



7. ክለቦችን ለማደረጃት ሲታሰብ የሚገጥሙትን የገንዘብ ችግሮች ማን ሊፈታቸው ይችላል ብለው ያስባሉ?
- የፌዴራል ወይም የክልል መንግስት
  - ባለሀብቶች ወይም ድርጅቶቻቸው
  - አሰልጣኞች
  - ተጫዋቾች
  - ማህበረሰቡ/ደጋፊዎች
  - ያልተጠቀሰ አለ ብለው ካሰቡ ይጨምሩ
8. ክለቦችን ለማደረጃት ሲታሰብ የሚገጥሙትን የአስተዳደር ችግሮች ማን ሊፈታቸው ይችላል ብለው ያስባሉ?
- የፌዴራል ወይም የክልል መንግስት
  - ባለሀብቶች ወይም ድርጅቶቻቸው
  - አሰልጣኞች
  - ተጫዋቾች
  - ማህበረሰቡ/ደጋፊዎች
  - ያልተጠቀሰ አለ ብለው ካሰቡ ይጨምሩ
9. በአከባቢዎ ያሉትን የእግርኳስ መሰረተ-ልማት አቅርቦቶችን እንዴት ይገልጿቸዋል?
- እጅግ በጣም ጥሩ ናቸው
  - ጥሩ ናቸው
  - ጥሩ አይደሉም
  - ምንም መሰረተ-ልማት የለም
10. በአከባቢዎ ያሉትን የእግርኳስ አስተዳደር ባለሞያዎች ወይም የተማሪ የሰው ሀይል ሁኔታን እንዴት ይገልጿቸዋል?
- እጅግ በጣም ጥሩ
  - ጥሩ
  - ጥሩ አይደሉም
  - ምንም የተማሪ የሰው ሀይል የለም
11. እንደተጫዋች/እንደአሰልጣኝ በአከባቢዎ የሚገኙትን የአሰልጣኞችን ብቃት እንዴት ይገልጹታል?
- እጅግ በጣም ጥሩ
  - በጣም ጥሩ
  - ጥሩ
  - ጥሩ አይደለም
  - አሰልጣኞች የሉም
12. እንደተጫዋች/እንደአሰልጣኝ በአከባቢዎ የሚገኙትን የእግርኳስ ተጫዋቾችን ብቃት እንዴት ይገልጹታል?
- እጅግ በጣም ጥሩ
  - በጣም ጥሩ
  - ጥሩ
  - ጥሩ አይደለም
  - አሰልጣኞች የሉም
13. በአከባቢዎ የሚገኙትን የእግርኳስ ማህበረሰብ/ደጋፊዎችን ክለብን በቁስም በሞራልም በመደገፍና በሚያሳዩት ፀባይ እንዴት ይገልጹታል?
- እጅግ በጣም ጥሩ
  - በጣም ጥሩ
  - ጥሩ
  - ጥሩ አይደለም
  - አሰልጣኞች የሉም

14. በአከባቢዎ የሚደረጉ የክለሶች/ቡድኖች የእግርኳስ ውድድሮች ችግሮቻቸው ምንድንው ብለው ያስባሉ?

- የተጋጣሚ ቡድኖች ቁጥር መብዛት
- የተጋጣሚ ቡድኖች ቁጥር ማነስ
- የገንዘብና አስተዳደር ችግሮች
- ብቁ ያልሆኑ ዳኞችና ኮሚሽነሮች
- ምቹ ያልሆኑ መወዳደሪያ ቦታዎች
- በቂ ጥበቃ የልላቸው/ የደህንነት ስጋት

15. በአከባቢዎ የሚገኙ የመንግስት ባለስልጣናት ለእግርኳስ ያላቸው አመለካከት እና ፖሊሲዎቻቸውን እንዴት የገልጹታል?

- እጅግ በጣም ጥሩ
- በጣም ጥሩ
- ጥሩ
- ጥሩ አይደለም
- አላውቅም

16. እንደተጫዋች/እንደአሰልጣኝ የአከባቢዎ የአየር ሁኔታ በክለሶች ህልውና ላይ ተፅዕኖ አለው ብለው ያስባሉ?

