

**Analysis of Factors that Affect the Standard of Soccer in
Africa: the Case of East African Countries**

By

Njororai Wycliffe W. Simiyu, Ph.D, (KU)
**Senior Lecturer and Chairman, Department of Exercise,
Recreation and Sport Science, Kenyatta University, Box
43844, Nairobi, 00100**

Andanje Mwisukha, M.Ed (KU)

Vincent Onywera, M.Ed (KU)

Elijah Gitonga Rintaugu, M.Ed (KU)

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LIST OF ABBREVIATIONS

- KUT - Kenya, Uganda and Tanzania
- FIFA - Federation of International Football Associations
- KFF - Kenya Football Federation
- FUFA - Federation of Uganda Football Association
- FAT - Football Association of Uganda
- CAF - Confederation of African Football
- CECAFA - Council of East and Central Africa Football Association
- COSAFA - Confederation of South African Football Associations
- SPSS - Statistical Package for Social Sciences

ABSTRACT

The performance of soccer teams in East Africa in continental competitions has always been low in comparison to other regions of Africa. Therefore, the study analysed factors that have affected the standard of soccer in East Africa. The study hypothesized that there would be no significant difference in the influence of facilities, equipment, funding, technical personnel, incentives, external exposure and criteria of the appointment of coaches in the development of soccer in East Africa.

Data was collected using questionnaires from soccer stakeholders (N=639) purposively selected from Kenya, Uganda and Tanzania. The stakeholders included soccer players (n=246 or 38.5%), coaches (n= 127 or 19.9%), referees (n = 79 or 12.4%) and other stakeholders (N = 157 or 38.49%). Data was analysed through one-way ANOVA and resulting significant differences were taken through Turkey HSB^P at 0.05 level of significance.

Results revealed that Uganda was perceived to be adequate in terms of soccer facilities, equipment, technical personnel, funding, incentive provision and qualified coaches. Kenya and Tanzania were perceived to follow Uganda respectively.. The differences between the three countries were significant ($P<0.05$) in soccer facilities, equipment, technically trained personnel, funding, incentives, qualified coaches and external exposure for coaches. The main factors that have hindered the development of soccer in Kenya, Uganda and Tanzania are funding, lack of transparency and soccer facilities and equipment.

1.0. INTRODUCTION

1.1 BACKGROUND OF THE PROBLEM

Association Football or Soccer is the world's most popular form of sport, being played in every nation without exception (Reilly, 1996). The sport is played by millions of people, and has billions of fans and supporters all over the world including 205 playing nations and members of FIFA. The game is rated Africa's best sport with 53 countries affiliated to Confederation of African Football (CAF) and the Federation of International Football Associations (FIFA).

In efforts directed towards development of soccer in Africa, several management and administrative structures of the sport have been set up, with the umbrella governing body being the Confederation of African Football (CAF). In addition, regional governing bodies have been established to oversee the growth and development of the sport in specific geographical regions of Africa. One such organisation is the Council of East and Central Africa Football Associations (CECAFA), which organises annual soccer tournaments for the countries of the Eastern and Central Africa region. However, each of the countries has a national federation, which manages the sport.

Due to the popularity of soccer, most of the African countries have invested heavily in the sport so as to bring about success. However, there has been limited success by most African countries in international tournaments. This state of affairs has been most serious

among the East African countries, none of which has ever reached the World Cup finals, Olympics or even won the African Cup of Nations competed for after every two years since 1957 (Versi, 1987; Njororai, 2000, 2003).

Since 1930 when the first World Cup tournament took place in Uruguay, no African country has won it. The best achievement that has ever been realised was in 1990 when the Indomitable Lions of Cameroon reached the quarterfinals (Kaloki, 2002). Since then, it was not until the World Cup 2002 co-hosted by South Korea and Japan that the Lions of Teranga from Senegal also managed to reach the quarterfinals. Considering that Africa has a total of 53 countries that are affiliated to FIFA, its performance has been extremely dismal especially when compared, for instance, to Brazil as a country alone which has won the World Cup five times. Sadly, no single African team from the three East African countries, Kenya, Uganda and Tanzania (KUT), has ever qualified for the World Cup, nor won the African nations Cup. In addition, no East African team ever qualified to take part in the African Cup of Nations tournaments held in Tunisia (1994), South Africa (1996), Burkina Faso (1998), Ghana/Nigeria (2000) and Mali (2002).

The FIFA/Coca-Cola World rankings of July 2002 show that none of the African national teams appears among the top ten teams in the world (FIFA/Coca-Cola World Ranking, 2002). Among the top

ranked 100 teams, only 18(18%) African teams appear. However, they dominate the ranking at the bottom, where out of the 100 teams, 29 (29%) are African teams (FIFA/Coca-Cola World Ranking, 2002). All the three East African countries appear among the last 100 teams in the rankings.

1.2. STATEMENT OF THE PROBLEM

The unimpressive performance of African teams at the World Cup and the FIFA/Coca-Cola World Rankings show that the standard of football in Africa is very low. Apart from that, the standard of soccer in East Africa is even lower compared to teams from North, West and Southern Africa. It is in the light of this that the current study was designed to establish factors that affect the standard of the sport in the East African region. The major problem of the research was to investigate the influence of equipment, facilities, personnel (manpower), funding, incentives, refresher courses, external exposure and criteria for appointing coaches on the development of the game of soccer in Kenya, Uganda and Tanzania (KUT).

1.3 PURPOSE OF THE STUDY

The purpose of the study was to investigate the influence of equipment, facilities, personnel (manpower), funding, incentives, refresher courses, external exposure and criteria for appointing coaches on the development of the game of soccer in Kenya, Uganda and Tanzania

(KUT). The findings of the study would enlighten the management and technical personnel involved in the development of soccer on the strengths and weaknesses in the management of the sport. This would provide a basis from which specific strategies can be devised to improve the quality and standard of soccer in the region.

1.4 OBJECTIVES OF THE STUDY

The goals of the study were to establish and determine:

- (1) The availability and adequacy of soccer facilities and equipment in the three countries of East Africa
- (2) The degree of sufficiency of required personnel in soccer in Kenya, Uganda and Tanzania.
- (3) The source(s) and adequacy of funding for soccer activities in Kenya, Uganda and Tanzania.
- (4) The adequacy and variety of incentives for soccer players in Kenya, Uganda and Tanzania.
- (5) The adequacy of coach training opportunities in Kenya, Uganda and Tanzania.
- (6) The adequacy of exposure of coaches in Kenya, Uganda and Tanzania.
- (7) The criteria used in appointing coaches for national teams in Kenya, Uganda and Tanzania.
- (8) The factors that hinder the development of soccer in Kenya, Uganda and Tanzania.

1.5 *HYPOTHESIS OF THE STUDY*

It was hypothesised that equipment, facilities, funding, funding sources, Technical personnel, incentives, types of incentives, exposure of coaches, and criteria for appointing coaches, are not significantly different in influencing the development of the game of soccer in Kenya, Uganda and Tanzania.

To be able to draw specific inferences from the variables under study, the following sub-hypotheses were formulated for testing:

- (i) There would be no significant difference in the influence of soccer facilities in the development of soccer in Kenya, Uganda and Tanzania.
- (ii) There would be no significant difference in the influence of soccer equipment in the development of soccer in Kenya, Uganda and Tanzania.
- (iii) There would be no significant difference in the way availability of technically trained personnel has influenced the development of the game in Kenya, Uganda and Tanzania.
- (iv) There would be no significant difference in the way adequacy of funding has influenced the development of the game in Kenya, Uganda and Tanzania.

- (v) There would be no significant difference in the way incentives have influenced the development of the game in Kenya, Uganda and Tanzania.
- (vi) There would be no significant difference in the sources of funding for soccer in Kenya, Uganda and Tanzania.
- (vii) There would be no significant difference in the adequacy of qualified coaches in Kenya, Uganda and Tanzania.
- (viii) There would be no significant difference in the availability of training opportunities for coaches in Kenya, Uganda and Tanzania..
- (ix) There would be no significant difference in the criteria used to hire coaches for the national teams in Kenya, Uganda and Tanzania.
- (x) There would be no significant difference in the external exposure of coaches in Kenya, Uganda and Tanzania.

1.6. CONCEPTUAL FRAMEWORK

National teams that rank among the top in the world of soccer are those that have excelled in competitive matches at international level. Some of the international competitions where African teams aim to excel in include the World Cup Soccer Tournament and Africa Cup of Nations (Njororai, 2000).

Schnabel in Singh (1982) defined sports performance as the unity of process and result of a sports motor action or of a complex sequence of actions measured or evaluated according to agreed socially determined norms. Such evaluations lead to the eventual ranking of teams. On the

basis of ranking, African teams are way behind other continents such as South America and Europe.

The sports performances in international competitions and tournaments not only denote the high level of efficiency of an individual sportsman but also gives expression to the over all efficiency of a nation, society and culture (Singh, 1982). Based on this, the countries that have excelled in international soccer competitions also have better political, economical, social and cultural conditions, which are indispensable for producing outstanding players (Singh, 1982). The prevailing conditions in a country serve as a medium in which sports training can be effectively carried out. Without these, a country or a nation cannot achieve a high level of sports development. So the soccer World Champions of Brazil, France, England, Italy, Uruguay, Argentina and Germany are not only the product of their coaches but as much of the societies, cultures and political systems to which they belong.

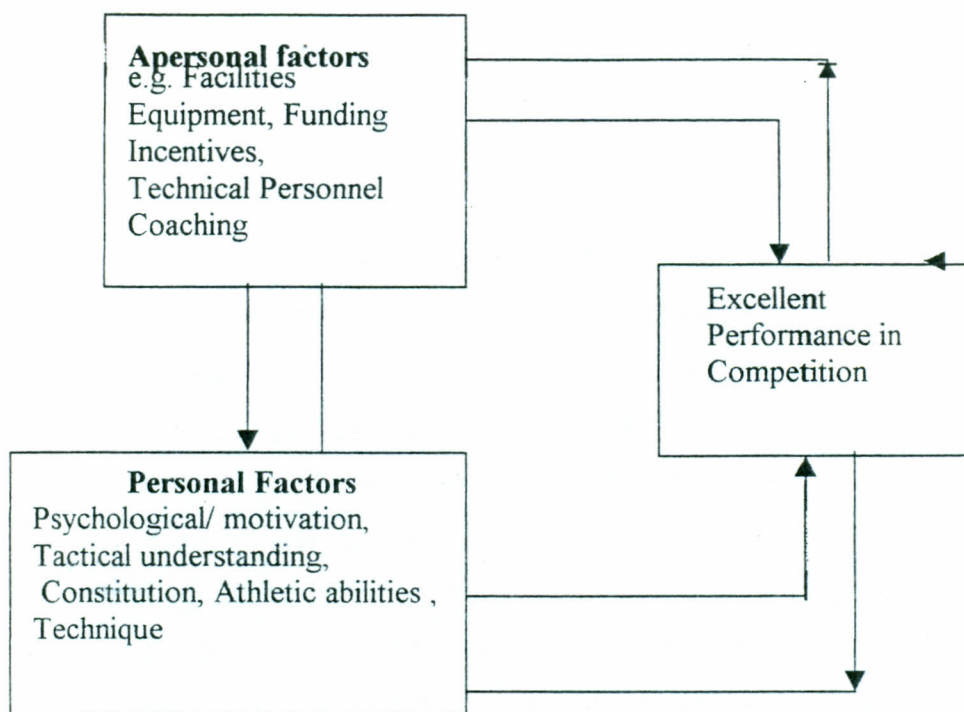


Figure 1: Interaction of apersonal and personal factors leading to excellent performance in soccer (Modified from Schnabel in Singh,1982.)

In figure one, an illustration is made of how apersonal or environmental factors impact on personal factors to bring about excellent performance. In the current study emphasis is placed on the apersonal factors that influence soccer development in Kenya, Uganda and Tanzania. These factors include facilities, equipment, quality of technically trained personnel, adequate funding, incentives, sources of funding, adequacy of qualified coaches, training opportunities for coaches, hire and exposure of coaches. Although the apersonnel factors heavily impact on the personal ones, the latter can also positively impact via excellent competition results on the personal factors by bringing about better returns in terms of funding, improved facilities, equipment, incentives and need to upgrade technical expertise. It is thus a vicious circle that can easily keep a country behind or if broken through, can give the momentum of development.

2.0 REVIEW OF RELATED LITERATURE

This section covers the history of soccer in Kenya, Uganda and Tanzania. It also focuses on the ingredients or factors that influence success in sports.

2.1 HISTORY OF SOCCER IN EAST AFRICA

The early British immigrants brought soccer to Kenya in the late nineteenth century. The game of soccer was introduced by missionaries, administrators, teachers and farmers (Versi, 1986). Competitive football, however, started in 1923 with the formation of the Arab and African Sports Association (Gishinga & Lukoye, 1983; Wepukhulu, 1989), setting the stage for the inauguration of the Gossage Cup in 1926 involving both Kenya and Uganda. Tanzania and Zanzibar joined the annual competition in 1945 and 1947 respectively. (Njororai, 2000). In 1966, the cup gave way to the East Africa challenge Cup (Gishinga & Lukoye, 1983; Versi, 1986; Wepukhulu, 1989).

