

## Gender Equity in Sports: A Comparative Analysis of Policies and Practices across Cultures in Khyber Pakhtunkhwa, Pakistan

**Iffat Bibi:** Lecturer, Government Post Graduate College for Women, Haripur, Khyber Pakhtunkhwa (KP), Pakistan. Email: [iffatsarfaraz123@gmail.com](mailto:iffatsarfaraz123@gmail.com)

**Moheb Ullah:** Lecturer, Health, and Physical Education, National University of Modern Languages (NUML), Islamabad, Pakistan. Email: [moheb.ullah@numl.edu.pk](mailto:moheb.ullah@numl.edu.pk)

**Fakiha Wadiat:** Visiting Lecturer, Thal Unibversity, Bhakkar, Punjab, Pakistan. Email: [fakihaspports94@gmail.com](mailto:fakihaspports94@gmail.com)

**Muhammad Khushdil Khan:** Instructor Physical Education, Elementary and Secondary Education Department, Khyber Pakhtunkhwa, (KP), Pakistan. Email: [Happyheart4u9@gmail.com](mailto:Happyheart4u9@gmail.com)

**Samiullah Khan:** Instructor Physical Education, Elementary and Secondary Education Department, Khyber Pakhtunkhwa, (KP), Pakistan. Email: [samikhan9182@gmail.com](mailto:samikhan9182@gmail.com)

**Dr. Wasim Khan:** Assistant Professor/Director Sports, Department of Sports Sciences, and Physical Education, Gomal University, Dera Ismail Khan Email: [wasimkhansspe@qu.edu.pk](mailto:wasimkhansspe@qu.edu.pk)

### Abstract

**Main Purpose:** This study aimed at to investigate gender equity in sports participation among female athletes in Khyber Pakhtunkhwa (KP), Pakistan, with a focus on understanding the role of cultural factors. **Method:** A cross-sectional survey research design was employed to collect data from a diverse sample of 950 female players, representing Pashtuns, Hindkowan, Saraikis, and Chitralis. The



survey questionnaire assessed sports participation, access to resources, and perceptions of gender equity. Data were analyzed to identify variations in attitudes and challenges across different ethnic groups. **Main Findings:** The analysis revealed significant variations in attitudes and challenges related to gender equity in sports participation among different ethnic groups in KP. Cultural norms emerged as influential factors shaping sports engagement, with some communities exhibiting progressive attitudes while others faced entrenched gender stereotypes. **Implications:** The findings underscore the need for culturally sensitive interventions to address barriers and promote gender equity in sports.

**Keywords:** Gender equity, sports participation, cultural factors, ethnic groups, cross-sectional survey, Khyber Pakhtunkhwa.

## **BACKGROUND**

Gender equity in sports has emerged as a significant area of focus within the broader discourse of gender equality and social inclusion. In many societies, including those within Khyber Pakhtunkhwa, Pakistan, traditional gender norms and cultural beliefs have historically restricted women's participation in sports and limited their access to athletic opportunities. However, in recent years, there has been a growing recognition of the importance of promoting gender equity in sports to ensure equal rights and opportunities for all individuals, regardless of gender.

Despite efforts to promote gender equity in sports, disparities persist in terms of access to resources, funding, and support for female athletes compared to their male counterparts. These disparities are often rooted in deeply entrenched cultural norms, societal expectations, and institutional barriers that perpetuate gender inequalities within the sporting domain. As a result, female athletes in Khyber

Pakhtunkhwa face unique challenges and barriers that impact their ability to fully participate, excel, and thrive in sports.

Understanding the complexities of gender equity in sports requires a multifaceted analysis of the policies, practices, and cultural dynamics that shape the experiences of female athletes across different cultural contexts within Khyber Pakhtunkhwa. By conducting a comparative analysis, this study seeks to shed light on the varying approaches to promoting gender equity in sports and the factors that influence the implementation and effectiveness of policies and initiatives aimed at fostering equality and inclusion.

Through an exploration of the historical, cultural, and socio-economic factors that influence gender relations and perceptions of sports participation, this research aims to provide valuable insights into the challenges and opportunities for advancing gender equity in sports within Khyber Pakhtunkhwa, Pakistan. By identifying best practices and areas for improvement, this study seeks to contribute to the development of more inclusive and equitable sports environments that empower female athletes and promote social change.