- አዎን
- የለም
- አላውቅም

## **APPENDIX III. INTERVIEW FRAME WORKS**

### **INTERVIEW GUIDE LINE FOR SELECTED GOVERNMENT INSTITUTION AND NON GOVERNMENT COMPANIES**

1. Purpose of their institution/company and their roles in afar football
2. Football/clubs and their institution/company
3. Problems of organizing football clubs in their company
4. Future objective of institutions/companies and football/clubs

### **INTERVIEW GUIDE LINE FOR FOOTBALL/SPORT GOVERNING BODIES AND OFFICIALS IN THE REGION**

1. History and current status of football, clubs, coaches, players, participation and achievements
2. Experience in the region on clubs and football
3. Financial sources and problems in organizing football clubs in the region
4. Experience of other regional state and the region
5. Administration/political problems of football in the region
6. Social and environmental problems in the region
7. Future objective and prospect of the regions football
8. Competition problems and solving mechanisms

## Appendix IV observation Guideline

### GUIDELINE FOR OBSERVATION

- ✓ Facility observation

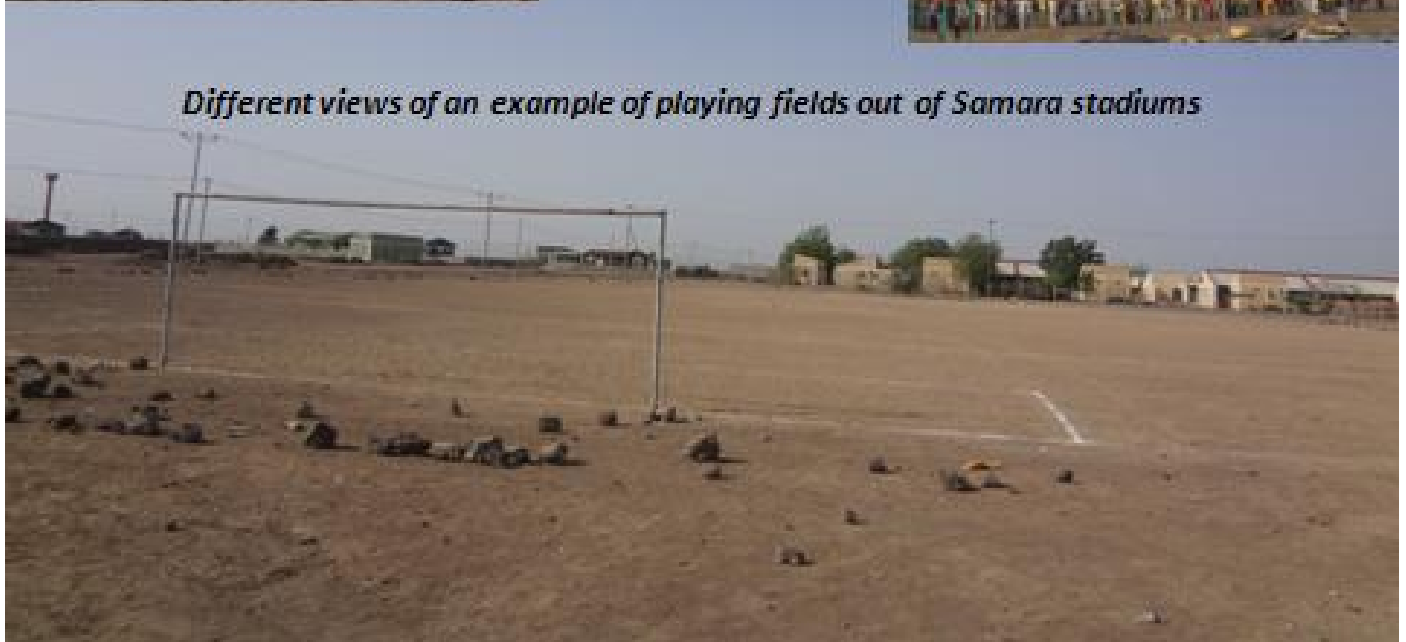
## APPENDIX V. PHOTOGRAPHS

### Photographs of observation





*Different views of an example of playing fields out of Samara stadiums*



**Appendix VI. The SPSS report summary of components of organizing football clubs as a problem of organizing prioritized by respondents (edited)**

