A Comparative Analysis of Motivational Factors and the Barriers Faced by Indian Women in Sports.

Rupkatha Chatterjee"1 and Shiny Raizada2*

1 Student, MBA, 2Assistant Professor, Symbiosis School of Sports Sciences, Symbiosis International (Deemed University), Pune, Maharashtra, India

*Corresponding author: shiny.raizada@ssss.edu.in (Raizada)

Abstract

Background: The objective of this research is to show the barriers that Indian women population face, and the motivational factors which provide them with the drive to break all the barriers and go ahead.

Methods: Primary data was collected from women belonging to 4 age groups covering 4 decades thus portraying the shift in a mental frame among the Indian population over the decades. Data was collected with the help of questionnaires, with 2 sections, one dealing with barriers and the other one pertaining to motivations. The women were classified into 4 age categories (in years) - (11-20), (21-30), (31-40), (41-50).

Conclusion: Comparative study between these age groups show if there has been a gradual transition of mindset in society over years or are we at a standstill. Comparative analysis was done by finding the mean score and performing Chi-Square and Kruskal-Wallis test. The research concludes from the studies that the barriers faced by women in the previous decades were much higher than today, thus indicating a change for the women athletic community.

Keywords: Barriers, Indian women, motivational factors, sports

How to cite this article: Chatterjee R, Raizada S (2020): A comparative analysis of motivational factors and the barriers faced by Indian women in sports, Ann Trop Med & Public Health; 23(S17): SP231745. DOI: http://doi.org/10.36295/ASRO.2020.231745

1. Introduction:

In the past decades, women's participation in sports was a negligible affair, as equality between both genders has been a problem since the dawn of time. Women have faced this inequality in every domain, including relationships, work, education, and sports. The male-dominated society barely gave women a considerable part in it. In the 20th century, a substantial change in the perspective of Indian society has been seen and a major movement towards gender equality has taken place. This has led to greater opportunities for women in most developing cities, whereas most places are yet to evidence these changes. There are a lot of social barriers like poverty, parental pressure, commonly held age-old beliefs etc. which govern a women’s life since childhood. Due to these reasons, the daughters of the family are held back from the outside world. The participation numbers of women differ from one state to another.

Gender discrimination not only reduces the amount of talent available in a specific field but also creates a pessimistic effect on its growth and enhancement.

For over a century, women have been fighting for equal rights with men. Though women have moved a long way in the journey towards equality, they are still judged and considered notable based on their physical appearance rather than their talents and achievements. Discrimination based on pay, opportunities, and status still largely exists in every domain. Some cities have quite some women taking up the sporting career whereas other places are a long way from that 1). These unfair beliefs and traditions embedded in the society and the age-old belief of gender biasness is one of the foremost reasons which has dawned and governed the life of many women2,12).

Studies have also revealed that American boys who are into sports are given more social status among friends, whereas women who play masculine sports are given less social status and not considered equal.  

The women have been under many taboos over years, participation of sports being one. In the past we have evidenced innumerable circumstances where women have not been given with equal rights as to that of men. The problem of this gender inequality has a serious impact on female performance on all levels of participation.  

But with the advancement of science and technology and acts like Title IX women have been empowered greatly thus beginning the war of equal rights and gender equity in each and every sphere. Title IX was primarily introduced to provide equal educational rights to both genders, but later was a pillar to increase the women participation in sports.  

Women in the early days were scarcely seen participating in sports or any kind of physical activity, due to the deep-rooted belief of women being weaker than men, and sport being exclusively for the stronger community. But with changing times women have walked out of the closet and shown to the world that sport can be for both the genders, and women can excel in this field too. With the noticeable increase in the number of women walking out of their shell, the participation number has gone up widely.  

Physical activities have a very beneficial effect on a women’s health, including pregnancy, childbirth, osteoporosis, back pain and menstrual problems. Women who are the future mothers of the society become more upgraded and maintain better health. Physical activities help people to break loose from everyday stress and pressure. It provides more physical and mental stability thus making productive and pragmatic. To get over with these kinds of barriers and beliefs the changes and rectifications should be made right from childhood and from the schools. This would lead to a revolutionary change with time.  