In 1973, the competition expanded to include countries from Central Africa such as Malawi and Zambia in addition to the original East African Countries of Kenya, Uganda and Tanzania (Tanganyika and Zanzibar). The expanded regional competition called for the formation of Confederation of East and Central Africa Football Associations, which was later renamed Council of the East and Central Africa Football Association (CECAFA). The competition continues to be held on a biennial basis involving countries in the Eastern Africa region comprising Eritrea, Djibouti, Ethiopia, Kenya, Tanzania, Uganda, Rwanda, Sudan, Burundi, Somalia and Zanzibar (Njororai, 2000). Zambia, Zimbabwe and Malawi withdrew from CECAFA to join the COSAFA region (Confederation of South African Football Associations).

This study, however, looked at only the East African Countries of Kenya, Uganda and Tanzania given the strong historical, economic, cultural and political connections that goes back to the nineteenth century. For a long time, Kenya, Uganda and Tanzania have dominated the soccer competitions in the region both at national and Club levels. However, it was prudent to establish the factors that affect the standard of the game in Kenya, Uganda and Tanzania from an empirical perspective. This is more so because the three countries have not fared well in CAF and FIFA competitions. For example, since joining CAF in the late 1950's only one club, Gor Mahia of Kenya has ever won an African club competition. This was the 1987 Africa Cup of Cup winners or Mandela Cup. At national level Kenya and Uganda have participated five times each in the Africa Cup of Nations final tournament. Kenya took part in 1972, 1988, 1990, 1992 and 2004. Uganda took part in 1962, 1968, 1974, 1976 and 1978. Uganda, however, has reached the furthest in the tournament having reached the final in the 1978 edition, where they lost to Ghana. Uganda also produced the top scorer in the 1978 tournament (El Wahsh et al., 1996; Versi, 1986; Waiswa, 2005). Tanzania has participated only once, in 1980.

2.2 *FACTORS OR INGREDIENTS FOR SUCCESS IN SPORTS*

Studies done in East Africa on Soccer have pointed out the technical and tactical inadequacies of the teams especially in Kenya (Njororai, 2000) and the organisational weaknesses in Uganda (Waiswa, 2005). Various commentators have also advanced their opinions on the weaknesses in the region. Versi (1986) identifies the problems in the region as that of poor preparation for international competitions, lack of international visits to gain experience, and financial constraints. Other problems include haphazard residential training, lack of professional players in top class European leagues, and the poor state of soccer administration.

For Kenya, Omino (1993) blames the poor state of soccer on lack of a coaching programme that can ensure the national team evolves together. He also attributed poor performance to lack of investment in facilities and youth programmes, government interference in the administration of the sport, lack of resources to mount serious programmes. Additionally, he pointed out the lack of professional players and the lack of a coherent sports policy in the country.

An observation by weekly review (1989) appropriately captured the situation in Kenya, Uganda and Tanzania:-

..... The sport has also been singularly prone to a variety of distractions as well as financial, administrative and political fiascos that have retarded its development and prevented it from reaching standards achieved in other countries (p.39).

It is no wonder that in the period of 2004 – 2005, all the three soccer federations, namely Kenya Football Federation, Federation of Uganda Football Associations and Football Association of Tanzania, have been sanctioned by FIFA for political squabbles and through the latter's initiative set up "Football Normalization" committees to oversee the affairs of soccer in the respective countries.

Despite the lacklustre performances by the Federations and the various teams in the East African region, developments in other parts of the world offer hope for recovery. According to Baumann (2002), Australia, which had a miserable Olympic games outing in 1976 and 1980, resolved to reaffirm their commitment to sport by focussing on the ingredients necessary to the development of high Quality performance outcomes. The key factors that were identified include:-

- a) Funding
- b) Institute / Academy Network
- c) Prioritisation of Resources

- d) Coaching Expertise
- e) Decentralization / Regionalisation
- f) Leading edge Support Services
- g) Partnerships
- h) Talent Search
- i) Interventionism

Baumann (2002: 65) asserts that Australia's resurgence as a top – sporting nation involved incorporation of a “*solid integrated structure, having the right people in the right positions, and having sufficient resources to produce medal podium results*”. He goes on to emphasize that sport, and in this case soccer, should be made important to the citizens and should occupy a high place in their lives whether as watchers, organizers or participants. The sport should, therefore, be an integral part of the culture if a nation wants to achieve excellence in it.

Thus soccer in East African Countries requires decisive interventions. However, to facilitate appropriate intervention measures, an appraisal of the existing situation was necessary. Hence the current study.

3.0 METHODOLOGY

3.1 LOCATION OF THE STUDY

The study area was the East African region of the Confederation of African Football (CAF), and delimited to Kenya, Uganda and Tanzania due to the fact that these countries have had competitions together since 1926. The three countries also have strong cultural, economic, social and political ties at regional level. It was further delimited to FIFA recognised institutions in these countries. These include the Soccer Federations (and their affiliates), Olympic Committees, Sports Councils and Government Sports Officials.

For purposes of administering the research effectively, the researchers identified research assistants based in Nairobi for Kenya, Kampala for Uganda and Dar-es-Salaam for Tanzania to coordinate with the respective federations.

3.2 *POPULATION, SAMPLE SIZE AND SAMPLING PROCEEDURE*

The population of the study included soccer officials and significant others in the Kenya, Uganda and Tanzania. These included Sports Coaches, Soccer Players, Sports Officers, Officials of Sports Councils who are Desk Officers for soccer in government and members of the Olympic committees in the selected countries. Stratified and simple random sampling was used to identify the potential respondents. This was meant to get respondents from all the principle stakeholders in the playing, management and development of the game of soccer. A total of 639 respondents participated in this study with 291, 165 and 183 coming from Kenya, Uganda and Tanzania respectively.

3.3 *INSTRUMENT FOR DATA COLLECTION*

The research instrument was a questionnaire. The questionnaire, developed by the researchers, had three sections. Section A sought information on demographic data of each federation in Kenya, Uganda and Tanzania. It was completed by accredited officials of the federations and their affiliates. Section B sought information on biodata from selected respondents in coaching as well as management

of soccer in Kenya, Uganda and Tanzania. Section C of the questionnaire had items on the adequacy of soccer facilities, equipment, funding, coaching and incentives provision. Items in this section were weighted in a 4 point likert type scale which were scored as 4,3,2 and 1 for Strongly Agree, Agree, Disagree, and Strongly Disagree respectively.

3.4 *PILOT STUDY*

The researcher conducted a Pilot Study to determine the administrability, validity and reliability of the research instrument. This was also used to train research assistants. The team of researchers who are competent in research methods assessed the relevance of the questionnaire for the sake of validity. Collective feedback was incorporated in the questionnaire. Split – half method was utilized to check the reliability of the questionnaire. The reliability index of 0.82 was realised, which indicated temporal stability of the items of the questionnaire and was considered adequate for the study.

3.5 *PROCEDURE FOR DATA COLLECTION*

Official permission to carry out the research was sought from the relevant government departments of the three countries of East Africa. The researcher employed the services of trained Research Assistants who were trained for the purpose of collecting data in Kenya, Uganda and Tanzania. The researchers headed the data gathering team in each country to oversee the administration and retrieval of the questionnaire.

The respondents were each issued with a questionnaire, which they filled and returned at designated places in the respective countries of Kenya, Uganda and Tanzania.

3.6 DATA PRESENTATION AND ANALYSIS

Data was treated mainly with One- Way analysis of variance to test the sub-hypotheses of the research. All hypotheses had conclusions drawn at 0.05 alpha level of significance. Descriptive statistical analyses of means, percentages and standard deviations were carried out. Data was presented in tables and figures. Hypothesis yielding significant differences were taken through post hoc tests of Tukey Honestly Significant Difference (HSD) to test the strengths of their resulting significant differences. For purpose of accuracy of analyses, the Statistical Package for Social Sciences (SPSS) was applied to treat data in all cases.

4.0 RESULTS AND DISCUSSION

4.1 INTRODUCTION

This section contains the results, interpretation and discussion pertaining to the research.

4.2. DEMOGRAPHIC INFORMATION OF THE RESPONDENTS

The positional status of the respondents in Kenya, Uganda and Tanzania is shown in table 1 below.

Table 1: *Positional status of the respondents*

	Kenya (/%)		Uganda %		Tanzania %		Total %	
National Soccer Player	174	59.8	12	7.3	60	32.8	246	38.5
Soccer Federation Officials	5	1.7	7	4.2	8	4.4	19	3.0
Officials of National Olympic Comm.	1	0.3	1	0.6	10	5.6	12	1.9
Government Sports Officers	2	0.7	9	5.5	4	2.2	15	2.3
Officials of National sports council	3	1.0	9	5.5	16	8.7	28	4.4
Coach	29	10.0	50	30.3	48	26.2	127	19.9
Referee	41	14.1	24	14.5	14	7.7	79	12.4
Spectator	1	0.3	47	28.7	7	3.8	55	8.6
Other Player	13	4.5	2	1.2	6	3.3	21	3.3
Teacher	2	0.7	1	0.6	4	2.2	7	1.1
Supporter	5	1.7	1	0.6	1	0.5	7	1.1
University Students	-	-	1	0.6	-	-	1	0.2
Others	15	5.2	1	0.6	5	2.7	21	3.3
Total	291	45.5	164	25.8	178	28.7	639	100

Results in table 1 show that majority 246 (38.5%) of the respondents were national soccer players followed by coaches 127 (19.9%) and referees 79 (12.4%). In Kenya, majority of the respondents 174 (59.8%) were national soccer players followed by referees 41 (14.1%) and coaches 29 (10.0%) respectively. In Uganda, majority of the respondents 50 (30.3%) were coaches followed by spectators 47 (28.5%). In Tanzania, majority of the respondents were national soccer players 60 (32.8%) followed by coaches, 48 (26.2%). Based on the above figures, it is affirmed that the data generated from coaches, players and referees could be utilized as a good measure of issues on soccer development in Kenya, Uganda and Tanzania. However, the under-representation of teachers in the sample implies that soccer issues in learning institutions could only be extrapolated from the other

people as well as their minimal involvement in the Federation activities. However, the diversity of respondents reflects the people who are involved in various aspects of soccer development in the East African Countries of Kenya, Uganda and Tanzania (KUT).

The gender of the respondents who took part in the study is shown in table 2.

Table 2: Gender of the Respondents by Country

Gender	Kenya		Uganda		Tanzania		Total	
Male	281	96.6%	118	71.5%	161	88%	560	87.6%
Female	8	2.7%	46	27.9%	19	10.4%	73	11.4%
Not Indicated	2	0.7%	01	0.6%	03	1.6%	06	10%
Total	291	100%	165	100%	183	100%	639	*99.99%

* Rounding off error

Results in table 2 show that majority of the respondents 560 (87.6%) were males 73 (11.4%) were females and 6 (1.0%) did not indicate their gender. This is not surprising as soccer has always been a male – dominated sports in terms of active participation, spectatorship and leadership. Although Female soccer is picking up in KUT they are yet to be fully involved at the managerial and Technical levels. This finding is in line with the female under-representation in sports in Africa and specifically in Kenya (Achola and Njororai, 1999).

The age of the respondents is shown in Table 3.

Table 3: Age of the Respondents

Age Category	Kenya		Uganda		Tanzania		Total	
Under 20 years	48	16.5%	28	17%	7	3.8%	83	13.05%
21 – 29	128	44%	68	41.2%	57	31.1%	253	39.77%
30 – 39	66	22.7%	46	27.9%	56	30.6%	168	26.41%
40 – 49	38	13.1%	19	11.5%	55	30.1%	112	17.61%
Over 50 years	9	3.1%	3	1.8%	8	4.4%	20	3.14%
Not Indicated	02	0.7%	01	0.6%	-	-	03	0.5%
Total	291	45.5%	165	25.8%	183	28.7%	639	100%

Table 3 shows that majority of the respondents 253 (39.6%) were aged between 21-29 years followed by 30-39 years 168 (26.3%), respondents in the age bracket of 40 – 49 years were 112 (17.5%). Those under 20 years were 83 (13.0%), and respondents over 50 years were 20 (3.1%). Results in table 2 indicate that majority of the respondents were players in national leagues. Thus, it is important to note that most players range between 18 and 35 years of age. On the other hand, the respondents who were over 50 years of age could have been involved in Soccer Leadership as Federation Officials, Officials of National Olympic Committee, Coaches, Spectators or Referees. Soccer is a sport that is patronized by the youth, young adults and even the ageing. It is noteworthy to point out that soccer in the East African Countries is basically managed, participated in and watched by people ranging from the age of below 20 years to those who are over 50 years.