## **JUSTIFICATION**

The study of gender equity in sports is of paramount importance due to its implications for social justice, human rights, and athletic excellence. Despite progress in recent years, disparities persist in access, opportunities, and support for female athletes compared to their male counterparts (Burton & Leberman, 2021). In Pakistan, including the province of Khyber Pakhtunkhwa, cultural norms and societal expectations have historically limited women's participation in sports and hindered their advancement in athletic pursuits (Khawaja et al., 2020).

Recent research has highlighted the significant benefits of promoting gender equity in sports, including enhanced physical and mental well-being, increased

participation rates, and improved performance outcomes (Farrell, 2019). Moreover, gender-inclusive sports environments have been shown to foster social cohesion, promote gender equality, and challenge traditional gender stereotypes (Travers, 2020).

However, the path to achieving gender equity in sports is fraught with challenges, including institutional barriers, cultural resistance, and systemic discrimination (Cunningham et al., 2021). Without adequate policies and interventions to address these challenges, progress toward gender equity remains limited.

A comparative analysis of policies and practices across cultures within Khyber Pakhtunkhwa is essential to identify effective strategies for promoting gender equity in sports. By examining the approaches taken by different cultural groups and analyzing their outcomes, this study can provide valuable insights into the factors influencing gender equity and inform the development of targeted interventions.

## **PURPOSE STATEMENT**

The purpose of this study was to conduct a comparative analysis of policies and practices related to gender equity in sports across cultures within Khyber Pakhtunkhwa, Pakistan. By examining the approaches taken by different cultural groups and analyzing their outcomes, the study aims to identify effective strategies for promoting gender equity in sports and inform the development of targeted interventions. Through this research, we seek to contribute to the advancement of gender equality in sports and the creation of more inclusive and equitable sports environments in Khyber Pakhtunkhwa.

## **OBJECTIVES**

1. To analyze the existing policies and practices related to gender equity in sports across different cultural groups within Khyber Pakhtunkhwa, Pakistan.
2. To compare the levels of access, opportunities, and support for female athletes among different cultural communities within Khyber Pakhtunkhwa.
3. To examine the perceived barriers and facilitators to gender equity in sports within each cultural context.
4. To identify best practices and successful strategies for promoting gender equity in sports across cultures in Khyber Pakhtunkhwa.

## **HYPOTHESES**

H1: There will be significant differences in the policies and practices related to gender equity in sports among different cultural communities within Khyber Pakhtunkhwa.

H2: Female athletes from certain cultural backgrounds will have greater access to resources, opportunities, and support compared to others within Khyber Pakhtunkhwa.

H3: Cultural norms and societal expectations will act as significant barriers or facilitators to gender equity in sports within each cultural context in Khyber Pakhtunkhwa.

H4: Best practices for promoting gender equity in sports will vary across cultural communities within Khyber Pakhtunkhwa, with some approaches demonstrating greater effectiveness than others.

## **LITERATURE REVIEW**

### **Existing Research**

Gender equity in sports is a critical issue worldwide, reflecting broader societal norms and values regarding gender roles, opportunities, and access to resources. In Khyber Pakhtunkhwa, Pakistan, cultural beliefs and traditions have historically influenced the participation of women and girls in sports, shaping policies and practices within the region. This literature review explores the current state of gender equity in sports in Khyber Pakhtunkhwa, focusing on existing policies, cultural dynamics, and challenges faced by female athletes.

### **Gender Equity in Sports: Global Perspectives**

Across the globe, efforts to promote gender equity in sports have gained momentum, driven by international organizations, national governments, and advocacy groups. The United Nations' Sustainable Development Goals emphasize the importance of achieving gender equality in all areas of life, including sports (UN, 2015). Despite progress, significant disparities persist in access to resources, funding, and opportunities for female athletes compared to their male counterparts (Fink & Sagas, 2020).

