



PhD thesis

An investigation into how the application of the processes and procedures are perceived by the UK Taekwondo community through the lens of Rawls' theories of justice, fairness and equality

Sadiqi, S.

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An investigation into how the application of the processes and procedures are perceived by the UK Taekwondo community through the lens of Rawls' theories of justice, fairness and equality

Submitted for the award of Doctor of Philosophy

Shamsaddin Sadiqi

Student Number: M00210686

Director of Studies: Professor Victoria de Rijke Middlesex University

Supervisor: Professor Paul Gibbs Middlesex University, Department of Education

This thesis submitted is being submitted to Middlesex University in partial fulfilment of the requirements for the degree of PhD.

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Abstract

This thesis aims to examine five functions that have been discovered to have a major impact on the sport of Taekwondo. The investigation will consider, under five functions central to Taekwondo -team selection, sanctions (bans), issues concerning licensing and memberships and biased refereeing- as defined by World Taekwondo and British Taekwondo. These key functions are explored using the frameworks of fairness and justice, applying a theory of justice in this field, and recommendations are made for the implementation of new initiatives that could lead to vital reform in the sport.

The thesis interrogates the incongruities that can be found in the current policies and internal 'rulebook' of the governing bodies of Taekwondo and seeks to identify how these inconsistencies have compromised the foundations of fairness and justice upon which Taekwondo was originally based. The theoretical lens through which the sport and its 'rules' are viewed include theory of justice as fairness by John Rawls. Furthermore, his theoretical frameworks are applied to the concept of justice and fairness in sport. This doctoral study engages in a mixed methods tactic to capture data from different stakeholders. It is the intention that through a critical analysis of the existing framework, conclusions can be drawn which lead to the understanding that implementing justice as fairness is necessary in order to regulate Taekwondo and enhance its value set.

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Chapter 1

1.1 Introduction

In 2007, the sport of Taekwondo made international headlines when the World Taekwondo formerly known as the World Taekwondo Federation (WTF) upheld its decision to ban the wearing of a Muslim headscarf (*hijab*) by its participating female members. The Canadian Taekwondo Federation initially sought the decision after two Muslim females were prohibited from participating in a tournament in Quebec, Canada. The WT stated they did not recognise any one religion in the sport and restricted the uniform to its traditional wear. The Federation then promised to establish a larger investigative body to evaluate the subject of accommodating religious wear in the sport.

In 2012, British-born and Moldovan Taekwondo star, Aaron Cook, made headlines when he was not selected for the British Olympic team. Cook, at the time, believed that his omission by the selection committee was motivated by personal rather than professional considerations. He eventually elected not to take his Taekwondo omission to the high court despite believing the selection process had been unfair.

In 2019, the Chinese Taekwondo Federation lambasted Moroccan referee Tarik Benradi for disqualifying Chinese Olympic athlete Zheng Shuyin at the World Taekwondo Championships. At the time of her disqualification, Zheng had a commanding 20-10 lead in the match, but, for unjustified reasons, the referee disqualified Zheng on the grounds of having committed ten fouls during her bout. Despite its inaccuracy, the match ended with Zheng losing by disqualification. In response, the Chinese Taekwondo Federation made two requests for appeal. The first was to have the decision overturned. The second was to have referee Tariq Benradi banned for life. As Zheng (who is also president of the Chinese Taekwondo Federation) stated, “We hope World Taekwondo will give us justice. . . His [Tarik Benradi] decision is destructive to the just and fair competitive environment for Taekwondo.”¹

¹As cited in ChinaDaily.

<https://www.chinadaily.com.cn/a/201905/20/WS5ce24532a3104842260bca91.html> accessed 12.12.22

Zheng's criticism is not a minority view. Over the last decade, a growing concern has developed over the perceived fairness of the sport's practice and its guiding principles, policies and guidelines.

Despite their differences on the surface, these three cases – religious prohibition, selection omission and biased refereeing – raise a concern with the institutional fairness and procedural justice carried out by the World Taekwondo Federation (and its affiliated members). Moreover, they also raise questions about how the Federation's basic governing principles and rules are derived and applied in cases involving biased refereeing, selection oversights, and limiting cultural or religious forms of expression as part of the participants' uniform. Are the rules applied consistently? Is the application process transparent and clear for its members? What are the grounds for banning members or forms of religious expression? Is the WTF acting consistently with the principles of its sport?

While these cases pose differing issues, all three instances foster the questioning of the fairness and procedural justice within the World Taekwondo Federation. Questions arose concerning how the Federation's governing principles and rules were developed and applied, particularly in cases involving biased refereeing, oversights in selection, and constraints on cultural or religious expressions as part of the uniform.

The procedural justice questions concerned are deeply connected to broader inquiries on how to aptly define justice; and accordingly, examine if the Federation's actions are fair and just. Deriving a conclusion based solely on perceptions of unfairness or injustice from members of the Taekwondo community is not sufficient. In addition to this subjective assessment, I need a theoretical framework that can provide normative accounts of justice, hence facilitating a comprehensive judgement about fairness. Therefore, this study appeals to John Rawls' model of justice and fairness as a framework for meaningful discussions about perceived injustices within Taekwondo practices organized by WT and the British Taekwondo (BT). Specifically, the study will primarily resonate with John Rawls' domestic *theory of justice*,² as depicted in 'Justice as Fairness: A Restatement,' and extract its quintessential ideas of justice to render a broader organizational understanding of fairness.

² Rawls, John. *A Theory of Justice* (Harvard University Press, 1971)

1.2 Aim

My interest in the decisions and guidelines of the Taekwondo community draws from a research and stakeholder standpoint as I am a long-time active member of the community, a black-belt holder, a teacher, and an active competitor. The reputation and quality of the sport have both been a setback in light of the cases mentioned at the outset and from the perceived inconsistency and lack of transparency by the governing rules and organisation.

The focus of this research will be two-fold; (1) To qualitatively investigate possible incongruities between the written policies of the World Taekwondo Federation (and the British Taekwondo Federation) in light of some of the recent decisions in areas of refereeing, selection requirements, and bans; (2) To quantitatively assess the perceptions of members of the Taekwondo community concerning the WTF's fairness, transparency, and justness. To assert the above, I have undertaken the process of analyzing the perceptions of the community. The written rules of the federations and their implementation have been introduced and examined for coherence in Chapter 2.

1.2.1 To qualitatively investigate possible incongruities . . .

Concerning the Taekwondo community, the guidelines for the sport are broken down into five categories (or functions). The listed categories are consistent through all Federations (e.g., Canadian, British, Chinese, etc.) and serve as a helpful guide for identifying the areas to be investigated. The categories are:

1. Team selection
2. Sanctions (bans)
3. Licensing
4. Membership
5. Refereeing

It is important to emphasise that in addition to guiding the community's decisions, these five functions embody the ethical principles and practices across the sport. Thus, they can be surveyed through an adopted view of justice to critically assess how consistent the policies and decisions are with the ideals of justice and fairness.

The sport's global image is under significant strain, especially with increasing reports of unjust banning and biased refereeing. This culminated in the recent banning of Russian athletes from

the Olympics via judgments from the Court of Arbitration for Sport. Individuals are witnessing a rise in instances of selection bias, unwarranted bans, inconsistent rule enforcement, and membership-related grievances. Scrupulous investigation and potential reformation of the governing rules and practices are imperative for the sport's credibility. Relevant evidence of these concerns can be found across various news articles and discussion platforms, such as the one from 2012 Reuters' article titled, "UPDATE 1-Olympics-British Selectors Risk Legal Fight in Taekwondo Row,"³ which outlined issues about the British selectors facing legal ramifications due to their selection process. Other substantiations include "Bianca Walkden: World Champion Backing Tokyo 2020 to Be Golden Summer for British Taekwondo"⁴ from Sky Sports, which provides perspectives of a top-level competitor in the sport, as well as a report by The Guardian, "IOC Casts Doubt on Bribing Claims to Make Taekwondo an Olympic Sport,"⁵ which exposes allegations associated with the sport's official body.

A normative view of justice is valuable to investigate possible incongruencies between the foundational principles of the WT and their decisions. This is because establishing a background account of what constitutes justice when evaluating policies and principles helps situate and critique. For example, a fundamental principle of justice is to 'treat like cases alike'. The principle of treating like cases alike is indeed a principle of both justice and equity. While they share commonalities, justice generally refers to righteousness and lawfulness, while equity highlights fairness, impartiality, and equality⁶. In the context of this study, it implies that similar cases within Taekwondo's governance and practice should be handled similarly. By this measure, equal and fair treatment manifests as justice in practices by the WT and BT.

This is the substance of Zheng's criticism of the Moroccan referee, who seemed to arbitrarily apply a rule to her that she did not violate. Her criticism is that such a decision was unjust. To assess the claim, however, a critical evaluative standpoint in this research study is needed. From a range of potential candidate theories, I utilise the influential framework of John Rawls'

³ Reuters. 2012. "UPDATE 1-Olympics-British Selectors Risk Legal Fight in Taekwondo Row," June 8, 2012, sec. Olympics News. <https://www.reuters.com/article/olympics-britain-taekwondo/update-1-olympics-british-selectors-risk-legal-fight-in-taekwondo-row-idUSL4E8H89FG20120608>.

⁴ "Bianca Walkden: World Champion Backing Tokyo 2020 to Be Golden Summer for British Taekwondo." n.d. Sky Sports. Accessed September 5, 2023. <https://www.skysports.com/olympics/news/15234/12266681/bianca-walkden-world-champion-backing-tokyo-2020-to-be-golden-summer-for-british-taekwondo>.

⁵ Media, P. A. 2022. "IOC Casts Doubt on Bribing Claims to Make Taekwondo an Olympic Sport." *The Guardian*, September 21, 2022, sec. Sport. <https://www.theguardian.com/sport/2022/sep/21/world-taekwondo-has-no-knowledge-of-bribing-claim-to-make-it-olympic-sport>.

⁶ Corning, Peter. *The fair society: The science of human nature and the pursuit of social justice*. University of Chicago Press, 2011.

account of justice as offered in his seminal work, *A Theory of Justice*.⁷ I return to offering a brief exposition of the relevance of Rawls' theory in the next section.

1.2.2 To quantitatively assess the perceptions

The second aim of this project departs from normative assessment to a quantitative investigation of the perceptions of the Taekwondo community members of the sport. While much literature is available that scrutinizes the sport in general categories, such as its physiological aspects, benefits, and training methods, there is a need to factor in the opinions and observations of members and measure their responses concerning the perceived fairness, consistency, and transparency of the WT and the British Taekwondo Federation.

To do so, the current project developed a quantitative measure by creating a questionnaire, distributing it to 100+ registered WT members based in London, and interviewing/conducting group discussions with officials and executive body members with the aim to offer a more comprehensive analysis of the perceived unjustness in the sport to present potential resolutions and remedies.

1.3 Research Questions

Given this interest in evaluating the justness of WT and BT policies and principles, there are three central questions raised in this investigation:

1. What justice and fairness issues surface within Taekwondo, particularly in relation to the WT and BT policies and underlying principles?
2. Do members of the Taekwondo community perceive the principles of equity and justice as consistently enacted by the sport's governing bodies?
3. What improvements or modifications to WT and BT policies or practices could enhance member perceptions?

1.4 Theoretical Framework

This project is grounded in a multidisciplinary approach (philosophy, law, and sports) with a mixed qualitative/quantitative method.

⁷ Rawls, John. *A Theory of Justice* (Harvard University Press, 1971).

For the qualitative portion of this research study, I elected to utilise John Rawls' framework as offered in *A Theory of Justice*. The immediate question that comes to mind is, why Rawls? What value or use might a political/moral philosophy have on evaluating the principles and practices of the WT and BT?

Rawls's work contributes to this project in several valuable ways. But first, it is important to outline Rawls's theory before situating its relevance to the current project.

John Rawls was an American philosopher who lived from 1921 until 2002. In 1971, Rawls published his first major book, *A Theory of Justice*. He is widely regarded as one of the most influential political thinkers of the twentieth century. He has the uncommon distinction of being extensively mentioned among current political intellectuals in the United States and Canada, and leading officials in the U.S. and UK have also alluded to his work.⁸ Based on 1,086 responses from academics at accredited four-year colleges and universities in the United States, Rawls was selected top on the list of "Experts Those Also Had the Greatest Influence on Moral Philosophy in the Past Twenty Years" in a 2008 national survey of theorists.⁹

Rawls's theory is concerned with determining what principles rational, cooperative citizens would agree on for guiding their basic shared institutions (political, legal, economic, and moral). His framework views society as a cooperative enterprise whereby shared basic institutions derive their power and authority from the consent of their members.

Though accepting Rawls' framework as the best choice for justice in sports might not be universal, its merits for this project are apparent. It provides an effective basis to investigate topics such as fairness and inclusion which are central themes in contemporary sports discourse.

To determine what principles rational agents would agree on, Rawls proposes a thought experiment whereby citizens are temporarily placed in an initial bargaining position to decide on the guiding principles of their institution. He calls this the 'original position'. The catch, however, is that the citizens are also placed behind a hypothetical device he calls 'the veil of ignorance' whereby everyone is temporarily unaware of the specifics of their identity and where they rank in society. The removal of such information is intended to level everyone to act only on rational grounds. Under such veiled conditions, what principle would they agree

⁸ Swift, Adam (2006). *Political philosophy: a beginners' guide for students and politicians* (Second edition, revised and expanded). Cambridge: Polity. pp. 10.

⁹ Moore, Matthew J. (2009). "Political Theory Today: Results of a National Survey". Rochester, NY.

upon in such a hypothetical scenario? The outcome is what Rawls calls 'justice as fairness'. The fairness is derived from the initial bargaining position and application of the veil to remove any distinct advantage any one contractor may have. If one contractor knew they were, for example, Caucasian, and live in a society that favours such a group, they might select policies to their advantage. But given that no one knows what their society's makeup will be or what position they will occupy in it (e.g. majority or minority, male or female, rich or poor, etc.), there is no reason to bias one set of advantageous principles over any other.

Rawls proposed that rational individuals would select two principles to guide their shared basic institutions. These principles are lexically ordered. The first principle is the principle of equal liberty. Justice as fairness favours a principle that protects everyone's liberty to speech, religion, association, mobility, non-discrimination, etc. That is to say, regardless of what position one occupies, one's rights could be protected in order to pursue their own conception of the good life. The distribution of these rights is equally so. The second principle is an economic principle he called the 'difference principle'. The difference principle favours distributions that benefit the least advantaged members of society. The idea is that the distribution of goods (e.g. benefits and burdens such as wealth, rules, taxes, etc.) should always aim to benefit the lot of the worse-off. Rawls uses the example of the distribution of funds by a schoolboard wishing to determine if the resources are best distributed among their best students, equally among all students, or mostly to the least advantaged. Rawls' distribution calls for one that improves the welfare of the least advantaged. This research study is less interested in the difference principle and rather, for Rawls, whenever inequalities arise, Rawls' notion of "justice as fairness" supports achieving equality of fundamental liberties, fair treatment, and increasing the value of society's most vulnerable members.¹⁰

When institutions fail to secure the equal liberty of their members, then it fails to be just for Rawls. While inequalities may arise from other factors in Taekwondo (e.g. age, skill level, commitment to practice), the institutions themselves cannot be set up in a way that gives an unfair advantage to any one person over another. In Rawls's system, no rational person would agree to join or be part of an association that favoured (in its guiding principles) some over others based on morally arbitrary characteristics (e.g. national origin, ethnicity, nepotism, etc.).

¹⁰ <https://www.researchgate.net/publication/311624468>, accessed 11.04.22

Instead, Rawls views his two principles of justice as "formulating constraints on how practices may establish offices and positions, assign liabilities, powers, rights and responsibilities to them."¹¹ These constraints serve as criteria for assessing how just (fair) an institution's norms are.

There still remains the need to explain why Rawls' framework is the most useful approach to exploring the justness of the WTF policies and its practices. There are at least two reasons why Rawls. First, his approach is grounded in 'ideal theory'. In the most general sense, ideal theory refers to a normative account of society as it ought (or should) be given various facts about human nature and institutional practices. It offers a framework from which to assess the justness of institutions rather than applying a comparative approach, as Amartya Sen suggests in his work, *The Idea of Justice* (2009). The current project is not focused on assessing how well (in terms of justice) Taekwondo is doing relative other institutions but is focused on assessing how well the policies and practices of the institution measure up against an ideal view of justice.