In addition to the age of the respondents, their marital status is shown in Table 4 below:

Table 4: Marital Status of the Respondents.

	Kenya		Uganda		Tanzania		Total	
Married	173	59.5%	78	47.3%	127	69.4%	378	59.2%
Single	111	38.1%	72	43.6%	49	26.8%	232	36.3%
Window(er)	4	1.4%	3	1.8%	3	1.6%	10	1.6%
Divorced	-	-	5	3.0%	2	1.1%	7	1.1%
Separated	3	1%	4	2.4%	2	1.1%	9	1.4%
Missing	-	-	03	1.8%	-	-	0.3	0.5%
Total	291	45.5%	162	25.8%	183	28.7%	639	*100%

* Rounding error

Table four shows that majority 378 (59.2%) of the respondents were married, 232 (36.3%) were single and the least percentage of the respondents were either divorced, separated or widowed. The marital status of the respondents tallies with their age range. People are deemed to be adults by the age of 18 hence decide to marry anytime after.

The levels of education of the respondents in Kenya, Uganda and Tanzania is shown in table 5.

Table 5: Level of Education of the Respondents in Kenya, Uganda and Tanzania

	Kenya		Uganda		Tanzania		Total	
No Schooling	4	1.4%	8	4.8%	4	2.2%	16	2.5%
Primary School	14	4.8%	7	4.2%	45	24.6%	66	10.3%
Ordinary Level	190	65.3%	16	9.7%	90	49.2%	296	46.3%
Advanced	29	10.0%	41	24.9%	16	8.7%	86	13.5%
Middle College	43	14.8%	33	20%	22	12.0%	98	15.3%
University	11	3.8%	56	34%	6	3.3%	73	11.4%
Missing	-	-	04	2.4%	-	-	4	0.6%
Total	291	45.5%	165	25.82%	183	28.7%	639	*99.9%

** Rounding of error*

Results in table 5 show that majority 296 (46.3%) of the respondents had attained ordinary level of education followed by post-secondary (college) 98 (15.3%). However, a minority of the respondents 16 (2.5%) had no formal education. In Uganda, a majority of the respondents 56 (34%) had University education in comparison to Kenya's 11 (3.8%) and Tanzania's 6 (3.3%). Therefore, if the level of education of the respondents could be used as a measure of soccer development, then Uganda could be better placed than both Kenya and Tanzania. Soccer is deemed to be a lower middle class sport. It attracts people with average education. Unfortunately for Kenya and Tanzania, the majority of respondents are of ordinary education level. Such people, when in leadership positions, lack the capacity to take the sport to higher levels.

Beyond this education level of the respondents, it was important to establish their occupations as shown in table six.

Table 6: Occupations of the Respondents in Kenya, Uganda and Tanzania

	Kenya		Uganda		Tanzania		Total	
Sportsman	115	48.7%	9	5.5%	7	11.9%	131	24.95%
Schooling/Student	3	1.3%	35	21.2%	7	11.9%	45	8.57%
Farmer	3	1.3%	7	4.2%	4	6.8%	14	2.66%
Civil Servant	6	2.5%	6	3.6%	4	6.8%	16	3.04%
Teaching/Coaching	19	8.1%	59	35.8%	9	15.3%	87	16.57%
Business	23	9.7%	15	9.1%	11	18.6%	49	9.3%
Engineer	9	3.8%	1	0.6%	-	-	10	1.90%
NGO	7	3%	3	1.8%	-	-	10	1.90%
Peasant	3	1.3%	3	1.8%	2	3.4%	8	1.52%
Army /Police	26	11%	4	2.4%	6	10.2%	36	6.85%
Lawyer	-	-	1	0.6%	-	-	1	0.19%
Sports Officer	5	2.1%	4	2.4%	3	5.1%	15	2.85%
Non Working	1	0.4%	3	1.8%	3	5.1%	7	1.33%
Reporter	-	-	2	1.2%	1	1.7%	3	0.57%
Accountant	9	3.8%	7	4.2%	-	-	16	3.04%
Doctor	1	0.4%	1	0.65	1	1.7%	3	0.5%
Referee	3	1.3%	1	0.6%	-	-	4	0.7%
Medical Officer	3	1.3%	4	2.4%	1	1.7%	8	1.52%
Not Stated	55	23.3%	1	0.6%	-	-	56	9.56%
Total	291	45.53%	165	25.82%	183	28.63%	639	* 99.98%

* Rounding off error

Table 6 shows that a majority of the respondents 131 (24.95%) were sportsmen followed by those in Teaching/ Coaching 87 (16.57%). The occupation, which had the least respondents was law 1 (0.19%). In Kenya, majority of the respondents 115 (48.7%) were Sportsmen while in Uganda, majority of the respondents 59 (35.8%) were in Teaching / or Coaching. In Tanzania, majority of the respondents were in Business 11 (18.6%) followed by those in Teaching / Coaching 9 (15.3%). It is notable that in the three countries, occupations such as Law and Engineering had few respondents. The occupations of the respondents tally with the level of education of the respondents as seen in table 5. The occupations represented are basically in line with soccer's perceived status as a sport that is popular among the lower strata of society. But its capacity to attract different members from the elite and middle class is also evidenced by the representation of top business

persons, lawyers, accountants, doctors and engineers (McPherson, et. al, 1989; M'mbaha, 2004).

4.3. FACILITIES IN KENYA, UGANDA AND TANZANIA

HO 1 There was no significant difference in the influence of soccer facilities in the development of soccer in Kenya, Uganda and Tanzania

Table 7: Means and Standard Deviations in the Adequacy of Soccer Facilities in Kenya, Uganda and Tanzania

Country	N	X	SD
Kenya	290	51.96	29.39
Uganda	165	66.14	26.73
Tanzania	183	20.18	29.75
Total	638	46.51	33.78

*One respondent missing

Table 7 shows that Uganda had a higher mean of 66.14 on the adequacy of soccer facilities as compared to the means on the same for Kenya, 51.96, and 20.18 for Tanzania. Therefore, it is apparent that provision of soccer facilities is a major issue in Tanzania. To determine whether the differences in the adequacy of soccer facilities in the three countries were significant, one-way ANOVA was done as shown in table 8.

Table 8: ANOVA on the Adequacy of Soccer Facilities in Kenya, Uganda and Tanzania

Source	SS	Df	MS	F	Sign
Between groups	19943.38	2	99521.69	119.66	Significant
Within groups	528094.35	635	831.64		
Total	727137.73	637			

Results in table 8 are significant $F(2, 635) = 119.66$ $p < .05$ indicating significant differences in the adequacy of soccer facilities in Kenya, Uganda and Tanzania. To determine the strength of the resulting significant

difference, a post-hoc test of Tukey HSD was computed. Post hoc test of Tukey HSD showed that adequacy of soccer facilities for Kenya $X = 51.96$ differed significantly from Tanzania $X = 20.18$. Secondly the differences between Uganda $X = 66.14$, significantly differed from Tanzania $X = 20.18$. However, the adequacy of soccer facilities did not differ significantly between Kenya and Uganda. Therefore, the hypothesis that there is no significant difference in the influence of soccer facilities in the development of the same in Kenya, Uganda and Tanzania was rejected.

To establish where the problem of provision of soccer facilities is more rampant is shown in figure 2 below:-

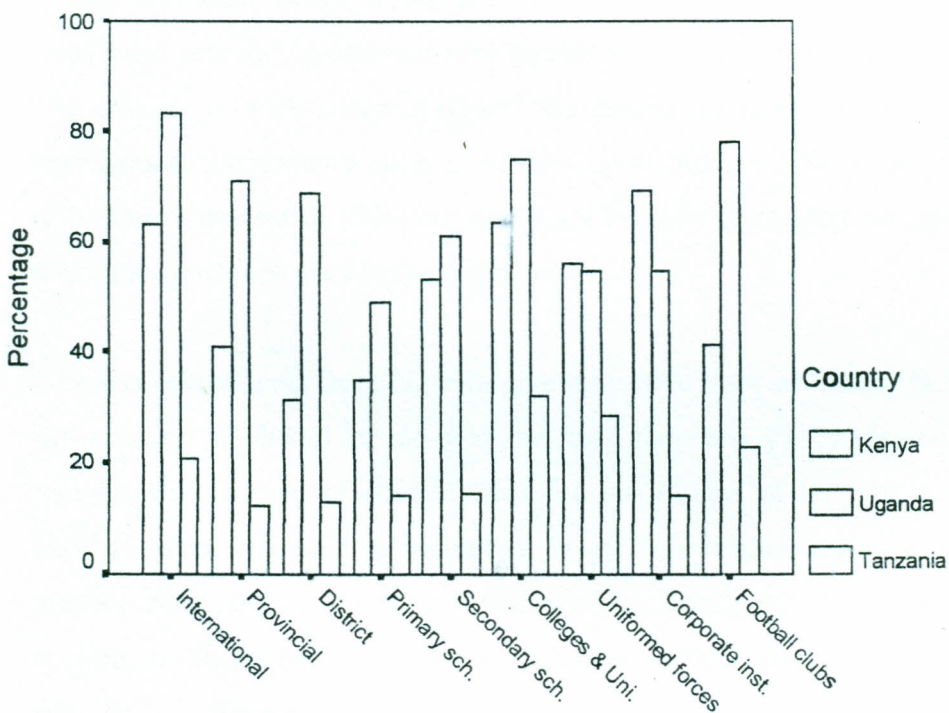


Fig.2: Adequacy of soccer facilities in Kenya Uganda and Tanzania.

From the above graph, it is evident that Uganda's soccer facilities are adequate (over 50%) in International Stadiums, Provincial levels, District levels, Secondary Schools, Colleges, uniformed forces, corporate institutions and football clubs. However, soccer facilities are inadequate in Primary schools. On the other extreme, soccer facilities are quite inadequate (less than 50%) in

all the levels in Tanzania. In Kenya, soccer facilities are only adequate (over 50%) in the categories of international stadiums, secondary schools, colleges, universities, uniformed forces and corporate Institutions. However, the facilities in Kenya's provinces, districts, primary schools and football clubs are inadequate. One striking scenario is the inadequacy of soccer facilities in primary schools across the three countries in East Africa. This does not augur well for the development of the game as it is primary schools where children should learn and master the fundamentals of soccer. In addition, it is in the primary schools where young talents can be identified and nurtured over time.

According to Bennett, Howell and Simri (1983) improvement of sport facilities has contributed to improvement of sporting or athletic achievements. An improvement of soccer facilities should be looked upon in terms of quality, number and size. In the whole of East Africa, there are only two stadiums in Kenya and one in Uganda that may qualify as standard International facilities. The absence of such soccer stadiums has denied the region a chance to host international tournaments such as Africa Cup of Nations. Kenya attempted to host the tournament in 1996, but could not because there were no stadiums of international calibre outside the capital city.

Whereas respondents from Uganda give a positive view of soccer facilities, in the country, it should be pointed out that they are still inadequate. The widespread presence of soccer fields for Institutions of learning and stadia built at various District headquarters in pre-independence days are what a number of clubs use for their training. The inadequacy of soccer training facilities is, therefore, an issue that negatively afflicts soccer development in East Africa. Playing on hard erratic, rough and bumpy surfaces as the case is in Kenya, Uganda and Tanzania predisposes players to injury and does not allow them to exploit their skills to the best advantage (Muckle, 1981).

For soccer to move to the next level of professionalism, soccer infrastructure has to be upgraded. Although, the lessons from countries that have hosted the World Cup (Carrol, 2002a; 2002b; Bennett et. al (1983), and the Football

stadium revolution in England (Clarke and Maden, 1996; Sutherland, et. al, 1996) may sound lofty, the situation in East Africa calls for tremendous investment and policy formulation to bring the facilities to standard.

4.4. SOCCER EQUIPMENT

HO 2: There was no significant difference in the influence of soccer equipment in the development of soccer in Kenya, Uganda and Tanzania. The results on the means and standard deviation on the adequacy of soccer equipment is shown in table 9.

Table 9: Means and Standard deviations on the Adequacy of Soccer Equipment in Kenya, Uganda and Tanzania.

Country	N	X	SD
Kenya	290	51.20	29.81
Uganda	165	65.11	27.84
Tanzania	183	33.15	28.23
Total	638	49.62	31.17

* One entry missing

From table 9, it is evident that Uganda ($X = 65.11$) had highest level of adequacy of soccer equipment followed by Kenya, $X = 51.2$ and Tanzania trailed with $X = 33.15$. However, across the board, it is clear that the average $X = 49.62$ is way too low in the adequacy of soccer equipment provided for all the countries of Kenya, Uganda and Tanzania.

Table 10: ANOVA on the adequacy of soccer equipment in Kenya, Uganda and Tanzania

Factor Source	SS	Df	Ms	f
Between groups	88975.13	2	44987.56	14.93
Within	529109.11	635	833.24	
Total	619084.25	637		

Results in table 10 indicate significant difference ($F, (2, 635) = 14.93, p < 0.05$) in the adequacy of soccer equipment provided in the three East African Countries.