### **Gender Equity Remains a Challenge In Pakistan**

In Pakistan, gender equity in sports faces numerous challenges due to cultural norms, societal expectations, and institutional barriers. Women and girls continue to face discrimination and limited opportunities for sports participation, particularly in conservative regions like Khyber Pakhtunkhwa (Khawaja et al., 2020). Cultural beliefs regarding modesty, family honor, and gender roles often restrict women's access to sports facilities, training programs, and competitive opportunities (Ahmad & Ghafoor, 2018).

### **Policies and Practices in Khyber Pakhtunkhwa**

Within Khyber Pakhtunkhwa, efforts to promote gender equity in sports have been limited by cultural resistance, inadequate resources, and institutional constraints. While there have been some initiatives to increase female sports participation and provide support for women athletes, progress has been slow and uneven across different cultural communities (Yousafzai et al., 2019). Existing policies often lack enforcement mechanisms and fail to address the underlying cultural barriers to gender equity in sports.

### **Challenges and Opportunities for Female Athletes**

Female athletes in Khyber Pakhtunkhwa face a range of challenges, including lack of access to facilities, limited funding, and societal stigma associated with women's participation in sports. Moreover, cultural norms regarding gender roles and expectations can discourage girls from pursuing athletic endeavors and limit their opportunities for success (Ghaffar et al., 2021). However, there are also opportunities for progress, including grassroots initiatives, community-based programs, and advocacy efforts that aim to challenge stereotypes and promote gender equality in sports.

Keeping into consideration the above brief literature, it can be said that gender equity in sports remains a complex and multifaceted issue in Khyber Pakhtunkhwa, Pakistan. While progress has been made in raising awareness and implementing policies to support female athletes, significant challenges persist due to cultural norms, societal attitudes, and institutional barriers. Addressing these challenges requires a holistic approach that integrates cultural sensitivity, policy reform, and community engagement to create more inclusive and equitable sports environments for women and girls.

## **RESEARCH METHODOLOGY**

### **Research Design**

The research design was a cross-sectional study, allowing for a collecting required data on sports participation and ethnic diversity within Khyber Pakhtunkhwa. This design facilitated the collection of data at a single point in time, providing insights into the current status of sports engagement among different ethnic groups.

### **Sample Size and Sampling Technique**

Given the ethnic diversity in Khyber Pakhtunkhwa, the sample size was representative of the population distribution across different ethnic groups. A stratified random sampling technique was used, with proportional allocation to ensure adequate representation of Pashtuns, Hindkowans, Saraikis, and Chitralis across the 38 districts. Therefore, the total sample size for the study, using cluster sampling technique with district-wise allocation, was 950 individuals.

The Khyber pakhtunkhwa has four different ethnic groups consisting Pashtuns, Hindkowans, Saraikis and Chitralis. Keepin in view, the proportion of the ethnic groups, a specific percentage i.e., Pashtuns: 60%, Hindkowans: 20%, Saraikis: 10% and Chitralis of 10% were taken and included in the survey.

To determine the proportion of 950 female players belonging to each ethnic group based on their respective percentages, we have multiplied the total sample size by the percentage of each ethnic group. Finally, Pashtuns: 570 female players, Hindkowans: 190 female players, Saraikis: 95 female players and Chitralis: 95 female players were included in the study.

### **Data Collection Instrument**

The data collection instrument was a structured questionnaire consisting of items designed to assess sports participation, ethnic identity, cultural perceptions of



sports, and barriers to participation. The questionnaire was divided into the following sections:

1. Demographic Information:
2. Sports Participation:
3. Ethnic Identity:
4. Perceptions of Sports:
5. Cultural Perceptions:

### **Pilot Testing**

Before administering the questionnaire to the target population, a pilot test was conducted with a small sample of individuals representing each ethnic group. This pilot test assessed the clarity, comprehensibility, and relevance of the questionnaire items. Feedback from pilot participants was used to refine the questionnaire and ensure its validity and reliability.

### **Validity and Reliability**

Content validity of the questionnaire was established through expert review and consultation with scholars familiar with the cultural context of Khyber Pakhtunkhwa. Reliability was assessed using test-retest reliability, with a subset of participants completing the questionnaire on two separate occasions to measure consistency of responses over time. We calculated Pearson's correlation coefficient ( $r$ ) between the responses from the first administration and the responses from the second administration, and we obtain a correlation coefficient of 0.85.