Second, Rawls's theory aims for neutrality, thereby giving no preference to any one comprehensive view of the good. This is important if an assessment of the WTF and its affiliates is to be carried out as the Federation strives for a universal appeal to its members grounded in rules and policies that everyone could reasonably accept. If a critique and some reforms are going to be suggested in this project, then it is important to apply a framework that refrains from disadvantaging any one group.

Overall, Rawls is a useful starting point for this project. He offers a neutral approach that focuses on ideal theory and the principles of justice for establishing the framework and guidelines of institutions (and organisations). This gives us a useful way to engage with the guiding principles of the WT and its policies and critically assess their relation to Rawls' framework. This is why I elected to apply his framework of 'justice as fairness'. It serves as a neutral starting point for assessing and critiquing the WTF framework and practices.

¹¹ (Rawls, J. 1974)

1.5 My position

My position in this research study is that the recent criticisms of the WT and its affiliates with respect to its selection, bans, and refereeing issues, stem from an institutional problem which is reflected in the inconsistency of the WT's decisions and the behaviour of its officials. This is supported by data measuring the perceptions of members concerning the fairness, transparency, and consistency of the Federation.

1.6 Chapter Breakdown

The thesis will be formed of six chapters. Each chapter will seek to further develop the aims and objectives, underpinned by critical analysis.

Chapter 1 provides a literature review of Rawls's idea of justice as fairness as it applies to (sports) institutions. In particular, the literature review focuses on central elements of Rawls' framework dealing with notions of mutual respect, cooperation, equality, and non-discriminatory treatment. Rawls is juxtaposed against several other key theorists who offer alternative readings of equality¹² in order to situate his own neutral (equal fairness as equal treatment) interpretation. This chapter also juxtaposes Rawls's theory with other competing theories including Utilitarianism (Mill and Bentham) and libertarianism (Nozick).

Chapter 2 presents an overview of the governing bodies of Taekwondo and the five functions that have been recognised as developing a key influence on the sport of Taekwondo. Their value as issues will be considered, followed by an assessment of the consequences of violations in each case. In addition, a study of the sport of Taekwondo provides opportunities to fully assess the presence of fairness and justice more widely. This chapter will first map out Taekwondo's historical roots and then identify the governing bodies of the sport, their roles and functions, and responsibilities. Finally, an in-depth assessment of the internal rules relevant to competitions in Taekwondo is offered.

Chapter 3 presents the methodology of the study. The mixed method surveys the perceptions of Taekwondo members of the fairness of the WT and affiliates. This chapter explains the survey method used, how the sample was selected, and how the data was collected and stored.

¹² Sen, Amartya (1979) *'Equality of what?: The Tanner Lectures on Value'*

Chapter 4 presents the collected data and their analysis. The chapter focuses on the survey and interview responses and their significance for the findings.

Chapter 5 discusses the results and their implication for forwarding recommendations on how to bring the WT and its affiliates in line with a just framework that addresses the issues raised in the five categories of the sports administration. The focus, then, will primarily be on illuminating existing rules and regulations in Taekwondo and the fervent debates that have emerged in individual cases involving athletes, religious bans, and discriminatory selection.

Chapter 6 concludes by offering recommendations and observations for changes to the guidelines and structures of the WT and its affiliates that better enhance and protect the sport's integrity, fairness, and consistency.

Chapter 2: Literature Review on Sports, Justice, and Rawls

2.1 Introduction

The current chapter presents a review of the relationship between sports, fairness, and justice and the reason to select Rawls, as well as John Rawls's framework of justice as fairness and the reasons for its selection. Given that the current project is ultimately interested in assessing the fairness of the Taekwondo governing community, it is important to establish the centrality of justice and fairness to the sport (and sports more generally). A literature review of what the idea of justice and fairness mean generally and in sports is needed to provide the framework for assessing the status of the World Taekwondo and British Taekwondo as the governing bodies of Taekwondo.

Justification on why two different literature review approaches adopted for this study:

This section of the study outlines the rationale behind employing two distinct literature review methodologies in the investigation of fairness and justice within the domain of Taekwondo governance. It explains why both a general discourse on fairness and justice in sports and a systematic literature review approach might better reflect the intricacies of sports ethics and justice. The adoption of these methodologies is justified by the need to establish a comprehensive understanding of justice and fairness within the context of Taekwondo governance, and subsequently to assess the governance bodies' adherence to these principles. The literature expounds upon the theoretical frameworks, including Rawlsian ideals and organizational dynamics, which underpin the study, as well as the methodological strategies applied in each phase of the systematic literature review process.

The examination of fairness and justice within the realm of sports governance, particularly in disciplines like Taekwondo, necessitates a nuanced understanding of the underlying principles and their application. This study employs a dual approach to literature review, beginning with a general discussion on fairness and justice in sports, followed by a systematic review focusing on the relationship between sports ethics and justice and the relevant articles and journals selected due to its relevance to the study. Therefore, splitting approach into two parts. The reason? I wanted to create a really strong idea structure and then look at real-world evidence about how Taekwondo is governed and whether it's fair and just.

The decision to employ two distinct literature review approaches stems from the multifaceted nature of the research objectives. The initial phase of the literature review engages in a broader discourse surrounding fairness and justice in sports, elucidating foundational concepts and theories. This serves as a prerequisite for contextualizing the subsequent investigation into the specific domain of Taekwondo governance. By exploring general theories of justice, such as Rawlsian principles of justice as fairness, and their application to sports, the groundwork is laid for assessing the fairness of Taekwondo governance bodies.

The adoption of a systematic literature review methodology in the second phase allows for a rigorous examination of empirical evidence pertaining to sports ethics and justice. This approach facilitates the synthesis of diverse perspectives and the identification of critical insights relevant to the research questions.

Finally, the adoption of two distinct literature review approaches, comprising a general discourse on fairness and justice in sports followed by a systematic investigation into sports ethics and justice, offers a comprehensive framework for assessing fairness within Taekwondo governance. By integrating theoretical perspectives with empirical evidence, this approach facilitates a nuanced understanding of the complexities inherent in sports governance and contributes to the ongoing discourse on fairness and justice in sports.

Conducting a systematic review rather than relying solely on a generic literature search is crucial for practitioners (like myself in the field) who seek to bridge theory with practice and uncover potential hidden research gaps. While a generic literature search might yield a broad range of studies, it often lacks the depth and specificity needed to inform practical applications effectively. By conducting a systematic review, I was able to establish clear objectives and explicit methods, allowing me to reduce possible bias inherent in the research process. Through the application of set criteria for study selection and analysis, a systematic review ensures that the results produced are reliable and robust. This rigorous approach not only enhances the credibility of my findings but also enables me to make informed decisions that are grounded in the best available evidence.

2.2 Literature Review

This literature review navigates through diverse pathways with the aim of assessing justice and fairness in the context of sports. Specifically, this section focuses on the World Taekwondo, encompassing individual and organizational justice, established governing rules, and decision-making principles reflective of Rawls's philosophy. By strategically segmenting the complex terrain of sports and justice, this section aims to uncover novel insights and inform the ongoing assessment of the Taekwondo governing community's fairness.

The review begins with an investigation of how, on a fundamental level, sports intersect with justice. This discussion unearths the ingrained culture of questioning fairness in sports, from game rules to referee bias, illustrating the sport-justice duality as a critical societal concern that extends beyond court boundaries. Here, the key texts by Loland (1999) offer an invaluable perspective on how sports communities serve as 'justice-testbeds', demonstrating varied justice models that can transcend community-specific boundaries. This recognition guides conceptions of 'local justice', where sports communities can autonomously define fairness according to their self-governed mechanisms.

Next, the literature is interrogated to highlight the sociocultural role of sport. As Rodesiler and Prenmont (2018) argue, a societal intersection with sports can provide thought-provoking parallels with real-world dilemmas. The issues of racial and gender inequality and income bias are subsequently illuminated within sporting dynamics, contextualizing societal injustice within a universally accessible medium. This form of perspective allows the audience to grapple with complex social problems in a manner that encourages understanding and promotes dialogue. As sport itself functions as a microcosm of society, literature establishes sport as a conduit for social evolution and improvement, from classrooms to international courts.

2.3 From Sports, Justice and Fairness

Sports, as an integral part of society, are frequently subjected to questions concerning justice. The way I determine victory, assess game conduct, and even frame rules invites us to delve into the concept of justice and how it functions within the sports domain. The concept of justice in sports isn't bound merely to the outcome or the result of the game, it goes beyond that. It stretches into facets and queries pertaining to whether the game was conducted following fair policies, whether the rules were abided by all participants uniformly, and whether the determining principles were impartial and unbiased. So, questions such as 'Was the game fair?'

Did anyone cheat?' etc...,¹³ always find their way, and, as Loland puts it, "Questions of justice arise regularly in game playing as in other areas of life."¹⁴

Loland's (1999) concept of "local justice,"¹⁵ a term coined to refer to the model of fairness developed within self-governed sports communities, serves as a quintessential starting point to comprehend the notion of justice within sports. The term indicates that the rules forming the foundation of a sport, and determining what would constitute a fair game, are primarily developed by the sports communities themselves. These communities, often being voluntary associations, maintain radical autonomy in setting up their principles and guidelines.

However, it is crucial to acknowledge that the scope of sports transcends regional and local aspects, navigating into the realm of international conflict resolution and legalities.¹⁶ Sports communities across the globe present a multitude of various justice models, opening the scope for broader considerations and study. For instance, in context, the rules governing international players, teams, and even national boundaries could differ significantly from those implemented at local or regional levels.

Furthermore, justice in sports is not a standalone concept but extends as an analogy to address real-world issues. Sports can be construed as a microcosm of society at large, echoing societal norms, issues, and predominant culture. Rodesiler and Preomont (2018) explore this interesting aspect and bring to light an often-overlooked opportunity to leverage sports as a tool for promoting and teaching critical literacy. The domain of sports, in their view, becomes a reflexive space that helps think through issues larger than the games and tournaments.

Additional influential concepts came by way of O'Neill et al (2012) and Rawls. O'Neill et al., in his work titled "*Kant and the social contract tradition*"¹⁷ emphasised respect of individual freedom, autonomy, and consent in legitimising conditions of the social contract (Kant, 1996). Rawls, revitalising the social contract tradition, prioritized maximizing equal liberty and

¹³ Ibid.

¹⁴ Sigmund Loland, 'Justice and Game Advantage in Sporting Games' (1999) 2 *Ethical Theory and Moral Practice* 165, 165

¹⁵ John Elster, *Local Justice: How Institutions Allocate Scarce Goods and Necessary Burdens* (Revised Edition, Russell Sage Foundation 1993)

¹⁶ James Nafziger, 'International Sports Law as a Process for Resolving Disputes' [1996] *The International and Comparative Law Quarterly* 130. See also James Nafziger, 'International Sports Law: A Replay of Characteristics and Trends' [1992] *The American Journal of International Law* 489

¹⁷ O'Neill, Onora. "Kant and the social contract tradition." *Kant's Political Theory: Interpretations and Applications*, E. Ellis (ed.), *The Pennsylvania Press, Pennsylvania* (2012): 25-41.

promoting socio-economic policies for the benefit of society's least advantaged members (Rawls, 2009). These philosophical principles have been applied extensively to seek organisational justice in various environments. These scholars agree on the potential organisational benefits of just climates, from retention rates and improved behaviour, to job security and satisfaction (Mohr and Puck, 2005). Thus, while the philosophical discussion of justice doesn't summarise the content of the 54 publications directly, it provides the key theoretical foundations to navigate the practical and conceptual issues they present.

If the social contract tradition goes back to “at least to Protagoras and Epicurus”¹⁸ (D’Agostino & Gaus, 2021), in its modern form, it is revived in the works of Thomas Hobbes, John Locke, Jean-Jacques Rousseau, and Immanuel Kant. As noted by scholars, the idea of the social contract then “fell out of favor with political philosophers until it was resurrected by John Rawls. It is not at the heart of the work of a number of moral and political philosophers.”¹⁹

The idea of the social contract is that what binds a group of persons to a community and its rules, regulations, laws, and penalties, is a rational, voluntary agreement made by free individuals in accordance with their own self-interest.

“To commit injustice is, they say, in its nature, a good thing, and to suffer it a bad thing; but the bad of the latter exceeds the good of the former; and so, after the two-fold experience of both doing and suffering injustice, those who cannot avoid and choose the former find it expedient to make a contract of mutual abstinence from injustice. Hence arose legislation and contract between man and man. . . Such, they tell us, is justice, and so it came into being; and it stands midway between that which is best, to commit injustice with impunity, and that which is worst, to suffer injustice without any power of retaliation. And being a mean between these two extremes, the principle of justice is regarded with satisfaction, not as a positive good, but because the inability to commit injustice has rendered it valuable.” (*The Republic, Book II*)

¹⁸ Fred D’Agostino and Gerald Gaus ‘Contemporary Approaches to the Social Contract (*Stanford Encyclopedia of Philosophy*, October 2021) < <https://plato.stanford.edu/entries/contractarianism-contemporary/>? accessed 1 June 2023

¹⁹ *ibid*

In *The Republic*,²⁰ one of Plato's characters, Glaucon, forwards an early articulation of the social contract, arguing that those who experienced the benefits of acting justly versus acting unjustly prefer the latter for its benefits. However, given that they are not guaranteed that others will not act unjustly, it is in their better interest to lay down some rules and observe them. This agreement forms the foundation of a social contract view.

Later thinkers, in particular John Locke, Thomas Hobbes, and Jean-Jacque Rousseau, would revive the social contract tradition but tie it to principles of rationality and self-interest. John Locke, in his *Two Treatises on Government*,²¹ argues that man has the right to self-preservation and to enter into an agreement with anyone they want to in order to form a civil society. Hobbes would forward a similar case in his famous book, *Leviathan*.²² While for Plato justice was a virtue for "establishing rational order, with each part performing its appropriate role",²³ Hobbes believed "justice is an artificial virtue, necessary for civil society, a function of the voluntary agreements of the social contract."²⁴ (Pomerleau, 2023, 1). So, in Hobbes's social contract, what is just and unjust, only exists in a civil state where there is an agreement among its members. This is central to the justness of any organisation, including sports.

Other social contract thinkers, especially Kant, placed a greater emphasis on individual freedom, dignity, and consent for legitimizing the social contract conditions. As noted by Kant, justice "is a virtue whereby we respect others' freedom, autonomy, and dignity but not interfering with their voluntary actions, so long as those do not violate others."²⁵ The rules of the contract are binding on all members and gain their legitimacy by being fair and consented to by all. While the social contract tradition remained quiet after Kant for nearly 200 years, the tradition was heavily revived by John Rawls in the *theory of justice*²⁶ where he emphasized maximizing equal liberty and supporting socio-economic policies that benefited the least advantaged members of society²⁷. If the institutions are established on fair terms and conditions that rational individuals can reasonably accept, then the conditions of the institutions are fair

²⁰ Plato, *The Republic* (Penguin Classics 2007)

²¹ Locke, John. "Two Treatises of government, 1689." *The anthropology of citizenship: A reader* (2013):43-46.

²² Hobbes, Thomas. *Hobbes's leviathan*. Рипол Классик, 1967.46.

²³ Hobbes, Thomas. *Hobbes's leviathan*. Рипол Классик, 1967.46.

²⁴ Wayne Pomerleau, 'Western theories of justice' *Internet Encyclopedia of Philosophy* (2021)

²⁵ *ibid*

²⁶ Rawls, John. *A Theory of Justice* (Harvard University Press, 1971).

²⁷ Pogge, Thomas W. "The incoherence between Rawls's theories of justice." In *Rawls and Law*, pp. 477-497. Routledge, 2017.

independent of the outcomes they produce. This is analogous to setting up a ‘fair’ and ‘just’ Taekwondo match. If the conditions of the match are fair, then the outcome can be accepted as also just. As Rawls famously says in the opening pages of *A Theory of Justice*,²⁸

“Justice is the first virtue of social institutions, as truth is of systems of thought. A theory however elegant and economical must be rejected or revised if it is untrue; likewise laws and institutions no matter how efficient and well-arranged must be reformed or abolished if they are unjust.” (TJ, p. 1)

It is also worth noting that in the same passage he alludes to his disagreement with utility or efficiency as the proper ends of justice (or ethics or politics). Even in a system that produces more happiness may be problematic if it is unjust for Rawls.

