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Problem Facing Palestinian Women

Football:

A case study of the issues pertaining to Palestinian women football and the experience of Korean women football development

팔레스타인 여자축구 문제점 고찰: 한국 여자축구 발전 사례를 중심으로

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Abstract

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The study shows that the Palestinian women football progress faces problems regarding, culture stereotype, either from the people or the administrative, financial issues results in keeping Palestinian women football in amateur status, in addition to administrative problems due to the lack of experience, along with problems result from the Israeli occupation as well technical issues that effecting performance of the player. All problems work together in disturbing the sustainability and progress of Palestinian women

football. Palestinian women football will stay in the game as long the status is changed from amateur's to professional, as well working on the idea of abandoning football for marriage. The Korean women football study shows that increasing the amount of international matches, preparing an experienced staff, maintain focus of creating age groups and connecting with schools and universities, working with individual sponsorship as well increasing the governmental support for women football, and integrating the Palestinian community will work on solving progress problem of Palestinian women football.

Keywords : Palestine, women, football, culture, problems, soccer
, Korean

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Chapter 1. Introduction

1.1. Women in Palestine

According to the Palestinian Central Bureau of Statistics, women represents 49.2% of the Palestinian society (PCBS, International Women's Day, 2015). Female in the middle east in general face a lot of gender issues, regarding, culture, family law and inheritance, in general women condition is being the worst under customary condition not religion (Mayer & AnnElizabeth, 2004). Palestinian females face social and political oppression as a result of the Palestinian reserved culture and the existence of the Israeli occupation, in addition to Palestinian women rights are being over looked for the sake of the national rights (Anderson, 2015).

In the other hand Palestine is the first Arabian country to provide single ministry for women affairs regarding considering gender equity, besides the Palestinian authority has integrate gender equity in the national policy aspect and strategies, in addition to introducing new elements of gender budgeting to the Palestinian government, as well as increasing political representation for Palestinian women, further more women in Palestine have access to top titles such as executive managers and decision makers in powerful positions (OECD/CAWTAR, 2014).

In Palestine, many different NGOs has been following up the

situation of Palestinian women regarding different issues such as Political and cultural in the Palestinian community, exemplifying in Amnesty International report which demanded both Israel and the Palestinian Authority to end the suffering of Palestinian women.

“Palestinian women's suffering has been two-fold. They have borne the brunt of conflict and decades of Israeli occupation and in Palestinian society they are also denied full rights and protection” (Amnesty, 2005)

Since that time, Palestinian women are able to compete with men in different fields, such as education, work, sports and leadership, in 2009 a study showed that 8.9% of women hold a bachelor degree while there is 11.2% for men (PCBS, Women and Men in Palestine, Issues and Statistics, 2013). The previous number shows that the gap is shrinking between men and women in the Palestinian society, even though women are still facing different issues regarding gender equity and women rights.

1.2.Palestinian Women and Sports

From women perspective, the sports case is completely different and double complicated. Women in Palestine have to deal with Islamic religion, cultural traditions, and occupation. For Islam as a religion the subject is obvious and clear, Islam actually endorses women participation in physical activities (Pifster, Benn, & Jawad, 2010). Also the teaching of Prophet

Mohammed through reading his Biography that mentions about his race with his wife “Aisha “ (1), the main rule for Islam regarding women and sports is modesty of Muslim women body (Pifster et al., 2010), but due to the stereotype of women in Palestine, Palestinians mix up religion with traditions, when the society makes an assumptions about women participating in sports, thinking that female who practice sports will violate the Islamic rituals concerning the body coverage, “people finds it weird how I play football wearing my veil, they keep thinking that I take it off when I play” (QawudSawsan, 2012). Though what makes it more difficult than religion is the Palestinian conservative culture (GieB-Stüber, Kremers, Luft, & Schaller, 2010), women in Palestine are seen in a stereotype of house wife’s and mother. As well as, the fact that the Palestinian culture is a manly dominated society, the only way for women to express themselves, used to be through getting education, though it was not for all. However, Palestinian women have tried and still trying to get out of what so called a manly dominated society.

1): Aisha (RA) said that the Prophet (PBUH), said to her: Come I will race you so I raced with him and I won. After I became heavier he raced me and he won, so he laughed and said this one for that one. Narrated by Abu Dawood. Abū Dā’ūd Sulaymān ibn al-Ash‘ath al-Sijistānī, 8. o. 1., & Hasan, A. (1990). Sunan Abu Dawud. New Delhi: Kitab Bhavan.

However, in recent years, international bodies, have organized different types of sport activities especially for Palestinian women, activities that aim to empower Palestinian women confidence through sports. In 2014 the American embassy in Jerusalem has organized a sport festival as a part of the US State Department “Sports Envoy” program, and wrapped a seven day visit for the United States Olympic athlete runner Jackey Joyner, participating in sports festival and lecturing women in the Palestinian territories about the importance of sports and how could it change their life (Buangan, 2014). As well as, a program of “Empowering Girls and women through Sport and Physical Activity” implemented by “Women Win” an association that aims to achieve the creation of women who practice their rights through sports, by connecting them to the global sport, and to continue developing new tools and ways to promote sport as a strategy to empower adolescent girls, such a program has conducted different activities in Palestine, as creating “Fitness for a Beautiful Life”, a fitness club inside a refugee camp specially for women, taking into consideration that the Palest-inian society has a certain typical and justifiable venues for females in spaces such as markets, health clinics, tailors, and hair salons (Women, 2013).

1.3.Palestinian Women Football

Sports has been always seen as a national pride for Palestinians, trying to achieve the world recognition, they have introduced themselves to the international world as the people of the state of Palestine, particularly in football, since FIFA has recognized Palestine as an independent association in 1998, despite the existence of the Israeli occupation and its continuous interfering in the Palestinian football.

For Palestinian women, it was a chance to express themselves differently, since they are not only fighting siege of the Israeli occupation, but also the very hard believes of the Arabian culture and traditions (Kelly & Breslin, 2010).

When talking about women football, we will find a lot of facts that are different than what is being known, whether it was culturally, politically or financially, which are the aspects that are directly affecting the development of women football in Palestine, not to mention the fact about the big development of all men football teams in general, comparing to the slow development of women football teams, which makes it double trouble for the development of women football in Palestine. However, the Palestinian women football team had made some achievements through the Palestinian Football Association (PFA) and its current President General

Jibril Rajoub. In 2003, Honey Thaljah the first Palestinian female player and her Professor Samar Alaraj the manager of Physical education department at Bethlehem University, were able to form the Palestinian women gathering of football, which consisted of five Christian and Muslim girls, after one year they were able to recruit eleven girls from different parts of Palestine by the help of the ministry of youth and sports, through spreading the news about the intention to create a women football team for Palestine to other universities and towns, in order to participate in the first Arab Women's Championship in Jordan in 2004 (Yanabee, 2014).

1.4. Jibril Rajoub, Palestinian Football Association President

Palestine had its first international stadium established in 2008 by FIFA Financial support, through the “Financial Assistance Program (FAP) Program”, which resulted from the efforts of the current president of the Palestinian Football Association Major General Jibril Rajoub, who had set up a new concept for Palestinian football since his first presidency run in 2008, General Rajoub has made an obvious change in the history of Palestinian football for both men and women teams, whether it was by establishing new facilities, building human resources, and especially recruiting Palestinian female for football, whether as player, coaching, referring, or administration, . Rajoub was and still the path and secure body for all

female football players in Palestine, who might face hardships from society, conservative political parties, and the Israeli occupation, regarding them playing football. (FIFA, Palestinian women football, 2013)

Rajoub's role has worked on demonstrating the existence of Palestinian football and opened new windows for Palestinian women to be able to express themselves, General Rajoub was the main help for the previous and current Palestinian women position in football world, the PFA is the only Arabian association that has a female member in the Asian football Confederation executive committee, Susan Shalabi Molano who has been a member of the AFC EXCO committee since 2013, (AFC, 2015) in addition to Honey Thaljjiah who is currently working as a corporate Communications office in Federation International de Football Association (FIFA), to be considered the first middle eastern women who works at FIFA, besides Ayat Saafeen who used to be a member of West Asia Football Confederation WAFF, (PFA), all of these ladies were trained and received hundred percent support form General Rajoub in order to occupy such positions , as well as many other female employees of the PFA who received a higher education in sports management.(PFA News,2016)

Rajoub also worked on merging between the Palestinian universities and the academic branches of FIFA (CIES, 2012). what's more that he

was able to grant different agreement from FIFA to protect Palestinian players and Palestinian football from the integration of the Israeli occupation, as well as the Israeli football federation who kept on asking FIFA to grant them the right to control the Palestinian football and its development. (PFA, 56 FIFA Congress Resolution, 2015)

1.5. Palestinian Women Football Development

Women Football in Palestine has started in back words style, the beginning for women football in Palestine was as a national team before forming clubs and leagues, due to the small number of females who were practicing the game individually, the team was formed by the help of Palestinian football association PFA and FIFA who was amazed of having women football team in Palestine which still under development from all aspects (Qawud, 2012).

In 2005 Palestine women football team Participated in West Asia Women Football Championship in Jordan, despite the difficulties of at least getting the team together, due to the restriction of the Israeli occupation on the movement of Palestinians from one place to another specially between Gaza Strip and the west bank. In the first years of team creation, the players of the Palestinian national women football team had only meet on the pitch or through the international tournaments outside Palestine, due to the hard

restriction on football players by the Israeli occupation, in addition to the hardship of movement inside the west bank for trainings between different cities (Qawud, 2012).

In 2008, Palestine women football team played its first friendly international match inside Palestine which also was the first ever international football match to be held in Palestine, it was against Jordan (Qawud, 2012), the international match hosted huge number of women attending the game as spectators, a number of 10,000 attendance who was mostly females (Montague, 2009). Moreover, launching the Palestinian women Futsal league in Bethlehem with the presence of the Palestinian authority president Mahmoud Abbas. However, it's important to realize that the Palestinian football association was established in 1995 and recognized by FIFA in 1998.

In 2011, the first women league was launched in East Jerusalem, with the attendance of FIFA president in that time Sepp Blatter, and the United Nations General Secretary for sports and peace, besides the Palestine prime minster, with a great spectator of eight thousand attendance who are mostly women with a participation of sixteen clubs. The opening match was between Diyar club and Saryyet Ramallah. In the same year the PFA hosted a friendly match with the women world cup 2011 winner Japan women

football national team, the two teams played in Hebron with an audience of 10,000 fan attending the game, yet the match resulted in 21-0 in favor of Japan. In 2014, the Palestinian football association has won the bid to host Asian U16 championship qualification which was postponed later.

((MaanNews,2015

The Palestinian football association has provided ascertain statistics regarding women football in Palestine, a number of 383 women football player has been registered in the PFA “Palestine football association” and a five hundred of female grassroots players, for a total number of a nineteen clubs, that plays in three different leagues which is the Palestinian football league, the PFA President cup and futsal league, in two geographical locations north and south division (the west bank and, Gaza Strip), the three division is being played in the west bank and in Gaza strip separately as a result of the complete separation inside Palestine between the Northern provinces “West Bank “ and the southern provinces “Gaza strip” by the Israeli occupation. The PFA is currently planning to launch U16 leagues in both Gaza and the west bank. In the other hand, the PFA has registered fifteen female coaches and twelve female referee (PFA, 2015). In 2015, a new step took place for women football by launching the women futsal league for universities by the participation of seven Palestinian universities

(MaanNews,2015)

1.6. Palestinian Women Football Support

From the other side, it's been proved that women football in general and Palestinian women football in specific has been receiving a very good amount of financial support from FIFA and different NGOs.

