



저작자표시-비영리-변경금지 2.0 대한민국

이용자는 아래의 조건을 따르는 경우에 한하여 자유롭게

- 이 저작물을 복제, 배포, 전송, 전시, 공연 및 방송할 수 있습니다.

다음과 같은 조건을 따라야 합니다:



저작자표시. 귀하는 원저작자를 표시하여야 합니다.



비영리. 귀하는 이 저작물을 영리 목적으로 이용할 수 없습니다.



변경금지. 귀하는 이 저작물을 개작, 변형 또는 가공할 수 없습니다.

- 귀하는, 이 저작물의 재이용이나 배포의 경우, 이 저작물에 적용된 이용허락조건을 명확하게 나타내어야 합니다.
- 저작권자로부터 별도의 허가를 받으면 이러한 조건들은 적용되지 않습니다.

저작권법에 따른 이용자의 권리는 위의 내용에 의하여 영향을 받지 않습니다.

이것은 [이용허락규약\(Legal Code\)](#)을 이해하기 쉽게 요약한 것입니다.

[Disclaimer](#)

스포츠 매니지먼트 석사 학위논문

Gender equality in Costa Rican

Professional Football:

Challenges faced by professional female Costa Rican
football players compared with their male counterparts

2018년 8월

서울대학교 대학원

체육교육과

Alfonso José González Gómez



이 논문은 문화체육관광부와 국민체육진흥공단 지원을 받아 수행된 연구임
This work was supported by Ministry of Culture, Sports, and Tourism and Sports Promotion Foundation

Acknowledgements

This research has been quite a ride. Not being the exception to any other thesis research there are plenty of people that somehow contribute to this one and would like to thank.

To my mom, no matter what I do or where I go you have been an unconditional support to me and could never thank you enough. This achievement is as much yours as mine. You are my MVP.

To my grandma, grandpa, Javier, Marcela and Cristina, your contribution is priceless to me, I'm really thankful for all you have done for me to get to this point.

To my advisor, Professor Chung Gun Lee, and my tutors Uni Park and Seiyeong Park, for their advices and guidance through this project.

To the participants, without your help this research would not have been possible. I'm confident you will excel in your careers. Wish you all the best.

To Mr. Mat Harding, thanks man for every advice and help you have given me since I'm involved in the sports world.

Gender equality in Costa Rican Professional Football:

Challenges faced by professional female Costa Rican
football players compared with their male counterparts

Alfonso José González Gómez

Global Sport Management, Department of Physical Education

The Graduate School

Seoul National University

Sports and football in general has been studied by the social science, it has been used as a way to approach the different areas of sociability, the human behaviour of groups and symbology.

Football is a world with complex networks and despite of opinions little explored. In order to understand how the associations are formed or managed it's necessary to learn about the symbolic aspects involved.

The purpose of this research is to analyse the challenges faced between female and male football players in Costa Rica and how this is originated for the gender inequality still existing.

Women's football arrived in Costa Rica in 1921 when the first national team was put together in order to compete internationally, however, they did not received support, for this reason the women's national league was founded in 1991 and relaunched in 2013 (as a request of the president back that time Ms. Laura Chinchilla).

Keywords : Challenges, Gender inequality, football

Student Number: 2016-28148

Table of Contents

Acknowledgements.....	i
Abstract	ii
Table of Contents.....	iv
List of Tables.....	vi
List of Figures.....	vii
Chapter 1. Introduction	1
1.1. Early years: Football origins.....	1
1.2. The early game in the United States	4
1.3. The early game in Germany	8
1.4 The early game in Mexico	12
1.4.1. Controversy around Women’s Football	13
1.4.2. Participation of the team in official world.....	13
1.5. The early game in Panama.....	16
1.6. Current situation.....	18
1.6.1. The Beginning of Women’s Football in Costa Rica	21
1.6.2. The Beginning of Men’s Football in Costa Rica	25
1.7. Differences in men’s and women’s football	27
1.8. Development and economic factors	31
1.9. Problem Statement	33
1.10. Purpose of Study	34
Chapter 2. Review of Literature	35
2.1. Gender Analysis.....	35
2.2. Difference between equality and gender equity.....	42
2.3. Comparison of Participation.....	45

2.4. Research Questions	47
Chapter 3. Methodology.....	48
3.1. Procedure.....	48
3.2. Sample Selection.....	49
3.2.1. List of Participants	50
3.3. Data Collection	50
3.4. Data Analysis.....	51
Chapter 4.Results.....	53
4.1. Gender Equality and Socio Cultural Challenges	53
4.1.1. Gender Equality	55
4.1.1.1. Differences in Professional Football in Costa Rica	57
4.2. Socio Cultural Challenges	58
4.3. Costa Rican Football Characteristics	61
4.4. Overcoming the challenges.....	63
Chapter 5. Discussion	66
5.1. Gender Equality, Socio Cultural Challenges and Characteristics.....	66
5.2. Conclusions.....	68
5.3. Limitations.....	71
5.3. Recommendations.....	71
Bibliography	73
Annexes 1. Interview guide.....	75

List of Tables

Table 1. FIFA Financial assistance for Costa Rican Football 2013-2016	19
Table 2. Participants opinion in gender equality	56
Table 3. Social cultural challenges summarize	60
Table 4. Overcoming the challenges summarize	65
Table 5. Women's Football in the world	70
Table 6. Men's Football in the world	70

List of Figures

Figure 1. Attendance to World Cups Finals comparison.....	36
Figure 2. Minimum Salary for US soccer players comparison	39
Figure 3. Money prices for World Cup Winners comparison.....	40
Figure 4. FIFA Executive Committee Members comparison.....	45

Chapter 1. Introduction

1.1. Early years: Football origins

The modern form of soccer, established in London by the Football Association in 1863, was a refinement of the organized local leagues of the time, and this was an exclusively male pastime. However, many historians describe informal village competitions in England and Scotland of matches between married and unmarried women which took place near the end of the 19th century. By the early 20th century, women were playing informally in scattered areas of Great Britain, France and Canada. Even in central Europe, competition was not unknown, although often in defiance of civil and religious authorities.

During World War I, the Dick, Kerr factory in Preston, England organized a pioneering women's team which would leave a significant footnote in US soccer history. Female workers often joined the apprentices who made up the company team for soccer matches during lunch and tea time. On one day in October 1917, a time when the company team wasn't doing so well, some of the female players bragged that they could play the game better. This led to a challenge by men to a men vs. women game. The

match was held and duly reported in the press, but the score was not given. Nevertheless, this marked the formation of the Dick, Kerr Ladies team was formed. This team attracted a great deal of attention, at a time when even women working outside the home and not in floor length dresses, was considered unprecedented. Soon other women's teams were formed, and played against each other, sometimes in front of fairly large crowds, to raise money for charity and to help the war effort. The Dick, Kerr Ladies would continue to play for almost fifty years.

One of the most famous of these games was played on Boxing Day in 1920, at Goodison Park in Liverpool. There, on the hallowed turf of one of England's greatest soccer grounds, Dick, Kerr Ladies, played another Lancashire team, St. Helen's Ladies, before a crowd of 53,000 with another 10 to 15,000 fans locked out when the ground was full.

This game, and in particular the size of the crowd, set alarm bells ringing in the headquarters of the austere Football Association in London. Women's soccer was now seen as a threat to the professional men's game and something had to be done. So in 1921, under pressure, the all-powerful governing body of the game in England barred women from playing soccer for an incredible 50 years.

Unfortunately, this early golden era ended abruptly in 1921 when the English Football Association, long viewing soccer as a male preserve, banned all female competition from its grounds. Ever since a famous game between Dick, Kerr Ladies and Lancashire's St. Helen's Ladies played before a crowd of 53,000 on Boxing Day in 1920, the establishment had seen this success as a threat to the men's game. Since the FA controlled almost all football grounds in the country, this was a knockout blow for the women's clubs, and crippled their game for decades to come, having repercussions in other countries as well.

A few countries were not seriously affected by this action, and in fact, Italy and France both established women's leagues in the early 1930's. But the women's game was fairly dormant until after World War II, when it began to develop a following northern European countries such as Norway, Sweden and Germany. From this point, momentum was inexorable; Italy formed its national association in 1950, and Germany organized the first informal European championship in 1957. By the late 1960's, several national and regional federations, as well as national leagues had formed, building on the increasing local club competition taking place.