Discussions of justice, since Aristotle, have centered around the idea of distribution of some recognition or material good. In his book, *A Short History of Distributive Justice*,²⁹ Samuel Fleischacker traces the relationship between the modern notion of distributive justice and Aristotle’s view. This takes him from Aristotle to Adam Smith and into the late modern era with the writings of Rawls, Nozick, and others. Fleischacker notes that in its original, Aristotelian sense, “distributive justice” referred to the principles ensuring that deserving people are rewarded in accordance with their merits, especially regarding their political status. To get from the Aristotelian to the modern notion, I need minimally to explain why everyone might merit a life free from need. (Fleischacker, 2004, p. 2)

Today, the notion of distributive justice is primarily tied to organisations (or governments) with the obligation to ensure that the needs of all members are met. As Fleischacker goes on to state, “Distributive justice” in its modern sense calls on the state to guarantee that property is distributed throughout society so that everyone is supplied with a certain level of material means. (p. 4) Distribution of goods is not the only notion of justice. For Rawls, justice is also tied to a fair procedure used to arrive at the fundamental principles of the shared institutions. Rawls’s entire project, as explored later in this chapter, is grounded in establishing an initial condition of equal standing used to negotiate and determine the terms of the social contract.

²⁸ Rawls, John. *A Theory of Justice* (Harvard University Press, 1971).

²⁹ Samuel Fleischacker. *A Short History of Distributive Justice* (Harvard University Press, 2004)

This is linked to the more specific topic of organizational justice concerning this thesis. Generally, organizational justice is a relatively new field, despite its long philosophical pedigree. As initially discussed by theorists including Rawls, and Nozick, alongside others (Fleischacker, 2004; Rawls, 1971; Nozick, 1974), over the past two decades, social scientists and philosophers have developed a body of literature “investigating the social construction of justice perceptions . . . [which has led] to the proliferation of research studying justice perceptions at the collective level, referred to as justice climate.”³⁰ Justice climate is defined by Whitman and others as “a distinct unit-level cognition regarding fairness perceptions of treatment by organisational authorities.”³¹ In short, it is the perception tied to the member view of the organisation and its practices. A number of studies indicate a positive association between perceived justice climate and the retention rate of employees³², improved behaviour of members³³, a greater sense of perceived job security³⁴, and overall higher reports of job satisfaction in places where members perceive the organisation’s behavior as aligned with high ethical conduct.³⁵

In developing this emerging field, academics attempt to measure the perception of members regarding their organization's justice climate. They do so along the three dimensions of justice: procedural, distributive, and interactional (see Table 1). Procedural justice refers to “the shared fairness perceptions of organizational procedures and processes.”³⁶ This is further broken down into five sub-categories; consistency, lack of bias, accuracy, representation of all concerned, and correction. Consistency seeks perceptions that all members are treated the same. Lack of bias is the perception that no group or members are singled out for wrongful or discriminatory treatment. Accuracy calls for decision-making to be based on proper information.

³⁰ Schminke and others (2015), 727

³¹ D Whitman and others, ‘Fairness at the Collective Level: A Meta-analytic Examination of the Consequences and Boundary Conditions of Organizational Justice Climate’ (2012) *Journal of Applied Psychology* 776, 777

³² John Cullen, K. Parboteeah and Bart Victor, ‘The Effects of Ethical Climates on Organizational Commitment: A Two-Study Analysis’ [2003] *Journal of Business Ethics* 127. See also Robert Moorman and others, ‘Does Perceived Organizational Support Mediate the Relationship between Procedural Justice and Organizational Citizenship Behavior?’ [1998] *The Academy of Management Journal* 351

³³ W.R Burns and Michael DiPaola, ‘A Study of Organizational Justice, Organizational Citizenship Behavior, and Student Achievement in High Schools’ [2013] *American Secondary Education* 4

³⁴ Xiaowan Lin and Kwok Leung, ‘What Signals does Procedural Justice Climate Convey? The Roles of Group Status, and Organizational Benevolence and Integrity’ [2014] *Journal of Organizational Behavior* 464

³⁵ Hian Koh and El’fred Boo, ‘The Link between Organizational Ethics and Job Satisfaction: A Study of Managers in Singapore’ [2001] *Journal of Business Ethics* 309

³⁶ Whitman (2012) 787

Representation refers to the need to ensure that all affected stakeholders are involved in the decision-making process. Finally, correction concerns the need to ensure that there is a fair appeal (or similar) procedure for addressing mistakes or wrongful actions by members. These five areas help measure how just the procedural element is in an organisation.

2.4 Rawls and Other Theories of Justice

For this research, the relevant framework of justice is John Rawls' influentially formulated *'justice as fairness'*.³⁷ This concept embeds the broader discussion of justice on which this project is predicated. While multiple interpretations of justice exist (e.g., utilitarian, libertarian, socialist), not every variant prioritizes self-esteem, mutual respect, and cooperation as foundational elements. Aristotle, for instance, viewed justice as a virtuous trait in the *Nicomachean Ethics*,³⁸ discussing it in terms of treating others with fairness (i.e., distributive justice).³⁹ Unlike Rawls, he did not separate justice from ethics and the concept of a worthwhile life. For Aristotle, being just implied acting in a specific manner and providing reasoned justification for such actions, with justice serving as a means to achieving happiness (*eudaimonia*),⁴⁰ rather than being the ultimate objective of actions.

Comparing Rawls' approach with other existing theories, such as utilitarianism, helps to highlight its advantages. Rawls deviates from utilitarianism towards a social contract tradition, aligning more with Kant, Hobbes, and Locke and advocating a deontological view that values individual rights over utilitarian calculations. The works of Jeremy Bentham and John Stuart Mill largely influence modern utilitarian discussions. In *'An Introduction to the Principles of Morals and Legislation'*,⁴¹ Bentham initially propounded that "Nature has placed mankind under the government of two sovereign masters, *pain* and *pleasure*. . . It is for them alone to point out what we ought to do and determine what we shall do. . . They govern us in all we do, in all we say, in all we think."⁴² Pain and pleasure are defined in terms of its utility, where

³⁷ John Rawls, *Justice as Fairness: Political not Metaphysical*, Philosophy & Public Affairs, Vol. 14,

No. 3 (Summer, 1985), pp. 223-251

³⁸ Crisp, Roger, ed. *Aristotle: nicomachean ethics*. Cambridge University Press, 2014.1201

³⁹ See Delba Winthrop, 'Aristotle and Theories of Justice' [1978] *The American Political Science Review* 1201

⁴⁰ Nagel, Thomas. "Aristotle on eudaimonia." *Phronesis* (1972): 252-259.

⁴¹ Jeremy Bentham, *An Introduction to The Principles of Morals and Legislation* (Prometheus Publishing 1988)

⁴² Bentham 365

utility means having “property in any object, whereby it tends to produce benefit, advantage, pleasure, good, or happiness”.⁴³

Rawls’ theory, underpinned by principles of neutrality and equality, presents a robust analytical lens for examining policies and practices of institutions like the World Taekwondo (WT). While literature expressly endorsing Rawls’ framework may be scarce, it aligns exceptionally well with this project’s scope. Rawls’ original position entails a thought experiment where individuals, unaware of their societal rank or identity specifics, choose their institutional guiding principles. He refers to this as ‘justice as fairness,’ derived from this balanced decision-making environment. This implies that institutions like the WT deemed to favour some members at the expense of others would be considered unjust by Rawls.

Bentham’s view on ethics is an extension of this approach, that is to say, what is good, bad, right or wrong is defined in terms of its utility. Ultimately, his view of ethics is centered on maximizing the greatest amount of happiness (utility) for the greatest amount of people. His successor, John Stuart Mill, makes these points more clearly in his defense of the tradition in his writing *On Utilitarianism*.⁴⁴ Mill attempted to distinguish between different qualities of pleasure, arguing that human beings have a greater preference for higher pleasures (e.g., music, learning a new language, math, etc.) that are more valuable even if their achievement is more frustrating. Mill also tried to limit the utilitarian doctrine to focusing on public (legal and political) issues and not on the personal level.

Despite its major influence on policy- and decision-making, part of the difficulty with Bentham’s (and Mill’s) approaches to happiness is that he fails to distinguish between different qualities of good, thereby treating all pleasures as having the same value. According to Bentham’s (and Mill’s) view of justice, the rights or interests of some people can ultimately be sacrificed for the benefit of the many (Bentham, 2012; Mill, 2016). To act otherwise, from a utilitarian standpoint, is to have acted wrongly since the ultimate end of utility is to maximize the greatest good for the greatest number of individuals. This view appears to be the target of Rawls’ view on justice as he highlights in his opening pages. This last point is one of the primary reasons that John Rawls’ framework is more appealing as a starting point for considering ideas of justice and their application to institutions. As Rawls puts it in his book,

⁴³ Ibid

⁴⁴ Mill, John Stuart. "Utilitarianism." In *Seven masterpieces of philosophy*, pp. 329-375. Routledge, 2016.

A Theory of Justice, “Utilitarianism does not take seriously the distinction between persons.”⁴⁵ Indeed, duty or deontological ethics, a theory attributed mainly to Immanuel Kant, also overlooks individual autonomy in consideration of moral duties or obligations. However, Rawls's critique must be contextualized within his theoretical framework, which differs significantly from both deontological ethics and utilitarianism.

Rawls' theory, grounded in social contract tradition, advocates a justice model that respects and safeguards the rights of individuals as separate and distinct entities. Here, the significance lies not on the fulfilment of duties or the achievement of maximal totals of utility but on the assurance that societal institutions uphold principles that would be agreed upon by rational people under certain ideal conditions. The primary appeal of Rawls' framework, thereby, is retained in its ability to facilitate a more comprehensive, balanced, and realistic interpretation of justice. It accentuates the importance of individual liberties while also stipulating that these liberties can be limited if the limitation is to everyone's advantage and the less advantaged in society are not further disadvantaged.

Although Rawls' theory might seem utilitarian in applying universality to its principles (the principles chosen would be those selected by all behind the veil of ignorance), it diverges from utilitarianism on several critical points. First, Rawls strongly defends the inviolability of individual rights and liberties, discarding any notion of sacrificing an individual's rights for the "greater good". Second, in advocating for fairness, he asserts the priority of justice over efficiency or total societal welfare.

Rawls's philosophical grounding may also be justified in his de-ontological leanings. While Rawls adopts the social contract tradition, like Kant, he also assigns strong emphasis on justice over utilitarianism, akin to Kantian ethics that stress duty and morality. This deontological underpinning of Rawls's theory allows for a more nuanced framing of justice, where individual rights are preserved, and the moral value of an action is determined by its adherence to rules, not its consequences. Ultimately, Rawls' theory facilitates a more balanced discourse between individual rights and the common good, creating a more comprehensive concept of justice that aligns with the nexus of duty, utilitarian, and social contract theories.⁴⁶

⁴⁵ Rawls, *A Theory of Justice* 24

⁴⁶ Rawls, *A Theory of Justice* 24

Instead, Rawls offers an alternative theory of justice grounded in the social contract tradition. It aims to establish the ideal principles rational individuals could agree upon in setting up their shared institutions (legal, political, and moral). This approach is appealing because it aims to promote a set of values useful for justifying the procedural, distributive, and interactional justice criteria discussed in the last section. Put differently, appeals to fairness in procedural justice or perceived dignity in interacting among members draw their normative justification from Rawls' theory of justice.

Three key characteristics make Rawls' theory suitable for assessing institutions such as the World Taekwondo (WT) or British Taekwondo (BT). (1) it adopts an unbiased approach, (ii) it encourages diversity; (iii) it promotes self-esteem, it fosters trust and mutual respect between members. Rawls' focus on establishing justice principles that achieve overlapping consensus and maintain stability for the right reasons further strengthens its appeal.

Neutral Principles: John Rawls' writings are characterized as being concerned with a fundamental issue of establishing principles of justice that would lead to an overlapping consensus and maintain stability for the right reasons.⁴⁷ This is first found in his seminal book, *A Theory of Justice*, and is also the topic of his other major book, *Political Liberalism* (1993). Scholars refer to this as the 'political turn' in Rawls' writing.⁴⁸ Rawls himself wrote an article in 1985 entitled 'Justice as Fairness: Political Not Metaphysical'⁴⁹ where he makes clear that he intends his view to be neutral between the competing 'conceptions of good'.

This is because Rawls considers the stability of an organisation highly important if it is to continue existing and functioning over time. One of the defining features of Rawls' institutional framework is its appeal to neutral principles of justice that rational individuals can endorse. But neutrality is an often misunderstood concept, as Eric Nelson points out in his article, 'From Primary Goods to Capabilities: Distributive Justice and the Problem of Neutrality'.⁵⁰ According to Nelson, what Rawls seeks is not neutrality of effect or outcome of organisational principles but rather that their justification is freestanding or not tied to any one particular view

⁴⁷ John Rawls, *Political Liberalism* (Harvard University Press 1993)

⁴⁸ See Paul Weithman, *Why Political Liberalism? On John Rawls's Political Turn* (Oxford University Press 2013)

⁴⁹ John Rawls, 'Justice as Fairness: Political not Metaphysical' [1985] *Philosophy and Public Affairs* 223

⁵⁰ Eric Nelson, 'Primary Goods to Capabilities: Distributive Justice and the Problem of Neutrality' [2008] *Political Theory* 93

of the good.⁵¹ In fact, Rawls was committed to the importance of establishing a set of principles that could be endorsed from a wide range of religious, philosophical, and moral viewpoints (Rawls, 1985). He would maintain this condition in his later writings in *Political Liberalism* (1993), where he sought to establish a set of freestanding principles for societies marked by deep disagreement.

With respect to his earlier work, this is primarily why Rawls establishes a thought experiment known as the ‘original position’ that utilises the idea of a ‘veil of ignorance to address the question of: “What kind of societal organization if people are in an independent and equal initial position?”⁵² In his approach, I begin by removing all identity markers from individuals and knowledge of social position, gender, wealth, ability, race, ethnicity, etc. To imagine being temporarily placed behind a veil of ignorance that prevents people from knowing their economic, social, and physical status until done negotiating on the principles of institutions.⁵³

According to Rawls’ the contracting parties, under such conditions, would rationally agree to two fundamental principles for governing their organisations; the equal liberty principle and the difference principle. The first principle is grounded in fair equality and opportunity for freedoms (e.g., speech, political office, conscience, mobility, etc.). Everyone, regardless of their economic, social, and physical ability, would wish to secure these basic primary goods for him or herself. These goods are sought to be necessary for the realisation of any view of the good life (e.g., religious life, secular life, etc.). The second principle, the Difference Principle, states that any economic distribution must benefit the least advantaged persons in societies⁵⁴.

Much has been written about these two principles and their justification and application (see Cambridge Companion to Rawls and Stanford Entry) to real-world issues and organisational practices. Some question if neutrality is ever possible in the first place or even desirable in the first place.⁵⁵ However, while there is disagreement about how best to interpret and realise them, there is a general consensus among Rawls scholars that Rawls’ approach is grounded in offering a theory that maintains respect for diversity and individuals at its centre. The fairness of the

⁵¹ Ibid, 100

⁵² Rawls, *A Theory of Justice* 47

⁵³ Ibid 118

⁵⁴ Ibid 56-67

⁵⁵ Joseph Raz, *The Morality of Freedom* (Oxford University Press 1986)

institutions is tied to the principles that guide them, which are, in turn, tied to respecting the self-esteem of individuals to choose what goals and projects to pursue in their life.

Given the nature of Taekwondo organisations to be regional (e.g. British Taekwondo) and international (World Taekwondo) and its diverse membership, the perceived fairness of its guiding principles would benefit from a neutral approach that does not ground its justification in any one particular cultural or social view. Rawls’ approach is a valuable framework for thinking through the raised organisational injustices against the WT.