Economic problem Prioritized	facility problem prioritized	administrative problem prioritized	players problem prioritized	coaches problem prioritized	fans problem prioritized	comptetion problem prioritized	social problem prioritized	environmental problem prioritized	
0	1	2	.	3	.	.	4	.	
0	6	1	.	.	5	6	3	4	
0	.	1	.	.	.	.	.	.	
.	.	.	.	.	.	.	.	.	
0	2	1	.	.	.	.	.	.	
1	.	0	.	.	.	.	.	.	
.	.	.	.	.	.	.	.	.	
1	2	0	.	.	.	3	.	4	
.	.	.	.	.	.	.	.	.	
1	4	0	.	3	.	2	.	.	
2	1	0	8	7	6	5	3	4	
1	2	0	.	4	.	3	.	5	
.	.	.	.	.	.	.	.	.	
1	4	0	5	3	6	2	7	8	
.	.	.	.	.	.	.	.	.	
1	2	0	.	4	.	3	.	5	
.	.	.	.	.	.	.	.	.	
.	.	0	.	.	.	.	.	.	
2	1	0	.	4	.	3	.	.	
.	.	.	.	.	.	.	.	.	
2	1	0	.	4	.	3	.	.	
.	.	.	.	.	.	.	.	.	
.	.	.	.	.	.	.	.	.	
.	1	0	.	4	5	3	.	2	
2	0	1	.	.	.	.	.	.	
.	.	.	.	.	.	.	.	.	
6	4	3	.	2	.	5	1	0	
.	.	.	.	.	.	.	.	.	
3	4	0	8	6	7	2	1	5	
0	.	1	.	.	.	2	.	.	
1	2	0	.	.	.	.	.	.	
.	1	0	.	.	.	.	.	2	
3	.	0	.	1	.	2	.	.	
2	.	0	.	1	.	3	.	.	
0	1	2	.	3	4	.	.	5	
0	.	1	2	.	.	3	4	.	
.	.	0	.	.	.	1	.	.	
2	1	0	.	.	.	3	.	.	
1	2	0	.	.	.	4	.	3	
3	1	2	.	.	.	.	4	0	
1	3	0	6	2	5	4	8	7	
3	1	2	.	.	.	4	.	0	
.	.	.	.	.	.	.	.	.	
2	3	4	5	7	8	6	8	0	
0	2	1	6	5	4	.	7	3	
.	2	.	.	4	.	3	1	0	
8	1	4	6	2	7	3	5	0	
1	0	3	.	.	.	.	2	4	
4	1	0	7	6	8	5	2	3	
0	1	3	.	.	.	.	4	2	
3	2	1	.	5	.	4	.	0	
+ M x 10	57+180	57+190	33+130	53+420	80+310	75+400	87+260	64+360	62+280
<b>Total</b>	<b>237</b>	<b>247</b>	<b>163</b>	<b>473</b>	<b>390</b>	<b>475</b>	<b>347</b>	<b>424</b>	<b>342</b>