From the Post hoc Tukey HSD analysis, it was evident that the differences between Tanzania $X = 33.15$ and Kenya $X = 51.20$ were statistically significant and also the differences between Tanzania $X = 33.15$ and Uganda $X = 65.1$. However, the difference between Kenya and Uganda were not significant.

Basing on the above results, the hypothesis that there is no significant difference in the way equipment influence the development of soccer in KUT is retained. It appears that provision of equipment has not had a positive impact on soccer development, particularly in Tanzania and Kenya. The adequacy of soccer equipment at different levels of soccer particularly is shown in figure 3 below:-

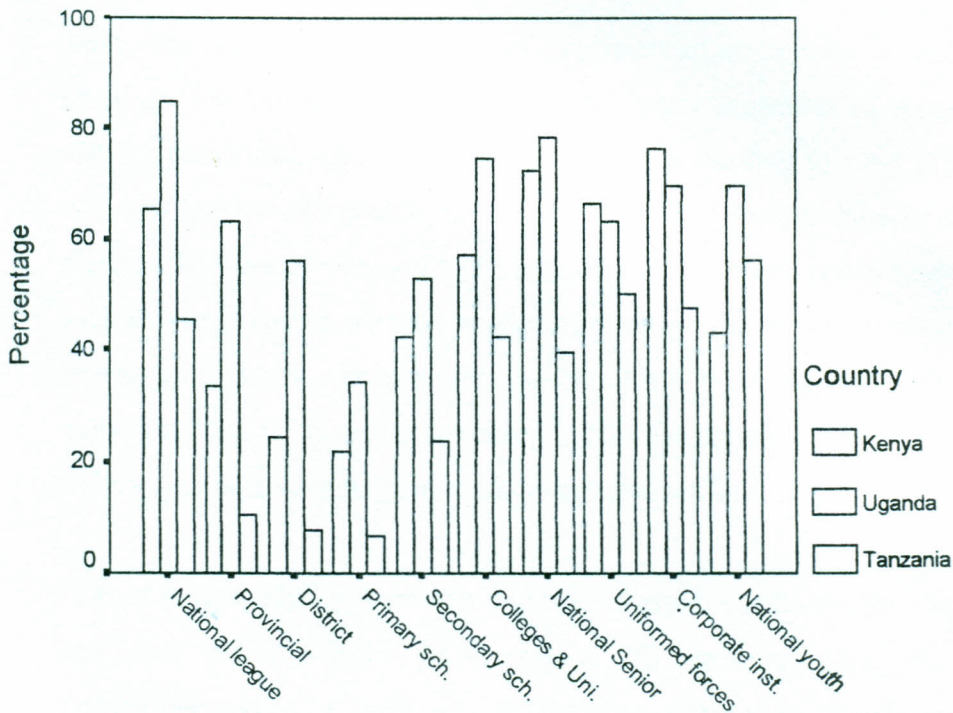


Figure 3: Adequacy of Soccer Equipment in Kenya, Uganda and Tanzania.

From figure 3 above, it is clear that in Uganda the adequacy of soccer equipment is only wanting (less than 50%) in Primary Schools. As for Kenya, the following levels had less than 50% adequacy: provincial teams, District teams, Primary Schools, Secondary Schools and National youth teams. For Tanzania all the levels of soccer teams had less than 50% adequacy with the exception of National Youth teams.

Soccer equipment include balls, boots, uniforms including jerseys, shorts, stockings, shin guards, weight training apparatus, among others. The rating of the adequacy of these items in Kenya, Uganda and Tanzania is shown to be inadequate in most cases except for Uganda. It, however, appears that equipment have not positively impacted on the development of the game at provincial, district, primary school, secondary school levels in Kenya and Tanzania. Whereas Kenya and Uganda seem to have better provision of equipment for national league, tertiary institutions, and National soccer teams, the absence of equipment hampers the technical development of players in the region.

Thus, the higher adequacy rate of provision of equipment at only national level, does not positively impact on the technical capacities of young talent at district, provincial, youth, and school levels. According to Lees (1996), in all codes of football the equipment used has a major effect on the way the game is played. The use of standard balls, suitable footwear, and protective equipment such as shin guards have a tremendous impact on the evolution of young talent into an elite player. According to Muckle (1981), the playing equipment such as boots must be in good condition. This facilitates a player to use all his skills to the best advantage in training and competition.

In East Africa, playing bare feet and bare chested is still evident. Some teams can hardly afford a ball – player ratio of 1:2. In most cases, one ball for a team is deemed to be sufficient. It is recommended that a deliberate effort be made to educate coaches, team managers and administrators on the value of using standard equipment in sufficient quantities.

4.5 TECHNICAL PERSONNEL

HO 3: There was no significant difference in the way availability of technically

rained personnel has influenced the development of soccer in Kenya, Uganda and Tanzania.

Table 11: Means and Standard Deviations on Adequacy of Technically Trained Personnel in Kenya, Uganda and Tanzania.

Country	N	X	SD
Kenya	288	42.54	29.87
Uganda	163	57.56	32.21
Tanzania	182	28.36	23.23
Total	*633	42.33	30.69

* 6 entries missing

Table 11 above shows that Uganda $X = 57.56$ leads in the adequacy of technically trained personnel followed by Kenya $X = 42.54$ and Tanzania trails with $X = 28.36$. It is evident that the gap between Tanzania and the other two countries is quite big.

Table 12: ANOVA Table on Adequacy of Qualified Technical Officials

Source	SS	DF	MS	F	SIGN
Between groups	73349.09	2	36674.04	44.26	significant
Within	521978.23	630	828.53		
Total	595327.32	634			

Results in the ANOVA table were significant $F(2, 630) = 44.26$ $p < 0.05$ indicating significant differences in the adequacy of Qualified technical officials in the three East African Countries. Post hoc tests of Tukey HSD showed differences between Uganda $X = 57.56$ and Tanzania $X = 28.36$ were statistically significant. However, the differences between Kenya and Uganda were not significantly different and the same applied to Kenya and Tanzania. The adequacy of different soccer officials in the three countries is shown in figure 4 below:

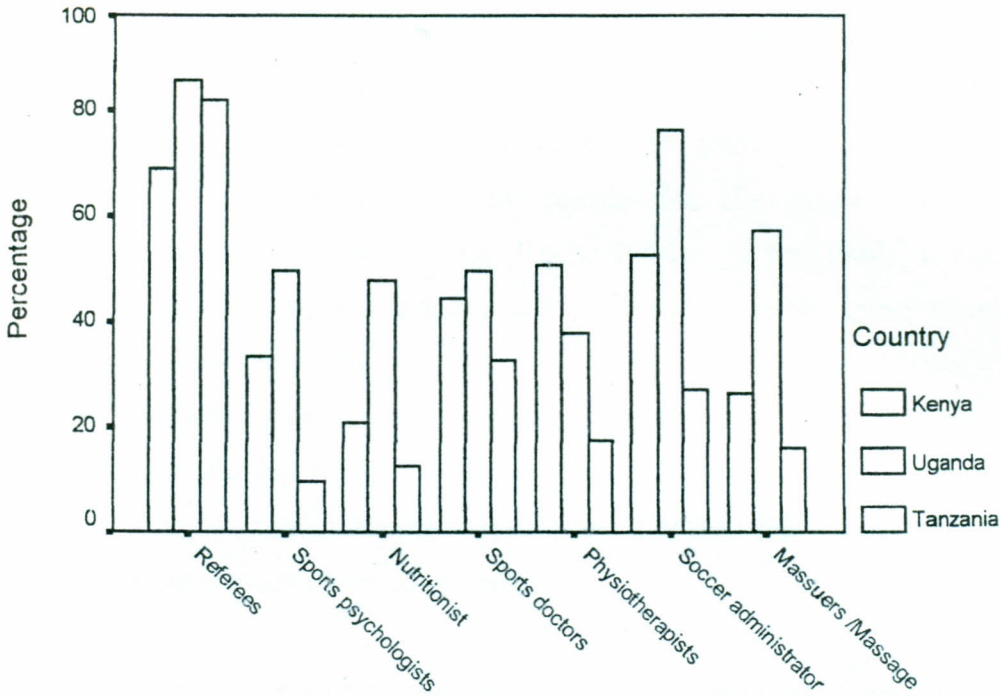


Fig. 4: Adequacy of Soccer Technical Officials in Kenya, Uganda and Tanzania

From figure 4, all the three countries had over 50% adequacy of referees. But for Uganda, she is adequate (over 50%) in soccer administrators and masseurs. For Kenya over 50% adequacy is registered in soccer administrators and physiotherapists. Across the three countries, sport psychologists, nutritionists, sport doctors, and physiotherapists are quite inadequate (less than 50%). However, it is also noted that Tanzania trails in the adequacy of all soccer – related qualified technical officials except for referees.

The technically trained personnel included referees, sports psychologists, nutritionists, sports medicine personnel, physiotherapists, administrators and masseurs. These personnel play a fundamental role in the development of any sport, including soccer. The coaching work is not effective unless these other personnel have taken care of the diverse needs of the players.

In the realm of sport development, teams to international competitions are now accompanied by a variety of personnel other than the “normal” coach. In East Africa, the results reveal a major inadequacy that needs to be addressed. As

countries strive to professionalise their soccer leagues, it is imperative that there be a concomitant emphasis on training personnel who can create an ideal atmosphere for a professional soccer player to excel. For example, South American National teams used specialists in psychology nutrition and physiology in the preparation of squads for the major international tournaments from the early 1970s (Reilly, 1996). In the 1980s, it became apparent that the football industry and professionals in the game could no longer rely on the traditional methods of previous decades. Coaches and trainers were more open to contemporary approaches to preparing for competition (Reilly, 1996). Thus the input of sports science professionals such as physiologists, Biomechanists, Nutritionists, Psychologists, among others, became much more appreciated.

Additionally, methods of management science were applied to organizing the big soccer clubs and the training of players could be formulated on a systematic basis. Globally, the clubs that moved with the times were rewarded with success by gaining an advantage over those that did not change (Reilly, 1994, 1996).

Even in the core area of “refereeing”, East Africa hardly produces people with the calibre to officiate at the World Cup and Africa Cup of Nations except for Uganda, which was represented in 2002 Japan – South Korea World Cup. Cases where referees are not remunerated and hence the administrators by – pass the qualified ones to use the non-qualified still abound. It is, therefore, imperative that the soccer federations in East Africa, in liaison with CAF and FIFA, invest in training the supportive experts in the realm of officiating, sports psychology, nutrition, sports medicine, physiotherapy, masseurs and even administrators themselves at national, institutional, club, branch and sub-branch levels.

Versi (1986:132) captured the state of the administration of soccer in East Africa when he stated “There are still too many structural weaknesses in the system and the organisation”. Thus the poor performance of the teams in East

Africa, particularly in Tanzania was attributed to poor leadership at national and club level.

4.6. FUNDING

HO 4: There was no significant difference in the way adequacy of funding has influenced the development of soccer in Kenya, Uganda and Tanzania.

Table 13: Means and Standard Deviations on Funding of Soccer in KUT

Country	N	X	SD
Kenya	288	43.06	29.92
Uganda	159	56.4	29.02
Tanzania	183	29.18	25.22
Total	*630	42.41	30.08

* 9 entries missing.

Table 13 shows that Uganda's $X = 56.4$ was the highest in comparison to Kenya $x = 43.06$ and Tanzania $X = 29.18$ on the adequacy of funding of soccer activities. To determine whether there were significant differences in the means on adequacy of funding – one way ANOVA was done as shown in the table below.