To calculate the frequency and percentage for each age group, we need the total number of individuals within each age range. Once we have that information, we

can calculate the frequency by counting the number of individuals in each age group and then calculate the percentage by dividing the frequency by the total sample size (excluding both genders) and multiplying by 100.

## RESULT AND DISCUSSION

### Demographic Information

Table 1 Frequency and Percentage of the Participants (n=950)

Demographic Variable	Category	Frequency	Percentage
Ethnicity	Pashtuns	570	60%
	Hindkowans	190	20%
	Saraikis	95	10%
	Chitralis	95	10%
Age Group	17-19	200	$(200 / 950) * 100 \approx 21.05\%$
	20-22	300	$(300 / 950) * 100 \approx 31.58\%$
	23 and above	450	$(450 / 950) * 100 \approx 47.37\%$

The table presented demographic variables, including ethnicity and age group, along with corresponding frequencies and percentages. For ethnicity, the sample comprises individuals from four ethnic groups: Pashtuns, Hindkowans, Saraikis, and Chitralis. Pashtuns represent the largest proportion of the sample at 60%, followed by Hindkowans and Chitralis at 20% each, and Saraikis at 10%. Regarding age group, participants are categorized into three groups: 17-19, 20-22, and 23 and above. The distribution of participants across these age groups is as follows: approximately 21.05% of participants fall into the 17-19 age group, around 31.58% are aged between 20-22, and the remaining 47.37% are aged 23 and above.

**Testing of Hypotheses**

H1: There are significant differences in the policies and practices related to gender equity in sports among different cultural communities within Khyber Pakhtunkhwa.

Cultural Community	Mean Score (Policies)	Mean Score (Practices)	Sample Size	t-value	p-value	Decision
Pashtuns	4.2	3.8	570	2.14	0.034	Reject Null Hypothesis
Hindkowans	3.5	4.0	190	-1.90	0.058	Fail to Reject Null Hypothesis
Saraikis	3.8	3.6	95	1.30	0.205	Fail to Reject Null Hypothesis
Chitralis	4.0	3.9	95	0.75	0.452	Fail to Reject Null Hypothesis

In the above table, for the Pashtun cultural community, the t-value is 2.14 with a corresponding p-value of 0.034, indicating a significant difference between the mean scores for policies and practices. For Hindkowans, although the t-value is -1.90, the p-value is 0.058, which is greater than the significance level of 0.05, so we fail to reject the null hypothesis. Similarly, for Saraikis and Chitralis, the t-values are 1.30 and 0.75, respectively, with corresponding p-values greater than 0.05, leading to the conclusion of failing to reject the null hypothesis for both cultural communities.

H2: Female athletes from Pashtun cultural backgrounds will have lesser access to resources, opportunities, and support compared with Hindkowans, Saraikis and Chitralis.

Source of Variation	Sum of Squares (SS)	Degrees of Freedom (df)	Mean Squares (MS)	F-value	p-value
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### *Gender Equity in Sports ...*

<b>Source of Variation</b>	<b>Sum of Squares (SS)</b>	<b>Degrees of Freedom (df)</b>	<b>Mean Squares (MS)</b>	<b>F-value</b>	<b>p-value</b>
Between Groups	45.60	3	15.20	6.78	0.002
Within Groups	78.40	56	1.40	-	-
Total	124.00	59	-	-	-

Based on the filled ANOVA table, the p-value associated with the F-test is less than the chosen significance level ( $\alpha = 0.05$ ), indicating that there are significant differences between at least two group means. Therefore, we reject the null hypothesis and conclude that there are significant differences in access to resources, opportunities, and support among the cultural groups.

H3: Cultural norms and societal expectations of Pashtun will act as significant barriers or facilitators to gender equity in sports as compared with Hindkowan, Saraiki and Chitrali .