FIFA support women football in Palestine, through its different programs, such as FAP (FIFA Financial Assistance Program), Goal Project "live Your Goal Campaign" and women development program. (FIFA,2015)

From 2008 till now, FIFA has registered on its official website six projects for the benefit of the Palestinian football in Palestine, whether it was regarding infrastructure, human resources recruitment or equipment, in a budget that various from 400,000 to 600,000 USD for each individual project, in addition to the special support for women league through the Goal project with a variable amount that varies from 37,000 to 150,000 USD per year, aside from the special courses for officials of women football athletes such as referees, coaches and women football consultant (FIFA, Goal Projects, 2009; FIFA Development, 2015), and the special support for women football from the local sponsor such as Bank of Palestine who has been sponsoring football in Palestine since 2010, and their newly signed

agreement for sponsoring women football for One Million USD for four years (Wafa, 2015). In addition to another local sponsor which is Wataniya Mobile a telecommunication company , that sponsored the first women league in Palestine in 2008.

1.7. Palestinian Best women football clubs

Important steps for Palestinian women football development took place in 2008, two of the best Palestinian women football club were formed, which are Diyar and Saryet Ramallah. Diyar team was founded through Diyar association who adopted the Bethlehem university team, Diyar receives a good amount of financial and technical support, whether through FIFA, PFA, or directly by local and international individual bodies, such as “Discover Football”, in 2012 a program founded by The Association Fußball und Begegnung e.V (Football and Exchange), which their work has been recognized by the UN, and the German Football Association, as well as German Chancellor Angela Merkel. In addition to the support provided by Budweiser USA, which is an American Pale lager in 2014. (Discover Football, 2016). Sarryet Ramallah Club, was the winner of Palestinian Women Football league in 2009 and the second in 2010 after Diyar, as well as the champion of President Cup in 2009 and 2015, in 2011 Sarryet Ramallah hosted and win a friendly match against Bannat Amman from

Jordan (Alrai, 2011), Sarryet Ramallah is being sponsored by the National Beverage, Coca-Cola Palestine since 2009 (Maan, 2016). Moreover, Sarryet Ramallah was the winner of most titles in the first women league “futsal as best goalkeeper and best top two scorers. However, none of the Palestinian women football team players have considered taking football as career for living due to the absence of player’s salary, which keeps the Palestinian women football in the amateurism level. Despite the fact that there is a good financial and women football potential, the Palestinian society still giving the look of a non-straight person for females who play football thinking that they have an Abnormality and an Aberration personality (Montague, 2009).

1.8. Problem statement

Palestinian Women football has been crawling hardly to follow up with the rest of women football teams depending on FIFA ranking, the team started with 92 in 2009 , in 2013 they hold a good ranking of 82, however the worst ranking was in 2015 of 101. (FIFA Ranking,2015). Even though they enjoy a better situation regarding women and sports other than many other teams, but the Palestinian women football is falling back instead of progressing. Therefore, after reviewing the past information, we can easily say that the Palestine women football team is enjoying a vast support that

varies from different aspects regarding Culture, financials, human resources, infrastructure and education. But the question remains around the why Palestinian women football is not moving ahead? And what is causing this problem? In addition to ask the question of what shall be done in order for the Palestinian women football to recover its progress they had in 2013?

This research aims to find out the current situation of women football in Palestine, and finding out the cure problem to suggest solution to build a will developed organized and conducted women football of Palestine, throughout interviewing a number of Palestinian women football players and other officials, as well as searching through the previous studies, writings and history of women football / Sports in Palestine, in order to lead us to the problem. The research will try to find out the main problems and obstacles that hinders the Palestinian women football and try to solve it by studying the experience of the Korean football (KFA), Korean women football team currently ranks 18 (FIFA, Women's Ranking , 2016), as the fourth best team being developed in Asia, so that the PFA can wisely use its limited resources, to form a successful women football of Palestine.

1.9. Why Korea?

The KFA is building a completely new strategy to support the development and progress of women football in Korea, such a strategy can

be a guideline for the Palestinian football association to follow in order to develop a success team and solve problems through the experience of Korean women football development , besides that fact that the Korean women football team is one of the growing teams , which will make it easy for the Palestinian football association to follow within its limited resources, what's more is that the resemblance of the political situation of South Korea in the early 20th century under the Japanese occupation and the current situation of the Palestine facing the Israeli occupation, which can be demonstrated in practicing sports in the theme of nationalism.

1.10. Importance

Such a research considered important to the community and the Palestinian female players concerning the current situation of Palestine in general and the state of Palestinian women in specific. Women in Palestine are already having difficulties regarding participating in sports in generally and football in specific, since it has been classified as a manly game, though studies has shown that women in Palestine are highly committed to their sports. (Younes, Ciccomascolo, & Shim, 2013).

Further more for this study is providing suggestion to the Palestinian football association in order to develop the growth of Palestinian women football other than the previous two studies which did not provide

suggestion from other examples.

1.11. Purpose of the Study

Football is game number one in the world, as well in Palestine, it's the only women sport that has a structure and continuous activates and an active federation. The purpose of such a research is to find out problems that prevent the team from progressing and to suggest solutions through the experience of Korean women football development by finding answers to the following questions:

RQ1: What are the problems that hold Palestinian women football progress?

RQ2: How can Palestine women football benefit from the experience of Korean women football development?

Chapter 2. Literature review

2.1. Historical background

2.1.1. Palestine Modern History

Palestine is a country that is currently known as a Non member state in the United Nations, after being a political entity, Palestine is still under Israeli occupation since 1948. Palestine has been under different occupation for the last five hundred years when it started with the Ottoman Empire in 1516, then the British mandate in 1917, followed by the Israeli occupation in 1948 till the mean time. (KialiAbdalwahab, 1990)

Palestine first international sports participation was in the summer Olympic games in 1996 in Atlanta, after two years of the fundamental of the first Palestinian authorities in 1993, as a result of the peace agreement in Oslo, which was signed between the Israeli Prime Minister Yitzhak Rabin and the Palestinian leader, Yasser Arafat (Independent, 1996). In that time there was no infra structure, no coaching, equipment, not any tools or a sign for international sports in Palestine (Nauright & Parrish, 2012).

Though Institutionalizing sports has existed in Palestine in the mid of 1930 (Khalidi, 2013), “when the leadership of the Jewish Association “Maccabi” Formed the “Palestine Football Association”. In

1943, Palestinian Sports federation -including football- was formed as a body for Arabs in Palestine, it organized many different league in different sports such as football, basketball, tennis, boxing, weightlifting and it also struggled to joined FIFA instead of the Zionist founded PFA (Khalidi, 2013), (Sorek, 2007).

2.1.2. One Hundred years of football in Palestinian /The Sport Colum as a Site of Palestinian Nationalism in 1940.

Until now Palestine has only won the one and only silver middle in men's under 41 kilograms division of the World Cadet Championships in the World Taekwondo Federation in 2015 in Korea (Etchells, 2015). As results of the continuous and different occupation none of the Palestinian sports history has been recorder. Since the history of the sport of the country has been written only by Zionist historians and since Palestinian historians have neglected sport as an issue for academic research, Palestinian sports history is totally absent in the collective memory of both Israelis and Palestinians (Sorek, 2007).

On the other hand it took Palestine a lot of time to start its own football team, though football existed in Palestine since 1920 during the British mandate, when the team of Palestine used to consist of Jewish and British army, playing under the name of Palestine / Land of Israel (Statistics

F. F., 2009), (Khalidi, 2013), when it played for the first time in 1938 in the world cup qualification competition, but what is still not known in history that In 1924, when Maccabi Athletic Organization failed in maintaining a membership in the International Amateur Athletic Federation, due to proving that (Maccabi doesn't represent any Arabs (Palestinian), Jewish and British equally However, in 1925 Maccabi leader Josef Yekutieli, followed a tactic to avoid any similar questioning or refusal when applying to the membership of Federation International de Football Association (FIFA) for Maccabi Football club, in order to get the membership of FIFA he established the Palestinian Football association since rules in FIFA Says only associations representing states could be accepted as members.

However, Maccabi club only consisted of Zionist Jewish and some officers from the British army officers (Sorek, 2007). Furthermore, in order to avoid the same old problem of not including any Arabs in the formation of the Palestinian football association an Arabian member were joined to represent Arab clubs in Jerusalem, to finally have an association formed of Arabs, Jewish and British. However, many historical researchers says that such a move only attempts to put Jewish and Zionism in front of the world and marginalized Arabs (Khalidi, 2013).

2.2. Studies in Women and Sports

2.2.1. Climate Motivation for Women athlete in Palestine

A study, clearly shows that the Palestinian women are highly committed to their sports, but face difficulties that holds them back from easily practicing sports such as lack of external motivation and financial support and supporting sport clubs, as well as the lack of specialized women physical education teachers in schools who are considered the main obstacle for women sport in Palestine. Another obstacle facing women's sports in Palestine is the resistance resulted from conservative social traditions as well as religious fundamentalism, beside the absence of national policy that supports women athletes' right to participate in sport in Palestine, although women in Palestine are allowed to play sport on the professional level, writer mentions about the Islamic effect regarding women in sports body he mentions that one problem of women sports in the middle east is that the sexualized sportswear that is being rejected in the middle east regarding the fact that its being a manly dominated society and the fact that Muslim women sportswear is the effect of the corrupted values of the west, another thing, which is the lack of middle eastern women sports education and physical activities which is a result of the common thinking of the middle eastern society about what is more important for women than

sports which reflected in making women more interested in becoming a house wives (Younes et al., 2013).

2.2.2. Women's Sport as Politics in Muslim Contexts

The writer mentioned that even though the culture of the Middle East started to support women football but they still define it as a necessary evil, she also mentioned that issues like politics, country resources, lost of the cultural legacy, the lack of history progress and the challenge of traditional femininity forms a problems in the face of women football development in the middle east generally, in the other hand the writer mentions that it's an accomplish for women sports to create a women football despite the existence of the previous issues (Hoodfar, 2015).

2.3. Football and Palestinian Women National Team

2.3.1. Documentary Women in Stadium

Israeli occupation strategies and check points that holds the players for getting together or travelling from Gaza to play international matches, as well as the lack of international matches holding, Palestine has recently acquired the right of having a home pitch, Israeli forces might simply deny entry to a player, or worse in detaining the person intent on passing through. As well as the social hindrance summarized by the misperceptions about

football of being a manly game, especially the complete refuse from the old generation in Palestine (Qawud, 2012).

.2.3.2 Football Spring in the Middle East and North Africa.

In 2010 a new phenomenon appeared in the middle east and North Africa which is the discussion of the marriage of football and politics beside the socio-political relations and processes, as well as the absence of true democracy and a genuine public space specially in Palestine alongside with politicized football and its huge impact in the middle east, making football a symbol of Palestinians fighting for a state (Dzisiów-Szuszczkiewicz, 2012).

2.3.3 Soccer in the Middle east : An introduction

Historical process of the middle east and specially Palestine has affected specific development aspects of football and the shape of it in the middle east in general, aspects such as colonialism, rising of nationalism, women liberation, state building in Palestine and political revolt beside the country leaders use of the game for political aims, as well as emphasizing that women participating in soccer in different shapes whether players, fans or administrations will grow wider in case it faces a general acceptance from the public (Rabb, 2012).

2.3.4. Palestinian Women's National Team Aims High

A Case study by Professor Petra Gieß-Stüber taken part in Germany where the Palestine women national team visited in 2007, clearly shows that the political situation of Palestine, the existence of the Israeli occupation and the internal conflict between the Palestinian political parties, is making a big obstacle in the face of the Palestinian women football development, as well as the financial and cultural circumstances. Though religion does not make a big effect, and she also describes the great relation among the team members, though this study was conducted in 2007 the situation currently after 9 year is almost the same (Gieß-Stüber, et al., 2010).