Table 14: ANOVA on Adequacy of funds

Source	SS	Df	Ms	F	Sign
Between groups	63595.57	2	31797.78	39.41	Significant
Within groups	505836.35	627	806.75		
Total	569431.92	629			

Results in table 14 were significant $F(2, 627) = 39.41$ $p < 0.05$ indicating significant differences in the adequacy of funds allocated to soccer activities in Kenya, Uganda and Tanzania. Post hoc tests of Tukey HSD showed that adequacy of funds allocated to soccer differed significantly between Uganda $X = 56.4$ and Tanzania $X = 29.18$. However, Kenya and Uganda as well as Kenya and Tanzania did not differ significantly on the adequacy of funds set

aside for soccer. The adequacy of funding of soccer activities at different levels is shown in figure 5 below:

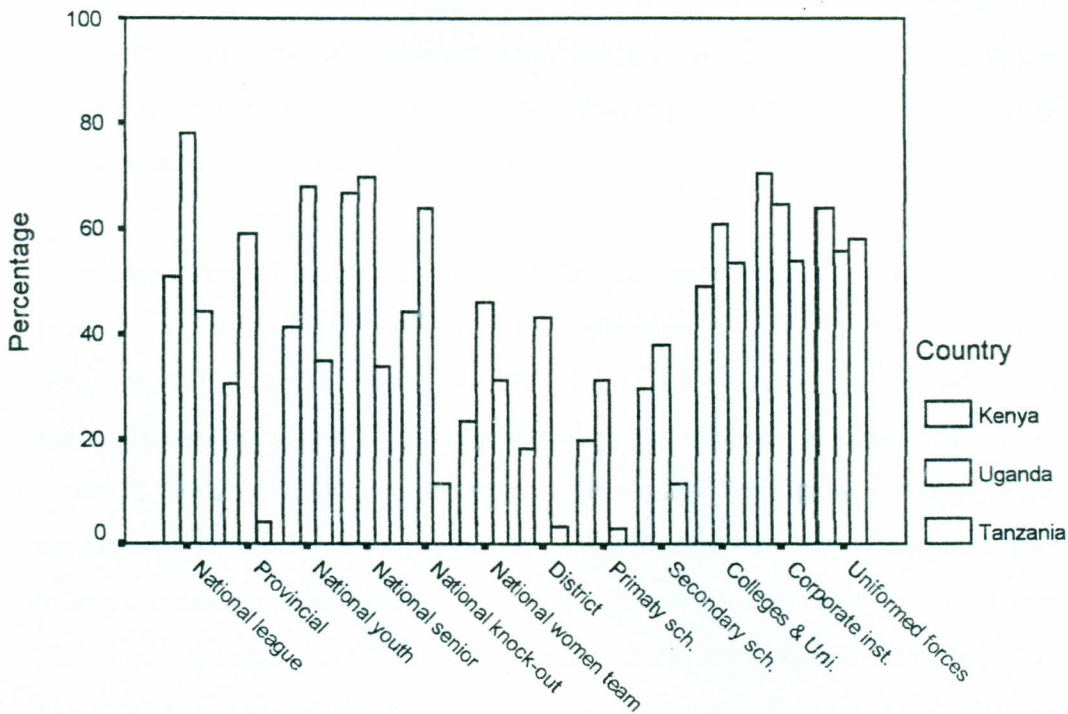


Fig 5. Adequacy of funding for soccer activities

From figure 5, Uganda leads in the adequacy of funds committed to soccer activities. However, adequacy of soccer funds in Uganda is less than 50% in the national women team, district teams, primary schools and secondary schools. For Kenya, adequacy of over 50% of soccer funds is evident in the teams of national league, national senior team, corporate institutions and teams from the uniformed forces. In Tanzania, over 50% adequacy of soccer funds is evident among soccer teams in colleges and universities, corporate institutions and uniformed forces.

Across the three countries, there is gross inadequacy of soccer funds in the national women teams, district teams, primary schools and secondary schools. This clearly illustrates why East African teams particularly the youth teams, are yet to register any successes in the various competitions at international level.

Funding is a critical factor in the development of a sport. Whereas soccer is deemed to be a big industry with enormous money flowing in the game, there is minimal evidence of it in East African Countries of Kenya, Uganda and Tanzania. The level of perceived inadequacy of funds for various aspects of the game mirror the poor showing of teams from the region in international competitions at CAF and FIFA levels.

It is important to point out that the football federations in the region rely basically on team registration fees for participation in various competitions. Securing of league sponsors has been erratic given the persistent misappropriation of funds. One of the major problems is the fact that soccer clubs at national level do not own grounds for training and competition. According to Versi (1996), important matches are played in national stadia which are usually controlled by the government or local authorities. Thus gate collections are split between the competing clubs, the football association and the local authority after expenses have been deducted. This leaves peanuts for teams.

The other emerging trend is the considerable suspicion surrounding everything to do with money from football. According to Versi (1986), Football administrators are consistently being accused of embezzling funds, large chunks of money go missing, and the in-fighting for powerful positions in the soccer hierarchy is often motivated more by greed than a desire to work for football development. This scenario is evident at both national and club level.

For Tanzania,

“It was partly the result of a protracted and bitter struggle for financial gains, with the players fighting their clubs, clubs fighting the administration and the administration fighting among themselves that Tanzania soccer began to decline so rapidly” (Versi, 1986; 130).

The scenario in Tanzania is replicated in Kenya and Uganda. The persistent in-fighting has not, therefore, endeared the Federations and clubs to potential corporate sponsors. It would, therefore, be vital that the administration of

soccer is well structured to improve the credibility of the game so as to bring on board funds from the corporate sector. That is the only time that soccer in the region will benefit from television rights, broadcasting rights, serious merchandising and branding of teams (Gorman & Calhoun 1994). When such money is generated, it can now filter down to all other levels of the game including national league, provincial and district teams, national senior and youth teams, women football and other vital areas such as school sport which provide the talent identification ground.

Funding is arguably the most important ingredient in sporting success (Baumann, 2003). There is no doubt that adequate funding is essential to provide players with first class services, facilities, equipment, personnel, technical development and international competition (Baumann, 2002). These ingredients are vital for soccer development. According to Baumann (2003), Australia has made enormous studies in the realm of sport because of increased level of funding which permitted the full time employment of coaches and support personnel. This greatly improved the level of professionalism in programme delivery throughout the country.

However, Baumann (2002) also cautions that funding alone is not sufficient as funds must be carefully allocated and prioritised. Hard decisions regarding priorities lie with sports administrators from the national sports councils, National Olympic committees and football federations if soccer is to thrive.

4.7. *INCENTIVES*

HO 5: There was no significant difference in the way incentives have influenced the development of soccer in Kenya, Uganda and Tanzania.

Table 15: Means and Standard deviations on the adequacy of Incentives provided in Kenya, Uganda and Tanzania.

Country	N	X	SD
Kenya	286	40.71	28.65
Uganda	160	57.12	25.22
Tanzania	183	33.92	22.69
Total	*629	42.91	27.56

*10 entries missing

From table 15, it is evident that Uganda ($x = 57.12$) leads in the adequacy of incentives provided to soccer players followed by Kenya ($X = 40.71$) and Tanzania trails with $X = 33.92$. However, across the board, the incentives provided are still low.

To determine whether the differences in the above means statistically differed, ANOVA was carried out as shown in the table below:

Table 16: ANOVA on the Adequacy of Incentives Provided in Kenya, Uganda and Tanzania.

Source	SS	Df	Ms	F	Significant
Between groups	48456.44	2	24228.72	35.36	Significant
Within groups	428849.92	626	685.06		
Total	477306.36	628			

Results in the above table were significant $F(2, 626) = 35.36$ $p < 0.05$ indicating significant difference in the adequacy of incentives provided to soccer players in the three East African Countries. Post hoc test of Tukey HSD showed that adequacy of incentives in Kenya differed from Uganda, and Uganda also differed with Tanzania. However, the differences between Kenya and Tanzania were not significant.

It is apparent that adequacy of incentives is over 50% in Uganda in comparison to both Kenya and Tanzania. However, the overall average of

42.71 for all the East Africa countries reveal the poor treatment that is extended to the soccer players and coaches.

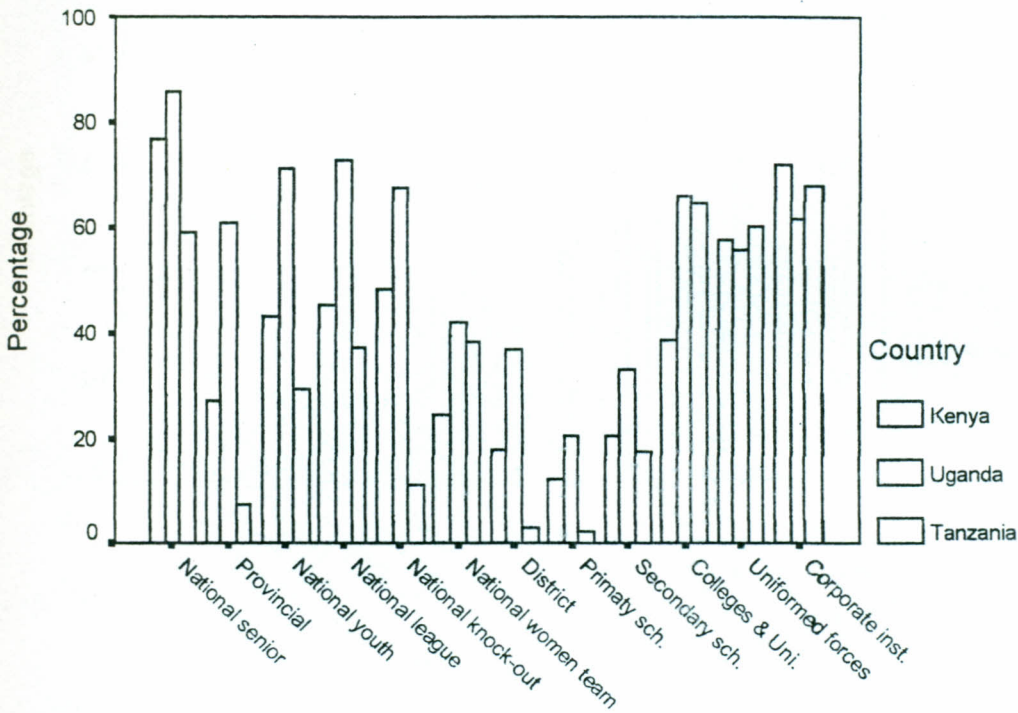


Fig. 6: Adequacy of Incentives Provided to soccer players at different levels.

From figure 6, it is evident that Uganda has less than 50% adequacy on the provision of incentives at the levels of national women teams, district teams, primary schools and secondary schools. For Kenya, adequacy of over 50% of incentives were provided to the national senior teams, uniformed forces and corporate institutions. However, provincial, national youth, national league players, national knock-out tournament teams, national women team, district, primary, secondary and tertiary institutions all were rated below 50% for Kenya. For Tanzania, adequacy (over 50%) incentives were registered in the national senior teams, college and universities, uniformed forces and corporate institutional teams. Like Kenya all the other levels were rated below 50% as shown in figure 6.

Across the three countries provision of incentives was less than 50% in the level of national women teams, district leagues, Primary schools and Secondary Schools. The graph below shows the value and frequency of incentives provided.

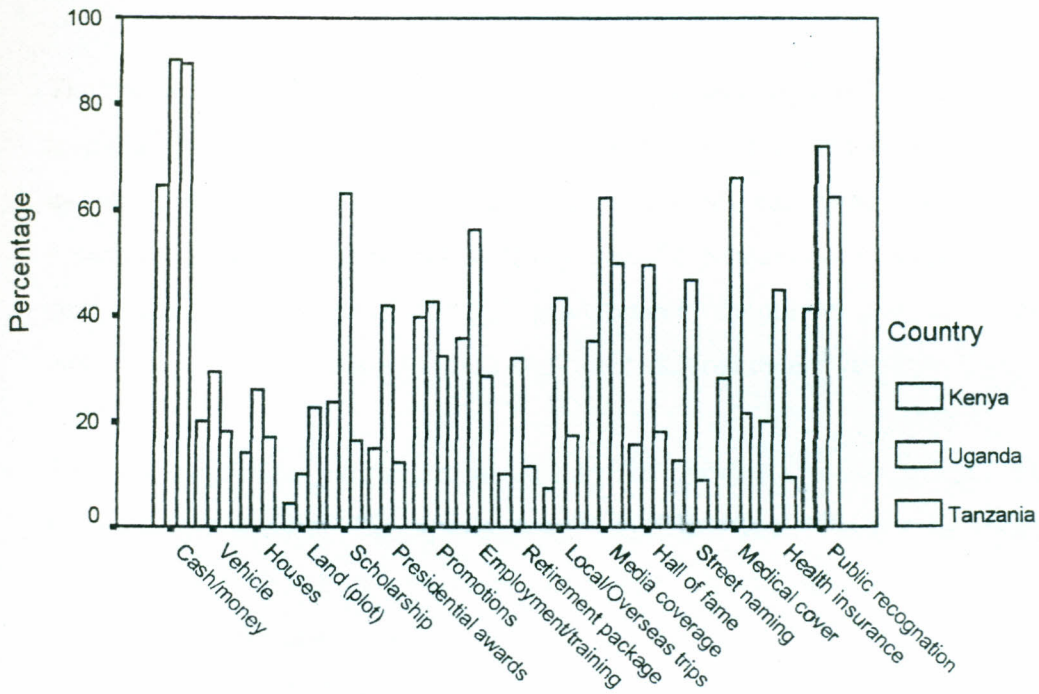


Fig. 7: Types of incentives provided to soccer players in Kenya, Uganda and Tanzania

Figure 7 shows that in the three countries, cash awards were the most provided incentives to the soccer players followed by Public recognition. On the other hand, vehicles, houses, land (plots), presidential awards, promotions and retirement packages are least provided as incentives.