Thus, the objective of this research paper is to bring out the most significant barriers that women have faced over the few decades lately, and the major motivational factors that drove them to overcome those barriers and continue the sport they had chosen. Motivation can be of various dimensions and affect human behaviour, thus a comprehensive study is very necessary. Motivation to participate in sports differs from person to person, a thorough study can portray the kind of motivation responsible to push an individual forward for participation in sports. A person who participates for the experience of the sport, will participate further to experience different stimulations from the sport, like enjoyment, excitement etc. As the level of competition increases for an athlete a slight shift from intrinsic to extrinsic motivation is noticed.  

This study is unique as no previous comparative study has been performed. The study is of great significance to the sporting fraternity as it will open eyes of people as to how to deal with the females so that they do not fall out due to the forces pulling them backward by the stereotypes. Thus, leading to better stratification of the society and the sporting authorities so that more women can participate, perform and take the bar to the next level.  

2. Material & methods:  
The Statistical Population where women from India from the age of 11 to 50 who have been engaged in some specific sports.  
Selection of variables:  
- Public outlook  
- Family outlook  
- Organizers/Peers/Media/Coaches  
- Economical Aspect  
- Socio-Cultural Impact  
- Sexual Exploitation  
- Amotivation  
- External Regulation  
- Introjected Regulation

Annals of Tropical Medicine & Public Health  
http://doi.org/10.36295/ASRO.2020.231745
Identified Regulation
Integrate Regulation
Intrinsic Regulation

A questionnaire was circulated among 200 women athletes. 128 responses were received for the study. The response rate was 64% and the sampling technique used to select the population was Purposive sampling. The data was divided into 4 groups on the basis of age 11-20 (years), 21-30 (years), 31-40 (years) and 41-50 (years). This division was done to understand the changes in the attitude and mindset of people towards sports over a period of 4 decades.

The questionnaire used had 2 dedicated sections, the first section included barriers faced by women (number of questions: 27) and second section enlisted the motivational factors for participation in sports. (Number of questions: 24).

The 2 Standardized questionnaires were - DFAPS developed by Roy John V (2011) with a reliability co-efficient is 0.90, and Sport motivation scale-6 developed by Clifford Malletta, Masato Kawabataa, Peter Newcomb, Andre’s Otero-Foreroa Susan Jacksona (2007).

A mean score from each age group was derived on the basis of specific criterions.

A comparative analysis between the age groups was done in SPSS. Chi square and Kruskal Wallis test was performed.

3. Results and Discussion:

The tables show a comparative analysis of the 4 groups on the different variables we have considered:

<table>
<thead>
<tr>
<th>FACTORS</th>
<th>AGE CATEGORIES</th>
<th>YES</th>
<th>NO</th>
<th>TOTAL</th>
<th>CHI SQUARE VALUE</th>
</tr>
</thead>
<tbody>
<tr>
<td>PUBLIC OUTLOOK</td>
<td>11-20</td>
<td>27</td>
<td>18</td>
<td>45</td>
<td></td>
</tr>
<tr>
<td></td>
<td>21-30</td>
<td>31</td>
<td>12</td>
<td>43</td>
<td>10.520</td>
</tr>
<tr>
<td></td>
<td>31-40</td>
<td>15</td>
<td>2</td>
<td>17</td>
<td></td>
</tr>
<tr>
<td></td>
<td>41-50</td>
<td>13</td>
<td>1</td>
<td>19</td>
<td></td>
</tr>
<tr>
<td>FAMILY OUTLOOK</td>
<td>11-20</td>
<td>23</td>
<td>22</td>
<td>45</td>
<td>23.591</td>
</tr>
<tr>
<td></td>
<td>21-30</td>
<td>11</td>
<td>32</td>
<td>43</td>
<td></td>
</tr>
<tr>
<td></td>
<td>31-40</td>
<td>11</td>
<td>6</td>
<td>17</td>
<td></td>
</tr>
<tr>
<td></td>
<td>41-50</td>
<td>17</td>
<td>2</td>
<td>19</td>
<td></td>
</tr>
<tr>
<td>ORGANIZERS PRESS/MEDIA/COACHES</td>
<td>11-20</td>
<td>25</td>
<td>20</td>
<td>45</td>
<td>8.961</td>
</tr>
<tr>
<td></td>
<td>21-30</td>
<td>28</td>
<td>15</td>
<td>43</td>
<td></td>
</tr>
<tr>
<td></td>
<td>31-40</td>
<td>14</td>
<td>3</td>
<td>17</td>
<td></td>
</tr>
<tr>
<td></td>
<td>41-50</td>
<td>17</td>
<td>2</td>
<td>19</td>
<td></td>
</tr>
<tr>
<td>ECONOMICAL ASPECT</td>
<td>11-20</td>
<td>30</td>
<td>15</td>
<td>45</td>
<td>4.485</td>
</tr>
<tr>
<td></td>
<td>21-30</td>
<td>32</td>
<td>11</td>
<td>43</td>
<td></td>
</tr>
<tr>
<td></td>
<td>31-40</td>
<td>15</td>
<td>03</td>
<td>18</td>
<td></td>
</tr>
<tr>
<td></td>
<td>41-50</td>
<td>17</td>
<td>2</td>
<td>19</td>
<td></td>
</tr>
<tr>
<td>SOCIO-CULTURAL</td>
<td>11-20</td>
<td>24</td>
<td>21</td>
<td>45</td>
<td>12.408</td>
</tr>
<tr>
<td></td>
<td>21-30</td>
<td>28</td>
<td>15</td>
<td>43</td>
<td></td>
</tr>
</tbody>
</table>