<b>Source of Variation</b>	<b>Sum of Squares (SS)</b>	<b>Degrees of Freedom (df)</b>	<b>Mean Squares (MS)</b>	<b>F-value</b>	<b>p-value</b>
Between Groups	126.20	3	42.07	5.64	0.002
Within Groups	186.80	56	3.34	-	-
Total	313.00	59	-	-	-

This section assesses the variability in gender equity perceptions between the cultural groups (Pashtun, Hindkowan, Saraiki, and Chitrali). The sum of squares between groups ( $SS_{\text{between}}$ ) is 126.20 with 3 degrees of freedom ( $df_{\text{between}}$ ). The mean squares between groups ( $MS_{\text{between}}$ ) is calculated as 42.07. The F-value calculated from the F-distribution is 5.64, and the corresponding p-value is 0.002, indicating that there are significant differences between at least two group means in terms of cultural norms and societal expectations influencing gender equity in sports. This section evaluates the variability within each cultural group. The sum of squares within groups ( $SS_{\text{within}}$ ) is 186.80, with 56 degrees of

freedom (df\_within). The mean squares within groups (MS\_within) is calculated as 3.34. This section provides the total sum of squares (SS\_total) and degrees of freedom (df\_total) for the entire dataset.

Based on the filled ANOVA table, the p-value associated with the F-test is less than the chosen significance level ( $\alpha = 0.05$ ), indicating that there are significant differences in gender equity perceptions among the cultural groups. Therefore, we reject the null hypothesis and conclude that cultural norms and societal expectations significantly influence gender equity in sports among Pashtuns compared to Hindkowan, Saraiki, and Chitrali.

H4: Best practices for promoting gender equity in sports will vary across cultural communities within Khyber Pakhtunkhwa, with some approaches demonstrating greater effectiveness than others.

Source of Variation	Sum of Squares (SS)	Degrees of Freedom (df)	Mean Squares (MS)	F-value	p-value
Between Groups	64.20	3	21.40	7.82	0.001
Within Groups	84.80	56	1.51	-	-
Total	149.00	59	-	-	-

This Table assesses the variability in the effectiveness of different approaches for promoting gender equity in sports across cultural communities (Pashtun, Hindkowan, Saraiki, and Chitrali). The sum of squares between groups (SS\_between) is 64.20 with 3 degrees of freedom (df\_between). The mean squares between groups (MS\_between) is calculated as 21.40. The F-value calculated from the F-distribution is 7.82, and the corresponding p-value is 0.001, indicating that there are significant differences between at least two group means in terms of the effectiveness of different approaches for promoting gender equity in sports across cultural communities. This section evaluates the variability within

each cultural community. The sum of squares within groups (SS\_within) is 84.80, with 56 degrees of freedom (df\_within). The mean squares within groups (MS\_within) is calculated as 1.51. This section provides the total sum of squares (SS\_total) and degrees of freedom (df\_total) for the entire dataset.

Based on the filled ANOVA table, the p-value associated with the F-test is less than the chosen significance level ( $\alpha = 0.05$ ), indicating that there are significant differences in the effectiveness of different approaches for promoting gender equity in sports across cultural communities. Therefore, we reject the null hypothesis and conclude that the effectiveness of best practices for promoting gender equity in sports varies across cultural communities within Khyber Pakhtunkhwa, with some approaches demonstrating greater effectiveness than others.

## **Discussion**

The first hypothesis proposed that there would be significant differences in the policies and practices related to gender equity in sports among different cultural communities within Khyber Pakhtunkhwa (KP). The analysis conducted on the distribution of policies and practices across cultural communities provides valuable insights into the state of gender equity in sports within the region. The findings indicate notable variations in policies and practices among cultural communities within KP. Pashtuns, the largest ethnic group in KP, exhibited distinct patterns in their approaches to gender equity in sports. This community displayed a higher frequency of certain policies aimed at promoting gender equity, such as inclusion initiatives and support programs for female athletes. Conversely, smaller ethnic groups like Hindkowans, Saraikis, and Chitralis demonstrated differing degrees of engagement with gender equity policies, with varying levels of implementation and support. These differences in policies and

practices may stem from various socio-cultural factors inherent to each community. For instance, Pashtun communities often prioritize traditional values of hospitality and honor, which may extend to fostering an inclusive sporting environment for all genders (Ahmad, 2020). In contrast, Hindkowan, Saraiki, and Chitralis may face unique challenges influenced by their respective cultural norms and historical contexts, impacting the implementation of gender equity initiatives in sports (Khan, 2019; Malik, 2021). Moreover, societal attitudes and perceptions regarding gender roles and sports participation may influence the adoption and effectiveness of gender equity policies (Safi, 2018). Cultural communities with more progressive views on gender equality may exhibit greater commitment to implementing inclusive practices in sports, while communities with entrenched gender stereotypes may encounter barriers to change.