Commitment to Diversity: The WT is a diverse association. Just a quick glance at the top-ranked world Taekwondo athletes highlights the diverse, representative nature of the sport (see Table 2). An association that represents such diversity needs to ensure that the guiding framework of its rules and principles is consistent with its body.

ATHLETES RANKING





















May, 2023 - Olympic Kyorugi Ranking / M-58kg				May, 2023 - World Kyorugi Ranking / M-54kg			
1		Tunisia	Mohamed Khalil JENDOUBI	1		Hungary	Omar Gergely SALIM
2		Republic of Korea	Jun JANG	2		Croatia	Josip TESKERA
3		Italy	Vito DELL'AQUILA	3		Brazil	GIOVANNI AUBIN DE MORAES
4		Hungary	Omar Gergely SALIM	4		Niger	MAHAMADOU AMADOU
5		France	Cyrian RAVET	5		Canada	Nicholas HOEFLING
6		Ireland	Jack WOOLLEY	6		Israel	Tom PASHCOVSKY
7		Spain	Adrian VICENTE YUNTA	7		Mexico	Cesar RODRIGUEZ
8		Republic of Korea	Jun-seo BAE	8		Egypt	Omar SHARAKY
9		Mexico	BRANDON PLAZA HERNANDEZ	9		Brazil	Paulo MELO
10		Brazil	Paulo MELO	10		Saudi Arabia	Fahad Samih N ALSAMIH

Table 2: The 2023 Taekwondo World Ranking (Source: <http://www.worldtaekwondo.org/index.html>)

Rawls’ framework is fundamentally committed to diversity. In his article, ‘The Idea of an Overlapping Consensus’⁵⁶, Rawls introduced a new notion to his theory of justice as fairness. He calls it the idea of an ‘overlapping consensus’ that aims for greater neutrality by

⁵⁶ John Rawls, ‘The Idea of an Overlapping Consensus’ [1987] Oxford Journal of Legal Studies 1

emphasising the need to ensure that the governing principles and rules can be endorsed by members *given* their diversity. As Rawls puts it, “The details are not important here. What is important is that, so far as possible, these fundamental intuitive ideas are not taken for religious, philosophical or metaphysical ideas.”⁵⁷ Rawls wants to build stability. As noted by Michael Huemer (1996), Rawls “wants to show that his conception of justice, ‘justice as fairness’, would be, or could be, *stable*.”⁵⁸ But by stability, Rawls does not simply mean whether “it can survive over time.”⁵⁹ Rather, Rawls wants to make sure that the organisation's policies and principles can be supported by addressing each member’s reasons for accepting the rules and policies of the organisation. As Rawls puts it;

The problem of stability is not that of bringing others who reject a conception to share it, or to act in accordance with it, by workable sanctions, if necessary, as if the task were to find ways to impose that conception once convinced it is sound. Rather, justice as fairness is not reasonable in the first place unless in a suitable way it can win its support by addressing each citizen's reason, as explained within its own framework.”⁶⁰

What this helps highlight is that this framework is dedicated to promoting organisations that maintain rules and principles that can be endorsed by its diverse members from within their worldview. It is not enough that the WTF (for example) gains the consent of its members to its rules, but respecting the WTF members requires that the rules be justifiable to them. This is largely why appealing to neutral principles derived from the original position behind the veil of ignorance is a useful device of Rawls. It allows for the construction of rules and principles that members can endorse and lead to greater stability over time.⁶¹

Promotes social cooperation, trust and respect between members: The final crux of Rawls’ theoretical apparatus, and a noteworthy characteristic making it appropriate for this project, is its dedication to fostering social cooperation, trust, and mutual respect among members. Cooperation, trust, and respect form an indispensable triad in Rawls’ view, promoting harmony and ensuring fairness within institutional frameworks like the World Taekwondo Federation (WTF). Rawls argues that cooperation rests on three pillars. Firstly, members should not

⁵⁷ Ibid, 7

⁵⁸ Michael Huemer, ‘Rawls’s Problem of Stability’ (1996) 22 *Social Theory and Practice* 375, 375. See also George Klosko, ‘Rawls’s Argument from Political Stability’ [1994] *Columbia Law Review* 1882

⁵⁹ Ibid, 375

⁶⁰ Rawls, *Political Liberalism* 148

⁶¹ See also Alexander Kaufman, ‘Stability, Fit, and Consensus’ [2009] *The Journal of Politics* 533

cooperate out of fear but should adhere to rules and procedures that are publicly accepted and rationally agreeable. Secondly, these stipulations should be tenable in the real world, thereby qualifying them as "reasonably accepted." Lastly, each member's support should be directed towards these rules, which symbiotically align with their interests.

When applied to the WT, the guidelines and practices will be perceived as fair and just if they receive endorsement akin to the type advocated by Rawls. Such endorsement underscores that the members acknowledge and appreciate the rules as meaningful and beneficial (summarized in Table 3).

Rawls' Summary of 'Social Cooperation' (Source: Rawls, 1985, p. 232)
<p>"1. Cooperation is: Distinct from merely socially coordinated activity, for example, from activity coordinated by orders issued by some central authority. Cooperation is guided by publicly recognized rules and procedures which those who are cooperating accept and regard as properly regulating their conduct."</p>
<p>"2. Cooperation involves: The idea of fair terms of cooperation: these are terms that each participant may reasonably accept, provided that everyone else likewise accepts them. Fair terms of cooperation specify an idea of reciprocity or mutuality: all who are engaged in cooperation and who do their part as the rules and procedures require, are to benefit in some appropriate way as assessed by a suitable benchmark of comparison. A conception of political justice characterizes the fair terms of social cooperation. Since the primary subject of justice is the basic structure of society, this is accomplished in justice as fairness by formulating principles that specify basic rights and duties within the main institutions of society, and by regulating the institutions of background justice over time so that the benefits produced by everyone's efforts are fairly acquired and divided from one generation to the next."</p>
<p>"3. The idea of social cooperation requires: an idea of each participant's rational advantage, or good. This idea of good specifies what those who are engaged in cooperation, whether individuals, families, or associations, or even nation-states, are trying to achieve, when the scheme is viewed from their own standpoint."</p>

Table 3: Summary of Rawls' idea of social cooperation (Source: John Rawls, 'Justice as Fairness: Political Not Metaphysical', 1985)

The benefit of an overlapping consensus framework in Rawls' justice as fairness framework is that it aims to build trust and mutual respect among members over time. In fact, as argued by Lawrence Mitchell, "What binds the overlapping consensus? When all is said and done, the answer appears to be trust. Interpersonal trust among the members of a reasonably just society and their trust in the institutional values of the social structures and political mechanisms they construct and control are at the heart of what keeps this society together."⁶² As Rawls and others have pointed out, trust in the organisation is central to its well-functioning. Drawing on Rawls further, Mitchell notes, "Interpersonal trust among the members of a reasonably just society and their trust in the institutional values of the social structures and political mechanisms they construct and control are at the heart of what keeps this society together."⁶³

Trust is also tied to self-esteem and mutual self-respect. Zaino (1998) noted that "self-respect is an important aspect not only of justice as fairness, but of any comprehensive theory of justice."⁶⁴ In as early as *A Theory of Justice*, John Rawls calls self-esteem (or self-respect) "perhaps the most important primary good. . .without it nothing may seem worth doing, or if some things have value for us, we lack the will to strive for them."⁶⁵ What he means by primary goods are those things which "it is supposed a rational man wants whatever else he wants" and "things which he would prefer more of rather than less."⁶⁶ These include social primary goods like rights, liberties, and wealth and general natural primary goods like health and education. Rawls places self-esteem and respect as a primary good that any person would want to secure in their organisation and its treatment of its member. As Rawls puts it;

"First of all, . . . it includes a person's sense of his own value, his secure conviction that his conception of his good, his plan of life, is worth carrying out. And second, self-respect implies a confidence in one's ability, so far as it is within one's power, to fulfill

⁶² Lawrence Mitchell, 'Trust and the Overlapping Consensus' (1994) 94 *Columbia Law Review* 1918, 1918

⁶³ *Ibid*, 1922

⁶⁴ Jeanne Zaino, 'Self-Respect and Rawlsian Justice' (1998) 60 *The Journal of Politics* 737, 739. See also Robert Yanal, 'Self-Esteem' [1987] *Noûs* 363

⁶⁵ See John Rawls, *A Theory of Justice* (Harvard University Press 1971) 62, 92

⁶⁶ *Ibid*.

one's intentions. When we feel that our plans are of little value, we cannot pursue them with pleasure or take delight in their execution. Nor plagued by failure and self-doubt can we continue in our endeavors.”⁶⁷

Adopting the Rawlsian framework of justice as fairness promotes an environment that values self-respect, drive, and the pursuit of one’s goals without depriving others of doing the same.

2.5 Systematic Review

2.5.1 Introduction

In this phase of the systematic review, I investigate and synthesize evidence to learn more about the relationship between sports ethics and justice. In this section, the results are examined about the review questions and critical pieces of literature. The study is grounded on a theoretical framework that considers concepts like equality, fairness, and justice, as well as Rawlsian ideals, organizational dynamics, and Taekwondo's distinctive perspective.

Data synthesis and analysis depend heavily on thematic analysis. The information is arranged according to themes that emerged from the literature study. The subjects clarified issues of fairness and sporting ethics. The topic of procedural justice is often discussed in Taekwondo organizations. Numerous research has been done to show how crucial procedural fairness is in Taekwondo's governing organizations.⁶⁸ They strongly emphasize the need for transparent decision-making, fair competition, and impartial conflict resolution. The idea of distributive justice in sports resource allocation is another frequent topic. Distributive fairness is often the subject of study on sports organizations' resource distribution. Researchers have looked at how to fairly distribute resources, chances, and benefits among athletes and stakeholders.

Another new problem is interactional justice in sporting communities. Communities and sports teams are often topics for discussion regarding interactional justice. The idea encourages respectful and fair interactions between athletes, coaches, officials, and fans to create a positive sports environment. Significantly, John Rawls had an impact on sports ethics. John Rawls' justice theory has been used in several studies to inform discussions of justice and fairness in

⁶⁷ Rawls, *A Theory of Justice* 440

⁶⁸ <http://m.worldtaekwondo.org/about-wt/about.html> accessed oct 2023

sports. Rawls' ideas of justice have been used to analyze and improve the moral foundation of sporting organizations.

The principles of compassion, honesty, perseverance, self-control, and an unbreakable spirit are the cornerstones of the Taekwondo philosophy. In sports, justice, ethnicity, and gender are also explored. To uncover gaps and provide solutions to improve inclusion in terms of gender and race have been investigated in connection to sports ethics and justice. I relate the findings to the broader body of research and the theoretical setting in each subject discussion, examining how these issues affect justice and sports ethics in Taekwondo and other sports. To fully comprehend sports ethics and justice, I provide a detailed overview of how these themes connect, overlap, or differ.

This work involves meta-synthesis. Merging qualitative data from several studies to create new understandings or interpretations is called meta-synthesis. It makes it possible to analyze complex phenomena more thoroughly, considering aspects that individual studies could not fully capture. Meta-synthesis is used in systematic reviews to examine recurring themes or patterns in several studies. This method can improve understanding of sports ethics and justice by telling a more in-depth tale, examining the relationship between Taekwondo and the larger athletic community regarding athletics, ethics, and justice. The study aims to reveal the current knowledge and inspire more research and discussions to promote sports ethics for professionals, academics, and stakeholders.

This chapter thoroughly outlines the methodology used to analyze justice, sports. A systematic review is crucial to academic work that comprehensively gathers reliable and pertinent data on a specific topic. The process includes planning, data gathering, quality evaluation, and outcomes integration. The goals are finding solutions to research queries and improving understanding of complex subjects. Similarly, the chapter will look at the difficulties of using systematic review techniques, outlining an approach to finding, evaluating, and including significant research. Clearly stating the study's aim and objective is the first step in this systematic review. The techniques and processes will be carefully examined to find, collect, and evaluate pertinent data. This chapter describes the precise, repeatable steps that will form the basis of this investigation.

The primary goal in conducting a thorough investigation is to assess the relationship between justice, sports, and ethics. I strictly follow a strict protocol to provide comprehensive and impartial research findings. The following parts will explain the study design, search strategy, selection criteria, data extraction methods, quality evaluation metrics, and data synthesis processes. The methodology chapter provides a good foundation for the ensuing analysis and discussion since it is closely tied to the research questions and goals. Transparency, repeatability, and the advancement of knowledge in justice, sports, and ethics will be the main foci of this systematic review.

2.6 Methodology

Search Strategy: This systematic review used a search strategy to explore the current body of literature on sports, ethics, justice, Rawls' theory, organizational components, and the unique context of Taekwondo. Specifically, this study focused on the context of Taekwondo. Because of the systematic approach that was used in the conduct of this research, an exhaustive and objective selection of scholarly works that were published various databases such as google scholar between January 1, 2013, and September 1, 2023, was able to be included in the analysis. To begin the search, reliable databases that covered a wide range of academic disciplines and scholarly publications were chosen after thorough screening. During the study, various databases, such as Web of Science, PubMed, JSTOR, Google Scholar, and SportsDiscus, were consulted. The search approach consisted of consciously picking out various terms that each represented a different component of the problem that was being investigated. Listed above are the phrases "Sports," "Ethics," "Justice," "Rawls," and "Organization," as well as "Taekwondo."

The literature underwent a process of filtration based on predetermined inclusion criteria. In order to qualify for evaluation, a document must prominently include in its title or abstract at least one pivotal phrase such as "equality," "fairness," "justice," or "Taekwondo." The selected article should meet the following criteria: it must have been published within the last decade, be written in the English language, and directly relate to the primary areas of interest, namely sports, ethics, justice, Rawls's theory, organization, and Taekwondo.

The exclusion criteria had a significant role in enhancing the precision of the selection process. I have rejected publications that were published outside of the given review period, articles that were not accessible in the English language, articles that had considerable relevance to the

main research topics, and articles that were missing an abstract, which impaired the early evaluation of their relevance. The search technique used in this study was characterized by a systematic and rigorous approach aimed at capturing all relevant material about the research issue. Using this methodology resulted in mitigating prejudice and establishing a thorough and accurate portrayal of sports ethics, justice, and Taekwondo within the designated period.

Selection Process: The systematic review started by conducting a comprehensive search across particular databases with appropriate keywords, yielding 620 publications that were deemed relevant. To ensure the quality and appropriateness of the sources used for this study, I employed specified criteria and created standards. According to the specified criteria, it is essential that all sources used adhere to the standard of becoming research papers. The sources needed more rigour to be deemed suitable as evidentiary support in this scholarly article. A total of 148 journals and articles were excluded from further consideration during the subsequent step of resource selection. The sources in question should have been considered due to concerns over their respective datasets⁶⁹ need for confirmed validity and dependability. The present study used established databases that adhere to stringent quality control protocols to assure the reliability and credibility of the sources. Scholars can enhance the precision and dependability of their conclusions while mitigating the inclusion of erroneous or substandard data via databases. The inclusion of incomplete or altered data can undermine the research's impartiality and integrity since it may be susceptible to commercial pressures or biases often seen in databases of lower credibility.

This review only included materials that were published in the English language. The imposition of the limitation stemmed from the need for more reliable human translation services or comparable resources for materials in languages other than English. Despite using a range of methodologies, the academic community has yet to attain translation accuracy rates over 95% regularly. Using these methodologies for literary analysis in languages other than English often resulted in erroneous or defective findings. A total of 58 sources written in languages other than English were removed from the analysis owing to this conclusion.

Due to the most up to date journals and articles, the inclusion criteria for the selection process were limited to articles published during the last decade. This constraint guarantees the proper

⁶⁹ Bryman, A. "Social research methods: Oxford university press; 2016." (2012).

representation of the most recent developments in the subject, considering new research discoveries that may alter or challenge prior conclusions. Despite the chronological limitation, an exception was made for materials that served as basic references in establishing words and historical contexts. The criteria for selection were relaxed for newly published materials that did not align with the study aims. One hundred fifty-nine sources were removed from the analysis because they failed to match the required publication date criterion. The systematic review examined a total of 54 publications selected from an initial pool of 135 recognized papers. The PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) diagram visualizes the systematic procedure for searching the literature and selecting relevant studies. The primary objective of the diagram is to enhance the level of transparency and overall clarity. In addition, PRISMA diagram is a widely recognized and recommended tool for visually summarising the selection and screening process of articles in systematic reviews and meta-analyses. Its use in research studies is preferred over simply citing all considered articles for several academic and methodological reasons. For example, transparency and reproducibility: The PRISMA diagram provides a transparent and reproducible account of the search and selection process. It allows readers to understand how the initial pool of articles was narrowed down to those included in this research study. This transparency is crucial for the integrity and credibility of the research.