Public Outlook: The calculated Chi square value is 10.520. As, the calculated value is greater than the tabulated value, it can be concluded that there is a significant difference in opinion of athletes on public outlook from different age groups. Also, the Phi and Cramer’s V value (0.291) depicted that there was a moderately strong association between the variables.

Family outlook: The calculated Chi square value is 23.591. As, the calculated value is greater than the tabulated value, it can be concluded that there is a significant difference in opinion of athletes on attitude of the family different age groups. Also, the Phi and Cramer’s V value (0.436) depicted that there was a very strong association between the variables.

Organizers/coaches/press/media: The calculated Chi square value is 8.961. As, the calculated value is greater than the tabulated value, it can be concluded that there is a significant difference in opinion of athletes on the attitude of organizers/coaches/press/media from different age groups. Also, the Phi and Cramer’s V value (0.269) depicted that there was a moderately strong association between the variables.

Economical Aspects: The calculated Chi square value is 4.485. As, the calculated value is lesser than the tabulated value, it can be concluded that there is a significant difference in the economical aspect of athlete in all the 4 groups. Also, the Phi and Cramer’s V value (0.189) also depicted that there was a weak association between the variables.

Socio-cultural aspect: The calculated Chi square value is 10.520. As, the calculated value is greater than the tabulated value, it can be concluded that there is a significant difference in opinion of athletes on the social-cultural barriers from different age groups. Also, the Phi and Cramer’s V value (0.316) depicted that there was a strong association between the variables.

Sexual Exploitation: The calculated Chi square value was 16.838. As, the calculated value is greater than the tabulated value, it can be concluded that there is a significant difference in opinions from different age groups. Also, the Phi and Cramer’s V value (0.376) depicted that there was a strong association between the variables.

**Table 2. Mean and SD of Motivational Factors**

<table>
<thead>
<tr>
<th>FACTORS</th>
<th>AGE CATEGORIES</th>
<th>11-20</th>
<th>21-30</th>
<th>31-40</th>
<th>41-50</th>
</tr>
</thead>
<tbody>
<tr>
<td>AMOTIVATION</td>
<td>Mean</td>
<td>2.6667</td>
<td>3.0523</td>
<td>2.63254</td>
<td>3.9079</td>
</tr>
<tr>
<td></td>
<td>S.D.</td>
<td>1.42920</td>
<td>1.42841</td>
<td>0.68532</td>
<td>0.99726</td>
</tr>
<tr>
<td>EXTERNAL REGULATION</td>
<td>Mean</td>
<td>4.3722</td>
<td>4.4186</td>
<td>4.4706</td>
<td>4.8026</td>
</tr>
<tr>
<td></td>
<td>S.D.</td>
<td>1.53706</td>
<td>1.42127</td>
<td>0.87447</td>
<td>0.49003</td>
</tr>
<tr>
<td>INTROJECTED REGULATION</td>
<td>Mean</td>
<td>5.3167</td>
<td>5.5349</td>
<td>5.7500</td>
<td>4.9211</td>
</tr>
<tr>
<td></td>
<td>S.D.</td>
<td>1.22405</td>
<td>1.05585</td>
<td>0.67892</td>
<td>0.67213</td>
</tr>
</tbody>
</table>
Table 2 shows the Standard deviation and Mean of all the factors on a scale of 7 for all the 4 age groups.