Despite the obvious trends, it was not until England rescinded their ban on women's soccer, long after it had become an anachronism and an object of derision throughout much of Europe. By this time, more than 35 countries had national leagues, Mexico had hosted an unofficial (and largely exhibition) world championship, and international competition was becoming common. The game was still seen as little more of a curiosity however, and the level of skill was low, due to lack of needed infrastructure, training and coaching.

1.2. The early game in the United States

For much of the 20th century, women's soccer had consisted primarily of informational recreational games and intramural college games, particularly at women's colleges. The first notable exhibition took place in 1922 when the Dick, Kerr Ladies team made a tour of the United States. After having been snubbed by the Canadian association, the team arrived in the States to find that there were no established women's teams for them to play. So they resolved to play against men's teams, and these included some of the top teams in the country. They opened with a 6-3 loss to Paterson F. C., but drew with J&P Coates, and Fall River Marksmen, and defeated New

Bedford Whalers, all; of the professional American Soccer League. Overall, their record was 3 wins, 2 draws and 2 losses, an impressive record against such high caliber talent, although the men's sides were sometimes going easy on the Ladies, much to their chagrin. The Dick, Kerr Ladies would go on to play for 48 years with a 758-46-24 record, impressive by any standards. Unfortunately, the team folded in 1970 the same year as England ended their ban on women at FA grounds.

For most of the first six decades of the 20th century, women's soccer was confined to gym class, informal pickup games and college intramural competition. One notable exception to this history was the establishment in 1951 of the first organized women's league. This circuit was established in 1951 by Father Craig of St. Matthew's Parish of North St. Louis. The Craig Club Girls Soccer League consisted of four teams, and played full schedules for two seasons. Although their history was short, it was a milestone in the history of women's soccer, although it would be over a decade before the sport began to make a true start in the colleges.

Unlike the men's game, women's soccer had much of its early growth in the college game. Although there was resistance to women's soccer in the college ranks, there was even more at the club level, due to the game's male-

oriented and tradition-bound institutions. The first college varsity team in the United States was established at Castleton State College in Castleton VT in the mid-1960s. Until that time college soccer consisted of intramural and physical education class activity. Around this time, soccer also enjoyed increasing popularity in high schools as an inexpensive alternative to the other major sports of the time, one that did not require specific physical abilities and would be open to all students. The growth of soccer as a recreational sport among youth grew steadily through the seventies and that growth has continued to this day.

A major factor in the growth of women's college soccer was the passage of the Educational Amendments of 1972, an omnibus package of changes to the landmark Education Act of 1965. Title IX of these amendments mandated equal access and equal spending on athletic programs at college institutions. As a result, college varsity soccer programs for women began to be established at dozens of colleges and universities throughout the country. This, combined with the accelerated entrance of girls into the burgeoning recreational sports programs provided numerous new opportunities for female athletic participation, and provided the talent pool for the new college teams.

By 1981, there were almost 100 varsity programs established in NCAA women's soccer, and even more club teams. The AIAW, a women's counterpart to the NCAA, was established in the mid-1970s and immediately began sponsoring women's varsity programs, establishing an informal national championship in 1980, won by Cortland State. It became official a year later, and that 1981 tournament was hosted by North Carolina's young program, which won the tournament.

The following year, in 1982, in a controversial decision, the NCAA began to sponsor women's sports, and immediately almost all existing varsity institutions switched allegiances. A few programs remained with the AIAW that year, but switched after the season and the AIAW was history. There was considerable controversy over this move. Some saw the NCAA as having the resources and exposure to give legitimacy to the sport, while others decried the more competitive and less holistic approach taken by the NCAA and the loss of influence of women at the administrative level, where often the women's programs were put in a subservient position to the established men's programs. This would change over time as the seismic cultural shifts in the country accelerated, but in 1982, there was much trepidation over the move.

One telling difference in the growth of women's college soccer is that unlike the men's game, it did not start out primarily in one region of the country and spread through the decades. With the seeds planted by men's soccer, the women's program was able to take root all over the country at once, and grow from there. However that did not mean there were dynasties. The University of North Carolina, coached by Anson Dorrance immediately took a commanding position in the women's college game, one they would maintain into the 21st century. Of the first 20 NCAA championships, 16 were won by UNC, including nine in a row from 1986-1994.

1.3. The early game in Germany

Women's football in Germany has come a long way, which often was not straightforward. The effort of many passionate and at times very brave individuals, have led to Germany becoming one of the powerhouses, if not the powerhouse in women's football. To date the women's senior national team has won eight European Titles and two FIFA Women's World Cups

According to the DFB membership statistics of 2013 almost 1.1 million females played football in Germany, which means of the estimated 30 million female football players worldwide, each 30th player plays in Germany. According to DFB former president Theo Zwanziger Women's

football is the fastest growing team sport in Germany (Soccer Warriors, 2011).

Some club records state that women already played in 1900 and until the nineteen twenties no one had a problem with the kicking women. The first prohibition of women's football in Germany came in the early nineteen twenties and was based on a gynaecological theory that female athletes would adopt male characteristics, which wasn't compatible with their proper purpose of reproduction (Soccer Warriors website, 2011). This was reinforced in 1936 through a published statement by the DFB, which said that women's football was not compatible "with the dignity and nature of a woman" (Hellmann, 2011). Further to this and although in 1955 the DFB forbid all its clubs to found or accept women's football departments a German women's selection won the first in-official friendly against the Netherlands 2:1 in front of 18 000 spectators (Hellmann, 2011).

However it was only in 1970 when the prohibition of women's football in Germany was removed by the DFB, and it took another 12 years until the first official women's national team match was won 5:1 against Switzerland on the 10th November 1982.

Silvia Neid former national coach of the German women's national team scored two goals and says that: "there were many preconceptions

against women's football (during this time). It was said: Only fat girls and lesbians play." By then there was no women's Bundesliga and only a few qualified coaches. The foundation of the current success was built under first women's national coach Gero Bisanz who won the UEFA Women's Championships three times in 1989, 1991 and 1995.

In 1996, Thina Theune (former Theune-Meyer) took over from Bisanz and continued his success story by adding an additional three UEFA Women's Championships (1997, 2001 and 2004) and the first FIFA Women's World Cup (2005), as well as two bronze medals at the Olympic Games (2000 and 2004) to Germany's records. After the first World Cup triumph in 2005 current national coach Silvia Neid took over and has since won the second FIFA Women's World Cup (2007) and an additional UEFA Women's Championship (2011). In addition, Neid and her team added another Olympic Bronze medal to the record book (DFB, 2012).

When the German women won the European Championship for the first time in 1989 they received a chinaware café set (Hellmann, 2011). Since then, many things have changed, and German players who were amongst the favorites for the FIFA Women's World Cup in Germany in 2011 would each have received 60 000 Euro.

Today German women's football "is on the barrier of

professionalism” says Women’s National Team manager and former player Doris Fitschen (Hellmann, 2011). Whilst the World Cup winning generation around Birgit Prinz and Steffi Jones had to do ordinary jobs besides their football career today’s female national players can live from their earnings as football players.

1.4. The early game in Mexico

The participation of the Mexican women's team in international competitions goes back to the seventies, before the official creation of the FIFA Women's World Cup. Although the inaugural tournament under control of FIFA took place in China in 1991, the first two World Cups (not organized by FIFA) took place two decades earlier - specifically in 1970 (based in Italy) and in 1971 (based in Mexico). The opportunity to take part in these first competitions depended on an invitation from the European International Women's Football Federation (FIEFF), a process that contrasts strongly with the current process based on a record of wins and losses and the results of tournaments classification. Therefore, events were smaller (in terms of the number of selections they attended) and relaxed than those that began in the 1990s.

Despite their "unofficial" status, the Mexican teams that played in 1970 and 1971 produced famous players and a high profile reputation in the

world of football that attracted the attention of a large number of fans. In fact, the end of the second tournament was held against an unprecedented number of spectators-some sources estimate that the number of people at Azteca Stadium (in Mexico City) was approximately 100,000 (more than the number of attendees to the 1999 game at the Rose Bowl). The team was more successful in this second tournament than in the first tournament (losing to Italy in the semi-final) - after defeating Italy, England and Italy, lost to Denmark (who won 3-0) in the final match. Although it did not win the entire competition ultimately, the positive track record of the team (which was the only representative of the American countries) in these first international tournaments suggested that the women's program had the potential to grow in the long run. At the same time, the experience highlighted some cultural obstacles associated with the maintenance of a high quality women's soccer program in Mexico.