Furthermore, for bias reduction: The PRISMA diagram helps in minimizing selection bias. By depicting the flow of articles from initial identification through to inclusion, it demonstrates that the selection process was conducted systematically and without arbitrary exclusions, which is essential for ensuring that all relevant studies are considered.

Also, efficiency: It concisely conveys the number of articles at each stage of the review process, making it easy for readers to gauge the scope of the initial literature search, the number of articles screened, and the final number of included studies. This efficiency is particularly valuable in fields with a large volume of literature.

Data Quality Assessment: The PRISMA diagram often includes information on why articles were excluded (e.g., based on title, abstract, or full-text review). This allows readers to assess the quality and relevance of the excluded studies, providing insights into the rigor of the study selection process. By depicting the process of identifying and excluding articles, the PRISMA diagram aids in assessing the potential impact of publication bias. It allows researchers to explore whether the studies that were excluded may have introduced bias into the findings.

Readability: The diagram's visual format makes it easier for readers to quickly grasp the study selection process. It conveys essential information at a glance, reducing the cognitive load on the reader. This promotes consistency across research studies and facilitates the comparison of studies within the same field.

In summary, the PRISMA diagram is a valuable tool used in this research study because it enhances transparency, reduces bias, and provides an efficient means of summarising the article selection process. It is considered a best practice in systematic reviews and meta-analyses, ensuring that the research methodology is well-documented, and the results are credible. Using the PRISMA diagram is, therefore, preferable to merely citing all the articles considered as it conveys critical information in a structured and easily interpretable manner.

Table: Systematic literature review of 54 Articles/Journals

Article/Journal Title	Authors	Research Methods	Theory	Rank
1.Rawls's Theory of Justice and its Relevance in Analyzing Injustice on Ethnic Phenomenon	Cut Maya Aprita Sari	Qualitative	Rawls theory of Justice	3
2.Rawls's Argument from Political Stability	George Klosko	Qualitative	Justice as fairness	2
3.From Primary Goods to Capabilities: Distributive Justice and the Problem of Neutrality	Eric Nelson	Qualitative	Political theory	1
4.Rawls and the Distribution of Education	Catherine Beattie	Qualitative	Rawls theory of justice	1
5. Justice and Game Advantage in Sporting Games	Sigmund Loland	Qualitative/Quantitative	Ethical Theory and Moral Practice	1
6. The Idea of an Overlapping Consensus	John Rawls	Qualitative	Theory of Justice	2
7. Justice in the Social Distribution of Health	Johannes Kniess	Qualitative/Quantitative	Social Theory and Practice	1

8. The Aim of a Theory of Justice	Martijn Boot	Qualitative	Ethical Theory and Moral Practice	2
9. The Appeal of Political Liberalism	Samuel Scheffler	Qualitative	Ethics	1
10. Aristotle and Theories of Justice	Delba Winthrop	Qualitative	Theories of Justice	2
11. Games, Fairness, and Rawls's A Theory of Justice	Anthony Laden	Qualitative/Quantitative	Rawls theory of justice	3
12. Justice as Fairness: Political not Metaphysical	John Rawls	Qualitative	A theory of justice	3
13. Rawls's Problem of Stability	Michael Huemer	Qualitative	Social Theory and Practice	2
14. Self-Respect and Rawlsian Justice	Jeanne S. Zaino	Qualitative	Rawls theory of justice	3
15. Public Reasoning without Sociology: Amartya Sen's Theory of Justice	John Holmwood	Qualitative/Quantitative	Amartya Sen's Theory of Justice	2
16. Sen on Justice and Rights: A Review Essay	F. M. KAMM	Qualitative/Quantitative		1
17. John Rawls and the Task of Political Philosophy	Paul Weithman	Mixed methods	A theory of Justice	
18. Trust and the Overlapping Consensus	Lawrence E. Mitchell	Qualitative/Quantitative	A theory of justice	2
19. What Do We Want from a Theory of Justice?	Amartya Sen	Qualitative	Rawlsian	3
20. A Case for Procedural Justice Climate: Development and Test of a Multilevel Model	Stefanie E. Naumann and Nathan Bennett	Mixed methods	Procedural justice	2
21. What signals does procedural justice climate convey? The roles of group status, and organizational benevolence and integrity	XIAOWAN LIN and KWOK LEUNG	Mixed methods	Procedural justice theory	3
22. A Study of Organizational Justice,	W. R. Travis and Burns	Qualitative and Quantitative	Procedural justice theory	3

Organizational Citizenship Behavior, and Student Achievement in High Schools	Michael F. DiPaola			
23.The Management of Organizational Justice	Russell Cropanzano, David E. Bowen and Stephen W. Gilliland	Mixed methods	Equity theory	2
24.Ethics, Values, and Organizational Justice: Individuals, Organizations, and Beyond	Marshall Schminke, Anke Arnaud and Regina Taylor	Mixed methods	Theory of justice	2
25. The Link between Organizational Ethics and Job Satisfaction: A Study of Managers in Singapore	Hian Chye Koh and El'fred H. Y. Boo	Quantitative	Organizational justice theory	2
26.Does Perceived Organizational Support Mediate the Relationship between Procedural Justice and Organizational Citizenship Behavior?	Robert H. Moorman, Gerald L. Blakely and Brian P. Nichoff	Quantitative	Procedural just theory	2
27. The Effects of Ethical Climates on Organizational Commitment: A Two-Study Analysis	John B. Cullen, K. Praveen Parboteeah and Bart Victor	Mixed methods	Rawlsian	3
28.Theory Before Definition in Martial Arts Studies	Paul Bowman	Qualitative	Theory Before Definition in Martial Arts Studies	2
29. Classification in sport: A question of fairness	Sigmund Loland	Mixed methods	Ethical theories	3
30. International Sports Law: A Replay of Characteristics and Trends	James A. R. Nafziger	Mixed methods	Procedural fairness	2
31.Making Sense of Fairness in Sports	Thomas Murray	Mixed methods	Fairness and justice	3

32. Martial Arts in the Classroom	Edward L. Vockell and Han S. Kwak	Qualitative	Fairness and justice	3
33. Racial discrimination in sport: Unequal opportunity for equal ability	John c. Philips	Mixed methods	Theory and Methods of Social Research	2
34. International Sports Law as a Process for Resolving Disputes	James A. R. Nafziger	Mixed methods	Theory of general jurisdiction	3
35. On Second Thought	Luke Rodesiler and David Premont	Qualitative	Theory of Knowledge	1
36. Justice as Fairness: A Restatement	Erin Kelly	Qualitative	Theory of justice	3
37. A Theory of Justice Revised Edition	John Rawls	Qualitative	A Theory of Justice	2
38. Exploring the challenges of Amartya Sen's work and ideas: An introduction	Bina Agarwal, Jane Humphries, and Ingrid Robeyns	Mixed methods	A theory of Justice	2
39. Justice as Fairness	John Rawls	Qualitative	A Theory of Justice	3
40. Rawls on Justice	Thomas Nagel	Qualitative	A Theory of Justice	2
41. Rawls and Global Justice	Thomas Pogge	Qualitative	A Theory of Justice	3
42. Rules, Fairness, and Formal Justice	Daniel Sullivan	Qualitative	Ethics	3
43. John Rawls on Justice	Patrick Riordan and Rainier R.A. Ibana	Qualitative	John Rawls Theory of Justice	2
44. Justice as Fairness: Coleman's Review Essay on Rawls	Steven J. Klees and Kenneth A. Strike	Quantitative	Justice as fairness	3
45. Rawls' Theory of Justice	Vinit Haksar	Mixed methods	Justice as fairness	3
46. Justice Deserted: A Critique of Rawls' "A Theory of Justice"	Michael Zuckert	Qualitative	A theory of justice	2

47. Rawls on International Economic Justice in "The Law of Peoples"	Rex Martin	Mixed methods	Ethics	3
48.Perfectionism, Reasonableness, and Respect	Steven Wall	Qualitative	Political Theory	2
49.Fairness, implicit bias testing and sports refereeing: An argument for why professional sports organisations ought to promote fairness in sport through testing referees for implicit biases, Petersen, Thomas Søbrik,Wichmann, Søren Sofus	Wichmann, Søren Sofus	Mixed methods	Philosophy of sport and ethics	3
50.Reconsidering the Role of Self-Respect in Rawls's A Theory of Justice	James R. Zink	Qualitative	A theory of justice	2
51.Including Trans Women Athletes in Competitive Sport	Veronica Ivy and Aryn Conrad	Mixed methods	Political theory	1
52.Applying Rawlsian Approaches to Resolve Ethical Issues: Inventory and Setting of a Research Agenda	Neelke Doorn	Mixed methods	Ethics	2
53.Fair elimination-type competitions	Arlegi, Ritxar Dimitrov, Dinko	Qualitative	A theory of justice and fairness	3
54. Procedural Justice and Affirmative Action	Kristina Meshelski	Mixed methods	Ethical Theory and Moral Practice	2

The aforementioned journals and articles have been assigned rankings of 1, 2, or 3 based on their compliance with the inclusion criteria pertaining to the fundamental concepts of justice, equality, and fairness. These criteria have been employed as evaluative measures to ascertain the alignment of the selected works with the central tenets of these foundational principles within the domain of the subject matter under consideration. The rankings are indicative of the extent to which the content, arguments, and perspectives articulated within these publications resonate with and contribute to the discourse surrounding justice, equality, and fairness. It is

imperative to acknowledge that the rankings have been assigned to offer a structured and systematic assessment of the suitability and relevance of the chosen materials for the purpose of this research study.

Fig 1. Flow chart of the searches and selection procedure of studies.

	Fairness and justice	Equality and justice	Relevance
Equality	Fairness, implicit bias testing and sports refereeing: An argument for why professional sports organisations ought to promote fairness in sport through testing referees for implicit biases, Petersen, Thomas Søbrik, Wichmann, Søren Sofus	Organizational justice and commitment in interscholastic sports ; Whisenant, Warren	Both were relevant and linked to sports equality and justice
Fairness	Classification in sport: A question of fairness; Loland, Sigmund		Relevant to the research study and makes a positive contribution towards the literature
Justice	Fair elimination-type competitions ; Arlegi, Ritxar Dimitrov, Dinko	Fairness and Enjoyment in School Sponsored Youth Sports, Whisenant, Warren Jordan, Jeremy S	Both equally relevant and indicated resonance with the research topic, sports journal and sports justice and fairness

Fig.1: Table of the searches and selection procedure of studies.

The above flow chart, the heading is Justice, Equality, Fairness. The relevant titles of the articles have been added and on the third column the author has distinguished what is relevant about it. In addition, the author has then written about this further where shows the depth of understanding of what they say. The author has categorised this in a clear and concise manner. As indicated in the above table, there is a direct link between fairness and justice and equality. Thus, these are the articles (1) Fair elimination-type competitions; (2) Classification in sport: A question of fairness; (3) A question of fairness, Fairness, implicit bias testing and sports refereeing: An argument for why professional sports organisations ought to promote fairness in sport through testing referees for implicit biases, (4) Organizational justice and commitment in interscholastic sports and (5) Fairness and Enjoyment in School Sponsored Youth Sports.

The most relevant articles, that resonate with the ideas of the current research topic (race, justice, equality, fairness and biases) are outlined below:

The very first publication, by Petersen, Thomas Sbrik, Wichmann, Sren Sofusit, is headed "Fairness, implicit bias testing, and sports refereeing: A case for why professional sports groups should improve fairness in sport by assessing judges for hidden biases." This article reiterated that sports officials are not always as objective or impartial as they should be. Referees appear to be prejudiced versus people of unlike races, genders, and heights in their rulings, according to studies, or prejudiced in support of the home team. Such prejudice, without a doubt, runs counter to official sporting objectives of justice and non-discrimination. The difficulty with this is that referees who are impacted by unconscious biases may make biased judgements, resulting in some participants being penalised disproportionately in the domain of sport.⁷⁰ Therefore, it resonates with fairness, justice and equality and how these three concepts play an integral role in sport.

In this article, it was critically summarised that as part of their mandated training, sports organisations must compel referees to undertake implicit bias testing. Various arguments versus the required use of hidden bias assessment were also mentioned in this article, such as the fact that there are other types of interventions to identify and reduce biases among referees. Improved diversity amongst supporters of the managing profession might be one such

⁷⁰ Journal of the philosophy of sport, 2021, VOL. 48, NO. 1, 97-110
<https://doi-org.ezproxy.mdx.ac.uk/10.1080/00948705.2020.1866994>

intervention. This may be accomplished, for example, if sports associations made a maximum effort (e.g., throughout agreeing act) to guarantee that the group of referees is representative of the general community. The goal of this post is to initiate a conversation on ways to reduce reported biases in sports refereeing. Moreover, given that very minimal, if anything, is currently being done to address implicit biases in refereeing, and given the lessons regarding implicit bias from the criminal justice system in conjunction with ethnic and sex prejudice in sports, the bar for how virtuous the tests must be to advance is set rather low in relation to justice, fairness and equality.⁷¹

In the second article that resonates well with the current research criteria ‘Classification in sport: A question of fairness;’ by Loland, Sigmund.

This commentary studied the ideologies of fair classification of sportspersons with the assistance of normative theory and practical examples, resulted in a justice and equity for participation. As a result, classification aims to minimise the impact of disability on competitors' performance so that sporting excellence ultimately determines who wins. To guarantee the competition's integrity and credibility, it is necessary to ensure that athletes are classified before competing.⁷² This article also shows that birth sex classes can be disregarded in numerous sports, and that sex classes can be substituted with body range classes in others. It is also maintained that sports where body height has a important and logical effect on performance should be classified as such. Furthermore, the concept of limiting the impact of disparities over which folks have little or no influence and cannot be held responsible has a long past in principles and is presented in numerous systems in greatest virtuous theories such as Arneson's.⁷³

Inequality based on birth sex, physical appearance, or capability/disability is ignored when allocating fundamental goods like education and employment market access in democratic welfare societies. Furthermore, unfair conduct established on these discrepancies is biased and illegal in most cases. They do, however, have a considerable and systematic impact in particular practises. As a result, this article has examined how athletes' classification in sport reflects societal and cultural notions about human differences, resulting in segregation and discrimination. Sport has become more inclusive as modern welfare societies have developed,

⁷¹ Pope, D. G., J. Price, and J. Wolfers. 2018. “Awareness Reduces Racial Bias.” *Management Science* 64 (11): 4988–4995. [Crossref](#)

⁷² <https://www.paralympic.org/classification> accessed March 2022

⁷³ Arneson, R. (2015). Equality of opportunity. In E. Zalta (Ed.), *The Stanford encyclopaedia of philosophy* (Summer 2015 ed.)

allowing participation irrespective of sex, physical appearance, maturity, or level of ability or disability, of societal, financial, racial, or social background, as well as sex, association size, age, and level of ability and impairment. Furthermore, it was proved that in many sports, what is actually required is critical inspection and contemplation on how to improve justice, rather than the status quo.