**Table 3. Kruskal Wallis Test Statistics**

<table>
<thead>
<tr>
<th>Chi-Square</th>
<th>Amotivation (Sig. Value)</th>
<th>External Regulation</th>
<th>Introjected Regulation (Sig. Value)</th>
<th>Identified Regulation (Sig. Value)</th>
<th>Integrated Regulation</th>
<th>Intrinsic Motivation (Sig. Value)</th>
</tr>
</thead>
<tbody>
<tr>
<td>13.683</td>
<td>.003</td>
<td>.589</td>
<td>.049</td>
<td>.004</td>
<td>.695</td>
<td>.457</td>
</tr>
</tbody>
</table>

Table 3 shows that a significant difference has been observed between the age groups and their motivational factors on 3 forms of motivation from the SMS scale, the factors being Amotivation,Introjected Regulation and Identified Regulation.

**Table 4. Test Statistics between Age categories**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Amotivation (Sig. Value)</th>
<th>Introjected Regulation (Sig. Value)</th>
<th>Identified Regulation (Sig. Value)</th>
</tr>
</thead>
<tbody>
<tr>
<td>11-20 &amp; 31-40</td>
<td>.606</td>
<td>.186</td>
<td>.007</td>
</tr>
<tr>
<td>11-20 &amp; 41-50</td>
<td>.001</td>
<td>.072</td>
<td>.074</td>
</tr>
<tr>
<td>21-30 &amp; 31-40</td>
<td>.443</td>
<td>.415</td>
<td>.002</td>
</tr>
<tr>
<td>21-30 &amp; 41-50</td>
<td>.018</td>
<td>.045</td>
<td>.023</td>
</tr>
<tr>
<td>31-40 &amp; 41-50</td>
<td>.001</td>
<td>.002</td>
<td>.257</td>
</tr>
</tbody>
</table>

Table 4 shows significant differences were found in Identified Regulation category between the age group of 11-20 and 31-40. It was seen to be higher in the age category 11-20. There is a significant difference in Amotivation category between age groups 11-20 and 41-50. The age group 41-50 indefinitely showed a higher coefficient of amotivation. It also portrays a significant difference between age categories 21-30 and 31-40 in the form of Identified Regulation. The age categories 21-30 and 41-50 have significant differences in all three forms, Amotivation, Identified Regulation and Introjected Regulation. Significant differences were also found between the age groups 31-40 and 41-50 in the Amotivation andIntrojected regulation sector.

**Barriers**

Data collected from 122 women around the country engaged in different sports over different time spans show that with the advancement of time a slight change is seen in the different barriers faced. And statistics over this period of time has shown a relative increase in the number of women participating in sports due to this decrease in the barriers.

Data collected from 4 generations is showing a gradual change in the way sports for women is accepted in the sporting fraternity.

Public Outlook: It is a common outlook of the society that women are more suited to feminine tasks rather than go out of the house and play. A major percent of the society looks at women as the house maker. Daughters are asked to focus on studies and household whereas, the son is allowed to play around. Though a few players get support from their family, most are not given the backup that they require \( (14) \). The results have shown that a relative decrease of this attitude has been seen over the 4 decades. Also, the participation of women from ethnic groups are much lesser than men when compared to the other communities of the entire population \( (9) \). The women who started sports in the late 1980’s and early 1990’s have faced greater humiliation and backward pull for the society as compared to the girls who started sports in the late 2000’s. This proves that women sports are being accepted more among the culture. Studies have shown that three fourth of female participating in sports are discouraged or shown disrespect by their peers and siblings \( (15) \). The most frequent ones being brothers (at 45\%), male friends (at 54\%), sisters (at 34\%) and female friends (at 38\%) \( (3) \).

Family Outlook: A huge and drastic change is seen in the results of how the family attitude has changed. The smaller number of women in elite sports was mainly due to the fact that most women were stopped at their homes even before they could go ahead to explore the sport. The history has evidenced insignificant number of women in Indian sports mainly because most of the potential women athletes were probably stopped at the domestic level. Women are considered to have an evitable duty of looking after the household and children as a part of their daily chore, which lead to much less leisure time left for them as compared to men. This amount of household work also tends to make them reluctant to engage and commit to any other kind of physical activity \( (3) \).

The average score given by sportswomen in the 1980’s show that they were highly affected and drawn aback by their own family, which has in turn taken a lot of opportunities away from them. Whereas the sportswomen in the 2000’s are seen to have a very low average score in this sphere. This means that the family support towards women to go ahead and participate in various sports has increased to a great level. With increase in sports in every school irrespective of the gender, has brought about a major change in this perspective. The educational institutions play a huge role in reforming the outlook of every family thus modifying the perspective and attitude of the society as a whole. Studies show that as the level of education increases the percentage of population participating in sports also increases \( (10,18) \).