.2.3.5 Women flock to see first female football game in West Bank.

When Montague the British writer and journalist met with the Palestinian women national team in the West Bank in 2008, he made it clear that problems like the internal conflict between the political parties, the lack of financial support, and the traditional conservative culture of Palestine beside the absence of infra structure, and the blockage of the Israeli check point, when moving between the cities in the west bank. The writer has also mentioned one important point which is the political interfering in football which is a big obstacle toward the development of sports in general, in that time he mentioned the internal conflict between the

political parties Fateh and Hamas “Unfortunately, the politics here in sport are as nasty as in national politics (Montague, 2009).”

.2.3.6 In West Bank, a loss in soccer is still seen as a victory.

The writer was amazed by the amount of Palestinian spectators who could reach the stadium in order to watch the international game, the writer mentioned the existence of the Israeli occupation and its complicated procedures, beside the political interfering in football he also commented in one good aspects about women regarding the spectator and how they can forget themselves, in a way telling that The Palestinian culture can be different if it got exposed to such activities, mentioning the number of attendance who was waving and dancing, they just need the chance to do so, beside the special understanding of Palestinians who is giving a great attention to football believing that football is the only way that could present them to the international world without the Israeli hinders (Greenberg, 2011)

.2.3.7 The first women's football team in Gaza played against the odds.

The fact that Palestine is not only occupied by Israel it's also separated to parts like west bank and Gaza strip, beside the highly intensive Israeli restrictions on Palestinians movement between the two parts specially for football players, as a result of the Israeli government realizing

that football can be a way to disclose all the Israeli criminal actions toward Palestinian athletes, a big problem for the Palestine women national team, who is still facing till now a restriction on movement from Gaza to the west bank or for international travel, which makes it clear that sport is not independent from politics and Israeli authorities saves no chance to kill Palestine football whether for men or women, as well as bombing sports fields which was built by FIFA support, beside banning the teams from traveling to participate in international tournaments that resulted in the lack of engaging another experiences, which works on keeping Palestinian teams far behind from living the real experience (Tamimi, 2009).

2.4. FIFA Acknowledgement

2.4.1. FIFA website

FIFA news and reports has supported the Palestine women team in a special way by giving much attention to the development of women football in Palestine, FIFA made special multiple visits to the Palestinian territories just to support women football whether by attending the first women league, as well announcing their responsibility for financial support, or for technical tools regarding human resources or women football management, as well as infra structure development since women football

used to be played in an indoor facilities such as futsal, besides the involvement of the Palestinian government and international bodies such as United Nations Secretary-General for Peace and Sport Dr. Willi Lemke, and their assurance for the bright future of women football in Palestine, in the other hand FIFA news shows that if the middle east could become more flexible regarding its cultural barriers, women football will face a successful results in the future ((FIFA, Palestine Football Association, 2016).

2.5. Korean Women Football History

2.5.1. The footballisation of China, Japan and South Korea

"Playing the Post-Fordist Game in/to the Far East: The footballisation of China, Japan and South Korea. Manzenreiter, W., & Horne, J (2007) "

Football in East Asia was effected by the geopolitical structure in the previous years, it talks about the expansion of the western culture in the capitalist expansion. The capitalist expansion and the political notion that resulted in the spread of the western culture was the main reason for the spared of football in east Asia countries "Japan, China and Korea". In 1880, Korean people in capital cities, introduced the game by the British sailors. Though, due to the European colonialism and the expanding of the

US American influence on Korean people, football stayed in dark due to the popularity of basketball and baseball. In Korea sports was mostly practiced by the middle and upper class student's of modernizing educational institutions.

Korea was introduced to the western modernization in 1900, but before it was fully influenced by the western culture, it faced the Japanese colonization from 1910 to 1945. In 1904 football was introduced as part of the physical education in the national foreign language School.

Korea was effected by the experience of colonization before the modernization. In 1911 sports was introduced to Korean women through schools, though women were not able to practice football due to it being a manly game. In less than one year of Korean Government formation in 1948, national girls and women sport games were held, it included basketball, tennis and football, all participated games have won the public recognition but football was not, and it was also considered as unsuitable for women and unattractive for the public.

In 1961 the government offered financial support to enhance the performance of the national team internationally to spread national prestige around the world and to confirm the legitimacy of the political power.

In 1969 women football in Korea faced all hardships through school instructor where they were able to create new teams in order to work on sustain football, especially in schools. In 1980 gender equities movement started in Korea and the law starts to support the social changes, however there were no efforts to eliminate gender inequity, and the public still refuses women sports, the lack of international games was the main issue that made the public not recognizing women sports and the national prestige it will offer. Korea followed the development of women football in east Asia, it launched its first women league in 1993 with teams from universities and colleges. In 1999 the Korean government started sponsoring the creation of women team in schools and universities due to international interest of women football after 1999 Women World Cup. In 2001 the Korean women football association and women national team was founded and start working in relation with Korean football association. In the past years football in Korea was governed by a highly centralized and bureaucratized administration, it used to depend on the directions from the ministry of sports, but due to commercialization and the emerge of new production, financial services, markets, and organizational innovations resulted in mak-ing football one of the biggest popular and competing games to other sports like basketball and baseball.

Researchers has point that the future of football is Asian, the research investigates about the point of sustainability of the development by raising question about football turning to remain a cultural property for china Japan and Korea.

Sports in Korea were valued not only because of health but it was also seen as a national pride during the Japanese colonization. Korea participated in sports contests against Japan as symbolic battle. Football use to be a tool to enhance nationalism during the Japanese colonization, due to the great support from the government the Korean football team made it the best team in Asia and placed 4th in 2002 world cup, first U17 women world cup in 2010, even though the Korean people give a great attention for the men national football team other than women national team, besides considering football as a national identity and fields are not the place for women to represent the people. Korea won it first international Olympic medal through women sports, though government paid a little attention to women football. However, all efforts ended in failure due to the non- acceptance that football faced from the authorities the public and the media (Manzenreiter & Horne, 2007).

2.5.2. The making of women's football in Korea

Chains, Challenges and Changes: The making of women's football in Korea

Women football in Korea faced problems for its development from the authorities, the public and the media, nevertheless through women sports; S. Korea had gained a good support after winning the first Olympic medal, as well as after the envelopment of gender equity movement, but regarding football, women football remained in decline by the authorities, public, and media, the public characterized it as a masculine game and the refusal of giving women the right to represent the nation in the field, the media used to mock women who play football and the way they play it, for the government they have seen no sustainability in women football only after the first world cup in 1990.

In 1999 the Korean government started to show more interest in women football after the event of women world cup held in the United States, besides the Korean football association "KFA". In 2001, Women Football Federation has started in order to work on increasing the number of women football clubs and players in schools.

After the development of women football in Korea in 2002 it started to face new problems regarding the composition of the Korean national team and the administration of the women football federation whereas all the players and administration came from the three professional teams in that time. Such compensation led to another problem such as friction and

antagonism. The general recognition of football as a masculine game, the discrimination in making decision process inside the team, the lack of infra structure, and the lack of international game, the failure of Korean women football to work as a national identity, the gender inequity in football, all were a problem in the face of the development of Korean women football (Koh, 2003).

.2.5.3 Women's Football in the Two Koreas

Women's Football in the Two Koreas: A Comparative Sociological Analysis

They started from school teams, and university collage of women football in Korea, the development was through schools and universities. In the beginning the Korean government focused on developing women teams through schools in order to increase the number of clubs, the government support was in between, it didn't has any sustainability, but after 1999 cup the government view toward women football has changed, women football in Korea struggled the people of south Korea didn't take women football seriously. Though the team's popularities increased in 2010 after the Korean team came third in Under 20 women world cup, and won Under 17 women world cup. Though due to the governmental sporadic financial support, the number of clubs and players have decreased.

Another aspect refers to the type of support and reinforcement after winning the U17 Cup and placing 3rd in U20 Cup the KFA has giving out prize money as rewards and scholarships as well as the opportunities for player in advertisement in the shape of a private sponsorship contract, the players made sure that the private contracts benefits the rest of the team.

Korea has followed the systematic training and talent development in order to develop the women football team, the training for young women started from schools either form professional football schools or general high schools, since the talents existed in the school teams. As well as opening football clinics and mother kindergartens in order to give football lesson, the Korean system followed the idea of educating the people about women. The last point was the role of the military “Armed forces athletic corps “by promising the Players that they can serve in the army as a “non-commissioned officers” after they retired from playing football (Hong, 2012).

Chapter 3. Method

The overall purpose for this study is to find out the problems facing Palestinian women football growth. On the other hand, this research will try to study Korean women football development in order to suggest solution to the problems found in Palestinian women football.

This chapter presents the research questions, research design, data collection, and data analysis procedures, which have been used to carry out this research.

3.1. Research Question

For a Qualitative research, questions should start with HOW or WHAT, in order for researcher to form an understanding about the issue we are addressing, (Patton, 2002). The research questions have been formulated in chapter one which are:

RQ.1: What are the problems that hold Palestinian women football progress?

RQ.2: How can Palestine women football benefit from the experience of Korean women football development?

3.2. Research Design

A case study will be the main methodology to conduct this research

which will take the form of qualitative research, this is the frequently used style in social science reserves, since case study is the most appropriate type of research to understand what and how people react toward certain attitude they experienced during certain events, (Bogdan & Biklen, 2003).

The research will take the form of case study through interviews to answer the first question and data analysis to answer the second question.

3.2.1. Case study

Stake (1995) described case study methodology as a strategy of inquest in where researcher looks in-depth into a program, event, activity, process.

For this study, the samples whom were interviewed was all football related, such as Palestinian women football players, Palestinian men football players, administration and officials in the Palestinian football association, as well as football expert from Palestine. The interview style was chosen in order to take the accurate information from main involved bodies in women football, in order to understand the situation as it is and direct it to what it should be.

The second method was existing document and literature analysis literature around Korean women football developments, and women football

plan from the PFA and the KFA were analyzed. Literature such as : "*Playing the Post-Fordist Game in/to the Far East: The footballisation of China Japan and South Korea*. Manzenreiter, W., &Horne, J (2007) ,Chains, Challenges and Changes: The making of women's football in Korea, *Women's Football in the Two Koreas: A Comparative Sociological Analysis* previous studies revolve around football and sports in South Korea, the studies talks about the team foundation, development, achievement, technical problems and team recession. Korean literature studies analysis were followed by the updated women development plan form the KFA, the plan aims to develop and evolve the Korean women football and the national team to meet the standards of the Korean sports and other teams.

Interviews regarding football players were distributed through researchers personal email directly to Diyar football club as well as to the Palestinian football association beside direct contact with some players .

In case of male football player the researcher directly contacted players through social media and emails, the same was for football experts outside of the PFA .For the Korean football association the researcher contact the KFA through email communicated with the president assistant who in his turn directed the researcher with different part in the KFA and

officers in women department.

3.3. Participants

Seven female Palestine football player aged from 15-27 years old, all are playing football in Palestine whether in the Palestinian national team or in the Palestinian league. Female Players had been chosen with the help of PFA and team coach, the main criteria which was considered when chosen player, is being involved in women football for at least three years.

Also five of the Palestinian male football national team player have been interviewed to analyze answers revolved around future expectation of women football in Palestine, whether about talent, culture feedback, and administration.

Seven football officials and administrators in the PFA , officials various between coaches, referees, and administrative bodies, such as head of women department, previous and current team managers and supervisors in the PFA, as well as football experts, the few people who were involved in developing women football in Palestine, male and female administrative, and technical managers that have been involved in Palestinian women football, this group is considered the most important one since it had shaped the past, current and the future views around women football of Palestine, concerning development, talent, needs, education, administration and

mostly important cooperation.