The next article that demonstrated relevance to the study is 'Fairness and Enjoyment in School Sponsored Youth Sports', by Whisenant, Warren Jordan and Jeremy. This article was predominantly from a sociological standpoint, the construct was introduced into a school-sponsored sports setting based on studies in organisational justice. However, three aspects of organisational justice, including distributive justice, procedural justice, and interpersonal justice, were evaluated to see if student athletes thought their coaches were fair.⁷⁴

The balance of justice utilised by instructors and instructors when constructing judgments that affect sportspersons is a crucial part of that relationship. Despite the fact that the majority of organisational fairness study has been drawn from organisation and psychology literature, this essay shattered what Sage called "intellectual boundaries."⁷⁵

According to Kanaby⁷⁶ When the physical wellness benefits of sports involvement are paired with the cerebral development that occurs in the classroom, sports have long been promoted as an important segment of the learning process. As a result, sport exposes kids to corporate culture dynamics, which effect the sociological results of sport involvement. Furthermore, the advantages of participating in sports as a means of promoting the school's overall academic goal result in greater grades, decreased dropout rates, improved attendance, and the acquisition of practical life skills (self-confidence, self-discipline, teamwork) consistency to learning and promotion of a healthier lifestyle even after graduation.⁷⁷

⁷⁴ Whisenant W, Jordan JS. Fairness and Enjoyment in School Sponsored Youth Sports. *International Review for the Sociology of Sport*. 2008;43(1):91-100. doi:10.1177/1012690208093470

⁷⁵ Sage, G.H. (1997) 'Physical Education, Sociology, and Sociology of Sport: Points of Intersection', *Sociology of Sport Journal* 14(4): 317–39

⁷⁶ Kanaby, R.F. (2003) 'Rise in Participation Figures is Positive Story', *IAA Interscholastic Athletic Administration* 30(2): 3

⁷⁷ <https://www.nfhs.org/articles/the-case-for-high-school-activities/> accessed March 2022

It was also analysed in this journal that over the last 40 years, social scientists have paid a lot of attention to the concept of justice.⁷⁸ Individuals' criteria for establishing perceptions of justice and fairness, as well as the impact these perceptions have on various behaviours and attitudes, have all been investigated in this area of research. As a result, according to a recent study by Colquitt, organisational justice is most expected made up of three distinct concepts: procedural justice, distributive justice and interpersonal justice.⁷⁹

The three concepts of organisational justice are described as follows: distributive justice is well-defined for example an individual's perception of fairness in receiving outcomes, comparable to other allocation theories that indicate rewards should be given equally to all members.⁸⁰ The focus of procedural justice is on the mechanisms that are utilised to decide the outcomes.⁸¹ Bies and Moag were the first to propose interpersonal justice, claiming that it was based on how an individual was treated and the quality of information he or she received at work⁸². According to Greenberg and Colquitt, interpersonal justice is defined as the degree to which a person is treated with dignity, respect, integrity, trust, confidence and politeness, by individuals who represent the organisation or who have decision-making positions such as the board of directors or the organisation's main stakeholders.⁸³

In the last of article of 'Fair elimination-type competitions'⁸⁴, it focused on the influence of two key fairness philosophies on the framework of elimination kind events and on sports contests in particular. The initial principle says that better opponents should have a higher

⁷⁸ Colquitt, J. (2001) 'On the Dimensionality of Organizational Justice: A Construct Validation of a Measure', *Journal of Applied Psychology* 86: 386–400

⁷⁹ Ibid

⁸⁰ Adams, J. (1965) 'Inequity in Social Exchange', in L. Berkowitz (ed.) *Advances in Experimental Social Psychology*, Vol. 2, pp. 267–99. New York: Academic Press

⁸¹ Deutsch, M. (1975) 'Equity, Equality and Need: What Determines which Value Will Be Used as the Basis of Distributive Justice?', *Journal of Social Issues* 31: 137–50

⁸² Bies, R. and Moag, J. (1986) 'Interactional Justice: Communication Criteria of Fairness', in R. Lewicki, B. Sheppard and M. Bazerman (eds) *Research on Negotiations in Organizations*, Vol.1, pp. 43–55. Greenwich, CT: JAI Press

⁸³ Colquitt, J.A. and Shaw, J.C. (2005) 'How Should Organizational Justice Be Measured?', in J. Greenberg and J.A. Colquitt (eds) *The Handbook of Organizational Justice*, pp. 113–52. Mahwah, NJ: Erlbaum

⁸⁴ Fair elimination-type competitions March 2020 *European Journal of Operational Research* 287(2)

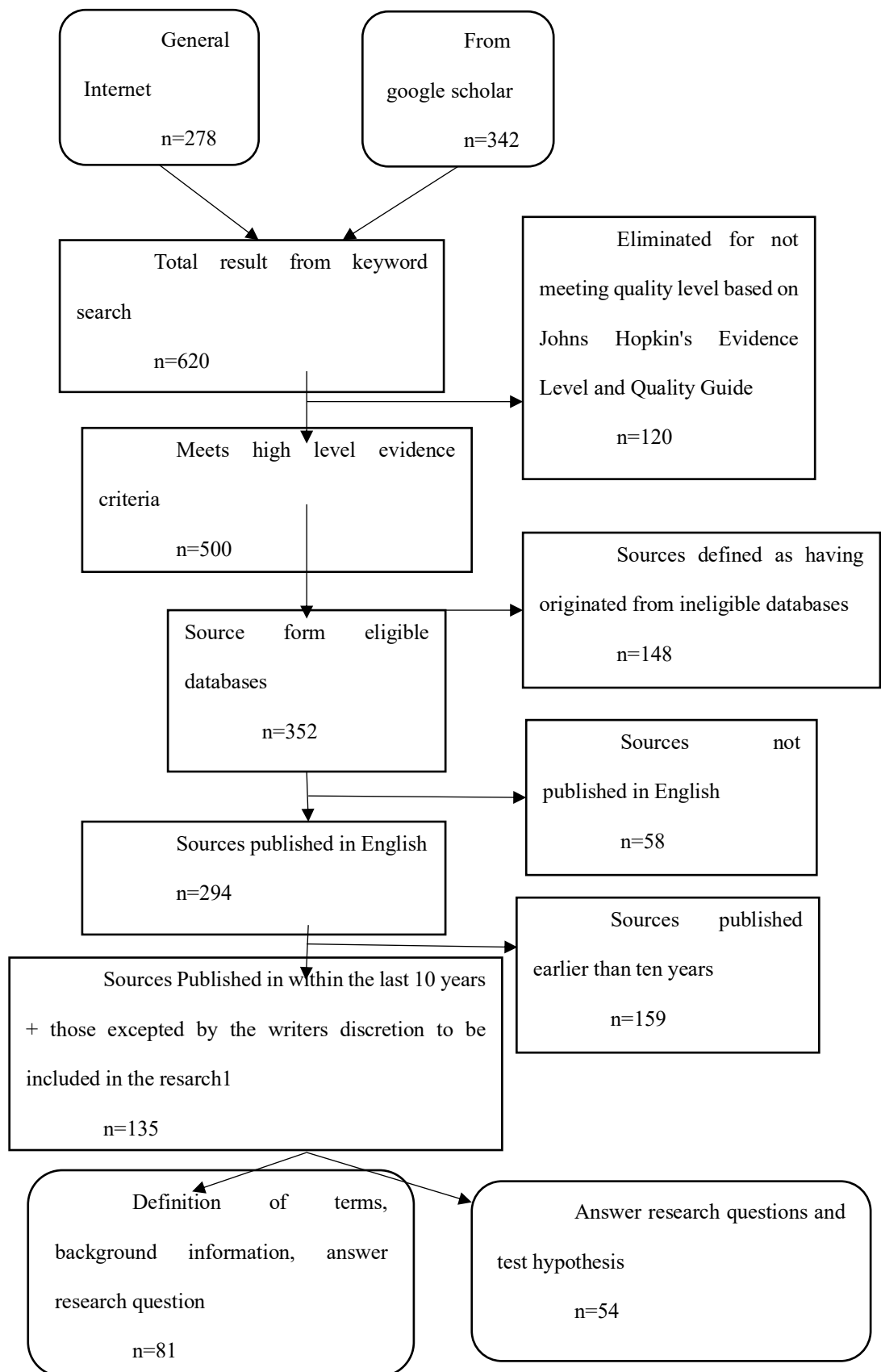
chance of success than weaker teams, whereas the second norm declares that similarly powerful performers should have the equality of opportunity of winning. Their research also reveals that there are just a few competitive procedures that are unbiased in the sense that they satisfy fairness, justice and equality.

Therefore, Justice is being procedural fairness as being perceptual is really useful distinction and resonates well with this research study. At the same time, it can be said that equality in justice is procedural and equality in fairness is perceptual and this can be linked to sports.

The comprehensive analysis presented in this systematic review will serve as the foundation for this research questions and methods. Building upon the insights gained from the literature, my research aims to address the following key questions:

4. What justice and fairness issues surface within Taekwondo, particularly in relation to the WT and BT policies and underlying principles?
5. Do members of the Taekwondo community perceive the principles of equity and justice as consistently enacted by the sport's governing bodies?
6. What improvements or modifications to WT and BT policies or practices could enhance member perceptions?

To answer these questions, I will employ a mixed-methods approach, combining qualitative analysis of philosophical texts and quantitative analysis of survey data. This multidisciplinary approach will enable me to engage with the rich body of literature reviewed here and provide a deeper understanding of the practical implications of Rawlsian thought in the modern world.



2.7 Data Extraction:

This systematic review's data extraction method was carried out meticulously and systematically, with the goal of extracting vital information from each manuscript included in the study. The focus of the extraction was on three essential elements:

- The presentation of arguments
- The nature of the evidence
- The substance of the arguments

The meticulous procedure ensured the high quality, exhaustiveness, and integrity of the ideas derived from academic literature.

The method began with the argument presentation. Identifying and delineating the critical concepts conveyed in each publication was essential for obtaining helpful information. The strategy thoroughly examined the author's hypotheses, premises, and conclusions. I assessed the authors' claims by analyzing their argument structure, logical consistency, and the relationship between their beliefs and decisions. By conducting an in-depth analysis of the argumentation framework, I thoroughly understand the central claims and the cognitive processes underlying them.

The primary purpose of the "Evaluating the Nature of Evidence" study was to assess the dependability and credibility of the research sources. In addition to determining the type of evidence used in each paper, the procedure for data extraction also involved evaluating the evidence used in each publication and scrutinizing the evidence used to support the arguments. Empirical studies, qualitative research, statistical analysis, and case studies provided proof. Understanding the evidence is essential for determining the persuasiveness of ideas in their respective contexts; the method outlined above helped establish the author's claims' veracity.

The primary purpose of the assessing argument strength study was to assess the consistency of qualitative data across multiple sources. During the data extraction procedure, the most important consideration was the validity of each argument. The assignment required assessing the argument's persuasiveness, logical consistency, and merit. The evaluation centered on the appropriateness and significance of the supporting evidence. In addition, the rational and

persuasive strength of the supporting evidence was evaluated. The evaluation assisted in distinguishing between compelling and feeble arguments.

The data extraction method was exhaustive and precise, ensuring the quality and dependability of the acquired data. This was accomplished by meticulously documenting observations and carefully cross-referencing sources. The complete data extraction procedure was implemented to investigate further and assimilate the gathered data. It is now simpler to comprehend and evaluate the literature's arguments, facts, and academic language. The enormous quantity of data compiled is the basis for the findings and conclusions of the systematic review. The review's findings are credible, dependable, and pertinent to the study's issues.

2.8 Quality Appraisal

The rigorous requirements of the Critical Appraisal Skills Programme (CASP) were followed while assessing the quality of this systematic review. The validity and dependability of research, in addition to the quality of evidence, are both evaluated using the CASP framework. Throughout the assessment process, (CASP) was used to conduct a systematic and impartial review of the quality of the evidence.

When evaluating the quality of the evidence provided by each research, the (CASP) criteria proved helpful. The data collecting and analysis techniques were assessed using the CASP criteria. Analyzing the degree to which studies adhered to the (CASP) requirements for resilient systems was the method that was used to determine whether studies were of a high quality. Having clearly outlined research questions, an adequate research methodology, trustworthy data-gathering tools, and stringent data processing protocols were essential. Because the CASP places such a strong focus on scientific rigor, it was easier to distinguish between studies that provided solid data and those with methodological flaws.

A checklist provided by the CASP was used to locate instances of bias within the materials. The (CASP) concepts were used to help in the process of identifying and assessing any bias present in the research that was being evaluated. The possibility of selection bias, information bias, and publication bias was considered using the criteria provided by the CASP. The methodological framework of CASP makes it possible to conduct an exhaustive investigation

into the multiple potential biases found in each research. A comprehensive study was carried out to determine preferences, which helped increase the review's neutrality and reliability.

It was determined whether or not the sources could be trusted and how credible they were. To determine the reliability and validity of each research, the features of the CASP were necessary. The CASP was used to determine the extent to which each study was recorded. They presented the dynamics of "equality," "fairness," and "justice" within the context of Taekwondo organizations and athletic competitions. It was determined whether or not the results of the research could be relied upon by using the criteria from the CASP. Adopting a systematic strategy, which was directed by the CASP, guaranteed that each research satisfies severe requirements for validity and reliability, strengthening the robustness of the studies' conclusions.

The validity of each research was determined by using the CASP standards, which offered a technique that was both standardized and supported by evidence. The methodical criteria of CASP made it feasible to conduct an in-depth analysis of the quality of the available data and the study's validity and reliability. The use of CASP principles has resulted in an improvement in quality assessment by bringing about an increase in impartiality, rigor, and transparency. Through the incorporation of these findings, both the honesty and dependability of the conclusions drawn from the systematic review have been improved. The (CASP) criteria were used in the study to guarantee that the chosen research satisfied severe quality standards. This served to increase the dependability and validity of the study's findings.

2.9 Data Synthesis

In this phase of the systematic review, data analysis and synthesis are performed to comprehend the relationship between sports ethics and justice. This section examines the findings in light of the study areas and significant themes highlighted in the existing literature. This research study is based on a theoretical framework encompassing fundamental ideas such as equality, fairness, and justice, as well as Rawlsian principles, organizational dynamics, and a Taekwondo-specific perspective. Additionally, where applicable, I incorporate statistical analysis to provide a quantitative perspective on the aggregated results of the chosen research.

Essential components of my results, synthesis and evaluation are thematic analysis and review. The results have been organized into theme clusters based on a comprehensive literature review. In the context of sports, the motifs elucidate the concepts of ethics and justice. I conduct ongoing research on Procedural Justice in Taekwondo Organizations. Numerous studies emphasize the importance of procedural impartiality in Taekwondo governance organizations. They emphasize the importance of transparent decision-making, fair competition laws, and fair dispute resolution. Distributive Justice is another significant topic in the context of resource allocation in sports. The scientific literature frequently emphasizes distributive equity when investigating resource allocation within sports teams. Researchers have studied equitable funding distribution, opportunities, and benefits among athletes and stakeholders.

The concept of Interactional Justice in athletic organizations is another topic. It is common to study interactional justice in the context of sports teams and communities. The idea is to cultivate a positive sports environment by fostering a culture of respect and fairness in interactions between athletes, coaches, officials, and spectators. The impact of John Rawls on the study of sports ethics has been considerable. John Rawls' theory of justice has been utilized as a starting point for many academic debates about fairness and equality in athletics. The ethical basis of sports teams and leagues has been assessed using concepts from Rawls' theories of justice, such as the veil of ignorance.

Scholars have studied the moral dimensions of Taekwondo. Civility, honesty, tenacity, self-control, and an unbeatable character are all essential tenets of Taekwondo training. The discussions also include issues of race and gender in sports adjudication. Gender and racial inequalities in sports ethics and justice have been studied by academics, who have uncovered discrepancies and proposed remedies. Each section puts the results in the context of the relevant and superior literature and theoretical framework. The implications of these problems for implementing sports ethics and justice in Taekwondo and other sports are explored in this research study. This research aims to fill in the gaps in our knowledge of sports' ethical and fair dimensions by exploring the connections, overlaps, and distinctions between these notions.

2.10 Results of Literature Review

The results of the literature review reveal prevailing themes. Centrally, it shows sports as a vital ground for justice discussions. Multiple sources highlight how sports contexts like Taekwondo reflect broader societal justice concerns. Questions on fairness, cheating, and bias are common both in sports and wider societal discourse.

Scholars like Loland (1999) illustrate how 'local justice', the fairness perceived within specific sports communities, aids in understanding different justice models. Sports narratives about racial discrimination, like Rosenblatt's 1967 article, reflect societal concerns on fairness and equality. Themes of how sports serve as a mechanism for social values also emerged; Vockell and Kwak's research (1990) showcases how martial arts principles could improve classroom behaviours.