1.4.1 Controversy around women's football

The first international competitions in Italy and Mexico allowed the famous players like Alicia "Pele" Vargas and Maria Eugenia "Peque" Rubio to attract the attention of the national public and gain popular fame. There is no doubt that these women were initially recognized for their athletic prowess - in fact, Vargas is tied with Julie Foudy as the third most

outstanding player in the history of the World, behind Mia Hamm and Michelle Akers.) However, his fame tournaments in 1970 and 1971 reflected the cultural obstacles associated with the establishment of a female selection in a country dominated by machismo. Some men's players spoke out against the establishment of organized and competitive football for women because of their physical inferiority and "inability" to participate in a contact sport. For example, Carlos Reinoso, a famous Chilean soccer player who played for the Club América of Mexico between 1970 and 1979, claimed that soccer was a sport exclusively for men. Unfortunately, players like Vargas contributed to this macho idea too—in an interview for a TV program in 1998, she referred to women as the "weak gender. “The presence of such a biased view of the legitimacy of soccer as a sport for men and women prevented the functionality and success of the Mexican program on the international scene. There was no version of the World Cup for women between 1971 and 1991 (when FIFA finally intervened); however, the women's team of Mexico did not qualify to compete in the tournament until the games of 1999.

1.4.2 Participation of the team in official world

Due to adverse social dynamics and other variables that did not encourage the formation of a legitimate women's team, Mexico did not participate in the first two World Cups organized by FIFA in 1991 and 1995.

In reality, the lack of organization and the fact that people saw participation in football as un-feminine led to the rapid decline of the women's national team of 1995. With a list and training schedule built just two weeks before the tournament, the team was not prepared or qualified for the level of competition he would have faced at the World Cup. However, the competitive advantage of the program improved after the installation of the current coach Leonardo Cuellar in 1998, and the team finally qualified for the World Cup in the USA. In 1999. You can find more information about Cuellar and its impact [here](#).

The team was unsuccessful on their first visit to the tournament. After being placed in a group referred to by sports analysts as the "death group" (which contains the selections of Brazil, Germany and Italy), Mexico had problems during the first matches and did not move beyond the first round of the competition. Even more disappointing was the fact that the team could not score a single goal against any opponent. It is likely that this lack of success had to do with the generally underdeveloped nature of the program and, more specifically, its inability to recruit the best players in Mexico. In a New York Times article published shortly before the start of the 1999 tournament, the author refers to a statement by Cuellar in which the coach describes the dynamics he had faced during his effort to establish

a competitive team. He explained that although he had called 29 women's football associations in Mexico to build his team, only six expressed interest in the opportunity to provide candidates. As the primary coach of the men's soccer team at Cal State University Los Angeles, Cuellar could perceive the significant differences between Mexico and the US. In terms of opportunities for women. She emphasized in her interview the fact that women's soccer in Mexico had been, to this moment, more recreational than competitive, and therefore the recruitment process was very difficult. Despite this delicate dynamic, he acknowledged the stimulation of interest and curiosity around female football as part of his job as a coach. He began actively recruiting players of Mexican descent who had trained in the United States university system and who had played at the highest level outside of Mexico.

Culture problems and the need to reconcile language differences (especially among US and Mexican players) continued to contribute to the team's inability to qualify for the 2003 and 2007 World Cups. That Cuellar's emphasis on stimulating interest in women's sports has had a positive impact on the development of the Mexican women's team in recent years. The team made crucial adjustments that allowed him to qualify for the 2011 Cup in Germany, and the team's performance in this tournament was presented as a

testament to their substantial progress under Cuellar. While the team did not win any games during the first round and was eliminated early in the tournament, he scored three goals and kept the teams from England and New Zealand to a draw. These statistics contrast sharply with those of her first appearance in the tournament in 1999-specifically, it is clear that the players were able to coordinate more efficiently on the offensive and build a defensive line that could compete with formidable opponents. Other evidence of the team's tangible success under Cuellar's leadership was his participation in the 2004 Olympic Games in Athens, Greece. In this tournament, the team was successful in the first rounds and reached the fourth final. He also demonstrated his biggest competitive advantage in the 2010 World Cup qualifying games. The team beat the United States (a highly favoured) by a point (2-1), and forced the Americans to play extra matches against Italy to qualify.

It seems that a crucial element of Cuellar's initial influence as a coach was his ability to present himself as a figure who could bring "immediate credibility" to the idea that women should not be excluded from sport. Because of his long career as a player, he was the ideal candidate to begin the push against the macho culture that has continued to present itself as a formidable obstacle to the formation of a legitimate program for women.

1.5. The early game in Panama

The first steps of women's football took place between 1939 and 1941 with the Catholic League disputed by schools of young ladies (Mary Immaculate, Mary Help of Christians). However, it was all rehearsal.

For the decade of the 70 'existed teams like, El Chorrillo, Barraza and Panama Viejo; between the tournaments played highlights the Panamanian Air Force Cup (FAP) in 1972, likewise, from 1976 to 1980 was organized the Women's League of Panama with the participation of groups such as Atletico Panama, Santa Ana, Bethania and National Guard.

The ball returned to roll from 1991 to 1993 when it was carried out the “Liga Distritorial” of Panama that was played in the field of the Chimborazo in Juan Diaz, in those times the equipment of Panama Viejo FC feminine was of the best known.

In 1996 it was born by young people who knew the sport, the Higher League of Women's Soccer (LSFF) and a year later it became the first championship winner of the Santa Ana Venus. The competition, which changed its name to the Women's League of Soccer lasted until 2002.

Faced with the need to face commitments at the national level, the National Association of Female Football (ANAFUFE), supported by

FEPAFUT, was created from 2003 to 2013. Its first years were a sensation with its opening and closing competitions.

1.6. Current situation

How much has female football contributed to gender equality in this patriarchal society? How much has it contributed to breaking down prejudices and stereotypes? How much to the emotional and physical health of millions of girls, teenagers and women? Football is that, its passion, adrenaline, delivery and love. Football changes the roles and places the woman as an active entity, in equality; On the other hand, the focus is always man.

It is inconsistent and retrograde that football remains a taboo subject and is denied the opportunity to practice it to the female gender. Under the patriarchal get that dictates that it is a sport excluded from men. There is nothing in this world that is only of men or only of women (except giving birth) those are norms that have imposed the patriarchy since their misogyny. A cultural backwardness undermined by all as a society. Men have the same

right as women to practice it.

This invisibility contributes the parents, the community, two teachers of schools, (because football is part of physical education and serves as a means) sports organizations of each country as the football federations and the Olympic Committee and, at the level international corruption and the patriarchy, denying them participation and projection to women in the federated championships. All immersed in that stale bubble that sees and makes women an object, which reifies, minimizes, excludes and. Yes, in disciplines such as football in the clutches of patriarchy, prudery and double standards, women are always losing, because if light comes to her it is due to their sexual identity, completely devalued their capacity, their contribution, integrity and sports talent.

In the last decade FIFA has begun to open spaces but, how much does FIFA invest in men's football and women's football? How much is the salary of an arbitrator and an umpire? Hosting? The fields? Human and material resource? A very important and questionable point is the synthetic field in which they played this recent Women's World Cup, incapacitated in its totality for the physical and emotional health of the players. Would FIFA allow for a Men's World Championship in synthetic fields? Never. From there on something so visible FIFA shows the devaluation and lack of equity

between men and women. But FIFA is only the tip of the iceberg of this world patriarchal society, which is not the excuse of its responsibility.

Out of sport at the elite level, this reality of misery questions us, what do we as a society do to break down the stereotypes about women and football? Do we still believe that your participation in contact sports should be prohibited? Does it make women less practical to practice them? In what sense? Is it less a woman who practices soccer to someone who practices ballet or synchronized swimming? What will we do with the thousands of girls who want to play football instead of dolls and kitchens? Will we dare to continue cutting wings? Do we continue to deny a woman's ability to direct men's games, such as coaching, medical personnel, fitness coaches, referees? Why do not we deny the ability of men in women's games? In developing countries men are still in charge of all that has to do with women's football, is it not yet time to open the door to women's participation? Why do we continue to deny women participation in sporting events - as referees and coaches - but do we visualize them as sexual objects? A woman is questioned in her capacity if she dresses as a referee, but is applauded if she enters the field of play as an aide. And what to say of the sentimental companions of the players, that the role they occupy in all this is that of muses, that of mannequins, who breathe and live for them, who

dream for them, who live their lives and not their own. They exist around them. A personal frustration because he will always be the wife, the girlfriend, the companion of. They will always be the exhibition trophy.