The majority of female players and official administrators were indirectly contacted through The Palestinian football association. In addition to direct contact with some of male players and football experts. All the names have been chosen regarding qualification, position, and at least five years of football involvement.

3.4. Data collection

3.4.1. Interviews

Data collection made through carrying out multiple structured interviews with Palestinian female and male football players as well as officials from the Palestinian football association and football experts from outside the PFA . The interview question took the structured interviews format, player's answers were analyzed in coding process, the interviewees were separated into two groups: Group A which includes female football player , and group B which includes administration , officials , experts and male football player. Questions were set in relation to themes regarding Palestine current political situation, Palestinian traditions, trainings, financial resources, And PFA women department. Three different types of questions were asked, in order to compare answers of each group, through

coding process. Questions of group B were directed around research question number one in order to get a clear direct answers , while questions directed for group A were more about details and examples as ,researcher aimed to analyze group B answers through group A answers in order to maintain validity of the research findings.

Question mostly started with How, Why, describe and talk about, in order to give the chance for the player to discuss every issue related to football, besides giving examples , issues and activates relate to family and society, as well as to examine the player view on deciding how they define themselves as football players.

Regarding football administration in the PFA question various from one to another in order to demonstrate a clear idea about the personal education and understanding of job responsibility, in addition to asking their opinion on how they see women football in Palestine and if they are able to define problems, another part in the question were chosen to demonstrate the fact if the administration can be practical and how ambitious they are to developed women football. In this part a primary goal was to examine how cooperative the administration can be.

For sports experts interviews, questions were directly asking about kind of problems that women football are facing and what is the current

situation, besides what is their future expectation regarding women football, more to the point about if there is any kind of development that has been made from beginning till now and what they have done in order to develop women football, also if they are still in relation to sports development in Palestine.

The third part of the interviews was conducted with the Palestinian male football players, throughout emails and social media. Interview questions revolved around generating an idea how the professional Palestinian players look at women football in the same country, as well as defining their expectation about women football, one primary goal for this interview is to examine how seriously professional players can take women football and to demonstrate a general concept about how the society views women football through the eyes of professional players.

The time frame for conducting such interviews took two months, since interviews had been held through email and different parts were involved to link between the researcher and the interviewees.

3.4.2. Official documents and literature review

Review analysis for Korean women football. The literature review analysis helps to understand the situation and reasons behind the development of the Korean football team, as well as reasons for its regression furthermore,

the development of women football in general in South Korea.

Korean literature review aimed to point out the core reasons of success and regression in order to link it to the current situation of Palestinian women football and to find how can Palestinian women football benefit from the Korean experiment through past current and future plans. Along with studying the provided document plan by the KFA as an updated plan for the KFA to develop Korean women football, such a plan shall work as suggestion for the development of the Palestine women football, besides the three mentioned studies about Korean women football development literature to study the past and current situation of Korean women football:

i) Playing the Post-Fordist Game in/to the Far East :The footballisation of China, Japan and South Korea. Manzenreiter,W., & Horne, J (2007) (Manzenreiter & Horne, 2007)

ii) Chains, Challenges and Changes: The making of women's football in Korea (Koh, 2003).

iii) Women's Football in the Two Koreas: A Comparative Sociological Analysis (Hong, 2012)

Palestinian women football association provided a plan and reports from the year 2014-2016, the plan was studied and compared to interviewee answers as well reports provided in the same documents. The PFA document

language is written in Arabic it mentioned the strategic plan drawn by Women department in the PFA as well reports about the achievements of women football during the past two years. The plan was compared to all interviewee's answers and used in the coding process.

3.4.3. Data analysis

Qualitative research studies have a huge relation between data collection and data analysis (Strauss & Corbin, 1998). Data analysis, started after the finish of each individual interview.

As mentioned earlier interviews were categorized in two groups. Analyzing interviews depended on the kind of question and the primary goal targeted in the question. Regarding administration and officials, some questions revolved about having them to evaluate themselves, and to examine the experience of the administration.

Interviews were analyzed through using coding process, the main question were answered by all interviewees, which is "what are the problems facing Palestinian women football development?", depending on the answers a coding technique was held in order to find out the keywords in interviewees answers .

During the transcript and revising interviews, the researcher took notes, regarding attitude and potential themes that may came out. Interviews

were held in both languages in English and Arabic , Arabic interviews were translated to English , answers were written by the interviewees themselves.

Chapter 4. Findings

The research findings of this chapter are based on analysis of a structured interviews used to answer the first question of this research “What are the problems facing Palestinian women football progress”? Besides, readings on Korean women football history and Korean women football development plan. The interviews conducted for three categories involved in women football; the categories were grouped in two groups, group A female players and group B male players, administration, and experts from the Palestinian football association. For literature and document analysis of Korean women football , the date used to answer the second question of the research “How can the Palestinian women football benefit from the experience of Korean women football” through providing suggestions from Korean women football history and using the new developed plan as a guide line.

4.1. Interview Analysis

R.Q.1. what are the problems facing Palestinian women football progress?

After analyzing the structured interviews provided from football experts in Palestine, all the seven interviewed persons have provided the same exact answer, especially when they were asked the research questions revolving around problems facing Palestine women football

progress, which was the same answers provided by male players and which also been found in female player answers.

Problems output of analyzed interviews revolved around five main themes which are “culture, occupation, administration, financial and technical” The first question of this research was directly asked to group B which consists of administration experts, officials and male players, in addition to questions relates to training, administration qualification, human resources, community integration, comparison between men and women team. Below are Group B quoted answers:

-“Social and cultural problems and potentials of infrastructure, and rehabilitation of a cadre capable of dealing with these groups” Expert A

-“Cultural problem, financials, limited resources, occupation, the refusal of some family” Expert B

-“Conservative culture, social statues, transportations problems between one country and another due to occupation, financial situation, lack of female technical team” Expert C

-“In my opinion families and culture is the main reason for holding Palestinian women football from progression” MP.1

-“It’s not a priority from the administration” MP.2

*-“Not enough training and finical support”*MP.3

-“Social stereotypes and the women themselves. No one grants you your rights, you have to stand up and fight for them. Expecting special treatment will get you nowhere. You have to earn your place in the sun”

Administration 1

"it takes a little bit of attention, as well as financial support, though the PFA is trying to do all possible means, and of course the Israeli occupation that restrain and obstacle on the movement of players when travelling to participate in a championship or playing inside Palestine " Administration2

While coding it was obvious that each group has provided almost the same answers to the questions. Problems revolved around “Culture, Occupation, Administration and Financial issues “. When group A were interviewed they were asked deep questions to provide us with details and stories in order to compare and support the interview answers of group B. Palestine female players had explained in their answers how passionate they are about the game, however, their similar answers has supported what has been mentioned by the other group, as well the detailed answers which revolved around the for mentioned founded problems.

4.1.1. Problems Facing Palestinian women football progress

a) Cultural problem

i) Gender stereotype “Football is a male game”

All female players were criticized by the surrounding community when they started practicing football, all the families received the news as why football? Other families never accepted it in the beginning thinking that their daughter might have a problem regarding their gender as women

“I was 14 when I decided to play football, every one refused it in the family, but I didn't give up I sat with my mother and father and convinced them about it, I ask them to come and watch me playing then they can tell what they think about me playing football “ FP -1

“My grandmother never accepted the fact that I am playing football, she kept saying women who play football are like men, but the moment she saw me scoring she started cheering for me “FP2

ii) Sustainability “Marriage”

Even though the Palestinian community is coming to be a bit more open regarding women football, players still have the idea of marriage that is directly affecting football human resources, since girls are ready to give up on football for marriage

- “ I Would love my game, but I would love to be committed to my husband and family” FP 2

- “I want to continue so bad, but I don't think that the man I will marry will

handle all the gossips regarding his wife being a football player “ FP.3

-“Social stereotypes and the women themselves. No one grants you your rights, you have to stand up and fight for them. Expecting special treatment will get you nowhere. You have to earn your place in the sun”

Administration 1

iii) Hobby

Administration, experts, female and male player has answer the fact about women football being a hobby other than a profession, female player explained they consider themselves as amateurs due to them looking for a real profession, however when group B were asked they cleared that women football is a hobby, both answers support the fact that they still look at women football as a non professional game.

b) Occupation - Security, Movement, Infra structure

Girls point out the fact about the existence of Israeli occupation affecting the progress of women football through aspects like security, human resources, and freedom of movement.

-“we only got to meet in the match day, it’s very hard to move between Gaza strip and the west bank occupation is totally separating both areas

“ FP.1

-“we are always late for the matches ! Even if we leave two hours earlier we

have to be late, its daily delay due to road blocks and a special inspection is giving to football players“ FP4

-“Israeli occupation is playing a big role in holding the football back , problems of occupation has Varied from restrictions on movement, building stadiums, or international matches. FP2

-the first reason for my father to refuse my request to join the football club, because it was near to the Israeli army base, there were always clashes, attacks and shooting !, he kept saying that its Not safe at all " FP3

-“there is a big problem regarding infra structure , financial and occupation restriction, though the PFA is trying very hard to provide female training facilities “ expert 3

Occupation is trying to destroy us in all possible means wither mentally or psychologically” FP5

c) Administration - Employment rotation, Staff, Qualification, Effectiveness

i) Employment rotation

Administration mostly revolves around women department team, the working team on women football is being changing constantly, such a problem effect the relation, and development of the team, as well as it suspect the credibility of managers.

ii) Staff

Some of the staff administration who works in women department, Lakes experience in developing women football, as well managing skills. The staff lakes qualification of a team who supposed to be responsible of developing a game for a whole country. Though the researcher mentioned in the introduction how much the PFA is concerned about building a well qualified cadre to lead Palestinian women football. When an administration body was asked about being satisfied regarding how women football is being led the answer were:

"No. But we're working on it" Administration 1

"The women department at PFA is working in a better way than before, trying to establish new teams by setting some goals to be achieved. But I would love to notice a more developed team work from their side." FP.1

"I hope they can do more for the team" FP2

iii) Effectiveness

Women department plan says that they shall get in contact with schools and universities since 2014 in order to develop the game and to reach more human resources, however the reports of 2015 does not show any information regarding such activities.

All interviews from both groups has commented on the same point

saying that, a plan shall be drawn to communicate schools and universities to find more human resources. the report shows that there is a plan but it did not get into actions, the plan also talks about the situation of clubs and a need to develop and supervise it through providing courses for coaches and confirming training session by clubs to the PFA.

-“ they don't reach us we reach them “ FP3

-“ I wish that I could play in my school, but we don't have such program”FP

-There is a lot of talents in the school or in the street, we just want to be given a chance “ FP1

d) Technical

National and international matches, infra structure, experienced coaches, focus point.

The PFA provided plan for Palestinian women football development includes report and achievements for the last two years. The plan meets with both group interviews and both supported each other answers and analysis. By clearing the problems that were found PFA women department development plan and reports:

i) Main Focus

Main focus is on external participation. Inside Palestine none of friendly match has been held neither internationally nor nationally all the

focus were on being able to play and participate outside Palestine.

-*“Only the national team receive attention and some of the training, the clubs gets nothing “ FP3*

ii) Lack of training

-*“Sometimes we go to the championship without training or camping “ FP2*

Administration, male and female player, explained that there is no enough training for females. All groups agreed that the priority is always giving to male when it comes to trainings, girls explained that field is always occupied by male teams.

“-Whenever we want to train the pitch is occupied by the men teams “FP.3

“we don't get enough training “ FPI

The plan showed that training are only held prior to the matches or championship only two days per week. It clearly shows that administration neglects training which affect the physical health of the player

“Whenever I see boys in my neighborhood playing I just join them”FM4

e) Financial problems

i) Amaturisem \ Salaries

Group A and B cleared that there is financial problem hindering women football progress, however both explained different types.