From figure 7, it is evident that Uganda leads in the types of incentives provided followed by Tanzania and Kenya is last. The list of incentives included provision of cash/money, bonuses, house, vehicle, land, scholarship, presidential commendation, promotion, employment, local overseas trips, media publicity, hall of fame, street naming, medical cares, health insurance and public recognition. It is apparent that some measure of incentive provision is made. However, only Uganda stood out with regard to use of medical cover, media publicity, employment and award of scholarships to outstanding soccer performers. All the three countries use cash awards to

acknowledge excellent performance. However, on most types of incentives, minimal effort is perceived to be made.

The above findings tally with the findings on adequacy of incentives at various levels of the sport. At senior national team level, it is acknowledged that incentives are given. This is usually when a national team wins a tournament especially in the CECAFA region or qualifies for continental tournament. In such cases it is common for the government, corporate companies and individuals to come out to give cash and other material incentives.

This also applies to uniformed forces and the corporate sector teams. The latter are also used by their sponsors as “brand marketers” hence the awards after a victory. However, other areas of soccer are little emphasized in terms of incentives provision.

However, the lack of incentives or their minimal provision at formative levels such as schools, district, provincial and youth levels serve to deter young talent. In the absence of any serious incentives e.g. scholarships, parents may choose to lay more emphasis on academic attainment as opposed to soccer excellence.

Given the significance of international sporting success it is imperative that the football federations and the respective institutions and government reward players accordingly. Various governments reward their players with diverse incentives. For example, after the 1970 victory by Brazil, players were granted a tax-free bonus of \$18,000. They were also flown directly to the presidents’ palace in Brasilia for an official reception to allow the president to be shown sharing their joy. A holiday was also declared for the whole country (Murray, 1998).

However, in Africa incentives are at times promised but not given. For example the government of Ghana promised large bonuses and houses to the players of its national team for winning the Africa Cup of Nations in 1978, but the players were not paid (Murray, 1998). Persistent stand-offs between

soccer administrators and players during international matches involving Cameroon and Nigeria are common. However, in 1980, when Nigeria won the 1980 Africa Cup of Nations, they were lavishly rewarded.

4.8 SOURCES OF FUNDING

HO 6: There was no significant difference in the source of funding for soccer in Kenya, Uganda and Tanzania.

Table 17: Sources of Funding for Soccer Activities in Kenya, Uganda and Tanzania

Country	N	X	SD
Kenya	290	48.79	23.45
Uganda	161	72.46	21.17
Tanzania	183	65.75	18.84
Total	*634	59.70	23.94

* 5 entries missing

From table 18, it is evident that Uganda has more sources of funding $X = 72.46$, followed by Tanzania, $X = 65.75$ and Kenya, $X = 48.79$. To establish whether there were statistical differences between the above means ANOVA was computed as shown in the table below:

Table 18: ANOVA on the sources of funding.

Source	SS	Df	Ms	F	Sign
Between groups	67427.04	2	33713.52	71.98	significant
Within Groups	295514.48	631	468.32		
Total	362941.52	633			

Results in table 18 were significant $F(2,631) = 71.98$ $p < 0.05$ indicating significant differences between the sources of funding of soccer activities in Kenya, Uganda and Tanzania. Post hoc test of Tukey HSD revealed that sources of funding of soccer activities in Kenya ($X = 48.79$) differed significantly from those in Uganda ($X = 72.46$) and Tanzania ($X = 65.75$). However, the sources of funding in Uganda and Tanzania did not differ significantly. To establish the possible causes of the divergences in the sources of funding the graph below is presented.

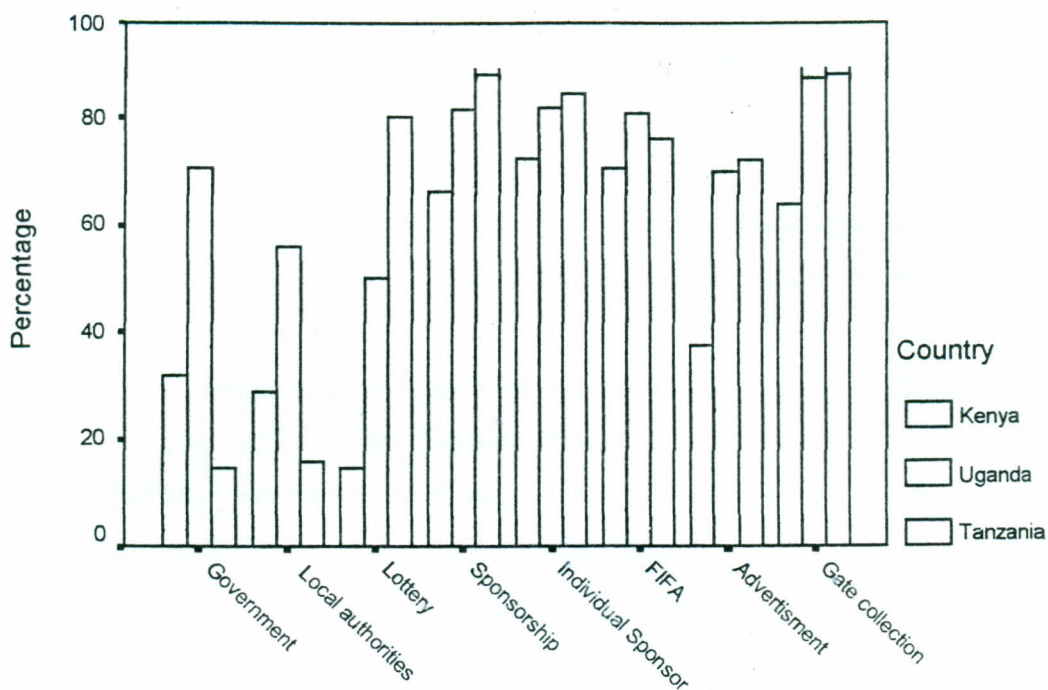


Figure 8: Sources of Funding of Soccer in Kenya, Uganda and Tanzania

From figure 8, it is evident that in Uganda, the major sources of funds are gate collections, individual sponsorship, FIFA, corporate sponsorship, government and local authorities. In Tanzania, the principal sources of funding are gate collections, corporate sponsorships, FIFA and Lottery. In Kenya, major sources of funding include individual sponsorships, FIFA, corporate sponsorships and gate collections. In Kenya and Tanzania the governments and local authorities appear to have less than 50% of funding of soccer activities.

It is apparent that the East African countries, although lacking in terms of sufficiency of funds, still use diverse sources of funds to run their programmes. The principle sources in all countries appear to be gate collections, FIFA, individual sponsors, and corporate sponsors. However, there is a difference when it comes to the role of government, local authorities, use of lottery and advertisements to generate revenue.

According to Baumann (2002) Australia finances sports programmes from government, corporate sector, national Olympic committee via incentive and

reward schemes and the respective associations. He argues that there is a direct correlation between government funding of sport and performance of the national teams.

The limited sources of funding in Kenya, Uganda and Tanzania reveal a dire need to inject some professionalism in the marketing of soccer in the East African region. Sport, and soccer in particular, is a big industry. However, it requires creative minds and well qualified specialists to generate funds that can then be re-invested in the development of the game at all levels. Thus, the business ethic that has transformed sport in North America, Europe, South East Asia and Latin America requires to be injected in the East African soccer set up.

Thus there is need to rely less on FIFA, Individual donations, local authorities and petty sponsorship or donations. Instead, they need to package the sport so as to attract broadcasting royalties and rights. The upsurge of Baseball and American football in America is due to TV. According to Gorman and Calhoun (1994), Television does present live spectacles that are intriguing and also pours money into the game thus making the people involved rich. It is through such that FIFA raises funds to run its programmes globally. National federations in Kenya, Uganda and Tanzania need to emulate FIFA so as to turn soccer into a major industry.

4.9 *QUALIFIED COACHES*

HO 7: There was no significant difference in the adequacy of qualified coaches in Kenya, Uganda and Tanzania.

The means and standard deviations on the adequacy of qualified coaches in Kenya, Uganda and Tanzania is shown in table 19 below:

Table 19: Adequacy of Qualified Coaches in Kenya, Uganda and Tanzania

Country	N	X	SD
Kenya	291	46.89	29.55
Uganda	165	58.59	23.74
Tanzania	183	43.44	26.27
Total	639	48.92	27.81

Table 19 shows that Uganda had a higher adequacy of qualified coaches followed by Kenya and Tanzania. However, the means on the adequacy of coaches in the three countries are still low. To determine whether there were differences between the means One Way ANOVA was utilized as shown in the table below:

Table 20: Summary of ANOVA on adequacy of coaches in Kenya, Uganda and Tanzania

Source	SS	Df	Ms	F	Sign
Between Groups	22135.63	2	11067.81	14.93	Significant
Within groups	471429.08	636	741.24		
Total	493564.71	638			

Results in table 20 were significant $F(2, 636) = 14.93$ $p < 0.05$ indicating significant differences in the adequacy of qualified coaches in Kenya, Uganda and Tanzania. Post hoc tests of Tukey HSD revealed that there were significant differences between the adequacy of qualified coaches in Uganda and Tanzania. However, the adequacy of qualified coaches in Kenya and Tanzania did not differ significantly.

Figure 9 shows the source of these significant differences in the adequacy of qualified coaches in Kenya, Uganda and Tanzania.

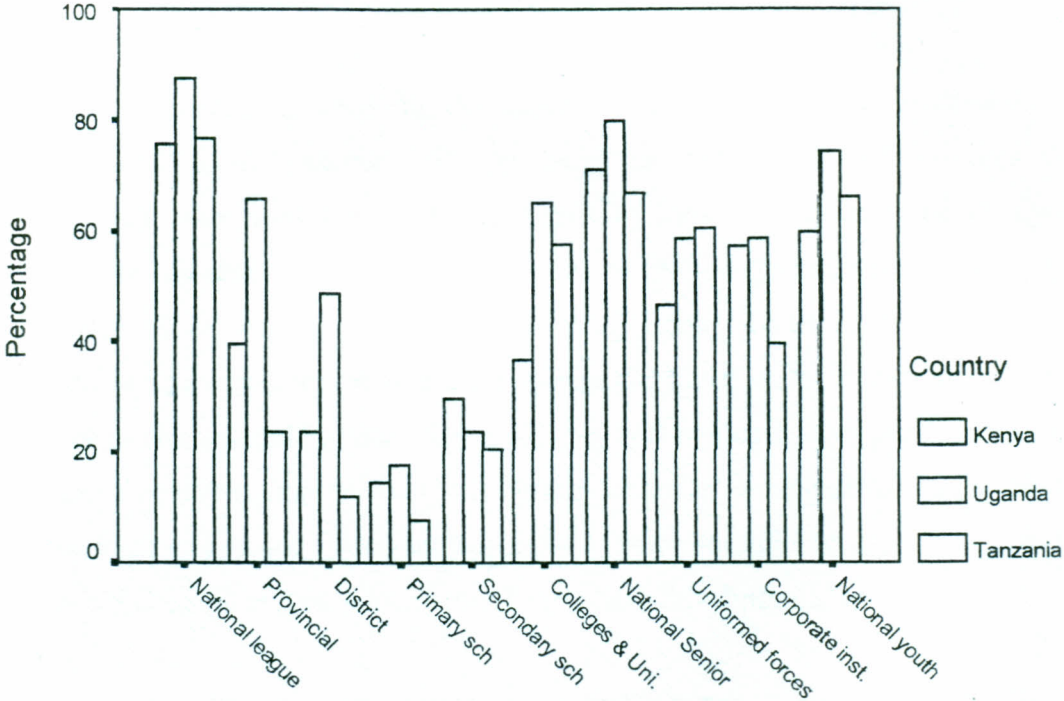


Figure 9: Adequacy of Qualified Coaches in Kenya, Uganda and Tanzania.

From figure 9, it is observed that over 50% adequacy of qualified coaches in the three countries is for teams playing in the National league, national senior team and national youth teams. The other levels of soccer in KUT did have less than 50% adequacy in the number of qualified coaches. The levels, which are hard hit are Primary schools, secondary schools and District teams.

Availability of qualified coaches is a key factor to the development of a sport. Coaches are needed at all the levels of the sport starting from schools, District and provincial levels as well as youth teams at regional and national level. At this level of youth, it is vital to identify and nurture talent. The proper foundation of a future elite player is established at young age. However, the findings for East Africa reflect the absence of coaches or the inadequacy of coaches at the critical level.

But even with adequate coaches at national league, national team at both senior and youth level, and at institutional levels, there is lack of stability. There is a very high turn-over of coaches thereby disrupting the growth and stability of teams hence poor performances.

There is, therefore, need for the soccer federations to make provision for training of more coaches. But as much as training of local coaches is important, the need for clubs and teams to look out for talented foreign coaches can also bring about success on the pitch. According to Stanberge (2002), Guus Hiddink succeeded in taking South Korea to the semi-final because as a foreigner, he was from outside the social system hence he did not have to allow people to play “because” they had friends in high places or came from a certain region or went to a certain school or were married to the third cousin of so and so. Thus merit prevailed. Some foreign coaches have indeed been successful in East Africa while others have failed miserably.