1.6.1. The beginnings of women's football in Costa Rica

In the 1990s, Allen Guttmann, professor of American studies at Amherst College, conducted a condensed study on the female practice of sport (Guttmann, 1991). For 2000 Jennifer Hargreaves, focuses on specifying the methodology of historical studies of gender and sport, such as the use of oral history, the classification of women athletes according to their class, ethnicity, religion, sexual orientation and culture, in general, this author explains how sports practice allows women to recognize their difference and identity (Hargreaves, 2000).

The origin of the Costa Rican women's sport is located within a general context of diversions, whose exclusionary social practice created a marked division with respect to the sectors that execute them. The first national female athletes learned the sport through secondary education - in

the Superior School of Missions - in circus shows, or through their socio-affective relations with male members of the national bourgeoisie and the main foreign colonies settled in the country. National women - mainly those from the Central Valley - used leisure activities such as dances, concerts, visits to the theatre and the cinema (Apuy, 1995). In regards the participation of Costa Rican women in paid work during the first half of the twentieth century, it is known that this was scarce. Based on a Census study of 1927, it was found that of the 1895 economically active people, only 8.4% were women, most of whom were engaged in handcraft production (cigars, seamstresses), worked on profits as coffee, served as cooks, nannies or domestic servants or were elementary school teachers (Gutiérrez and Rodríguez, 1999, p.66).

In the western culture, women has had a sexist approach, based on myths and stereotypes. In fact, gender has worked as a factor of discrimination in sports practice, considering there are disciplines meant to be more appropriate for men and others that are more convenient for women (García and Asins, 1994).

Costa Rica appears in the position 32 of 166 nations in “The Global Gender Gap Report 2016” done by the Word Economic Forum.

The first steps of football in Costa Rica was a total and complete

control and mastery of the masculinity, conforming the woman to participate in activities such as anticipation, awards, drawing flags of sports associations, serving as receptionist at club parties, preparing meals. Public education given to women had as its main objective to get women to manage everything related to the reproduction of the labour force (Silva, 1989).

New reforms of urban sociability contribute to the participation of women in football, this was considered accepted and necessary in the regeneration of the national "race". Was needed to improve the physical status of women (especially in their role as a healthy child), this made it possible for exclusively male identification with football practice to lose ground to the need for greater participation of women in sport.

In 1926, several women from the capital were determined in the creation of football teams for women in order to have matches in the national stadium. It wasn't until 1949 that one club was founded, however, back in the time were a lot of prejudices and the involved players had to

hide and train in a farm for a year.

The participation of women in football responds to the introduction in the country of new forms of urban sociability, where their protagonism in sport is accepted and necessary in the regeneration of the national "race".

The need to improve the physical level of women especially in the conceivable role of healthy children made it possible to identify masculinity with the practice of football, without losing ground and the need for greater participation of women.

Early twentieth century rulers believe that rather than encouraging foreign immigration, Costa Rica should promote "self-immigration", maximize national production and reproduction by reducing the rate of infant mortality and the implementation of moral and biologically sanitary measures throughout the country. This racist view spread among the Costa Rican popular classes at the beginning of the 20th century and in the 1910s and 1920s it was welcomed by workers and craftsmen (Díaz, 2011).

With all the information provided on the origin of the Costa Rican women's football, Elias Zeledon indicated that "Deportivo Femenino Costa Rica F.C." of 1949 it is the first soccer team of

women of the country. (Zeledón, 1999, Calvo, 2014).

The first official game between two teams took place in 1950 in the Olympic stadium.

In 1999, the first association to regulate women's football in Costa Rica was founded under the name of "Asociación Deportiva Liga de Fútbol Femenino (ADELIFFE)".

1.6.2. The beginnings of men's football in Costa Rica

When referring to the beginnings of football in Costa Rica we must keep in mind two fundamental aspects.

First, our country for the last quarter of the nineteenth century was immersed in a capitalist economy, agro export and therefore closely linked to the world market, which is why it is going to experience an influence not only politico-economic but also cultural, The European countries. Second, the labour level had undergone a change in the division of labour, in the days and especially in its schedules, creating a space for entertainment and leisure. (History of Costa Rican football, FEDEFUTBOL, 2016).

Historians refer that since 1876 was already played in the grounds of “La Sabana” and that in 1887 the citizen Oscar Pinto Fernandez returned to the country from England and that met with who was his university partner in Europe, Gonzalo Quirós Fonseca, played football, Wore uniforms and a ball Pinto brought from England. Then they played in San Juan de Tibás and "the spectacle made a huge stir among the neighbours of the place and immediately spread the news that in the square men kicked a ball of leather and they wore only underwear and shirt." (Naranjo Madrigal, Sports Stories of the 20th Century).

The participation of Costa Rican women in football made this discipline consolidate at the national level. Football since its inception in the country was a sport with special characteristics for the Costa Ricans: it introduces the element of national representation and the sports fight between the dominant group and the working sector, factors that differentiate football from the other sports disciplines that were practiced in the late nineteenth century, which were executed between individuals belonging to the same social group. Another factor that marked the difference in football is that it was the first sport attended by a President of the Republic, which possibly has printed an official character and national

interest, although it has probably also been a means to gain popularity and make a good image (Urbina, 2001).

It was not until June 13, 1921 that the national football league and a supreme court were set up to settle disputes.

The football in Costa Rica is regulated for the organism denominated “FEDEFUTBOL”, six leagues are members of the federation: UNAFUT (first division), LIASCE (second division), LINAFU (amateur football), LIFUTSAL (futsal), ADEFUPLA (beach soccer) y UNIFUT (women’s football) (History of Costa Rican football, FEDEFUTBOL, 2016).

1.7. Differences in men’s and women’s football

To start, there are a series of requirements that are not being fulfilled in women’s football teams compared with their male counterparts, such as: stadiums with an adaptable capacity and lighting and labour guarantees.

In the 1970s women's participation in the Costa Rican labour market was less than 20% of women of working age. By 1990, their share was 30.3%, which increased to 35% in 2000 and to 41.7% in 2008. However, this increase in female participation has not always been in conditions of quality, Nor on the fringes of increasing tensions between paid and unpaid

work or between work and family life. Even with higher grades than men, women are more likely to face problems of unemployment, underemployment, income gaps, and access to productive resources that affect their rights and opportunities for personal and professional development (INAMU 2009).

Higher levels of schooling. According to the State of the Nation, this greater gender equity an educational level, is a sign that "investment in education conducted by the country succeeded in improving women's participation in the education system and reversing gender inequity in the field of "However, increasing the participation of women in the workplace implies confronting important challenges such as the creation of new employment opportunities of the quality that has associated with development" (Program State of the Nation, 2013).

From favourable working conditions that foster the labour potential of women through their participation in the labour market, contributing to their personal well-being and the quality of life of their families. And the promotion of women's labour rights in both the public and private sectors, as well as the mechanisms for defending women's labour rights.

In addition, it is necessary to promote awareness and awareness in

the education system of women's rights for the cultural development of children, seeking to strengthen their values and close social gaps through gender, contributing to a more equal and equitable society (Ministry of National Planning and Economic Policy, 2009).

The incorporation of women into the world of wage labour through the textile industry places its imprint on the order of culture in an important way, because it makes it possible for women to have their own consumption, independent of men, and incorporates as a consumer, away from the traditional household tasks producing structural changes in the family; It focuses on the patterns of masculinity and femininity and recomposes traditional roles (Cuevas and Mora, 2013).

While the professional male category ensures a minimum wage of approximately \$600, women are excluded.

In addition men can have social insurance, women cannot. The men have sports facilities where they train (security, grass, dressing rooms, fitness equipment, etc.), but women do not.

In 2016, a research done by the newspaper “La Nacion” showed that the average salary in 4 major football teams was approximately \$ 3000 per month in male players, in comparison with the female players, there is no

register of monthly salary, except what is denominated “social aids” provided by the teams in order to help to cover the transports expenses to trainings and/or matches.