Finally, the literature also engages with the idea of fairness at two levels: individual and organizational. Individual concerns relate to the ethics and behaviours of athletes; organizational focuses on rules, principles and decision-making by entities like the World Taekwondo Federation.

In summary, three key themes emerged from the literature: sports as a medium for justice discussions, the model of local justice, and the dichotomy of fairness at individual and organizational levels.

2.10.1 The Role of Sports in Reflecting and Addressing Societal Inequities

Sports do not exist in a vacuum; they are a mirror that reflects some of the most entrenched societal issues, injustices, and disparities existing in societies. They are arenas where societal norms, both positive and negative, become visible. In particular, the potential of sports to highlight and address gender and racial inequality has been emphasized in the works of Rodesiler and Preomont (2018).

In their work on ‘On Second Thought: Teaching for Social Justice Through Sports Culture’, Rodesiler and Preomont (2018) posit that sports can act as a significant tool for facilitating social justice education. They argue that “a quick glance at a newspaper’s sports section will underscore the need for a more socially justice sports culture,”⁸⁵ as gender biases, racial discrimination, and inequities in the distribution of resources in sports are some of the immediate issues that come to light. These issues are not new; rather, they have been persistently part of sports, often reflecting the social challenges of their times.

Rosenblatt's (1967) article entitled ‘Negroes in Baseball: The Failure of Success’⁸⁶ provides a case study of racial discrimination within the sports culture. Rosenblatt unveiled that Black baseball players, despite having higher performances on average, were afforded fewer opportunities when compared to their white counterparts. While this is a more recent phenomenon, discrimination in sports can be traced back to the last two centuries. As John Phillips (1997) noted, “The subject of racial discrimination in sports can be traced to the nineteenth century.”⁸⁷ This in-depth examination sheds light on the complex interplay between racism and sports, suggesting that racial discrimination can undermine the principle of meritocracy, which is fundamental to fairness in sports.

This connection between societal inequities and sports is thus not immediately evident but subtly intertwined with how games are structured and played. For example, despite the fact that over 80% of players in the National Basketball Association (NBA) are black, there is only one black majority team owner, all-star Michael Jordan. As recently noted in the press, bids by black individuals are often outbid by wealthier white individuals such as Jeff Bezos.⁸⁸ Practices such as these underscore the structural inequalities within sports, which often reflect broader societal issues, such as racial discrimination and socio-economic disparities. When these issues come to the public’s attention, sports come to serve as a useful method for discussing and

⁸⁵ Luke Rodesiler and David Preomont, ‘On Second Thought’ (2018) 107 *The English Journal* 82, 83

⁸⁶ Aaron Rosenblatt, ‘Negroes in Baseball: The Failure of Success’ [1967] *Trans-action* 51, 52

⁸⁷ John C. Phillips, ‘Racial Discrimination in Sports: Unequal Opportunity for Equal Ability’ (1997) 3 *Sociological Focus* 333, 333

⁸⁸ For more on this, see ‘Why are there so few Black team owners in US professional sports?’ in *The Guardian* (March 14, 2023).

understanding these issues, allowing us to analyze them within a contained framework and then relate them back to wider societal wrongs.⁸⁹

Of course, sports are also viewed to be beneficial for promoting social values tied directly (or indirectly) to justice, such as promoting cooperative practices, developing respect for others (e.g. coaches and opponents), and enhancing the practical skills of citizens. For example, in their paper on ‘Martial Arts in the Classroom’, Vockell and Kwak⁹⁰ looked into the impact of transferring elements from martial arts sports into the classroom. When transferred to the classroom, they found that the elements of the sport translated positively into improved behaviour and performance on tasks requiring longer concentration and focus efforts. For example, they note that martial arts “emphasizes meditation, and students can use this same technique to relax before a big test.”⁹¹ Moreover, the emphasis on a ‘graded series of steps’ for developing students' martial arts skills transfers well to learning models structured in a similar approach. Finally, martial arts' emphasis on respect for teachers, elders, and other students, helps promote a more hospitable environment for cooperation.⁹²

However, despite these challenges, sports also hold the potential to catalyze change and be a positive force for justice. They provide a platform for raising awareness, for engaging in critical dialogue about these issues, and for generating momentum toward transformative policies. An example is how sports communities often have the autonomy to form their own rules and standards (Loland, 1999), providing an opportunity for the sports community to lead societal change from within the fairness and justice themes.

2.10.2 Martial Arts, Social Values, and Justice in Sports:

When I consider the role of sports in society beyond physical fitness and entertainment, I begin to understand its potential as a tool for cultivating critical social values. In this respect, martial arts offer a unique blend of physical rigor and contemplative discipline that notably fosters communal values and justice. The research of Vockell and Kwak – ‘Martial Arts in the Classroom’⁹³ (1990) unveils how these arenas can have a profound influence when their

⁸⁹ Rodesiler and Premont (2018)

⁹⁰ Edward Vockell and Han Kwak, ‘Martial Arts in the Classroom’ [1990] *The Clearing House* 61

⁹¹ Edward Vockell and Han Kwak, ‘Martial Arts in the Classroom’ (1990) 64 *The Clearing House* 61, 62

⁹² *ibid*

⁹³ Edward Vockell and Han Kwak, ‘Martial Arts in the Classroom’ [1990] *The Clearing House* 61

principles are translated into non-sporting environments, such as educational settings. Their pioneering work on incorporating martial arts principles into the classroom demonstrates the positive outcomes on behavior and academic performance.

A central aspect of martial arts is its emphasis on mental discipline, particularly through practices like meditation. Vockell and Kwak note that martial arts “emphasizes meditation, and students can use this same technique to relax before a big test.”⁹⁴ This focus on mental control and mindfulness can be instrumental in environments like classrooms, where tasks often require extended periods of concentration and mental effort. It teaches students to relax and find focus before tackling a challenging task, such as a major test or a complicated problem. Beyond individual performance, martial arts encourage communal values of cooperation, respect, and honour, forming integral parts of martial arts philosophy. The notion of a ‘graded series of steps’ in martial arts; symbolic through the different coloured belts, encourages respect for those martial arts students further along in their journey and cooperation with those on the same path. This emphasis on respect can foster a much more hospitable and harmonious educational environment wherein students learn to value each individual's progression rather than only aim for cutthroat competition.⁹⁵

While Vockell and Kwak’s study specifically looks at martial arts, these principles are reflective of sports in general. Fairness, respect, cooperation, discipline - these are values central to any sporting activity and are demonstrative of the social values that sports promote. Of course, how these values are relayed, and manifest can vary from one sport to another, influenced by the sport's particular history, culture, and community.

Discussions of justice within sports need to contend with these aspects – they directly contribute to the conception and execution of justice within the sporting community, and often, a broader societal context. Thus, when analysing justice in sports, the conversation circles back to the core principles and values that each sport promotes, which naturally extend to considerations of individual and organizational behaviour.

⁹⁴ Edward Vockell and Han Kwak, ‘Martial Arts in the Classroom’ (1990) 64 *The Clearing House* 61, 62
⁹⁵ *ibid*

For instance, the principles of compassion, honesty, perseverance, self-control, and an unbreakable spirit that are fundamental to Taekwondo philosophy will invariably colour how justice is perceived and implemented within this particular community and sport.

Taken together, these discussions reveal the intrinsic relationship between sports, justice, and societal values. A deep dive into these elements will unequivocally contribute to an understanding of how sports, particularly martial arts, can be instrumental in promoting justice and positive social values. It will also guide us in identifying spaces and opportunities where the spirit of fairness, integral to sports, can be leveraged for constructive change and progress.

2.10.3 Understanding Fairness from Individual Perspectives:

To comprehend fairness in sports, it's pivotal to understand its essence from an athlete's perspective. In "Making Sense of Fairness in Sports,"⁹⁶ Murray grapples with consequential inquiries such as what constitutes cheating, the value of fairness within sports dynamics, and how such values influence athletes' conduct.

Murray (2010) highlights that the nature of fairness in sports requires grappling with the larger question of why sports emphasize fairness. Is it solely due to the inherent limits it places on athletes' behavior, forcing them to decide between ethical conduct (fair play) and a single-minded pursuit of victory? In his view, defining what is "fair" in sports should be left to the community of players and organizers, reflecting a preference for local justice. As he puts it, "Whether [for example] performance-enhancing drugs or gene doping should be permitted in sports is, in the end, a matter to be decided by the communities of athletes and those who understand and love each sport."⁹⁷ Murray's stance pinpoints the fine line between rules-bound fair play and a win-at-all-cost mindset that can veer into unethical practices. This is similar to the notion of 'local justice' discussed earlier.

While Murray chooses to leave 'fairness' as a concept to be organized by the sports community itself, this ideology faces resistance from differing viewpoints. In a broader organizational

⁹⁶ Thomas H. Murray, 'Making Sense of Fairness in Sports' [2010] The Hastings Center Report 13

⁹⁷ Thomas H. Murray, 'Making Sense of Fairness in Sports' (2010) 40 The Hastings Center Report 13,14-

scope, Loland, in his paper ‘Dealing with the issue of gender and classification in sports’⁹⁸ (2021) Sigmund Loland confronts the reality that argues that since the start of sports, the group of qualified athletes has changed drastically but the principles have not. In particular, while focusing on gender and classification in sports, Loland disputes the sports sector's firm adherence to antiquated traditions like the rigid gender dichotomy and other entrenched social and cultural norms. Loland surmises these ideologies are overdue for reevaluation⁹⁹ and emphasizes that revisions must not overlook wider liberal and moral values, catering specifically to matters of gender and race.

Contrarily, the significance of Murray's original assertion continues to hold ground - the communion of 'fairness' with wider organizational values is undeniable. Yet, Loland's counterpoint justifiably positions a check and balance by highlighting the need for revisions considering broader societal progress.

This intriguing interplay between contradicting philosophies on fairness elucidates the complex dynamics between individual and organizational perspectives in sports. A deeper investigation into the effects of this dichotomy will significantly enhance an understanding of sports fairness. Ultimately, the onus remains on tempering an athlete's competitive spirit with a broader ethical framework, while simultaneously ensuring organizational rules resonate with evolving societal values.

2.10.4 Justice: An Organizational Approach

This section builds on the social contract tradition and draws from established philosophical concepts of justice to investigate the relationship between sports ethics and justice with specific reference to the Taekwondo community. The study draws heavily from the doctrines of philosophers such as Rawls and is guided by a framework of justice that underscores mutual cooperation, respect, and equality of treatment. The research maps the trajectory of justice within the context of sports governance. The research, therefore, does not merely pay incidental reference to these thinkers but threads together a coherent narrative informed by their philosophical tradition, thereby lending a grounding theoretical base to the investigation of justice within the World Taekwondo (WT).

⁹⁸ Sigmund Loland, ‘Classification in Sport: A Question of Fairness’ [2021] *European Journal of Sport Science* 1477

⁹⁹ *ibid*

Organisational justice in sports fosters a culture of fairness, directly impacting decision-making processes, inclusiveness, and trust-building among members of the sporting community.¹⁰⁰ It ensures that every athlete, regardless of their background, has equal opportunities, thereby promoting inclusivity.¹⁰¹ Moreover, it provides a robust framework for addressing grievances and disputes,¹⁰² thereby underpinning the faith of members in the community's governance structures.

In the context of the WT and BT, this focus on justice takes on added significance, given recent controversies that have triggered concerns among the WT community. These include perceived biases in referee decisions, discriminatory policies, unwarranted disqualifications, and issues around team selection criteria. Such issues have potential implications for perceptions of procedural, distributive, and interactional justice among WT members. A comprehensive understanding of justice, informed by an extensive review of relevant academic discourse alongside a rigorous investigation of actual practices within the W, therefore stands to make a valuable contribution.

To this end, this research draws on the works of seminal philosophers such as Plato, Aristotle, Locke, Hobbes, Kant, and Rawls; analyzing and appropriating their concepts of justice for the sports governance context. Importantly, the discussion relating to Rawls' philosophy is accorded more weight given its consistent emphasis on conditions of mutual cooperation, respect, and equal treatment in establishing a just organization. Rawls' work provides the critical theoretical underpinning for the investigation of justice within the WT.

The study of justice can be traced back to seminal Ancient Greek philosophers such as Plato, who, in *The Republic*,¹⁰³ provided a robust foundation for state-based justice, obligations, and the execution of societal responsibilities. Plato's discourse on organisational forms, most notably in his work – *The Republic*,¹⁰⁴ presents an early exploration of organisational justice

¹⁰⁰ Mahony, Daniel F., Mary A. Hums, Damon PS Andrew, and Stephen W. Dittmore. "Organizational justice in sport." *Sport Management Review* 13, no. 2 (2010): 91-105.

¹⁰¹ Kiuppis, Florian. "Inclusion in sport: Disability and participation." *Sport in society* 21, no. 1 (2018): 4-21.

¹⁰² Colquitt, Jason A., Jerald Greenberg, and Cindy P. Zapata-Phelan. "What is organizational justice? A historical overview." In *Handbook of organizational justice*, pp. 3-56. Psychology Press, 2013.

¹⁰³ Plato, *The Republic* (Penguin Classics 2007)

¹⁰⁴ Plato, Plato. *The republic*. Vol. 7. Oxford: Oxford University Press, 2008.

concepts. Plato also undertook to discuss and evaluate different forms of organisations (or governments) and their proximity to being perfectly just (or ‘perfect societies’ such as his proposed view of the Republic). Although for Plato, the form of the organisation had to meet a certain standard of goodness, his discussion opens the way to evaluate the notion of *organisational* justice. Later philosophers such as Hobbes, Locke, Rousseau, Kant, and O’Neill et al., added nuance to the concept, with Hobbes, for instance, concretising justice as indispensable for a functioning civil society, born out of the voluntary agreements of a social contract (Hobbes, 1985). This establishes justice in any organisation, including sports bodies, as a result of mutual agreement among its members.

Over the past two decades, justice in the context of organizations has emerged as an increasingly studied field. Researchers and theorists, including Umphress et al. (2000) and Lim et al. (2017), have explored the social construction of justice perceptions, a key concept in organisational justice. Speaking to justice perceptions, Whitman et al. (2012) coined the term *'justice climate,'* defining it as "a distinct unit-level cognition regarding fairness perceptions of treatment by organisational authorities."¹⁰⁵

The next category is distributive justice which refers to the shared perception of reward and resource distribution fairness.¹⁰⁶ This is further broken down into three sub-categories. The first is ‘equity’, which concerns rewards given to employees based on their contributions or performance. The second is ‘equality’, which is measured in terms of how members perceive the compensation awarded, whereby members seek similar compensations to analogous members. Finally, the last sub-category is ‘need’, whereby members receive treatment based on personal requirements (e.g., religious beliefs or physical disability).

The final category is interactional justice which “refers to the shared perceptions of fair interpersonal treatment.”¹⁰⁷ This category is also further broken down into two sub-categories, interpersonal justice and informational justice. The former pertains to how members perceive their treatment as tied to a sense of dignity, courtesy, and respect. The latter refers to the need to ensure that relevant information is shared with employees (as an extension of respecting

¹⁰⁵ Whitman, Daniel S., Suzette Caleo, Nichelle C. Carpenter, Margaret T. Horner, and Jeremy B. Bernerth. "Fairness at the collective level: A meta-analytic examination of the consequences and boundary conditions of organizational justice climate." *Journal of applied psychology* 97, no. 4 (2012): 776.

¹⁰⁶ See Whitman (2012) and Schminke and others (2014)

¹⁰⁷ Whitman (2012) 739

their dignity as rational persons capable of making their own decisions based on provided information).