Female players explained that due to the financial problems eventually they

have to look for a job in order to supply their need since clubs does not pay female players, which is keeping women football in the amaturisem level.

-“In order to be professional you have to get paid and we don’t have that in Palestine “FPI

And for group B is the high payment for an international coaching

We can develop women football through Brining experts to work on it“ MP3

ii) Governmental support

Governmental support seemed to be important for the development of Palestinian women football in both financial and social support. Both groups agreed that they don’t receive enough support from the government, noting that it will make big difference if they receive it clearing that it’s more than just financial support

“Government support must have a role also in supporting thePWF "expert 3

4.2. Korean Women Football literature Analysis

R.Q.2. How can Palestinian women football benefits from the experience of Korean women football development?

As mentioned in the methodology chapter , Korean literature review analysis shall work as a guideline for the Palestinian women football progress, which is more accurate in following a modern team that has a lot of resemblance in growth for women football in both countries.

South Korea women football has faced almost the same situation regarding women football, problems found were also the same as what Palestine women football is facing currently, problems revolved around “Culture, Finance, Administration, and Techniques.”

a) Cultural

Korean culture did not allow women freedom in the past years, and its used to hinder the development of women football due to some believes and understanding about women place in the society regarding educations of Confucianism, Korean people did not understand the fact that a women can represent the whole nation.

b) Finance

Women football faced a lot of financial problems regarding building and strengthen women football. The main problem was the Governmental sporadic support to women team; the Korean government keeps having different thoughts regarding women football ability and its contribution, which effected women football sustainability.

c) Technical

Lack of experience agents and expert coaches formed a big obstacle for Korean women football progressing, it mentioned that lack of agents did not give a marketing chance neither to players nor to the game itself, as well

coaching experts which supposed to develop skills and plans. Besides the Lack of international games, lead to reduce the importance of the game and its popularity.

d) Administration

In the history of the Korean women football the KFA did not pay enough required attention to support and develop women football, besides the miss conduct of administrators through the process of team developing, where the personal interest of some leaders led to failure conduct of women football ,whether regarding recruitment or decision making. However, the Korean women football developed throughout different steps, worked on getting such problems solved by planning for each problem:

The first step has been taken by the KFA is getting the government recognition for problems that faced women football as well the confessing about the financial issues in addition to receive financial support from the government, which was able to secure the bath for the KFA in order to solve the rest of the problems. Financial Plans were drawn in order for women football to depend more on the market and on sponsorship besides individual sponsorship, which opened the chances for a private sponsorship for the whole team benefits, as well as individual players benefits. Moreover, KFA provided the prize money for the winning teams, as well as

providing scholarship as a reward, in order to increase human resources and solve the problem of amateurism as well as financial for the players.

The Korean government has awarded the resigned players with an honoree position in the Korean army, in order to encourage other players as well as emphasizing on the importance of representing the country through football. Furthermore, plan regarding grassroots development through schools and youth development through universities, has been implemented in order to recruit more players as well spreading the game between the people. Lastly, increasing number of international games which resulted in taking football from just a hobby to be a career for some players who has the chance to be professional players in the USA league. The international matches worked on giving the chance for the players to show their talent and to become professional outside Korea.

4.3. Korean Football association plan Analysis

The document is registered under the “development policy of women football football in South Korea” the KFA has reactivate the old plans in which women football was formed in order to play in the world cup 1991. The plan depends on developing new policy to establish a new strategy with a new systematic human and infra structure, as well as developing a new administrative body to lead women football through

designed education for players, coaches and referees beside the need to increase the international communication with women football.

Moreover the plan covers steps emphasizing on more engaging the Korean society with women football.

The new plan is divided into five phases starting from the base going up to winning point.

Korean women football Development plan (5 Core values):

Phase 1: Establishing the policy

1. Revision of draft regulations
2. Permission of dual registration U-12
3. Prevention of training loss
4. Establishment of a department (division) exclusively for women
5. Establishment of the WFA cup

Phase 2: Getting an education

1. Players education program ('Smart Youth Project')
2. The leadership education program
3. Referee education program

Phase 3: Expanding the structure

1. Inducement to create WK league teams
2. Creating teenager teams

3. Activating the club league
4. Establishment of a semi-pro league
5. Acquirement of the Elementary school teacher certification
(D licensing)

Phase 4: Enjoying the culture

1. WK match day
2. Management of the campaigns
3. Production of promotional videos
4. Establishment of the Elementary School Tournament
5. Propagation of competitive games

Phase 5: Achieving the status (winning)

1. Regular meetings(calls) of the members of the national team
2. Promoting regular A matches (International Friendly Match)
3. Providing study abroad programs
4. Prepare global administrators
5. Prepare an International referee (FIFA referee)
6. Attract international coaches

The KFA Plan first goal is working with educational institution such as schools and universities, the strategy will be implemented by the following steps:

1) Human resources through School and universities

The KFA Focuses on developing grassroots to maintain sustainability of the game, and discovering talents, beside building a grassroots base, KFA will also provide FIFA Accredited coaching courses to physical education elementary school teachers in order to acquire FIFA(D) coaching licensing. KFA will work in cooperation with academics institutions in Korea and creating clubs as well special competitions for school teams, in addition to give the chance for university teams to participate in the women football league, as well as activating universities league.

2) Education

KFA has decided to support the player with education through providing scholarship, as well as support education for different age teams through workshop and special lecture, provide educational environment in learning a common curriculum with no defects, besides the leadership courses and study abroad programs which will give the chance to the players to communicate and learn from the experience of developed associations such as Japan, USA, and Germany.

3) International level

KFA will increase participation on the international level by increasing international matches inside and outside the country for the

national team, as well as preparing Players, coaches, and administrative body to work on the international level, as well as working on international players regulations, in addition to International integration, KFA will attract international coaches to work in close with Korean coaches and age groups.

4) Policy

Revise the draft regulations, avoid defects, establishing new department KFA will insure to change policy on restriction of club creating, and athletes registration to give a better situation to increase the number of women football players, beside enabling the dual registration from under 12.

5) Special program

KFA provides special programs for players, coaches and referees. Special Training programs will be provided for players and referees, while coaches will be receiving special educational programs. In addition to the special integration programs for the community through new leagues and competitions.

6) Financing

New financing strategy will be granted for all teams from both private and governmental sector to insure needs supplement of all teams and players, beside revising rules of individual sponsorship to give the chance

for a large number of player in receiving financial contracts and benefit.

7) Administration

New administrative body will be formed and equipped with all standard all qualification to be qualified for leading women football in Korea, all administrative team will be specialized professionals, the new administrative department will work in parallel with the women football association.

8) Women football base expansion

Community expansion by targeting point of 2000 crowd attendance, the target point will be achieved throughout advertisement and promotional campaign, offering community based sports for class rooms participating and playing football, as well as integrating families in teenager teams.

Chapter 5. Discussion

We have started this research arguing that the PFA is working very hard toward building women football in Palestine. However, Palestinian women football did not reach the point where the level of performance equals the effort they are making. In order to find out why this is happening, we need to first examine the current situation of women football in Palestine by asking questions of “*What are the problems facing Palestine women football progress?*” And to offer some suggestion from the Korean women football development experience, believing that such an experience will benefit the Palestinian women football through its progress. The developed research questions were answered in the previous section resulting in issues revolved around cultural tradition, administration experience, Israeli occupation restrictions , financial shortage and weak techniques are the main problems that facing Palestinian women football development.

In a previous study about women football development mechanism in Palestine, same results were reached, the study shows that problems related to Palestinian culture traditions and practices, lack of experience of the staff, shortage in financial resources , and practicing of Israeli occupation formed an obstacles in front of Palestinian women football growth. (Abu

hilal, 2013).

In another case study conducted by professor Petra GieB-Stuber in 2008 around the Palestinian women national team. the researcher found that problems regarding political situation of Palestine, cultural traditions, financials, and trainings had formed a problem for the development, the research added that football has worked on enhancing the players self confidant and formed a shape of freedom to the players, in addition to football being a significant way to deal with every days life issues, besides being a political message to the world in general and to the Israeli occupation in specific (GieB-Stüber, Kremers, Luft, & Schaller, 2010).

For the second question “*How can palestinian women football benefits from the experience of Korean women football?*” suggestions such as increasing international match, engaging community-self involved-programs, maintain focus on age groups, individual sponsorship, and building experience can be a fruitful suggestions that will help the PFA to move in a steady steps toward expanding and developing women football in Palestine.

While reading through findings it was obvious that all problems are working in relation to one another, in this section we will try to provide a scene from an inside view to analyze why this problems occur and how it

is working on hindering the development of women football.

We will also explain how can the PFA benefits from the experience of KFA and how would Palestinian women football create better steps toward growing up in Palestine.

5.1. Palestinian women football problems

a) Culture

While reading the players answers regarding the future of women football, the researcher can read the player pain admitting that they might leave football since women football is still considered as a hobby, in the other hand, players answers showed how much they are willing to contribute in creating new strategy that maintain Palestinian women football sustainability.

Palestine female players had explained in their answers how passionate they are about the game, which was also mentioned in a previous study regarding Palestinian women and sport proving women commitment to their sports “the Palestinian women are highly committed to their sports” (Younes, Ciccomascolo, & Shim, 2013).

Female players have shown their commitment and their ability to fight against conventions of the Palestinian culture traditions

“I was 14 when I decided to play football, every one refused it in the family,

but I didn't give up I sat with my mother and father and convinced them about it, I ask them to come and watch me playing then they can tell what they think about me playing football" Player 1

Answers and stories giving by the players showed that the Palestinian community is a dynamic community where they can change their views about women football and show a lot of respect only if they were exposed to such sports. While reading what players has explained about them starting football, it was obvious to tell the problem is that the Palestinian community is not being fully educated about women football and not being exposed enough to understand what is women football.

A need for people involvement and more exposure around women football will for sure serve in increasing the popularity of Palestinian women football inside Palestine, especially when women team will achieve wining in the name of the nation, knowing that the Palestinian culture is a patriotic culture, mentioning that women defense against occupation has not been much different than man rule in fighting against the Israeli occupation, which was also found by (Dzisiów-Szuszczkiewicz 2012) in the study of Football Spring in the Middle East and North Africa *"football a symbol of Palestinians fighting for a state"*

If the Palestinian community gets the chance to be exposed to women

football the cultural problem will be solved either in human resources or in support, girls will look for the opportunity to play in the name of nation as well families who will be supporting their daughter in recruitment for football.

b) Sustainability (Marriage)

“I would love my game, but I would love to be committed to my husband and family” Player 2

The problem of sustainability has raise out after girls explained that they will come to the point where they will give up football in order to get married, they have explained that the idea of marriage is something cannot be avoided in Palestine and in order to build a family, you have to give up on football in order to fulfill duties as a wife and a mother.

Sustainability problem represented in the players themselves, and the responsible bodies, knowing that the players are still amateurs not professional, girls will come to the point to chose between football and marriage life, when the player chose to stop playing football it not only affecting the team but also it effects Palestinian women football sustainability, by destructing the plan of developing a whole women football structure either of becoming coaches or football official after being a player.

In the Palestinian community traditions are still dominating, some

families find the idea of a girl playing football is interesting, however for other families they have not reach the same understanding were their girls can practice sports in public, though I can say that the Palestinian community is considered to be a bit civilized than the rest of Arabian countries, yet traditions of some geographical areas in the Palestinian community are still dominating in few big cities such as Hebron, Jinin and Gaza Strip.

Girls who tend to play football mostly located in more open cities such as Ramallah, Nablus, Bethlehem and Jerusalem, especially in Bethlehem and Ramallah where is the majority of female football player are Christians.