To put in perspective the economic differences in the support received, we can look the financial assistance program of FIFA table over the last 4 years in regards their contribution to the different categories of Costa Rican football:

Table 1. FIFA Financial assistance for Costa Rican Football 2013-2016

Year 2016		Year 2015	
Classification	Budget amount	Classification	Budget amount
Youth football	47500	Youth football	308000
Women's	56250	Men's	300000

football		competitions	
Futsal and beach soccer	56250	Women's football	200000
Planning and administration	90000	Futsal and beach soccer	242000
Total	250000	Total	1050000
Year 2014		Year 2013	
Classification	Budget amount	Classification	Budget amount
Youth football	26500	Men's competitions	63555
Women's football	80216	Women's football	69636
Futsal and beach soccer	55000	Futsal and beach soccer	55956
Other	88284	Other	60853
Bonus	250000	Total	250000
Total	500000		

1.8. Development and economic factors

De Bosscher, V., De Knop, P., Van Bottenburg, M., & Shibli, S. (2006). Provides a specific review in regards the factors, both country and sports programs. In the article “A conceptual framework for analyzing sports policy factors leading to international sporting success”, the key factors that were found to associate the success of a national sports

program. Amongst others, these included: financial support for athletes and personnel; development of national governing bodies; initiation/foundation and club-level factors; talent identification and development; multidisciplinary staff; training opportunities; development of elite training facilities; coaching expertise; and media and sponsorship. None of the studies focusing on women's football performance had direct controls for these program specific factors at the national level.

All of the studies on women's football outcomes did, however, account for macro-level economic factors through controls for gross domestic product (GDP) or income per capita. Income level has often been cited as a proxy for the availability of a better sports infrastructure (Congdon-Hohman & Matheson, 2013).

The socio-economic determinants of international football performance. (*Journal of Applied Economics, 2002*) note, a country's income level can also pick up the effect of potential leisure time for sport. As such, while one would expect a higher income per capita to be associated with better international performance, it is uncertain to what extent this association would be due to a better sports infrastructure versus women having more leisure time for sport.

1.9. Problem statement

The inequality in sponsorships, funding and support despite the progress registered in the female national football teams has a result a salary gap between the male and female football player.

What the managers of the local teams, and national teams are doing to reach the goal and accomplish gender equality in football is still uncertain.

(FIFA, 2015) The disproportionately low participation of women in decision-making processes not only occurs in football: this is a generalized social parameter. Currently, the increase in this proportion is considered one of the main factors driving social and corporate value. The enormous corpus of new research demonstrates the positive material effects stemming from gender equality,

For example:

- A 26% increase in stock prices when at least one woman is a member of the board of directors
- An increase of 56% in EBIT and 41% in RoE than that achieved with executive committees composed exclusively by men and a reduction in the severity and frequency of fraud

1.10. Purpose of the study

Considering football is the most popular sport not just in Costa Rica but in the world with 265 million of participants around the world (26 million are women). (FIFA census, 2006), the purpose of this study is to analyse the challenges faced between female and male football players in Costa Rica and how this is originated for the gender

inequality still existing also to analyse if this this growth includes equal benefits between genders.

The ideal of "non-discrimination" that explicitly states football has not yet been translated into the provision of equal opportunities for girls and women to participate in it. The most important and popular sport in the world is in excellent condition to launch its biggest and least developed investment opportunity "still unexplored": women's football. The consequences would transform the face of sport. With fair and proportionate resources, football can become the world's leading women's sport, as it deserves and just as it is for men (FIFA, 2015).

Chapter 2. Review of Literature

2.1. Gender analysis

In many cases, sport has contributed to the formation of national identities (Falco, 1998). Football is one of the fastest growing women's sports in the world (Hong & Mangan, 2004). Currently, 29 million women

worldwide play football, an increase of around one-third since 2000 (FIFA, 2013). Previous studies have hypothesized that countries with a greater degree of gender equity are more likely to invest in women's sports programmes and to have opportunities for women to participate in sports and develop their skills (Congdon-Hohman & Matheson, 2013).

Most existing literature has provided gender equality with women's relative economic opportunities. Commonly used measures include female labour force of participation (Cho, S. 2013). And the female to male labour force of participation or income ratio (Hoffman, 2006, Hoffman, R., Ging, L. C., Matheson, V., & Ramasamy, B. 2006). Other studies have explored measures related to education, such as the male to secondary education enrolment ratio (Congdon-Hohman & Matheson, 2013).

The main reason we can see the outstanding increase of women's practicing football around the world, is associated to the materialization of the FIFA Women's World Cup China 1991.

In China in 1991, 510,000 fans were attracted to the stadiums. Sixteen years later, again in China, the tournament's attendance had nearly

doubled, attracting 997,433 fans (Dunmore, 2011).

This development help us to understand the potential existing in the women's national teams performance. Success at the national level has been linked to increases in grassroots participation in sports (Rebel & O'Dwyer, 2003), however, this potential is not yet traduced as support for women in football, here a comparison of the attendance to the final of the last world cup mean and woman:

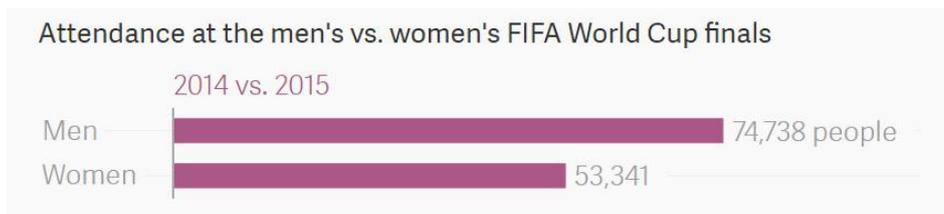


Figure 1. FIFA files 2014-2015

According with previous studies some hypothesis points out that countries with a greater degree of gender equity are more likely to invest in women's sports programmes and to have opportunities for women to participate in sports and develop their skills (Congdon-Hohman & Matheson, 2013).

Besides infrastructure, sports programs for women and girls have shown to require organisational structure as well. Sports programs that assure women and girls active board in leading positions, equity, financial means, and participation in decision-making and strategic planning are likely to be more successful in producing lasting change in the self-perception and self-confidence of female participants in such programs.

In many cases, sport activities have shown to act as an ideal platform on which to address gender roles among children and adults. This is largely due to the ways in which sports activities are taught.

For example, a significant learning experience can derive from witnessing a female referee at a sports tournament or training with a female coach.

The role of females in such positions has shown to relay an implicit message that women do possess knowledge and leadership skills, and are also capable and familiar with a male-dominated field. Research on such programmes has shown that male participants and stakeholders tend to experience an ‘eye-opening effect’ when witnessing and learning from

female experts in sport.

Sports programs in developing countries are usually run by sport coaches who work on a voluntary basis. But sports projects have shown to require specialized and trained staff in order to reach the desired outcomes.

As such, in order to be able to become actively involved in girls' and women's sports, research shows that added incentives should be provided (such as: remuneration, transferable skills, equipment, further education, media exposure, travel opportunities or other resources) to make the program sustainable.

The global gap gender report made by the World Economic Forum in 2016, had shown Costa Rica in the position 32 of 144 in regards gender equality. The United Nation's Gender Inequality Index has also been considered in previous research, though it is correlated with development measures, such as income per capita (Hoffman, 2006).

Controlling for gender equity has consistently found that these equity controls have significant and positive associations with women's football outcomes. To have a good perspective off the inequality existing between genders in football we have to look the case of the Women's

national football team of United States; They denounce wage discrimination, based on last year's figures, which show that their salary was four times lower than that of male players, although the female team generated far more profits, \$ 20 million more than their male counterpart. The difference in wages between men's and women's teams is quite obvious.



Figure 2. FIFA files

The contradiction is that the women's team won the Women's World Cup last year and has won the Olympic gold medal in four of the five tournaments that have been held, that is to say they have won many times more than the men's team. The women's team will participate this summer in the Olympics, while the men's team did not qualify.



Figure 3. FIFA files 2014-2015

It is not the first time that the women's soccer team complains about the unequal treatment. In December last year, in the Women's World Cup, a game was cancelled due to bad conditions in the fields, where artificial turf was used instead of natural (men always play on natural grass). And while the US case is the most played in recent days, it is not the only one.

The Brazilian women's football team has also complained that fewer people attend their matches and the media do not pay attention to them. They also say that football is associated with masculinity in Brazil. It is something traditional, defined by men, and therefore there are many damages for women who want to play this sport. Since 2010 there is the “Project Guerreiras”, created by soccer players, focused on combating discrimination against women's football (Vitónica, 2016).

As for the media treatment of the participation of women's national football teams, this has been differentiated at the gender level, since it does not reach the level of symbolic density of their male counterparts.

In this regard Sergio Villena points out that the women's football

representation won the only medal won by the Costa Rican delegation at the Pan American Games in Winnipeg (Canada, 1999), with a much more prominent role than the men's team. However, although this triumph was informed by the press, it was not exalted as it usually happens with the victories of the masculine selections, mainly older. Something similar was observed in the mood of the soccer fans: the answer was indifference or, at best, a condescending joy (Villena, 2006).