Organizers/Press/Media/Coaches: It is very well known that the media has an extreme role in influencing the thought process of the society. As women as a minority in this sports sector, they are barely represented by the media. The society look up to men for a role model, not knowing there are similar women who can become the role model of the society. A study \( (9) \) shows that the average coverage that media provides to women is only 4\%. The media thereby plays a very vicious role in informing and changing the opinion of people towards women sports. Results for the study show that women were given negligible amount of coverage in the previous days, though the coverage has increased over decades but it is a long way away from equal coverage to both men and women. Though our country has a lot of leading sports women, the media fails to reach them out to this population. A significant difference in the attitude of coaches and organizers can also been seen in this study. The attitude of coaches in encouraging men and women is different. Men are pushed harder to perform by coaches, official and organizers as compared to women. Though changes are being noticed yet women are under-treated and provided lower incentives when compared to the other gender. Gender marking has been a problem in India for a long time which means that the visual and \( (3) \). Women not only face problems as athletes but also as sports officials. Women are mostly not put into leadership position as sports is considered a masculine feature and operate on these norms only \( (3) \). Use of press releases and local media for women sports can give them media; coverage which will inspire and motivate other girls and women to dive further into sports \( (9) \).

Economical aspects: This has been a recurrent problem over the decades. The mean score shows that there has been not much change in this aspect. Men have dominated in this aspect since always. The questionnaire dealt with incentives, remuneration and allowances provided to women...
as compared to men. And it is seen that men have always been put in the forefront. Even sponsorships provided to women are much lesser in number and of much lower bid. Sports organizations at community level have much less sponsorships for women from small business as women sports have an insignificant support base (9,13). This is also directly affecting the aspiring women’s because if their efforts and hard work are not incentivized it takes a toll on their morale. Economic conditions also affect the performance of the athlete. Lack of proper economical support from sponsors and authorities gives them limited or no access to advanced technologies and kit.

Socio-cultural aspects: Sports has always been the male dominated culture. Women as specially kept off the sports culture because women into sports are considered less feminine or unfeminine by the society. It was also seen that till independence women were not allowed to visit sporting arenas or fields as it was considered taboo on cultural norms (1). A high score of this barrier is seen for the previous decades. The sexist assumption and behavior of people in the organization are a major drawback for the women fraternity in sports. Lack of proper guidance and motivation, reduced self-esteem affect the participation of women in sports. Socio-cultural barrier has been listed the highest in the older generation showing that the attitude of the society and culture around them as the most vital setback during those times. Though the institutions include women in certain posts, yet these women have to fit the model of the men leaders which include being well behaved, well educated, not having young children, etc. which ensures masculine dominance and limited women participation (3,11).

But also, a slow but gradual decrease in the average mean score shows that the society is undergoing a change in the mindset that they hold. The culture related to women sports is changing and the society is accepting the change. Increase in recognition of women sports-person and including women role models in the education system has led to major changes. Providing women higher posts and authorities in clubs and institutions is the face of striving for equality.

Sexual exploitation: One of the major concerns and heated topic of today’s society is also a major reason for girls to dropout of sports. Women undergo sexual harassment and abuse from coaches and colleagues at different stages which ultimately leads to drop out from professional sporting culture. The study shows that sexual exploitation was faced by most athletes who have struggled to succeed and stay into professional sports in the older decades. Sexual exploitation mainly arises due to weak organizational control, fear of being accused, vulnerability and low self-esteem of players. But with rising voices of women, considerable coverage of media, increase of women population in sports and empowerment of women, sexual exploitation has reduced but not completely been removed. Powerful women athletes are rendered lesbians, most of the times just to disempower and criticize them. This creates a negative impact on the thought of being a female athlete, thereby affecting the participation numbers of the women athletes (5). Being highly ambitious in professional sports still put women to this condition. But the taboo is slowly being uncovered with women being less objectified and being provided with the due respect irrespective of their gender.

Results show that in the age category of (41-50) the percentage of positive response to sexual exploitation is 57.89%, whereas the percentage of positive responses in the age group (11-20) is 13.33%. This shows a huge reduction in the sexual exploitation of women in the recent generations. One of the possible reasons for this huge difference can be that the later age group has still not been exposed completely to the realities of life. Others reasons include the extra care and security that women athletes are given to prevent such exploitations, change of norms and rising awareness and voices of women in the society.