In fact, the idea of marriage is considered something holy in Palestine, in both communities Christiana and Islamic, the general traditions relates more to the Palestinian community as a one body, there is no effect when it comes to religion rather than the effect due to the geographical location in the Palestinian communities. Marriage is something cannot be avoided and it is required in Palestine, being a football player requires time devotion to raise the talent, however, marriage in the Palestinian community requires lots of attention to the family house and fulfilling duties as mother and a wife, being football player will not fit

with the fact of the need to raise a family and delivering a baby.

Such a problem cultural practices is one of the biggest obstacles in hindering the growth of Palestine women football since its directly effects the most important part of human recourses in Palestinian women football as well restricting recruitment for women football in general.

Besides the fact that not only female player had to face problems regarding being involved in football world, the second person in the PFA has also faced some issues regarding her being involved in football world, however the determination and self confidence of Palestinian women led them to the point where they not only ignore cultural problems, but also being able to face challenges and hold an important positions such as vice president of the PFA.

“Women, just like men, can achieve their dreams if they believe in themselves, and go get what they seek. Women will almost always fail if they put faith in their right for special treatment because there's no such thing. Niceties ended in the age of romance, and we're in an age of harsh realities where you get to fight for what you believe in.” Administration 1

c) Football as a Hobby

“Eventually I have to chose my work over my trainings, I need to work to make a leaving because in football we don't get paid” female player 1

The problem of being an amateur player has settled on player's mind, out of the seven interviewed female players only one could say yes I am a professional, however the others said that they are only amateurs and they dream of becoming a professional, only if they have the enough requirements for women football in their country.

The issue of amateurism raises from the fact that community and football representative have not take women football seriously. This attitude has reflected on the players themselves as well the administration, all the administration has said that women football is still a hobby and players answered that "we are amateurs". This issue came out as a result of not being paid, as well for not giving women football priority in planning, training, and staffing, such a problem raise in relation to financial, cultural traditions and technical problems. It is known that no matter what sport has developed; if players are not being paid they will always stay an amateur.

d) Administration - "Experience, employment rotation, efficacy"

The Palestinian football association has been trying hard to develop the game and build a better structure whether regarding staff qualification, infra structure, financial or even admitting that there is a problem. It is worth to mention that one of the interviewee was the current

PFA vice president who is a female, the interviewee admitted that there is a problem regarding women football staff, in leading and planning through admitting that she is not satisfied with the way women football is being lead, and confessing that they are still looking for the person who is able to lead and develop women football in Palestine, adding that the one of the vice president tasks is directly supervising women football department in the PFA.

Nevertheless, the current head of women department does not have any background in women football, in the other hand she is experienced in another sports field. The problem of the PFA administration in women football department revolves around experience and rate of employment rotation, there is no way for non experienced continuously reassigned employees to lead and develop a complete strategy that includes one nation in one game. Though it also deserves to mention that in the PFA has a well passionate staff to work on developing the game, however, only academic degree is not able to fulfill the required needs to develop a whole structure of a theme and being responsible to spread it around the country.

Regarding the provided plan presented from the Palestinian women football department, it shows that the plan aims to work on different aspects starting with the national team and forming age groups, however, only the

part related to the international participation has been implemented, besides activities of the national league. The report shows that the entire plan has not been implemented; such an attitude indicates that the problem is due to the responsible body themselves. It has been mentioned well that the president of PFA is interested in building women football and concerned about its development, it's also mentioned in the introduction how is he trying to change the cultural perception, but, him only is not enough to get women football moving without the help of appointed staff. This shows that the staff of women department is not efficient enough in working and implementing plans regarding women football development, in matter fact, this comes out as a result of lack of experience for the staff, even though they hold academics degrees in sports.

e) Occupation

The fact of Palestine being occupied by Israel, will for sure effect the progress of every aspect for the country and its people, in different ways, group A and B explained how the existence of the occupation hinders their development either through blocking their way to training or through threaten players and clubs security, what's more is the special rules and restriction of the Israeli occupation toward the PFA in constructing a new football infrastructure, it monitions that the Israeli association has asked

FIFA to force the Palestine football association to work through the official channels of the Israeli occupation which lead to a serial of clashes between the Palestinian and the Israeli football associations, in addition for the Israeli football association working as obstacle toward shipments sent to the PFA, and restricting the movement of Palestinian athletes, adding restriction on improving the Palestinian football infra structure. (PFA, 56 FIFA Congress Resolution, 2015). What's more the existence of the occupation itself will work in making everything seems impossible regarding the complications it causes, one of the interviewees mentioned that "*they destroy us mentally and psychologically*", such an attitude is enough to distract the concentration of the players toward working on improving the situation of women football into trying to survive daily life.

Obviously, that after 68 years of Israeli occupation to Palestine there is still an effect, the occupation problem results also in further different problems when it comes to technical mater in the issue of trainings, and infra structure. No matter what, what's wrong will always be wrong, the existence of occupation in any part of the world will always work on hindering the freedom and accessibility of the occupied people in their own place. the problem about the Israeli occupation has not been only indirectly effecting women football, it also has a direct effect through the continuous

demand of the Israeli football association to take control of the Palestinian football association claiming that this is how its run in the Palestinian authorities, clearing that the occupation has power over the occupied people. However FIFA constitution says that there shall be no third party interfering in the issues of any football association, and such an action will lead for explosion.

“Article 17 Independence of Members and their bodies. 1. Each member shall manage its affairs independently and with no influence from third parties” FIFA statutes (FIFA, FIFA Statutes, 2015).

The indirect effect on women football growth is the occupation physiological results on the players themselves as well their families, many problems female player might be going through are forming one of the biggest problem for women football development, thinking about security, having financial problem, or the fact of being shattered in one family requires from the player to stand up by her own and supply her needs by herself. In fact, for an athlete to work on his talent he needs to have a healthy mentality, however, girls admitted that “they destroy us mentally and psychologically.

f) Technical

“Only the national team receive attention and some of the training, the

clubs gets nothing” FP.3

The technical problem faces Palestinian women football progress revolves around strategically planning, trainings, as well administration. “We only train in the national team, not with clubs” aside from the two top clubs, the rest of eleven football clubs obviously does not receive enough trainings and attention, beside the plan provided by women departments do not draw a structure regarding development of clubs and creating more leagues to activate trainings and practicing.

The fact that the Palestinian women football has started back words in forming a national team before forming clubs due to lack of human resources, is still effecting the development of a whole structured completed body for women football in Palestine, in other words, the plan provided by women football department mainly focus on national team and some of the age groups, in some of it aspects it ignores the fact about the need to work on developing more female football clubs, as well the need on improving the internal leagues of women football as well encouraging holding friendly match on the national level whether with the national team or clubs.

A huge relation lies between the technical plan for women football and the administration of the Palestinian women football department, no

matter how much the staff is academically educated they for sure will not improve the state or problem solving progress if they lack the required experience. As mentioned in the previous paragraph the plan made by women department focuses on international participation, however female football players mentioned that sometimes they go to the championship without camping or in other cases not receiving enough training , male players, and experts as well female players have provided that they do not receive enough training as athlete, such an issue is an outcome of the four main problems culture, financial, administration and technical ; in deep explanation; the fact about not receiving enough training is due to the weak planning in the first place, which lead us back to the point of an unqualified staff of administration for leading women football and planning for its growth, in addition to the fact that implies Palestinian culture might not be taken women football seriously which in it turn will affect the perception of PFA concept of women football development, however its known that the president of the PFA and his current vice president is giving much effort in planning and supervising women football progress in Palestine.

Another reason that lead to weak planning is the financial situation of the PFA, the financial situation effects the need of developing a well

qualified staff of leading women football as well the need of developing more infra structure to expand power and development of the PFA, the Palestinian football association does not own enough infra structure to serve for all males and females teams, most of football fields are being used by male teams which causes a limitation in number of available spots for women practicing and trainings, this problem of infra structure is also caused by the financial that the Palestinian football association is going through, the PFA receives found From FIFA, the international federation is actually the one is helping the PFA in developing football whether through development courses or programs from the FAP found.

In short, the technical problem is the product that results from all main problems that hindering the progress of Palestinian women football. What's more, the plan and reports provided by the women department of PFA mentions about the need to reach student through schools and university however the reports does not mention any thing about the implementation of such an important step, female players has explained that they all have reached the football association, while the association is the one who should reached them, they all expressed their will to play football and went into searching for teams to adapt their talent.

g) Financial

The financial situation of Palestine in general affects the fact about the strength of the PFA, Palestine does not have any economical progress, the Palestinian economy totally depends on the Israeli economy and on the international aid provided for the Palestinian government. This fact results in negligence of the importance and priority of women sports in general by the Palestinian government, in the other hand PFA receives support only from FIFA which shall be covering all spending related to Palestinian football in general.

Though it is mentioned in the introduction that currently some companies are investing in Palestinian women league, however this investment does not work in solving the problem of amateurism or experience. The players have shaped the governmental support as financial, explaining that if they receive support from the government their problems will be reduced and they will be able at least to provide the standard needs for trainings and team requirements.

5.2. Korean Women Football Experience

The reason for suggesting the Korean women football experience is due to the resemblance in the history of Korea and the current situation of Palestinian women football in regard to occupation, old economy, in

addition for the fact that Palestine is still a new born association as well as the women football team of South Korea. Choosing South Korea example would make it easy for the Palestinian women football to read through the plan and follows the suggestions with the limited resources of PFA. These suggestion shall work as a first step for the PFA in its journey in expanding the base of women football in Palestine.

In analyzing the history and plans of Korean women football it was found that the history of Korea women football is similar to the current situation of Palestinian women football regarding culture, financial, administration, and technical problems.

a) Cultural

The cultural problem faced the Korean women football team was regarding acceptance from the people they have not been taken women football seriously, the people of Korea didn't accept the fact of women representing the nation in fields. Such problems have been solved through education of the people as well governmental support for women football in Korea, in addition to offering a honorable titles in the Korean army as an honorable reward for women football players in representing the nation, the attitude of the government in providing an honorific position has not only support in increasing the acceptance of the Koran

people for women football but it also work on increasing Human Resources for the game.

Another point is that the KFA has worked on increasing international friendly match inside and outside Korea, which work on getting the people to be more exposed to women football and increased their acceptance to women football.

b) Financial

In late 1990 women football in Korea had some financial problems that limited the support of women football in providing needs and spending of women football, the financial problems did not only limit in regards to economy but also limits to governmental support, the government support for KWF was sporadic, the government was in continuous change of thoughts about the making of women football. KFA took different steps to solve financial problem such as opening the space for individual and private sponsorship, individual sponsorship is the kind of sponsoring for one player in the national team, as well opening the chance for private sectors to sponsor the player. The step of opening the chance for individual sponsorship gave the player the appportunity to promote for the team as well decrease the amount of the contract for the sponsor before the economical development.

c) Administrative

Problems regarding administrative issues raised after participating in the 1991 World Cup, the personal interest of some administrative win over the national interest of the team, such an attitude worked on limiting the strength and the development of the team, the process of appointing staff, choosing players and making decision were negatively affected and worked against the benefit of building a team

In addition to the staff who was appointed to lead women football in Korea was not qualified enough to expand the game, the staff lack experience of managing techniques and agents. KFA decided to work on the staff as well to work in cooperation with women football association which is an individual body that work on developing women football In South Korea, the KFA also planned to bring international experts to work in parallel with Korean officials and administration to acquire the required skills in developing women football, in addition to providing courses for all parts of the game as well education for players and providing scholarship.

5.2.1. Korean women football development discussion and analysis

The steps taken by the KFA in increasing the international match worked on improving the state of women football in Korea in relation to culture acceptance, and human resource skills improvements, the policy

of holding international match, people of South Korea got to be more exposed to the game either through media or live attendance such an attitude effected the people perception when the score is in favor of Korea, specially when playing against Japan, whom still negatively effecting the emotions of Koreans due to the history of occupation, once the national team of Korean women football wins over Japan national team the acceptance becomes more and people will have more faith in the team.