According to this, the national representation is circumscribed to which the masculine selection represents, on this Villena emphasizes that, "The Selection" (with capital letters) is used for the masculine major selection, whereas the "other" representations always adjectival: selection Female, U-20 selection, etc. Some journalists also use the term "absolute selection", which suggests that the population is divided between absolute and relative (Villena, 2006, 183).

2.2. Difference between gender equality and gender equity

In gender literature, we often find two concepts: 'gender equality' and 'gender equity'. Sometimes they are used interchangeably, but they do

not refer to the same thing. We will briefly explain the difference between them.

"Gender equality requires the equal enjoyment of women and men of socially valued goods, opportunities, resources and rewards." (UNFPA)

In other words, gender equality refers to equal access to goods, services and social resources and equal opportunities in all spheres of life, for both men and women. When there is gender inequality, women are more likely to be disadvantaged and marginalized; but we must not ignore the negative impact that gender inequality can have on men as well.

For example, social norms about the proper behaviour of men tend to put them under pressure as to the need to materially provide for their family, and also deny them opportunities to be more careful with their children and their spouse. Therefore, gender equality is the concern of all and changes must be made for men and women.

However, this does not mean that men and women are equally affected by gender inequality. It remains true that women have the highest proportion of disadvantages.

Gender equality, as defined above, does not usually lead to equal outcomes for men and women. Being given the same opportunities in life is not enough to achieve true equality. Women and men have different needs and experiences, and these differences need to be accommodated.

For example, giving boys and girls equal access to all courses offered in a school may not result in girls taking advantage of this opportunity if some courses are predominantly full of male students and only have male teachers.

There is still the unfortunate tendency to regard male norms as a measure for the position of women. Providing equal opportunities for women and men is the first step; but to achieve true gender equality, gender equity is needed.

"Gender equity is the process of being fair to women and men." (UNFPA)

Not only must women and men be given equitable access to resources and equal opportunities, but they must also be given the means to benefit from this equality. This is where the concept of "gender equity" comes into play. Gender equity implies equity in the way women and men are treated. They take into account the different experiences and life needs of men and women

and compensate for the historical and social disadvantages of women.

The lower status of women in society is often a disadvantage and steps must be taken to correct this inequality before taking advantage of the opportunities offered. Therefore, gender equity serves to level the playing field and empower women. Therefore, we can say that equity is essential to achieve true equality.

2.3. Comparison of participation

The average of attendance to women's first division game in Costa

Rica is 200 people, on the other hand, we have their male counterparts (using as a reference the last team in the tournament) with an average of approximately 600 per game. If we see this in global scale, we have that for the FIFA World Cup Brazil 2014 with a total of 5.154.386 (FIFA, 2014) comparing with the last FIFA Women's World Cup Canada 2015 with a total of 1.353.506 (FIFA, 2015).

Women make up only 8% of the total number of members of the Executive Committees. In all the confederations, only 8 women occupy seats in the Executive Committees, and in some of them no figure at all. In FIFA itself, there are 3 women among the 26 members that make up the Executive Committee; the standing committees have practically no women (except the women's football commissions) and only one of the directors is a woman.



Figure 4. FIFA files 2015

Worldwide, only 2 of 209 Presidents of women's member

associations; That is, less than 1% of the members of the FIFA Congress with the right to vote, and most of the confederations do not have any. Only 7% of the enrolled trainers are women, and all of them struggle against a "roof of grass", despite their titles and their successes (FIFA, 2015).

2.4. Research questions

In order to fulfill the purpose of this research the following questions will be answered:

RQ1. Is there inequality between male and female professional football players in Costa Rica?

RQ2. What are the socio cultural challenges faced by the female players comparing with their male counterparts?

RQ3. What are the ways to overcome the challenges faced by the professional female football players in Costa Rica?

Chapter 3. Methodology

3.1. Procedure

In an effort to recruit and retain football players and understand the experiences of females in a male-dominated profession, it is vital to understand the phenomena of being a female football player. Consequently, the adopted method is phenomenological approach to elucidate the lived experiences of Costa Rican female football players. This approach is valuable when examining an unexplored phenomenon because it attempts to both explicate and critique personal and hidden shared meanings of the human experience (Munhall 2007). As described by Allen Collinson (2009), “Phenomenology seeks to provide highly textured, evocative descriptions that locate the specifics of individual experience within broader, more general structures of the human experience” (p. 291). Since the objective is to better comprehend the lived experiences of those in a specific setting, such as female football players, the phenomenological approach is ideal (Meisenbach 2010).

3.2. Sample selection

To collect the data for the analysis of this research the method selected is semi-structured interview. An interview will be done to a 10 female and 10 male Costa Rican football players. The participants will be football players of both genders that are currently playing or used to play professionally in Costa Rica.

3.2.1. List of participants

A total of twenty professional Costa Rican football players were invited to participate in this research. Only twelve agreed to give an interview for the research. The participants were divided as follow:

The participants of this research include the following scenarios:

- a) *Professional football players:* All participants were consulted about this scenario in order to proceed with the interview.
- b) *Costa Rican citizen:* Due the nature of the research the citizenship it was a factor to select the subject.
- c) *Both Genders:* The purpose of the research was having equal amount of male and female participants. This purpose was accomplished.

3.3. Data collection

The purpose of the study was explained to the participants in advance. First contact with the subjects of interview was established through emails for those located in the network of the researcher. Social media (Facebook and Instagram) was utilized for the subjects that are more complicated to reach.

To create a questionnaire for this research an analysis of the literature reviewed was used. The references used were not just limited to gender equality in sports. A first draft of the questionnaire was formulated. Professionals in sports management evaluated and provided comments and recommendations. After the comments and recommendations provided by the professionals the questionnaire was applied to the participant subjects.

The questionnaire was divided in two parts. The first one is demographic information (e.g. gender, age). The second one open-ended questions which allows the interviewed express their opinions, refine answers, and even deviate from the initial script thought by the researcher when you look at emerging issues that need to be explored.

3.4. Data analysis

The structure of phenomena is the major finding of any descriptive phenomenological inquiry. This structure is based upon the essential meanings that are present in the descriptions of the participants and is determined both by analysis (as detailed below), and also by your (intuitive) insights.

As an overview of how to analyse phenomenological research, we will look at method of analysis as described by Kleiman (2004). Similar processes occur in other types of qualitative research.

- Read the interview transcript in its entirety in order to get a global sense of the whole.
- Read the interview transcript a second time - this time more slowly - in order to divide the data into meaningful sections or units.
- Integrate those sections/units that you have identified as having a similar focus or content and make sense of them.
- Subject your integrated meaningful sections/units to a process that is known as free imaginative variation.
- Elaborate on your findings - this includes descriptions of the essential meanings that were discovered through the process of free imaginative variation.

- Revisit the raw data descriptions again in order to justify your interpretations of both the essential meanings and the general structure. You really do have to prove that you can substantiate the accuracy of all your findings by reference to the raw data.
- Once you have completed the analysis of your data, you follow this with a critical analysis of your work within your research study. This critical analysis will include verification that:
 - a) Concrete, detailed descriptions have been obtained from the participants
 - b) The phenomenological reduction has been maintained throughout the analysis
 - c) Essential meanings have been discovered
 - d) A structure has been articulated
 - e) The raw data has verified the results.

Chapter 4. Results

4.1. Gender equality and socio cultural challenges

To start is necessary to identify and understand the definition of what gender equality means; likewise, of professional football player. The definition of equality adopted by the equalities review should be based on the capability approach (Burchardt, T., Vizard, P. (2007)). This discussion analyses the content related to RQ1.

Gender: refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a women or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.

Two definitions are proposed for equality:

Technical: An equal society protects and promotes equality of valuable capabilities – the central and important things that people are able to do and to be – so that everyone has the substantive freedom to live in ways that they value and choose (and have reason to value and choose). An equal society recognizes the diverse needs, situations and goals of individuals, and seeks to expand their capabilities by removing discrimination and prejudice and tackling the economic, political, legal, social and physical conditions that constrain people’s achievements and limit their substantive freedom.

Plain English: A society which protects and promotes equality is one in which everyone can flourish. It seeks equality in the valuable things that people can do or be, so that everyone has the real freedom to live in ways that they value. An equal society recognizes the diverse needs, situations and goals of individuals, removes discrimination and prejudice, and tackles the economic, political, legal, social and physical barriers that limit what people can do and be.