The SPSS Case Summaries<sup>a</sup>

	Case Number	age of respondents	gender	academic status	football status (player or coach)	years of play	players having clubs	playing position	years of coaching for coaches	coaches who have clubs	types of team the coach is coaching
1	1	15 - 19	male	collage	player	2 - 5 years	yes	attack			
2	2	26 - 30	male	high school	coach				above 10 years	yes	group of volunteer youth players
3	3	above 30	male	university	player	above 10 years	no	goalkeeper			
4	4	26 - 30	male	collage	coach				2 - 5 years	yes	students (primary, high school, college, university)
5	5	15 - 19	male	high school	player	5 - 10 years	yes	defence			
6	6	15 - 19	male	high school	player	above 10 years	yes	attack			
7	7	below 15	male	high school	player	above 10 years	yes	midfield			
8	8	15 - 19	male	high school	player	5 - 10 years	yes	defence			
9	9	15 - 19	male	high school	player	5 - 10 years	no	midfield			
10	10	15 - 19	male	high school	player	above 10 years	yes	midfield			
11	11	15 - 19	male	high school	player	above 10 years		midfield			
12	12	15 - 19	male	high school	player	above 10 years		midfield			
13	13	15 - 19	male	high school	player	5 - 10 years	yes	attack			
14	14	20 - 25	male	high school	player	5 - 10 years	yes	defence			
15	15	15 - 19	male	high school	player	above 10 years	yes	defence			
16	16	15 - 19	male	high school	player	above 10 years	yes	defence			
17	17	15 - 19	male	high school	player	above 10 years	yes	goalkeeper			
18	18	15 - 19	male	high school	player	5 - 10 years	yes	midfield			
19	19	15 - 19	male	high school	player	5 - 10 years	no				
20	20	15 - 19	male	high school	player	above 10 years	yes	defence			
21	21	15 - 19	male	high school	player	5 - 10 years	no	midfield			
22	22	15 - 19	male	high school	player	5 - 10 years	yes	attack			
23	23	15 - 19	male	high school	player	5 - 10 years	yes	goalkeeper			
24	24	26 - 30	male	university	player	2 - 5 years	yes	defence			
25	25	20 - 25	male	university	player	above 10 years	yes	attack			
26	26	20 - 25	male	university	player	above 10 years	yes	attack			
27	27	20 - 25	male	university	player	above 10 years	yes	midfield			
28	28	20 - 25	male	university	player	5 - 10 years	no				
29	29	20 - 25	male	university	player	5 - 10 years	no	attack			
30	30	20 - 25	male	university	player	above 10 years	yes	attack			



31	31	15 - 19	male	university	player	above 10 years	no						
32	32	20 - 25	male	university	player	5 - 10 years	no						
33	33	20 - 25	male	university	player	5 - 10 years	no						
34	34	20 - 25	male	university	player	5 - 10 years	no						
35	35	20 - 25	male	university	player	5 - 10 years	no						
36	36	20 - 25	male	university	player	5 - 10 years	yes	defence					
37	37	20 - 25	male	university	player	5 - 10 years	no	midfield					
38	38	15 - 19	male	university	player	2 - 5 years	yes	midfield					
39	39	20 - 25	male	university	player	5 - 10 years	no						
40	40	20 - 25	female	university	player	5 - 10 years	yes	midfield					
41	41	20 - 25	male	university	coach				5 - 10 years	yes		students (primary, highschool, college, university)	
42	42	26 - 30	male	university	coach				5 - 10 years	yes		students (primary, highschool, college, university)	
43	43	26 - 30	male	university	coach				5 - 10 years	yes		students (primary, highschool, college, university)	
44	44	above 30	male	university	coach				2 - 5 years	no			
45	45	15 - 19	female	university	player	5 - 10 years	yes	defence					
46	46	26 - 30	male	university	coach				2 - 5 years	yes		students (primary, highschool, college, university)	
47	47	20 - 25	female	university	player	2 - 5 years	yes	midfield					
48	48	15 - 19	female	university	player	5 - 10 years	yes	defence					
49	49	20 - 25	female	university	player	5 - 10 years	yes	defence					
50	50	20 - 25	female	university	player	2 - 5 years	yes	midfield					
51	51	15 - 19	female	university	player	2 - 5 years	yes	midfield					
52	52	15 - 19	female	university	player	below 1 year	yes	attack					
53	53	20 - 25	female	university	player	2 - 5 years	yes	goalkeeper					
54	54	15 - 19	female	university	player	2 - 5 years	yes	midfield					
55	55	above 30	male	collage	coach				above 10 years	no			
56	56	below 15	male	university	player	above 10 years	yes	defence					
Total	N		56	56	56	56	48	46	40	8	8	6	

a. Limited to first 100 cases.

# ADDIS ABABA UNIVERSITY

## SCHOOL OF GRADUATE STUDIES

I, the undersigned declare that, this thesis is my original work and has not been presented for degree in any other institution, and that all sources of material used for thesis have been acknowledged.

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Date of submission: June 2013

This thesis has been submitted for examination with my approval as a university advisor

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