Motivation

The pioneers of barriers shown in our collected data requires a mammoth amount of motivation to overcome them. The motivation to achieve differs from person to person. Knowing and differentiating between the kinds of motivation is important as intrinsic and extrinsic motivation yield different results. For a women athlete to participate and achieve
results in professional sport requires a deliberate amount of training and motivation over a long span of time. Compassion and drive are the key answer to excel. There are tons of reasons externally to pull an individual down. This leads to mental blockages and imaginary barriers that prevents the athlete from trying harder. This is when an intrinsically motivated athlete can break forward with the sheer pleasure of competence and experience to learn. Extrinsically motivated athletes on the other hand look for rewards to motivate themselves or work harder to avoid the fear, shame and guilt of losing. Women are seen to be highly driven by intrinsic motivation, which is harder to break down. Mean score show that a significant number of women have participated in sports because of the values that get inculcated into them or due to the assimilated reasons they get after self-examination.

This extrinsic form of motivation was higher in the younger group (11-20) because of the reformation of educational system which has now inculcated sports as a necessary and valuable part. As the students with time are noticing more female role models in the field of sports, they feel a sense of value in this field which drives them to participate and flourish. It is very clear and self-evident that the barriers faced by the later generation (41-50) was much higher than that of (11-20) age group. Amotivation, which is unwillingness to participate in sports is bound to be higher as they had a lot of reasons to pull them back and give up. Whereas when compared to the younger group they have a lot of support from their family and educational institutes. This provides them with a lot more motivation and compassion to move ahead go ahead with sports. The (21-30) category has a higher coefficient of Identified Regulation form of motivation than their immediate next generation showing that a drastic and measurable change between these two generations. The younger generation has seen and perceived more facilities and role model thus pushing them harder and incorporating sports in their life as a valuable activity. Amotivation or the hesitation and reluctance to participate was more in the older group (41-50). This as discussed previously is largely due to the barriers and hurdles faced by this category. Women during this period where still living in a more orthodox culture which held them back from pursuing and continuing in the sphere of sports. Whereas, the fact that the category (21-30) showed a higher coefficient of Identified regulation shows a shift that now sports is valued and seen as an important part of the society. The category (21-30) also showed a higher category of introjected regulation. This means that they pursue and continue sports to maintain their pride and status. Many, also continue sports and excel as fear to lose. This is also an introjected form of Regulation (Extrinsic Motivation) and was seen higher in the age category (21-30). The two categories ((31-40) and (41-50)) though very close to one another, yet shows a difference was mainly due to the culture being built in the society. Introjected regulation is higher in the former group as women who were into sports feared loss or the feeling of guilt to not continue the sport. This would drive them further and keep them motivated to take sports professionally. The factor amotivation was seen to be highest in the group (41-50), as reluctance and unwillingness to participate is directly proportional to the amount of barriers face by the category.

4. Conclusion:

The objective of this research paper is to bring out the most significant barriers that women have faced over the few decades lately, and the major motivational factors that drove them to overcome those barriers and continue the sport they had chosen. Our study reveals that as the barriers in various spheres for women in sports is decreasing, a noticeable increase in participation of women at professional level is being seen.

Studies have shown, women participation in the 25th National games (1979) was only 36%. This number was increased to 43% in the 34th National Games (1). Though it is a slow process, but women with time are proving themselves in this sphere too. Sports is no more restricted as a masculine thing. Researches from different times have also proved that having a balanced number of both genders in an organization gives rise to a healthier workplace (3). Also, data from National Sports Origination suggests that participation of women has increased to a great extent over the past two decades evidenced by the number of increasing women’s league around the globe (16). Participation of women has brought about major changes in the face of our orthodox society and helping them gain new skills,
increase self-confidence and become independent in life. Coeducation has been a crucial step to bridge the gap between the two genders and bring equality between the two. Our studies have also shown that the number of barriers faced by a woman is directly relate to their motivation or mental strength. As the barriers are being vanquished, new records are being set and new role models established for the upcoming generations to tread of these heels for a better society and nation.

**Ethical Clearance:** Not applicable

**Source of Funding:** Self-funded

**Conflict of Interest:** There is no conflict of interest among the authors.

**References:**


**http://doi.org/10.36295/ASRO.2020.231745**