In order to determine if exist gender equality and what are the social cultural challenges in professional football in Costa Rica interviews were applied to professional football players of both genders. A descriptive analysis showing the results of the research questions is following presented.

4.1.1. Gender equality

The interviewed football players provided information about their perception in regards the gender equality in professional football in Cota Rica. Likewise, they were requested to provide three differences if they identified existent inequality. Table 2 summarize the participant's opinion in regards the RQ1.

Table 2. Participants opinion in gender equality

Interviewee Code	Gender	Profession	Status	Gender Equality
Player 1	M	Professional Football Player	In Costa Rica	No
Player 2	F	Professional Football Player	In Costa Rica	No
Player 3	M	Professional Football Player	In Costa Rica	No
Player 4	M	Professional Football Player	In Canada	No
Player 5	F	Professional Football Player	In Costa Rica	No
Player 6	M	Professional Football Player	In Costa Rica	No
Player 7	M	Professional Football Player	In Spain	No
Player 8	M	Professional Football Player	In Costa Rica	No
Player 9	F	Professional Football Player	In Costa Rica	No
Player 10	F	Professional Football Player	In Costa Rica	No
Player 11	F	Professional Football Player	In Costa Rica	No
Player 12	F	Professional Football Player	In Costa Rica	No

4.1.1.1. Differences in professional football in Costa Rica

Based on the participants answers they consider there is no gender equality in the practice of professional football in Costa Rica. In all twelve cases the participants mentioned the lack of economical support as the main reason of this inequality. Player2 describe the situation as follow:

In Costa Rica the money provided to women's football is not enough, we only have 2 clubs that also have a women's team. The rest are independent teams that get the leftovers.

This difference between genders according with many of the interviewed players is originated for the lack of support and promotion from television channels and media in general.

It's very rare to see women's football matches, I personally have only found on TV one match and it was just a coincidence. I don't remember seeing any promotion or comment about it. Player6.

Many considered the legislation in Costa Rica as a reason for this inequality.

Women's are not supported by the law in Costa Rica, even though

we receive some payment as “professional player” this is not enough; is not comparable with the men’s salaries. Most of my teammates have to have a second job in order to have a reasonable income. Law doesn’t protect us by assigning a minimum salary wage for women that practice football professionally. Player5.

It is important to mention that most of the participants consider the FIFA U-17 Women’s World Cup Costa Rica 2014 hosting defined a before and after in women’s football. They do see a small improvement comparing it with the situation before the tournament was held in Costa Rica.

4.2 Social cultural challenges

Football is the most popular sports in Costa Rica therefore the most practiced as well. The players were asked about the reasons they considered to participate and embrace it as their profession.

Most of the players consider they have always had a talent for football so they decided to get involved.

Since I was a kid it was too easy for me play football. My parents took me to a practice and I made it to the team, and I’ve been

playing since then. Player12

Some others considered at first that despite they have the talent to play it the environment wasn't the ideal for them to become a professional football player.

I remember I used to play all the time with guys even older than me, I was better than them. However, my parents were always telling me that is just a men's sport, that I should stop playing and choose a different hobby. Player9.

As was mentioned for the female players interviewed, the culture in Costa Rica says that football is supposed to be "just for men", some of them considered hearing that was a motivation for them to work harder and keep practicing the sport. Player11 mentioned how she dealt with this social cultural challenges. "I'm glad I didn't listen my family when at first they told me to quit. Thanks to my decision of keep going I had the opportunity to represent my country in international competitions, traveling to a lot of different places and make a career out of the talent I have", she said. Table 3 shows the participants opinion in regards RQ2.

Table 3. Social cultural challenges summarize

Interviewee Code	Gender	Status	Comments
Player 1	M	In Costa Rica	Economical support, idiosyncrasy, infrastructure
Player 2	F	In Costa Rica	Development, sponsorships, financial investment
Player 3	M	In Costa Rica	Exigency, capacitation, financial support
Player 4	M	In Canada	Infrastructure, economical support, fans support
Player 5	F	In Costa Rica	Sponsorships, economical support, legal support
Player 6	M	In Costa Rica	Publicity, infrastructure, economical support
Player 7	M	In Spain	Media coverage, fans support, economical support
Player 8	M	In Costa Rica	Media coverage, economical support, Infrastructure
Player 9	F	In Costa Rica	Economical support, idiosyncrasy, legal gaps
Player 10	F	In Costa Rica	Economical support, infrastructure, media coverage
Player 11	F	In Costa Rica	Idiosyncrasy, economical support, facilities
Player 12	F	In Costa Rica	Economical support, facilities, media coverage

4.3 Costa Rican football characteristics

This section includes an analysis of the aspects (positives or negatives) the players consider Costa Rica has compared with other countries in regards football practice.

All the players mentioned the technical part of the football players in Costa Rica as one of the positive aspects of competing in Costa Rica.

As far as I've seen in the competitions I have participated internationally. The Costa Rican player has a better technique, I can say that in the region we live is where we work better this. Player6.

Half of the players mentioned the facilities they found during the career to show their talent in the first division.

My team gave the opportunity to join the first team since I was really young, therefore I made my debut in first division when I was still a kid. Player3.

Despite I'm young I have a lot of experience in first division, and I

have represented my country in two youth world cups. Player1.

On the other hand the other half of the players consider that this facilities to play in first division is not beneficial for the development of football in Costa Rica.

Since we don't have different divisions to compete (women's league) the filters are basically inexistent, this affects the level of competition. Some of us we've been practicing for a long time however I have teammates that started late and their technique needs a lot of work. Unfortunately we need more financial support to develop women's football and improve our level. Player11

A challenge all the participants mentioned is what they called "life after football". In the case of player 6 he said "I know that football will provide me while my career last, but I have also to think about what's going to happen once I'm done playing football. Every time we play we are one injury away of finishing our career. Even though I get paid for playing football I have to have a side career, in Costa Rica is hard to think that after we retire we can keep working or being associated to football. Only a few people have that opportunity".

All the participants mentioned having at least one side project while the play football. Ten out twelve participants said they're attending the university to have a professional degree to increase their opportunities to have a career after football. One of twelve participants said that has a personal project going on and plans to dedicate full time once the football career finishes. One of twelve mentioned that when is not doing something football related works in the family business.

4.4 Overcoming the challenges

As was mentioned early in this research, the interviewed football players consider that the main reason of this inequality is economical. When asked, player2 said “In order to close the existing gap I think it should be a fair distribution of economic resources”. Half of the participants mentioned the lack of infrastructure for women's to practice and compete in football.

It's hard to compete. Most of the time we have to adapt to what the men's teams left us to play or for training. Player10.

Sometimes we have to play in high temperatures and that clearly influences the performance we have. Player11.

Most of the participants consider that the first step to close the existing gap starts by establishing a proper regulation. This regulation could be the first step to completely professionalize women's football in Costa Rica. Establishing new regulations for women's football can help to bring more sponsors to the teams and will help to increase the interest of the media.

An important factor mentioned by the participants, is people's perception in regards women's football in Costa Rica, player2 said "I'm not sure how, but something is certain, the mentality must change, we must stop thinking like men and the rest. The patriarchal society is very rooted and prevents us from changing. Fortunately the mentality is changing and it is not as difficult as before. However, we have much to improve in this regard". Table 4 shows the participants opinion in regards RQ3.

Table 4. Overcoming the challenges summarize

Interviewee Code	Gender	Status	Comments
Player 1	M	In Costa Rica	Educate the fans and economic support
Player 2	F	In Costa Rica	Economical support, create laws to protect the female players
Player 3	M	In Costa Rica	More economical support
Player 4	M	In Canada	More investment in women's football
Player 5	F	In Costa Rica	Attract more sponsors to see economic benefits
Player 6	M	In Costa Rica	More support from media and fans
Player 7	M	In Spain	More economical support
Player 8	M	In Costa Rica	Media support and more money investment
Player 9	F	In Costa Rica	Opportunities in making decision positions and money investment
Player 10	F	In Costa Rica	Economical support and media companies support
Player 11	F	In Costa Rica	More economical support
Player 12	F	In Costa Rica	Support and investment from sponsors and federation

Chapter 5. Discussion

This research was intended to determine if exists currently inequality of genders in the professional football in Costa Rica. The focus was to determine the differences existing between genders and what would be necessary to close the gap (if existing).

5.1 Gender equality, socio cultural challenges and characteristics

UN women's with their Office of the Special Adviser to the Secretary-General on Gender Issues and Advancement of Women (OSAGI) defines Gender equality as following:

Refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and

priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.