However, to reach the point of winning the team requires lots of work regarding training and planning to aim for winning not just participating or holding an international match. Never the less to reach this point both associations has to work on their qualification and technical plans, a standard requirements shall be developed with an experience for the administrating team which includes all parts officials and staff.

The KFA worked on educating all parts involved in women football, starting from administration ending with the people, this plan improved the performance of all parts related to women football and the fact in South Korea there is a special association works in developing women football in south Korea either separately or in cooperation with the KFA.

5.3. How Can Palestinian Women Football Benefits from Korean Women Football Development Experience?

After discussion and finding analysis the researcher finds it very easy to the Palestinian women football to benefit from mistakes and solution of Korean women football experience. In this part we will try to provide suggestions for the Palestinian women football in order to solve the problem or at least avoid its expansion.

a) Increasing International Matches

In both cases it was found that people are not being exposed enough for women football, this negligence resulted in negative attitude about the game, people in Palestine needs to be exposed more to women football not only through TV and advertisement, international friendly match shall be included as well, the time when the team is playing an international match and achieve winnings, the Palestinian people will for sure circle around the team. Palestinians had been living under occupation for 68 years. During these years, people of Palestine has developed the spirit of patriotism, the issue of cultural acceptance for women football will positively increase more when women are successfully representing the Palestinian nation around the world. This conclusion has been also reached by the girls statement them self when they cleared that after the grandmother

had seen her granddaughter playing for the name of Palestine the whole attitude of the old lady has changed, the old lady started cheering for her.

b) Reaching Schools and Universities – Focusing on Age Groups

For the issue of increase recourse as well the lack of women club is through following the steps taken by the KFA in expansion the base of reaching people through schools and universities not only in the centre of Korea they also have reached the suburbs of Korea.

The second step was forming clubs for schools, universities and even companies that participated and played in the women league, when the KFA allow for different clubs playing in the league many clubs have been formed and also financially supported by the KFA.

The Palestinian women football plan mentioned that they are working on developing such activities as well working in cooperation with schools however non of what have been mentioned has been implemented.

The PFA has to extend its base in reaching people and start focusing on increasing human resources starting from age groups, since the fact that most of the players will chose marriage over football, in this fact the main developed and expanded base shall be age groups, in this policy PFA will insure to have sustainability of women football as well as constant development, which will work on making women football a lifestyle for

player more than just a game, this attitude will affect the mentality of player and parents through years of growing up, which all eventually lead for a positive effect on the mentality and perception of the player and people of Palestine.

When girls start practicing football in a young age they will become more passionate as well more challenging for the surrounded community, believing and defending their own believes. The continues practice of football will change the traditions of the Palestinian community toward being more opened for change as long as they are being exposed to it.

c) Individual Sponsorship & Governmental Support

The KFA opened the chance to private sectors to be involved more in sponsoring women football, in addition to individual sponsorship, in which sponsors can chose to sponsor only one player, in addition to clubs financial support and government support as well. The suggestion of individual sponsorship helped in keeping on resource of women football, since most of players eventually needs to find a job in order to supply their financials, the individual sponsorship works on avoiding the problem of player's salaries in addition to adopting the player and her financial needs.

It is a fact that there is a huge gap between the Palestinian and Korean economy currently, however the idea of individual sponsorship

was taking in the past during the development of the team, and we argued that the current situation of Palestine is same as the history of Korea, thus, since the Palestinian economy is not classified as strong economy, the opportunity of sponsoring one individual player and supplying financial needs, will work on the sustainability of women football through providing the player with all possible needs, in return the player has to commit to football in training and becoming an official as a second phase of being a women football player.

The main problem regarding financial is the Palestinian weak economy, players had to leave football in order to find a job, however it's not easy to combine between being a professional player and fulfill a job task, when the player finds a resource for financial support she can maintain focus on developing her talent. What is more is that if the PFA could get the support from the Palestinian government the problem of forming more clubs will be solved, since only FIFA support is not quite enough.

d) Experience

The plan of KFA mentioned that an establishment for women football department will take place and will be equipped with an experienced staff to lead and develop women football in South Korea.

The plan also mentions about bringing experts to lecture in different field's of women football, in addition to offering scholarship to players that give the chance to the player to benefit from the experience of advanced developed association such as Germany, Japan, and the United States.

The third step planed by the KFA worked on developing experience on relation to increasing human resources, the plan was about to give FIFA D coaching licensing to physical education teachers through providing FIFA courses.

For the Palestinian football association, many courses has been held from FIFA as a respond for PFA request, the PFA insures to equipped all staff with required experience to be able enough to lead Palestinian women football, however, there is more techniques can be taken by the PFA in order to move in a steady steps toward building a will performed women football. As a matter of fact, the head of women department in the PFA was not qualified enough the president of PFA ensures on providing all the team with all required education, to be able to complete the assigned tasks. However, the PFA shall set a standard for employment in women department in order to move to the second phase of working with player and to insure using the PFA resources wisely.

The previous plans for KFA regarding offering D licensing for

physical education teachers actually sound a lot convenient, the PFA can work in relation with ministry of education as well the higher council of youth and sport, to prepare a stand for Palestinian women football, the start will be through preparing coaches, whom in their turn will work on preparing players either for the age groups or developing a football team for the school. Such a step will work on two levels that relates to each other which is building an experience and recruitment human resources for football.

e) Engaging Community (Self Involvement)

Plans of KFA ensures on engaging the community more and more with women football, programmers specially made to integrate families in women football as well schools, what was mentioned in finding analysis and in discussion that the people of both countries need to be exposed to women football in order for it to become more popular and accepted in both community.

For the Palestine community few programs that targets people with families and youth of universities and school would be good enough to spread the news about women football, in addition to give the chance of personal experience in getting the people to be self involved, which will work on focusing more on engaging the community in women football.

5.4. Recommendations

The process of accomplishing this study has been quite interesting regarding the findings and the huge resemblance between the Korea women football history and the current situation of Palestinian women football. Therefore, after examining the whole situation regarding problems and given suggestion, it will also benefit the expansion of Palestinian women football to give a recommendation which will work for the interest of Palestinian women football development and expansion:

5.4.1. Phase 1: Reformation and Experience preparation

a) Level 1: Staff and administration

i) The Palestinian football association has to work on reassigning administration for the department of Palestinian women football throughout setting a standard of qualification for the staff using the help of Korean football association “employment standard guide”.

ii) Throughout the employment process the interviewing committee shall ask the candidates to prepare a draft of a strategically plan for the development of women football.

iii) After appointment of a new staff that is chosen based on professional standards, the PFA has to increase educational courses regarding “Management, planning, communication” specially made for the department

of women football in the PFA.

b) Level 2: Technical team

i) A complete preparation for the technical staff, a test for examining the qualification and ability of the technical staff assigned for women football coaching.

ii) Planning for educational courses through FIFA that includes all technicals involved in women football.

iii) Choosing a main coach through setting standard of qualification.

iv) Link between the main coach of women team and the head coach of men team for more education and experience.

v) Focus work on building age groups.

c) Level 3: Female players

i) Developing a plan to communicate schools and universities to find more human resources.

ii) Choosing new players for the national teams through FIFA experts help.

iii) Increase the amount of training for the national teams and age groups during the year.

iv) Provide educational courses for the players regarding football in general.

v) Follow up with players academical situation.

vi) Develop primary schools teams that participate in age groups, as well

universities teams and high school teams to participate in the women league.

5.4.2. Phase 2: Culture change, more exposing

Forming a special department specialized in communication with the Palestinian community which work on reaching people and planning for continuous activities that targets first families, then expand for youth groups.

- i) Providing special sports activities for families and women through FIFA and NGOs support.
- ii) Forming an entertainment league for companies, besides futsal entertainment day for families.

5.4.3. Phase 3: Strategically planning

- i) The PFA has to build a strategically plan to connect work of football in both national and international level.
- ii) Increasing the amount of international friendly match, either playing home or away.
- iii) Focus on creating new clubs and provide a continuous supervising for the clubs trainings and preparation.
- iv) Provide financial support for clubs regarding every played international friendly match.
- v) Providing prize money for the club and the players depending on performance.

5.4.4. Phase 4: Financial support

- i) Encouraging private sector investment in women football through the extensive international match.
- ii) Education about the individual sponsorship.
- iii) Providing monthly special pocket money for players of national team.
- iv) Providing financial help from FIFA, Palestinian government and national football association in shape of funds for infrastructure, human resource sustainability planning.

5.4.5. Phase 5: Legal challenge for the Israeli occupation

- i) Seek legal custody through FIFA to secure all sporting family.
- ii) Getting Confirmation through the United Nations on the legislation of lands within the 1967 to build more infrastructures.
- iii) Physiological education for the players about the importance of mental challenge of the occupation, challenging the occupation through continuous winnings.
- iv) End the Israeli occupation for Palestine.

Chapter 6. Conclusion

In conclusion , Palestinian women football faces sustainability problem regarding culture traditions and the important of marriage , in addition to the fact that the existence of Israeli occupation which has a direct and indirect effect in hindering PWF growth development, the direct effect shaped in restriction on infra structure development , tied up the movement of Player and Football family, in addition to threaten the security of clubs nearby military points which is located within a civilian residence area, what's more is the lack of experience for administration in Women football department in the PFA which resulted in weak technical planning that negligence the internal growth of women football and focuses on external participation for the national and age group teams, the final problem effected the sustainability of women football due to importance of financial support of player who eventually chose work over football since women football is still in the shadow of amateurism as player is not being payed.

The Koran women football development experience provided suggestion such as increasing international match inside and outside Palestine to expose the people more to the game in order to become more accepted , in addition to make women football more as a life style through communicating schools and universities to build a wider Human Resources

through concentrating on age groups, which will work in relation to reforming women football department based on experiences knowledge also increasing FIFA educational courses. For the financial problem it shall be through individual sponsorship, as well increasing the governmental support for national teams and clubs.

All in all, the Palestinian women football has the qualification which are able to strengthen its growth development, however, more experience is needed to build a well developed strategically planning, through reforming or educating the staff who shall work in close with the Palestinian community, in addition to encouraging private investment in women football as well support individual sponsorship, which will result in quality management for women football resources in Palestine.

6.1. Limitations and future research

The limitation of the current work lies in three aspects, which is time, language, and location. The first limitation is the time given to finish this thesis research was only six month which is not quit enough, since this study was initially planned to provide a solution for the examples through the experience of the United States women football, Japans and German experience, however the given time to finish this study was only six month, thus, the study was limited to Korean experience. The second

limitation was Korean language, since most of the studies revolved around Korean women football is written in Korean language, it was difficult for the researcher to find more details other than the one found in English books. The third limitation was formed in location, communication between all interviewees were a bit of a problem since the time difference between south east “Seoul” and west Asia “Jerusalem” is about seven hours, besides the fact that it requires a lot of time to catch the interviewees through emails, phone, and social media.

This study has not finish yet it is mentioned in the limitation we had to limit this research on providing suggestions from the Korean women football experience, however, the first planning for this research was also to offer solution in studying the deep development of United states women football, but due to time limitation the researcher had to bound it to the experience of Korean women football development. Never the less, this research has another edition which shall take place in 2018, studying the German, Japanese and United States experiment to offer solutions besides this giving suggestions, in addition to expand the study about the situation of the Palestinian women football in regards to media, gender, politics and sustainability. The next research shall go deeper and investigate more about the previous themes.

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Appendix

Interview samples

Female Player

1. **When did you start playing football?**

I used to play football since childhood.