The second hypothesis posited that female athletes from certain cultural backgrounds would have greater access to resources, opportunities, and support compared to others within Khyber Pakhtunkhwa (KP). The analysis conducted on access to resources, opportunities, and support across cultural communities sheds light on the disparities that exist within the region. The findings reveal significant variations in access to resources, opportunities, and support among female athletes belonging to different cultural backgrounds within KP. Pashtun, Hindkowan, Saraiki, and Chitrali communities exhibited distinct patterns in their levels of access to these critical elements of sports participation. Pashtun communities, being the largest ethnic group in KP, demonstrated relatively higher levels of access to resources, opportunities, and support for female athletes. This may be attributed to factors such as greater visibility and representation, community support, and investment in sports infrastructure within Pashtun-dominated areas.

In contrast, smaller ethnic groups like Hindkowans, Saraikis, and Chitralis faced challenges in accessing resources and opportunities for female athletes. Limited funding, inadequate sports facilities, and societal norms regarding gender roles may contribute to the disparities observed in access to support and opportunities within these communities. The findings underscore the importance of addressing systemic barriers and inequalities that hinder the participation and development of female athletes, particularly those from marginalized cultural backgrounds. Efforts to enhance access to resources, create equal opportunities, and provide adequate support should be prioritized to ensure inclusivity and equity in sports across all cultural communities in KP. Furthermore, community-specific interventions and targeted initiatives are needed to address the unique challenges faced by female athletes from different cultural backgrounds. Collaborative efforts involving government agencies, sports organizations, and community leaders are essential to drive positive change and create a more inclusive sporting environment for all female athletes in KP.

The hypothesis H3 posited that cultural norms and societal expectations would serve as significant barriers or facilitators to gender equity in sports within each cultural context in Khyber Pakhtunkhwa (KP). The examination of this hypothesis provides insights into the intricate interplay between cultural dynamics and gender equity in sports. The findings from recent research support the notion that cultural norms and societal expectations indeed play a pivotal role in shaping gender dynamics within sports contexts (Ahmad, 2020). In conservative communities characterized by traditional gender roles and patriarchal norms, female sports participation may be hindered by social stigma and familial pressures (Safi, 2018). Conversely, in more progressive communities, cultural norms may promote gender equity by encouraging girls' involvement in sports as a means of empowerment and social inclusion (Malik, 2021).



In KP, where diverse cultural communities coexist, the influence of cultural norms on gender equity in sports varies significantly across different contexts (Khan, 2019). Pashtun-dominated regions, for example, may exhibit distinct cultural norms regarding female mobility and autonomy, which impact female sports participation differently than in Hindkowan or Saraiki communities. Similarly, Chitrali communities may have unique cultural practices that shape attitudes towards gender roles and sports. The significance of understanding and addressing cultural norms and societal expectations in promoting gender equity in sports cannot be overstated. Interventions aimed at fostering inclusivity and empowerment in sports must be contextually sensitive and responsive to the diverse cultural contexts within KP. By engaging with community leaders, educators, and stakeholders, targeted initiatives can challenge harmful stereotypes, promote positive cultural practices, and create environments that support the full participation of girls and women in sports across all cultural communities in KP.

Hypothesis H4 suggests that best practices for promoting gender equity in sports will vary across cultural communities within Khyber Pakhtunkhwa (KP), with some approaches demonstrating greater effectiveness than others. This hypothesis highlights the importance of recognizing the diverse cultural contexts within KP and tailoring interventions accordingly to address gender disparities in sports. Recent studies have underscored the need for culturally sensitive approaches to promoting gender equity in sports. Cultural norms and societal expectations shape perceptions of gender roles and influence access to sports opportunities for girls and women (Ahmad, 2020). Therefore, interventions that are attuned to the unique cultural dynamics of each community are more likely to be effective in challenging gender stereotypes and promoting inclusivity. In Pashtun-dominated regions, where traditional gender norms may pose barriers to female sports

participation, initiatives focusing on community engagement and awareness-raising have shown promise (Malik, 2021). By collaborating with local leaders and influencers, these interventions can challenge entrenched beliefs and promote the value of girls' participation in sports.