4.10. AVAILABILITY OF TRAINING OPPORTUNITIES FOR COACHES

HO 8: There was no significant difference in the availability of training opportunities for coaches in Kenya, Uganda and Tanzania

Table 21 shows the rating of the level of adequacy of training opportunities for coaches.

Table 21: Means and Standard Deviations on the Adequacy of Training Opportunities for Coaches in Kenya, Uganda and Tanzania.

Country	N	X	SD
Kenya	291	31.47	31.06
Uganda	163	50.95	26.00
Tanzania	182	16.70	26.89
Total	*636	32.24	31.28

* 3 entries missing.

From table 21, it is evident that Uganda had a better adequacy in Training opportunities accorded to soccer coaches followed by Kenya and Tanzania. However, it is also important to note that adequacy of 32.24% is still low given the high inadequacy levels at the different sectors of the sport.

To determine whether there are differences in the means of the three countries ANOVA was tabulated as shown below:

Table 22: ANOVA table on the adequacy of training opportunity for coaches in Kenya, Uganda and Tanzania

Source	Ss	df	Ms	F
Between groups	101176.19	2	50588.09	61.54
Within groups	520288.03	633	821.94	
Total	621464.23	635		

Results in table 22, were significant $F(2, 633) = 61.54$ $p < 0.05$ indicating differences between the means in the adequacy of Training opportunities accorded to coaches in Kenya, Uganda and Tanzania.

Post hoc tests of Tukey HSD indicated that Training opportunities due to soccer coaches in Kenya, Uganda and Tanzania is significantly different in the three East African Countries. The sources of these significant differences could be better understood by looking at figure 10 below:

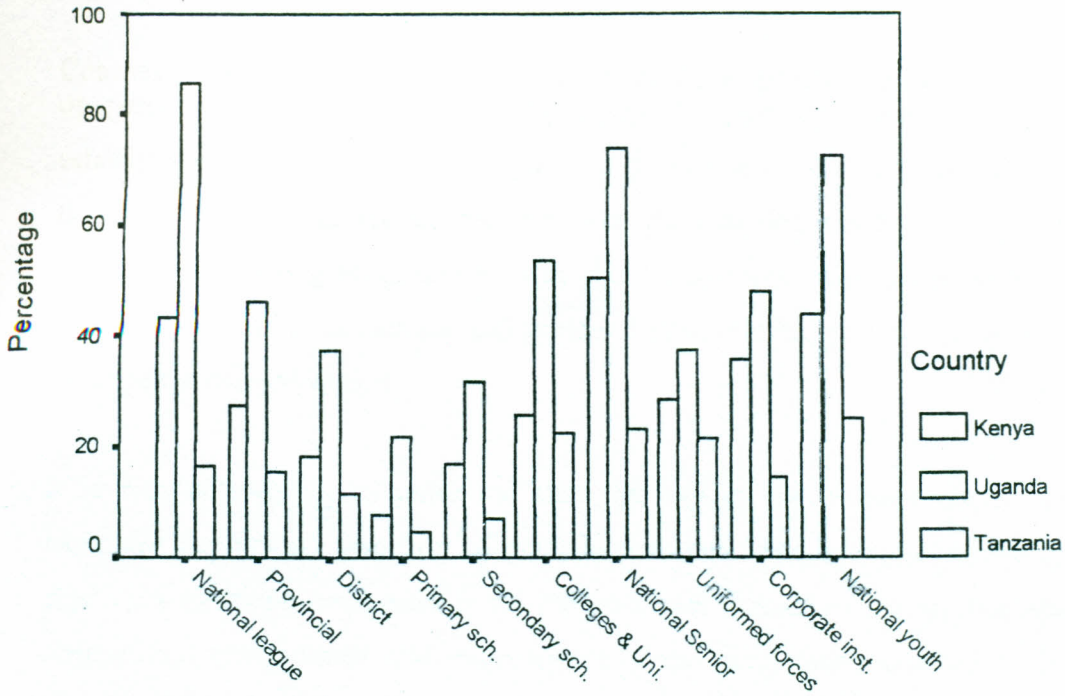


Figure 10: Availability of Training Opportunity for Soccer coaches in Kenya, Uganda and Tanzania.

Figure 10 shows that it is only in Uganda where the coaches at levels of national league, college and university, national senior teams and national youth teams had adequate (over 50%) training opportunities. In the other two countries, (Kenya and Tanzania) all the levels of soccer coach training did register less than 50% adequacy. However, across the board, Uganda coaches had most opportunities followed by Kenya and Tanzania.

The inadequacy of trained coaches is a set back to soccer development. Hence availability of training opportunities is a useful avenue for producing coaching personnel in the East African region. However, results revealed the existence of very limited opportunities except for national league coaches, national senior team and national youth teams for Uganda. Kenya and Tanzania have minimal opportunities. For in Tanzania, a former player Charles Bonface, is quoted by Versi (1986) saying that local coaches are very good but they often lack modern tactics. He recommended that they should be sent abroad for refresher courses for one or two years.

Coaches have a fundamental role to play in the development and improvement of performances locally and internationally. They are involved in the establishment of basic skills in beginners, provision of sound technical and tactical advice to intermediate performers or the planning and implementation of long-term training programmes with elite performers. Given the diversity of their roles, tasks, challenges and problems encountered, one has to be well grounded in the profession.

It is also noteworthy to point out that the role of the modern coach has expanded far beyond direction of practice sessions. The expanded coaching role involves taking responsibility for the performer outside of the practice and competition environment and being aware of the performer's over-all social and psychological development. Coaches are now frequently expected to take on almost any task that creates a better working environment for the performer or for the coach. In response to the increasing demands, modern coaches have to develop a wide range of technical, interpersonal and managerial skills in order to function effectively (Borrie, 1996). This diversity of roles and challenges call for a wide exposure and continuing education schemes. According to Ian Greaves, in Baldwin (1970), a coach can never stop learning and picking up new ideas. He must progress if the team is to do so too.

4.11 COACH APPOINTMENT CRITERIA

HO 9: There was no significant difference in the criteria used to hire coaches for national teams in Kenya, Uganda and Tanzania.

Table 23 shows the means and standard deviations in the coaches' appointment criteria in Kenya, Uganda and Tanzania.

Table 23: Means and Standard deviations of the Coach appointment criteria in KUT

Country	N	X	SD
Kenya	289	67.64	22.75
Uganda	165	67.82	18.44
Tanzania	182	51.22	19.11
Total	*636	62.99	21.96

* 3 entries missing.

Table 23 shows that Uganda and Kenya had higher means in comparison to Tanzania on the coach appointment criteria. To determine whether there were differences between the above means One Way ANOVA was calculated as shown in the table below:-

Table 24: ANOVA on coaches' appointment criteria in Kenya, Uganda and Tanzania.

Source	SS	Df	Ms	F	Sign
Between Groups	35282.51	2	17641.25	41.19	significant
Within Groups	271067.05	633	428.22		
Total	306349.56	635			

Results in the table were significant $F(2, 633) = 41.19$ $p < 0.05$ indicating that the means on the coach appointment criteria differed significantly between the three countries. Post hoc test Tukey HSD showed that Tanzania differed significantly from both Kenya and Uganda. However, Kenya and Uganda did not differ significantly on the criteria used in the appointment of coaches. The different Criteria used in the appointment of coaches for these national teams is shown in the figure below:

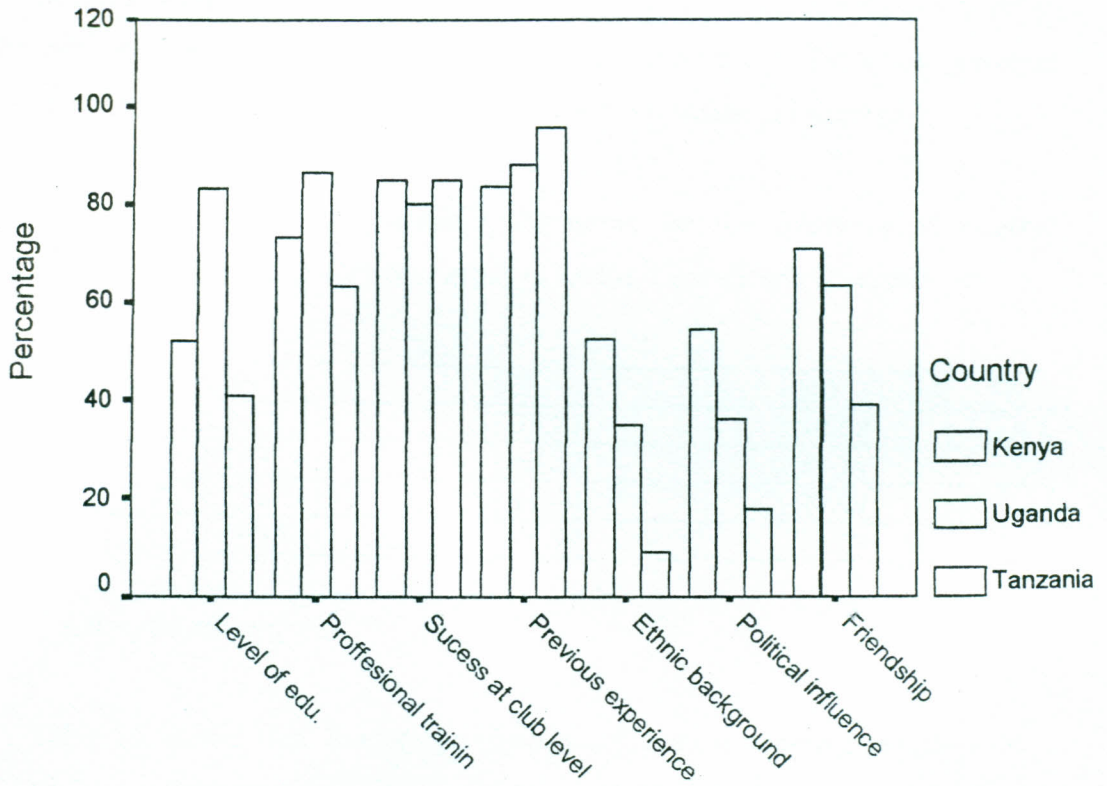


Figure. 11: Criteria for appointment of Soccer coaches

Figure 11 shows the different criteria used in the appointment of coaches in Kenya, Uganda and Tanzania. It is evident that previous experience is a key criteria in the appointment of coaches in Kenya, Uganda and Tanzania. This is followed by success at club level. In the East African Countries the least utilized criterion is ethnic background and political influence. A peculiar case is in Kenya where political influence, ethnic background and friendship with the appointing bodies are key factors. It is also noted that level of education of soccer coaches is not a key criteria in Tanzania.

4.12 EXPOSURE OF COACHES

HO 10: There was no significant difference in the external exposure of coaches in Kenya, Uganda and Tanzania.

Apart from level of adequacy and training opportunities it is also important to broaden their experience, through external exposure. Table 24 therefore shows the level of adequacy of exposure of the coaches in East Africa.

Table 25: Means and Standard Deviations on the adequacy of external exposure accorded to soccer coaches in Kenya, Uganda and Tanzania.

Country	N	X	SD
Kenya	290	35.77	34.08
Uganda	163	60.27	35.21
Tanzania	183	17.70	23.23
Total	*635	36.94	30.69

* One case missing

Table 25 shows that coaches in Uganda enjoy more external exposure $X = 60.27$ in comparison to Kenyans $X = 35.77$ and Tanzania $X = 36.94$. However, the average mean of 36.94 for the three countries is quite low. The ANOVA table below shows whether there is a significant difference between the means.

Table 26: ANOVA table on the adequacy of external exposure accorded to soccer coaches in Kenya, Uganda and Tanzania.

Source	SS	Df		Ms	F
Between groups	73349.09	2	77558.46	70.65	Significant
Within groups	521978.23	632	1097.73		
Total	595357.32	634			

Results in Table 26 were significant $F(2, 632) = 70.65$ $p < 0.05$ indicating significant differences between the means on the external exposure of coaches in Kenya, Uganda and Tanzania. Post hoc Tukey HSD test indicated that all the three countries differed significantly from one another. Indeed, there is a remarkable difference between Uganda $X = 60.27$ and Tanzania $X = 17.90$, on external exposure opportunities accorded to coaches.

Figure 12 below portrays the possible sources of these differences in Kenya, Uganda and Tanzania.