All the participants in the research consider the gender inequality in Costa Rica for the practice of professional football exists. By definition, the total of participants are included in the category of professional football player. Legislation in Costa Rica defines the term professional football player in the section 4 of the work code as following:

Worker: It is the one who provides the services and is subordinate, is the central subject in the labor order, and that it must necessarily be a physical person. The Code of Work, that these services may be material, intellectual or both genders. At the time of locating the sports worker we should consider two variants. The first one, which no longer includes any type of athlete, includes only the one who obtains remuneration from his effort, which has it as a profession or habitual way of life, independently of if it shares, like the amateur or amateur, of stimuli purely sporting like the

glory or her sporting victory. The second, why we prefer to call him a worker sports, it is because they are included in addition to the professional athlete, coaches, assistants, goalkeeping coaches and physical trainers.

5.2. Conclusions

The issue of gender equality is something that is present among the players interviewed. All mentioned being aware of an existing inequality. This inequality according to the interviewees is manifested in three main categories:

Economic: The women's teams receive significant less money for the same jobs compared with their male counterparts. Media does not broadcast the matches as they do with men's teams. The sponsors and their contribution are limited or the only interest they have is supporting men's teams. Costa Rica does not have facilities for women's football teams, they have to adapt to the men's teams schedule and use it when they will not use it; this is apply not just for training sessions but for matches, as player1 said "sometimes the temperature is too high and we have to play even though the

day is very hot, however, we have no option considering that is the only time we have the pitch available or the only time that the organization will set up the matches”.

Idiosyncrasy: Five of the six female football players interviewed for this research mentioned not receiving family support in their early beginnings in football. All male players mentioned how their family encouraged them to practice football. Player5 said, “In Costa Rica we should have more women involved in the decision making process, everything is run by men”, Costa Rica is not the only country with same ideology, as fact in Kenya a project on football and peer-led health education for rural teenage girls uses trained girl referees to officiate at all matches during the organization’s annual tournaments. In Zambia, the Go Sisters! Project aims to empower girls through sport by training them to become peer leaders, providing them with scholarships, and involving them in all levels of decision-making. (Sports and development projects, 2005). In Costa Rica still exist the stigma or idea that football is just for men, as player11 said, “I have been told that I shouldn’t be playing football, a lot of people tells me is just for guys and even some people says I should be learning how to cook or things that are more “for girls”. These ideas result in:

- a) Lack of economic support
- b) Low attendance to the championship
- c) Female players having a second job to support themselves

Legal: Women's in professional Costa Rican football do not have minimum salary by law unlike their male counterparts. Law does consider female football players as "professionals" in their work code definition, however, does not establish the minimum salary or any other benefits or right as is established for the male football players. With this existing legal gap women do not have:

- a. Health insurance
- b. Life insurance
- c. Minimal salary

The following table shows how Costa Rica is regarding support, salaries and management compared with countries as Germany and the United States with better conditions for women's football practice and countries as Panama and Mexico with "equal circumstances".

Table 5. Women's football in the world

	Panama	Mexico	Germany	U.S.	Costa Rica
Foundation	2017	2017	1990	2012	1991
Teams	8	16	12	10	10
Number of Divisions	1	1	2	1	1
Avg. Attendance	No Data	26678	1076	5558	200
Avg. Salary	No Data	\$500	No Data	\$13000	No Data

The following table shows their male counterparts

Table 6. Men's football in the world

	Panama	Mexico	Germany	U.S.	Costa Rica
Foundation	1988	1943	1963	1988	1921
Teams	10	18	18	22	12
Number of Divisions	2	4	3	1	2
Avg. Attendance	527	23525	41514	19151	2700
Avg. Salary	No Data	No Data	\$2.2mil	\$316,777.33	\$1500

As we can see in the tables showed above, gender inequality is not a phenome exclusive of Costa Rica but something rooted in idiosyncrasy.

5.3. Limitations

Due the technological circumstances and the geographical locations the realization for the interviews were online conferences. Not having the opportunity to interview the subjects face-to-face could have been a factor to not find more information in regards their consideration of gender equality in Costa Rica

Some of the participants might have never experienced gender inequality which can limited their capacity to share or express how they really feel in regards the topic.

5.4. Recommendations

The findings in this research show that the gender inequality starts with an inexistent regulation in the law. Not having this regulated can cause legal gaps used as excuse to not provide the minimum circumstances to practice football. Stablising legislation about this practice should be priority to settle the basis of the real professionalization.

Idiosyncrasy against women practicing football in Costa Rica is deeply rooted due old cultural custom. The organizations

involve with women's football in Costa Rica should invest in awareness campaigns to promote football as a sport for everyone independently the gender.

Not having enough economic support and media support affects the development and growing of women's football in Costa Rica. Attracting sponsors and broadcasters can create better conditions and more promotion for the growing of women's football in Costa Rica.

Bibliography

Allen-Collinson, J. (2009). Sporting embodiment: sports studies and the (continuing) promise of phenomenology. *Qualitative Research in Sport and Exercise*, 1, 279-296.

Burchardt, T., Vizard, P. (2007) Definition of equality and framework for measurement: Final Recommendations of the Equalities Review Steering Group on Measurement

Congdon-Hohman, J., & Matheson, V. A. (2013). International women's soccer and gender inequality

Costa Rican work code. Article 4.

De Bosscher et al. (2006) De Bosscher, V., De Knop, P., Van Bottenburg, M., & Shibli, S. (2006). A conceptual framework for analysing sports policy factors leading to international sporting success. *European Sport Management Quarterly*, 6, 185–215.

Díaz Arias, David (2011). *Pequeños patriotas y ciudadanos: Infancia, nación y conmemoración de la independencia en Costa Rica, 1899-1932*.

http://resources.fifa.com/mm/document/affederation/footballgovernance/02/72/23/75/showdoc_es_spanish.pdf

<https://www.vitonica.com.mx/entrenamiento/igualdad-de-genero-en-el-deporte-el-equipo-nacional-femenil-de-futbol-de-estados-unidos-no-lo-piensa>

International Association of Physical Education and Sport for Girls and Women (2005). *Newsletter*. November.

<http://www.iapesgw.org/Newsletters/IAPESGW%20Newsletter%20December%202005.doc>

Kleiman S (2004) Phenomenology: to wonder and search for meanings. Pag. 7-19

Litterer, D. (2011) Women's soccer history: an overview

"La historia del Tri Femenil," Escrito por Sarah Patterson (2015), World Cup 2015, Soccer Politics Blog, Duke University, <http://sites.duke.edu/wcwp/world-cup-guides/world-cup-2015-guide/guia-para-la-copa-mundial-de-futbol-femenino-en-espanol/mexico/historia/>

Meisenbach, R. J. (2010). The female breadwinner: Phenomenological experience and gendered identity in work/family spaces. *Sex Roles*, 62, 2-19.

Munhall, P. L. (2007). *Nursing research: A qualitative perspective* (4th ed.). Sudbury, MA: Jones and Bartlett.

Osborne, A. (2013). Costa Rica and the "electric fence" mentality: Stunting women's socio-economic participation in the 21st

Century1. *Journal of International Women's Studies*, 14(3), 259-274.

Sports and Development Projects.
www.sportanddev.org/en/projects/index.htm

UN Women. Supporting gender mainstreaming. Concepts and definitions.

Villena Fiengo, Sergio (2006). *Globalización. Siete ensayos heréticos sobre fútbol, identidad y cultura*. San José: Ediciones Farben / Grupo Editorial Norma.

Annexes

Interview guide

The following interview is part of a research trying to determine the differences, challenges and opportunities of Costa Rican professional female football players Costa Rican. All the information provided will be used strictly for the purposes of the study and confidentiality is guaranteed.

1. Gender

Male

Female

2. Which age group do you belong to?

14-17 yrs

0yrs

24+yrs

21-23yrs

3. Are you a professional football player?

Yes

No

4. Do you think Men and Women have the same support to practice football in Costa Rica?

Yes

No

please go to 4-1.)

4-1. if no, can you mention 3 differences?

5. What was your motivation to decide to start practicing football as a sport? (Ex. economical purposes, admiration, improving health status, or comfort etc.)

6. What do you think is/was the most positive thing about playing football in Costa Rica?

7. What do you think is/was the most negative thing about playing football in Costa Rica?

8. What do you consider is necessary to overcome the existing gap between genders in football in Costa Rica?