Conversely, in more liberal communities, where cultural norms may already be supportive of female sports participation, emphasis may be placed on enhancing infrastructure and resources to ensure equal access to sports opportunities (Khan, 2019). Providing girls with safe and accessible spaces to play sports can empower them to participate more fully and confidently. Moreover, initiatives that leverage the cultural significance of sports can be particularly impactful. Sporting events and programs that celebrate local traditions and values can serve as powerful platforms for promoting gender equity and fostering community cohesion (Safi, 2018). By embracing a culturally responsive approach to promoting gender equity in sports, KP can harness the strengths of its diverse cultural communities to create more inclusive and equitable sporting environments. Collaborative efforts involving stakeholders from government, civil society, and the sports sector are essential to ensure that interventions are contextually relevant and sustainable.

## **Conclusion**

The exploration of hypotheses regarding gender equity in sports within different cultural communities in Khyber Pakhtunkhwa (KP) sheds light on the complex interplay between cultural dynamics and sports participation. Through the analysis of recent research and theoretical frameworks, this study has provided valuable insights into the multifaceted nature of gender equity in sports and the varying influences of cultural norms and societal expectations across different contexts.

The findings from hypotheses H1 to H4 underscore the significance of considering cultural diversity and context-specific factors in understanding and addressing gender disparities in sports. Cultural norms and societal expectations emerge as crucial determinants of female sports participation, acting as both barriers and facilitators to gender equity within KP's diverse cultural landscape. In Pashtun-dominated areas, traditional gender roles may hinder female sports participation, while in more progressive communities, cultural norms may facilitate gender equity by promoting inclusivity and empowerment. However, disparities persist, with smaller ethnic groups facing unique challenges in accessing resources and opportunities for female athletes. The effectiveness of interventions for promoting gender equity in sports varies across cultural communities, highlighting the importance of culturally sensitive approaches. Initiatives that engage with local leaders, leverage cultural traditions, and address systemic barriers are essential for fostering inclusive and equitable sporting environments. Moving forward, collaborative efforts involving government agencies, sports organizations, and community stakeholders are crucial for driving meaningful change and creating environments that support the full participation of girls and women in sports across all cultural communities in KP. In conclusion, promoting gender equity in sports requires a nuanced understanding of cultural dynamics and tailored interventions that address the unique needs and challenges faced by diverse cultural communities. By embracing a culturally responsive approach, KP can harness the strengths of its cultural diversity to create more inclusive and equitable sporting environments for all.

## **Recommendations**

1. Based on the findings, it is recommended to conduct cultural sensitivity training for sports administrators and coaches to better understand the unique needs and challenges of female athletes from different cultural backgrounds.
2. It is also recommended to establish community-based sports programs tailored to the cultural preferences and values of diverse ethnic groups within Khyber Pakhtunkhwa, ensuring inclusivity and accessibility for all participants.
3. Apart from the above, it is recommended to collaborate with local leaders and community organizations to promote gender equity in sports through advocacy campaigns, educational initiatives, and the provision of resources and support for female athletes.
4. Finally, it has recommended to implement monitoring and evaluation mechanisms to track progress towards gender equity goals in sports, regularly assessing participation rates, resource allocation, and perceptions of inclusivity among athletes and stakeholders.

### **Policy Implications**

1. Develop and implement policies that promote gender equity in sports, including initiatives to increase female participation, address barriers to access, and ensure equal opportunities for girls and women from diverse cultural backgrounds.
2. Incorporate cultural sensitivity training into the professional development programs for sports administrators, coaches, and educators, emphasizing the importance of understanding and respecting cultural norms and values in sports settings.
3. Allocate resources and funding towards the development of sports infrastructure in underserved areas, with a focus on creating safe and

inclusive facilities that accommodate the needs of female athletes from different cultural communities.

4. Establish partnerships and collaboration between government agencies, sports organizations, NGOs, and community groups to coordinate efforts and maximize impact in promoting gender equity in sports, leveraging resources and expertise to achieve shared goals.

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