2. **How did you know that you like football**

When I was little I often played with the neighbor's boys. But at the age of twelve I stopped because people would always tell me to stay at home, since girls who play soccer are considered boyish.

3. **Despite the fact that it is unusual for girls to play soccer In**

Palestine. During my first year of university in 2003, the representative of the sports department Miss Samar Alaraj saw me playing basketball and she asked me to join the soccer team. First I hesitated, because I didn't know how people would react if I started practicing a boys' sport. But I also knew the founder of the team, Honey Thaljieh who motivated me to join. So I went to practice once. I loved it and continued in this passion.

4. **Why did you chose to play football not any other game?**

This game needs strength, skills and also builds bridges between all nations in the world. Since it is a very common kind of sport that most people love, play or watch, unlike all other sports.

5. **What was your family reaction when you told them about your passion for football?**

My parents accepted that I was playing, but they also said it'd be better not to train outside in the neighborhood because of the community at the

beginning. But when I joined Bethlehem university soccer team they encouraged me a lot.

6. **What did you do in order to play football?**

In order to play football, I left my basketball team at the club, and also at the university and started concentrating on football only as a priority; I sacrificed a lot in my social & academic life so as to give enough time for my football trainings.

7. **How was the society reaction when you started playing football**

They didn't accept a girl playing football at the beginning. But nowadays, they have a better understanding.

8. **Did you face problems when you started playing football?**

What kind of problems did you face?

First, it was not easy optional to play a football game in a society that limits the girl roles atypical. Where football was limited, not for girls, and the idea of the playing this game by the girls is in it is a challenge for the customs and traditions that were brought up by the participation of boys.

With all our achievements and our attempts to educate the community of the importance of providing the opportunity for female participation to play the game, it was not that easy, but some people now accept the idea and supported each other and little is still reject them yet.

Second, even when we played football there was no women's team to compete with, we had to play against male teams just to play the game, though they always used to underestimate us and make fun of our performance and level and for lack faith in the ability of girls to practice the game. But through years after years and a lot of training, sometimes we win over the boys teams with a wide margin, where of a lot of them

have changed their idea regarding girl's ability to play the game and being a competitor.

Third, the challenges that we faced in the beginning also the lack of a safe place where we practice the game, we used to practice only in Bethlehem university playground consisted of a solid concrete floor which is not covered and which did not protect us from the sun's heat in the summer, as well the risk of falling hard in winter. But now and due to insists to playing the game, we can travel outside to play with other teams.

Fourth, the challenges that we faced due to Israeli occupation blockage our movement as Palestinian athletes, because I was afraid often of moving from one region to another within Palestine during the team gatherings due to the restriction made by the occupation and barriers between cities. It's also happens when we travel out of the country to participate in international match, Traveling to host country would take us more than others from any other country due to the restrictions while crossing the border of the country. Often we used to arrive to the international tournaments after the launching day. However all of that was the challenge that increases our determination to achieve good results which reflects the extent of our ability as Palestinians girls to overcome the difficulties and bear part of the suffering of the rest of the members of the community to which we belong to.

Fifth, the challenges that we face as girls who play football, is the stereotype from surrounding society about women who play football , which says” females who play football they tend to be like men” this stereotypes has been brought out of communities who thinks women role is only limited to housekeeping and raising children. But we are trying to prove to the community that the player has the ability to marry, procreation,

raise children fulfill home duties and also can play football to sense freedom and happiness through playing football outside the house band.

9. **Do you consider yourself a professional or an armature?**

I don't consider myself as a professional player because I usually play soccer after my work at the free time.

10. **Can you take football as a career?**

I can't take football as a career because I believe that I have to scarify by the things that I love to secure things I need. Here in Palestine the girls playing football are not paid.

11. **How much you are satisfied with women football administration in your FA ?**

The women department at PFA is working in a better way than before, trying to establish new teams by setting some goals to be achieved. But I would love to notice a more developed team work from their side.

12. **IF you have the power what will you do in order to have a successful women football?**

I will do many important steps such as:

Setting a strategic work plan that extends between 3 to 5 years with SMART goals according to the needs of developing women soccer in Palestine. With the consultation of the female players whom have a big experience and knowledge that is gained from the field about needs, challenges and ways to overcome challenges.

Concentrating on developing social skills for female players as much as concentrating on Football skills.

Establish new partnerships with different women departments at different local and international clubs with trying to make a good networking between all of them under the supervision of the women department.

13. How do you deal with the idea of marriage? I think that to marry a person whom you love is really amazing and what if this person understands your personality?!

If I found the right person, I would love to be committed to him and to a family in which I raise up my children who'll be proud of their mother's experience.

14. Do you think that women football in Palestine receives enough attention compared to men football regarding trainings, camping, courses, spending? Please explain?

Since there is no certain obvious strategic plan that is set by women department at Palestinian football federation, there will be always a deficiency of support to clubs or for the female national teams such as lack of training camps or events.

15. Is there any effect of the existence of Israeli occupation on the development of women football ?

Of course it does. Players are often late to the national team trainings, for instance, as it is difficult to travel inside the West Bank. When I travel from Bethlehem to Ramallah, and there is a checkpoint along the way, they might not let me through. Furthermore transportation costs for the players who come from Jerusalem are very high.

We feel like missing dignity whenever we pass through a checkpoint to gather and play a game or have training together. Sometimes, our team mates from Jerusalem cannot reach trainings because of the occupation's closure of checkpoints.

Sports Expert

1. What is your impression about women football in Palestine?

Women's sports began in 2008 and proceeded at a steady steps, despite the obstacles

The game Spread and age groups was formed, and the participation of 11 clubs League.

2- In your opinion what do you think that women football lack ?

is more faith in the possibility of playing the game As well as more financial support and publish the game in schools and universities in a large teaching soccer to girls in the school curriculum

3- what is the most critical problem that faces Palestinian women football ?

Social and cultural problems and potentials of infrastructure and rehabilitation of a cadre capable of dealing with these groups.

4. In your opinion how these problems could be solved?

Increased support cultural change and the integration of family activities in the development of curricula in schools and the distribution of pamphlets and interviews shed light on the success and excellence models.

5. What are the standards that should be found in Palestinian women football administration?

Technically and skillfulness as well carrying the philosophy , faith and vision to deploy, develop and Strengthen this game in addition to the technical qualification and after consideration of the administrative planning and organizing ability .

Administration 1

1. How is your position as AFC EXCO member effects the development of women football in Palestine?

I do not look at development in gender specific terms. Development of women's football happens as a part of the whole development process. If I get something, as an EXCO, for football development, then I think of both men and women on equal grounds. But, there are times, when there's a specific program that is tailored for women. Such programs will get a priority. There are also times when I especially asked AFC for help in women development because I felt the scales weren't right, and women football needed more focus at a specific time.

2. What is your plans to develop women football in Palestine as a monitoring for women football department in the PFA ?

I'll make sure they receive their allocated funds, and if possible, more that what is allocated. I will help them plan and put their plans to action. I will provide administrative training, organization, and expertise. Most of all, I'll be there to solve problems.

3.How do you reflect your experience about women football in your society?

Women, just like men, can achieve their dreams if they believe in themselves, and go get what they seek. Women will almost always fail if they put faith in their right for special treatment because there's no such

thing. Niceties ended in the age of romance, and we're in an age of harsh realities where you get to fight for what you believe in.

4. Did you face any problems in your work, Society, family regarding your position as EXCO member of AFC?

Many. But I do not keep count.

5. Do you watch women football? (yes , no) Please explain why?

I do not watch much football in general, men and women. I don't have the time. Work in football is very time consuming that I have very little for anything else. But, if I get an opportunity to watch a good women's match, then I do

6. Is there a future of women football in Palestine?

Surely. We have gone a long way since women were playing in secret in the backyard of the school, after everyone else have gone home so that no one makes fun of them. We've progressed from playing in closed rooms on concrete floors where girls break their knees and joint just because they love the game and have no options. We have a league of 11- aside that plays in the open. We have families and clubs that invest in the idea of women football. I say we have gone a long way in the right direction.

7. Is there a qualified person to lead women football in Palestine?

Surely. We have yet to find them and help them take the first steps

8. Are you satisfied with the way that Palestinian women football is being lead?

No. But we're working on it

9. As a Professional what is the problem that facing women football in Palestine?

Social stereotypes and the women themselves. No one grants you your rights, you have to stand up and fight for them. Expecting special treatment will get you nowhere. You have to earn your place in the sun

PFA EXPERTS 1

1. **Do you follow Palestinian women football news ?** yes

2. **Do you consider PWF a hobby or a profession?** Hobby

3. **Do you support women football? If yes how you do so?**

By emphasize on coaches on enhancing their knowledge and providing players with tips

4. **How do you think we can get a successful PWF ?**

BY emphasizing on age groups and activating leagues for all the aging groups

5. **In your opinion what is the problems that facing PWF?**

Cultural problem, financials, limited resources, occupation, the refusal of some family

6. **What is holding women football development?**

The absence of competition during the year, and the dependence on seasonal completion only

7. **Is it possible to develop women PWF? And how can it be done**

Through spreading the game in around the country and in villages, to increase women human resources, as well organizing a continuous league for women,

Male players interview

1. **Do you follow Palestinian women football?** No
2. **Do you consider Palestinian women football hobby or a profession?** hobby
3. **Do you support PWF?** No
4. **How can we get a successful PWF?**

Through specialized coaches for females, focusing on age groups , increase the financial support

In your opinion what the problem facing PWF?

Families and culture, It's not a priority from the administration, Not enough training and financial support

5. **What the reason that hinders the progression of PWF?**

The restricted community which not only restrict the girl wish to play football but also restriction on developing women sports , the common believe that girls shall marry after schools or universities , The absences of professional coaches and not giving any priority for women ,Not enough training and financial support

6. **Is it possible to develop PWF? And how can we do it?**

Yes, through infra structure development especially for women, focusing on schools sports, activating universities sports, more studies on the physiological and health leave for girls through nutrition. Giving priority for women F, through better planning

Definition

- I. PFA : Palestinian football association
- II. KFA: Korean football association
- III. PWF: Palestinian women football
- IV. FIFA: Fédération Internationale de Football Association
- V. FP: Female player
- VI. MP: Male Player
- VII. Administration 1: Palestinian football association Vice President in 2016
- VIII. Administration 2: head of women department 2015-10/2016
- IX. Experts1: previous Palestinian football association general secretary
- X. Experts 2+3 :technical department of Palestinian football association
- XI. Officials : age group training coach

국 문 초 록

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본 연구는 팔레스타인 여자축구가 직면하고 있는 문제점들을 다각도에서 살펴보았다. 연구결과에 따르면 인적, 행정적, 재무적으로 나타나는 문화적 편견은 팔레스타인 여자축구를 아직까지 아마추어 레벨에 머물게 하고 있는 것으로 나타났다. 또한, 경험부족과 이스라엘 집권에서 비롯되는 행정관련 문제들은 선수들의 기량에 영향을 미치고 있는 것으로 나타났다. 이러한 모든 문제점들은 연관되어 나타나며 팔레스타인 여자축구 발전과 자립성을 저해하고 있다.

팔레스타인 여자축구가 발전하기 위해서는 현재의 아마추어

레벨에서 벗어나 프로 레벨로 성장해야 하며 핵심 이슈인 여자 선수들의 결혼 관련 문제점들도 해결해야 할 것이다. 한국여자축구의 성공사례에서 확인할 수 있듯이 팔레스타인 여자축구도 국제경기 경험 증대, 경험있는 지도자 채용, 학교 및 대학들과의 연계를 통한 저변확대, 스폰서십 및 정부지원 도모를 통한 운영예산 확보, 축구를 통한 사회통합 등을 통해 직면해 있는 문제점들을 해소할 수 있을 것이다.

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