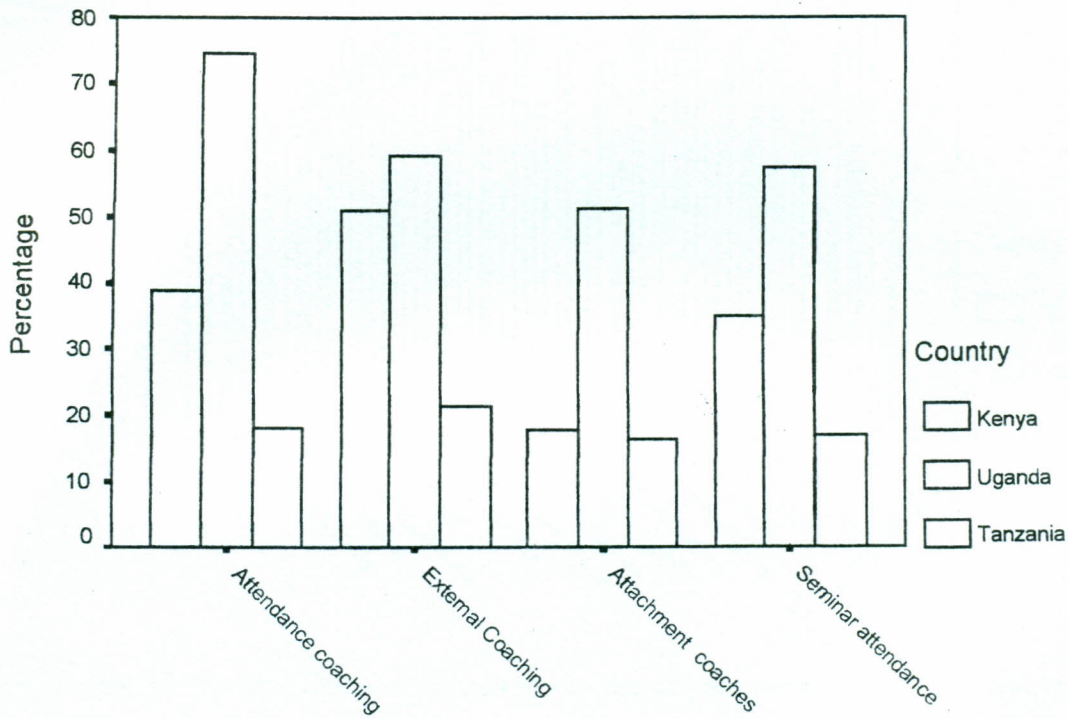


Figure 12: Type of external exposure accorded to coaches in Kenya, Uganda and Tanzania.

Figure 12, shows that Uganda had a higher rating than the other two countries on opportunity for external exposure accorded to soccer coaches. These opportunities include attendance of coaching courses outside the country, external coaching instructors coming to train them, attachment to foreign teams and attendance at seminars, workshops and conferences in foreign countries. On the other hand, Tanzania trails in the aspects of external exposure of its coaches. However, the adequacy of these attributes of coaching is still wanting in the entire region.

4.13 CONSTRAINTS TO SOCCER DEVELOPMENT

The soccer stakeholders were asked to indicate which factors militate against the development of soccer in Kenya, Uganda and Tanzania. Their opinions are shown in figure 13.

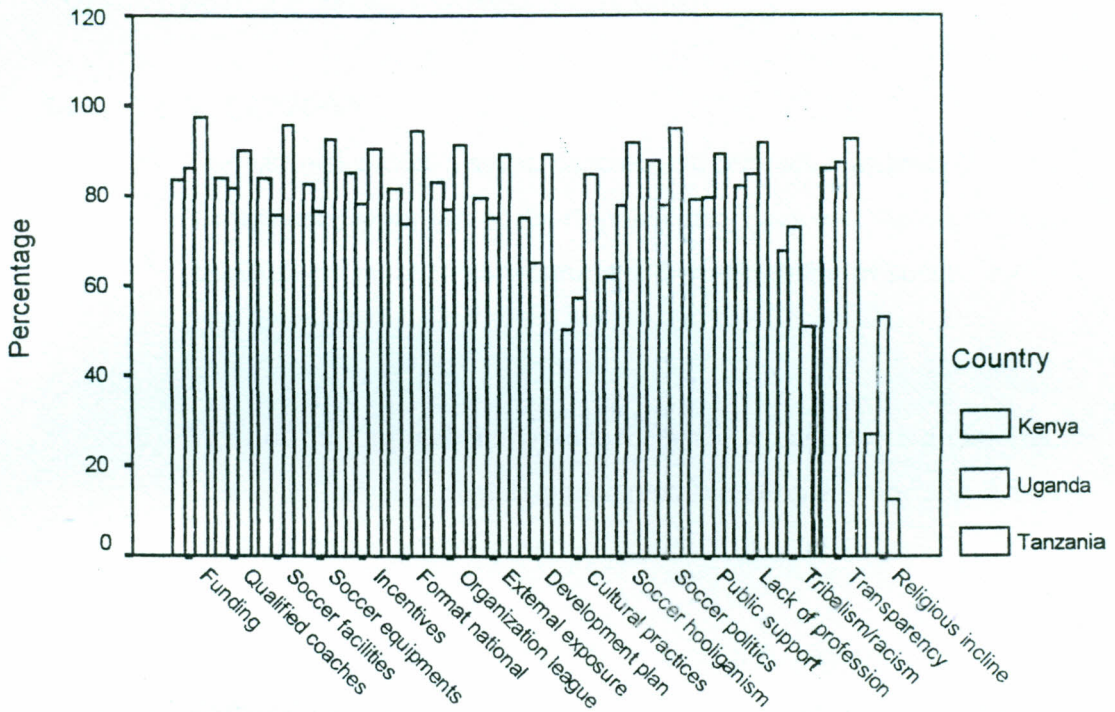


Figure 13: Factors that are a constraint to the development of soccer in Kenya, Uganda and Tanzania.

Figure 13 shows that in Tanzania the main factors, which have constrained the development of soccer are funding, soccer facilities, format of the national league, soccer politics and lack of transparency. In Uganda the main factors are lack of transparency, lack of professionalism, lack of qualified coaches and funding. In Kenya, the main factors are lack of transparency, soccer hooliganism, poor organisation of league, lack of incentives and poor soccer facilities. Therefore, it is asserted that the major factors that have negatively affected the development of soccer in Kenya, Uganda and Tanzania are inadequate funding, lack of transparency, soccer facilities, soccer hooliganism, waning spectator support, poor planning, lack of professionalism, absence of incentives, inadequate equipment and inadequately trained personnel.

5.0 CONCLUSIONS AND RECOMMENDATIONS

5.1 CONCLUSIONS

- a) The national soccer players, coaches and referees constituted the highest proportion of the respondents. They are, therefore, key stakeholders in the administration and development of soccer in East Africa.
- b) Most of the respondents were men, while women were a minority. This is in line with female under representation in sports in Africa and East Africa in particular.
- c) The age bracket between 21-29 had the highest respondents followed by those aged 30-39. These are the age brackets for active players and those who are on the verge of retiring or have picked up coaching and other roles in the game.
- d) Most respondents were married. However, quite a number were also single with a small proportion being divorced or widowed.
- e) The majority of respondents were of O-level education, followed at a distance by post-secondary or middle college and advanced education levels respectively.
- f) The occupations of the respondents varied including sportsmen, teachers/coaches, business people, and school students, among others. This reflects the nature of soccer, which appeals to people of varied backgrounds and social status in society.
- g) Respondents showed that there was a higher level of adequacy of soccer facilities in Uganda, followed by Kenya and Tanzania. There was therefore a significant difference in the way facilities are perceived to influence soccer development in the East African

region. However, the level of inadequacy is apparent in most institutions where the game is played.

- h) Provision of equipment has not had a positive impact on soccer development particularly in Kenya and Tanzania. Uganda seems to have received better rating in terms of equipment provision at most levels of the game. It is, therefore, apparent that equipment provision has hampered the technical development of players in the region.
- i) There is a huge gap in the availability of technically trained soccer personnel in Kenya, Uganda and Tanzania with the latter trailing in most areas including psychologists, nutritionists, Doctors, physiotherapists, administrators and masseurs. Uganda leads followed by Kenya except in refereeing where Kenya was rated the least.
- j) There was a significant difference in the adequacy of funding for soccer in Kenya, Uganda and Tanzania. However, Kenya and Uganda as well as Kenya and Tanzania did not differ significantly on the adequacy of funds set aside for soccer. However, across the three countries, there was inadequate provision of funds for national women teams, district, primary and secondary schools.
- k) Uganda led in the adequacy of incentives provided to soccer players followed by Kenya and Tanzania. However, such provision was inadequate in various levels of the game in all East African Countries: district teams, national women teams, primary and secondary schools.
- l) Cash awards were the most provided incentives to soccer players followed by public recognition in East African Countries. However, provision of vehicles, houses, land/plot, presidential

awards, promotions and retirement packages were hardly extended to players after excelling in competition.

- m) The principle sources of funds were gate collections, FIFA, individual donations, and corporate donors. However, there was a difference with regard to role of government, local authorities, lottery and advertisements.
- n) There were significant differences in adequacy of qualified coaches in Kenya, Uganda and Tanzania. The significant differences were between Uganda and Tanzania. However, Kenya did not differ significantly from both Uganda and Tanzania. However, critical areas of talent identification and development such as primary, secondary, district and provincial teams had inadequate coaches.
- o) It was evident that Uganda had a higher level of adequacy of training opportunities for coaches followed by Kenya and Tanzania. However, the level of adequacy in all the countries was low revealing the limited exposure of their technical personnel, which ultimately hampers the development of the sport.
- p) Criteria used for appointment of coaches differed significantly between Tanzania and both Kenya and Uganda. However, Kenya and Uganda did not differ significantly. The key factor considered was that of experience and success in previous coaching assignments.
- q) There was a significant difference in the rating of external exposure availed to coaches in the East African Countries. Uganda was rated higher compared to Kenya and Tanzania.
- r) The impediments to soccer development in Tanzania included funding, facilities, competition structure, politics, and lack of transparency. In Uganda, the impediments were listed as lack of

transparency, lack of professionalism, inadequate qualified coaches and funding. In Kenya, the main factors were lack of transparency, soccer hooliganism, poor organisation of leagues, lack of incentives and poor facilities and equipment.

5.2. *RECOMMENDATIONS*

From the conclusions of the study, the following recommendations for policy formulation and further research are made.

1. There is need to encourage more women to embrace soccer in Kenya, Uganda and Tanzania like other parts of the world. This can be done by having an affirmative action on the number of women officials in the soccer federations of the three countries. As well as making specific financial allocations for women soccer activities.
2. There is need to formalise youth soccer in Kenya, Uganda and Tanzania. Indeed, the establishment of youth centres in Kenya, Uganda and Tanzania to tap and nurture talent is long overdue. Introduction of youth leagues could also help in the identification, development, nurturing and utilization of talent.
3. Soccer facilities in Kenya, Uganda and Tanzania are rather inadequate. Therefore, the governments of the three countries and soccer federations need to address this issue as a priority one.
4. Equipment provision in Kenya, Uganda and Tanzania at all levels of soccer participation is very low. The governments of the three countries can address equipment inadequacy by either lowering taxes or zero-rating soccer equipment. Indeed, donations of soccer equipment from the corporate sector would be a big boost to federations in Kenya, Uganda and Tanzania.

5. There is need to increase the number of technically trained personnel in soccer. Therefore, training institutions like Universities, CAF and FIFA need to facilitate the respective federations to formulate and implement relevant curricular for training of personnel locally.
6. Soccer funding in Kenya, Uganda and Tanzania is quite inadequate. Beyond that, the over-reliance on gate collections is therefore far from being adequate. The soccer federations need to embrace different methods of financing soccer activities. It is imperative that the federations incorporate marketing and engage in serious communication channels to be able to win the confidence of the corporate sector as well as the media.
7. The three governments and soccer federations need to provide more structured and diverse incentives to soccer players and technical staff/. This can be done by having contracts, which spell out bonuses tied to performance. This should cascade down to different levels of the sport. Various competitions should also have sponsorship benefits that reach players.
8. The ministries of Education and Sport as well as the soccer federations in the three countries need to equip coaches with relevant knowledge. Joint coaching seminars should be organised to uplift the standards of teachers, lecturers and sport officers with regard to their coaching, administrative and refereeing competencies so as to enhance school and institutional soccer.
9. The governments and federations of East African countries should formulate distinct criteria for appointing coaches for various national teams. The criteria should entail one's level of qualification in coaching education, academic achievement, experience and performance.

10. Lack of transparency in the management of soccer funds in Kenya, Uganda and Tanzania is a big problem. Therefore, there is need to audit accounts of the various federations on regular basis in line with constitutional provisions that guide the federations. FIFA should also monitor and place injunctions on federations that are not accountable and transparent in the financial operations.

RECOMMENDATIONS FOR FURTHER RESEARCH

1. A similar study should be done to cover the whole CECAFA affiliated countries and also the entire CAF region.
2. Similar studies to unearth political and economic factors which militate against the development of soccer in East Africa would be a worthwhile venture.
3. A study is needed to establish how the three governments can uplift the standards of soccer in East Africa under the auspices of the East African Community (EAC).
4. A comparative study needs to be conducted to establish how the factors which hinder the development of soccer in East Africa have been addressed in North and West Africa, where standards of the game seem to be higher.
5. There is need to evaluate the technical performance and personal characteristics of the national team players in the East African region.

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