Of course, although these three areas are distinct, they overlap considerably in practice. Moreover, as noted by research (eg. Cropanzano et al. 2007)¹⁰⁸, these categories are both prescriptive (i.e., inform what ought to be the case) as well as descriptive (i.e., inform what is the case). Moreover, employees (or organisational members) show greater interest and care about justice in the workplace today both because of its short-term and long-term benefits and for promoting more than just outcome-based justice. As Cropanzano et al. (2007) helpfully point out, “managers too often assume that justice, in the minds of members, means only that they receive desirable outcomes. These managers are confusing outcome *favorability* with outcome *justice*.”¹⁰⁹

As stated earlier, just as sports members care more than just about the outcome of a match or game, they care about the procedure and its fairness in arriving at the result. Finally, promoting justice in an organisation has measured positive effects on members. These include improving job performance.¹¹⁰ It also promotes building trust and commitment across organisations, as some studies found a correlation as high as 0.6 between perceptions of just procedures and trust.¹¹¹ Finally, it is found to lead to greater levels of satisfaction among members and build greater loyalty in the group. This was found to be the case in a number of studies.¹¹²

¹⁰⁸ Russell Cropanzano, David Bowen, and Stephen Gilliland, ‘The Management of Organizational Justice’ [2007] *Academy of Management Perspectives* 34

¹⁰⁹ Ibid, 37; See also Yochi Cohen-Charash and Paul Spector, ‘The Role of Justice in Organizations: A Meta-Analysis’ [2001] *Organizational Behavior and Human Decision Processes* 278

¹¹⁰ See Colquitt and others, ‘Justice at the Millennium: A Meta-Analytic Review of 25 Years of Organizational Justice Research’ [2001] *Journal of Applied Psychology* 425; See also Cropanzano (2002) and M Lerner, ‘The Justice Motive: Where Social Psychologists Found it, How they Lost it, and Why they May Never Find it Again’ [2003] *Personality and Social Psychology Review* 388

¹¹¹ See Colquitt and others (2001)

¹¹² James Maxham and Richard Netemeyer, ‘First Reap What They Sow: The Effects of Shared Values and Perceived Organizational Justice on Customers’ Evaluations of Complaint Handling’ [2003] *Journal of Marketing* 46; S.S Masterson, ‘A Trickle-Down Model of Organizational Justice: Relating Employees’ and customer’s perceptions and reactions to fairness’ [2001] *Journal of Applied Psychology* 594; R. Subramanian, P. Srikanth, and M. Thakur, ‘Influence of Distributive Justice on Organizational Citizenship Behaviors: The Mediating Role of Gratitude’ [2022] *Front. Psychol.* 11; Sungjo Choi, ‘Organizational Justice and Employee Work Attitudes: The Federal Case’ [2010] *The American Review of Public Administration* 185

Table 1: Components of Organizational Justice (Source: Cropanzano et al., 2007)

1. Distributive Justice: Appropriateness of outcomes.
<ul style="list-style-type: none"> • Equity: Rewarding employees based on their contributions. • Equality: Providing each employee roughly the same compensation. • Need: Providing a benefit based on one's personal requirements.
2. Procedural Justice: Appropriateness of the allocation process.
<ul style="list-style-type: none"> • Consistency: All employees are treated the same. • Lack of Bias: No person or group is singled out for discrimination or ill treatment. • Accuracy: Decisions are based on accurate information. • Representation of All Concerned: Appropriate stakeholders have input into a decision. • Correction: There is an appeals process or other mechanism for fixing mistakes.
3. Interactional Justice: Appropriateness of the treatment one receives from others
<ul style="list-style-type: none"> • Interpersonal Justice: Treating an employee with dignity, courtesy, and respect.

In the heart of this project lies the emergent concept of organisational justice,¹¹³ the exploration of which targets the assessment of the perception of justice among the surveyed members of the World Taekwondo (WT). In recent years, the WT has come under scrutiny due to procedural concerns. As discussed in the introductory chapter, the Taekwondo community witnessed numerous controversies over the past decade associated with perceptions of unfair treatment and injustice. These incidents ranged from biased refereeing and exclusion from national teams to unjust disqualifications and prohibition of religious attire worn by certain members (e.g., Muslim headscarves). These instances touched upon the perceptions of procedural, interactional, and distributive justice among WT members. The manageability of these matters influenced the members' perspectives on trust, fidelity and, in some cases, even their desire to maintain their WT membership (Details will appear in Chapter 4).

¹¹³ Greenberg, Jerald. "Organizational justice: Yesterday, today, and tomorrow." *Journal of management* 16, no. 2 (1990): 399-432.

2.11 Justice: A Philosophical Framework

As a philosophical concept, the idea of justice, comprehensively incorporating distributional, procedural, and interactional justice, is intrinsically tied to the theoretical framework that underlines its significance and value. This connection extends both to the broader field of philosophy and, more specifically, to the work of John Rawls. The underlying *theory of justice*¹¹⁴ inevitably informs and shapes the assessment of whether an organizational practice, such as that of the WT, is just or fair. Hence, the execution of justice demands an anchoring theory of justice for its evaluation.

This section aims to situate John Rawls' theory of justice for its theoretical input on fairness and its centrality to institutional and organisational practices. Since first being introduced in the 1970s, Rawls' theory of justice has occupied a central place in political and moral theory. As recently noted by Rawlsian scholar Sari (2020), during Rawls' era, "*A Theory of Justice*¹¹⁵ became the leading treatise that talked about political philosophy and also became the primary reference regarding social philosophy."¹¹⁶ His work has been used to evaluate distributive schemes in education¹¹⁷, sports and game theory¹¹⁸, justice in healthcare¹¹⁹ and to help analyse ethnic conflicts.¹²⁰

2.12 Conclusion

This chapter has elaborated on the intricate relationship between justice, fairness, and sports, placing a specific emphasis on John Rawl's concept of justice as fairness as a pivotal framework. The chapter has planted the cornerstone by establishing the fundamental understanding of these concepts by reviewing relevant literature from multiple perspectives. Through analysis, the research explores how these principles apply within the context of sports governance, in general, and the World Taekwondo, in particular. The examination of Rawl's theory against the backdrop of other popular models of justice, utilitarianism, and

¹¹⁴ Rawls, John. *A Theory of Justice* (Harvard University Press, 1971).

¹¹⁵ Rawls, John. *A Theory of Justice* (Harvard University Press, 1971).

¹¹⁶ Cut Sari, 'Rawls's Theory of Justice and its Relevance in Analyzing Injustice on Ethnic Phenomenon' (2020) 7 *Journal of Ethnic and Cultural Studies* 210, 210

¹¹⁷ Catherine Beattie, 'Rawls and the Distribution of Education' [1982] *Canadian Journal of Education* 39

¹¹⁸ Sigmund Loland, 'Justice and Game Advantage in Sporting Games' (1999) 2 *Ethical Theory and Moral Practice* 165; Anthony Laden, 'Games, Fairness, and Rawls's A Theory of Justice' [1991] *Philosophy and Public Affairs*, 189.

¹¹⁹ Johannes Kniess, 'Justice in the Social Distribution of Health' [2019] *Social Theory and Practice* 397

¹²⁰ Sari (2020).

libertarianism, has amplified comprehension of the dynamic scope of justice and fairness in sports.

This chapter elaborates upon the pivotal role of equality and transparency in ensuring fair play and administration within sports bodies. It also highlights the influence these principles wield in fostering trust among all stakeholders, thereby, securing the integrity of sports organisations.

In conclusion, it is evident that the focus on a justice-cantered approach in sports governance is not just a lofty ideal, but an elemental necessity for their effective and responsible functioning. The insights gleaned from this chapter lay a strong groundwork for the succeeding investigatory stages, steering the thesis toward the development of practical, well-informed recommendations for fostering a culture of fairness, transparency, and integrity within the World Taekwondo and British Taekwondo as governing bodies of Taekwondo.

In retrospect, the intensive literature review underpins the importance of further scrutiny into matters of justice and fairness within the sports community, thereby paving the way for subsequent analyses and discussions in subsequent chapters. It reiterates the need for continued commitment to upholding the highest standards of ethics in the world of sports, setting the tone for the development of impactful conclusions and recommendations in the final chapters of this research study. Hence, Chapter 2 has been a critical milestone that sets the stage for deeper exploration and rich, enlightening discussion.

Chapter 3: Methodology

3.1 Introduction

This chapter is focused on describing the methodology used for the current study. The main objective of the research is to study the WT's perceived fairness by its members. Over the course of the past few years, a series of concerns have been raised against the WT and its referees, membership treatment, and restrictions on cultural forms of expression. In short, the integrity of the institution has been questioned. The research attempts to understand these perceptions of WT members better.

This chapter is divided into four main sections. Section one provides the philosophical worldview that informs the overall approach of the methodology section. Some several different philosophical worldviews or frameworks can be adopted in a research project. This section will situate and explain why the project adopts a constructivist worldview. In section two, an outline of the research design is offered. This section offers a preference for a mixed qualitative-quantitative analysis, given the relative novelty of the perceived unfairness of the WT. Section three presents the research method itself, outlining first the research data that will be collected and used in the study. Given the reliance on survey, interview, and group discussions, the rationale for their selection will be provided. Finally, section four will outline the data analysis method used in the study.

While the problems plaguing the World Taekwondo (WT) British Taekwondo (BT) are multi-faceted, at the heart of it lies the perception of fairness by its members. Fairness, a concept steeped in social justice, equality, and impartiality, is critical to the integrity and credibility of any organisation, not least within a sporting federation like the WT. In order to effectively address this issue, it must first be comprehensively understood. This is the crux of this research project.

This study takes an exploratory approach underpinned by a pragmatic worldview. The rationale for employing a pragmatic perspective lies in the fact that it is best suited for a study. A pragmatic approach that places a strong emphasis on practicality, real-world application, and the achievement of specific goals or outcomes such as fairness and justice in Taekwondo. As

such, values ideas, actions, and methods that have practical utility and can be applied effectively in real world situations, as such, it facilitates the generation of a deeper understanding of the participants' lived experiences related to the perceived fairness within the WT.

The novelty of the perceived unfairness of the WT necessitates a research design that seeks to uncover and understand new phenomena. Hence, a mixed qualitative-qualitative design is proposed in section two, allowing for the blending of diverse types and sources of data. Such an approach is ideal for uncovering the complex feelings of WT members, the reasons behind these perceptions, and their implications. Furthermore, the classifications of choosing a mixed method research design are explored below:

A mixed methods approach has been judiciously employed as the research paradigm for this study, with due consideration to selecting a design that is most congruent with the related research problem. The explanation of the specific design is expounded upon below.

It is imperative to acknowledge the abundance of classifications and categories relating to mixed methods designs that thrive within the extensive expanse of academic literature. These diverse classifications are intrinsic to distinct academic disciplines, and as such, they are characterized by varying terminology and vocabulary. As an illustrative example, the realm of Social and Behavioural Research, as elucidated by Tashakkori and Teddlie (2003b), boasts an extensive array of nearly 40 discrete types of mixed methods designs within its corpus of knowledge. The presence of such a comprehensive spectrum of typologies underscores the dynamic and evolving nature that encapsulates the domain of mixed methods research.

It is instructive to highlight the existence of four distinguished and overarching categories of mixed methods designs, each endowed with its own unique characteristics and utility. These four model designs are denominated as the Triangulation Design, the Embedded Design, the Explanatory Design, and the Exploratory Design. These fundamental typologies serve as the cornerstone upon which various variations and crosses of mixed methods designs are constructed and are emblematic of the methodological diversity intrinsic to the realm of mixed methods research.

<i>A</i>	<i>Mixed Method Designs</i>	<i>Discipline</i>
Morgan	Complementary designs Qualitative preliminary Quantitative preliminary Qualitative follow-up Quantitative follow-up	Health
Tashakkori Teddlie	Mixed method designs Equivalent status (sequential or parallel) Dominant-less dominant (sequential or parallel) Multilevel Mixed model designs: I. Confirmatory, qualitative data, statistical analysis, and inference II. Confirmatory, qualitative data, qualitative analysis, and inference III. Exploratory, quantitative data, statistical analysis, and inference IV. Exploratory, qualitative data, statistical analysis, and inference V. Confirmatory, quantitative data, qualitative analysis, and inference VI. Exploratory, quantitative data, qualitative analysis, and inference VII. Parallel mixed model VIII. Sequential mixed model	Educational research
Creswell	Convergence model Sequential model Instrument-building model	Educational policy
Sandelo (Sequential Concurrent Iterative Sandwich	Nursing
Creswell, Clark, and (Sequential explanatory Sequential exploratory Sequential transformative Concurrent triangulation Concurrent nested Concurrent transformative	Educational research

	<i>Mixed Method Designs</i>	<i>Discipline</i>
Creswell, and	Instrument design model Triangulation design model Data transformation design model	Primary medical
Tashakkori Teddlie	Multistrand Concurrent mixed designs Concurrent mixed method design Concurrent mixed model design Sequential mixed designs Sequential mixed method design Sequential mixed model design Multistrand conversion mixed designs Multistrand conversion mixed method design Multistrand conversion mixed model design Fully integrated mixed model design	Social and behavioural re

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In the context of this research study, the methodology concerned with the methodological choices made only for this study. Furthermore, the selection of the Triangulation Design, as delineated by Creswell, Plano Clark, et al. (2003), has been made. The primary objective of adopting this particular design is to acquire diverse yet mutually complementary datasets pertaining to the same research subject. Morse (1991) succinctly encapsulated this purpose when she noted that triangulation endeavours to "obtain different but complementary data on the same topic"¹²² thereby facilitating a more comprehensive understanding of the research problem at hand.

The underlying rationale for the utilization of the Triangulation Design in this research study lies in its unique capacity to combine the distinctive strengths and, equally significant, to bridge the non-overlapping weaknesses inherent in both quantitative and qualitative research methods. Such a synthesis is instrumental in yielding a more robust and nuanced exploration of the research phenomenon.

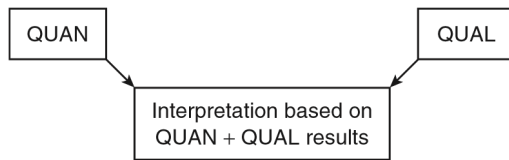
Furthermore, it is noteworthy to elucidate that the Triangulation Design is a one-phase design, offering a strategically coherent framework within which to concurrently employ quantitative

¹²¹ Creswell, Plano Clark, et al. (2003, pp. 216-217)

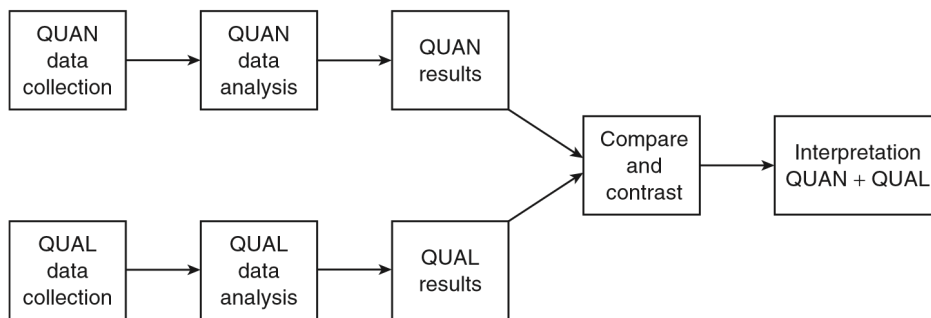
¹²² (Morse (1991) p. 122)

and qualitative research methods. This operational synergy is appropriately represented in the accompanying flow chart, providing a clear visualization of the research process's sequential integration. Such approach, which marries the quantitative and qualitative dimensions of investigation, is composed to enhance the depth and breadth of insights garnered within this research study.

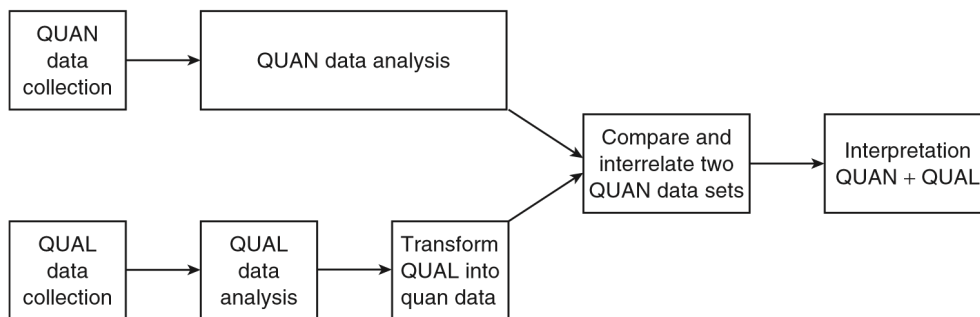
(a) Triangulation Design



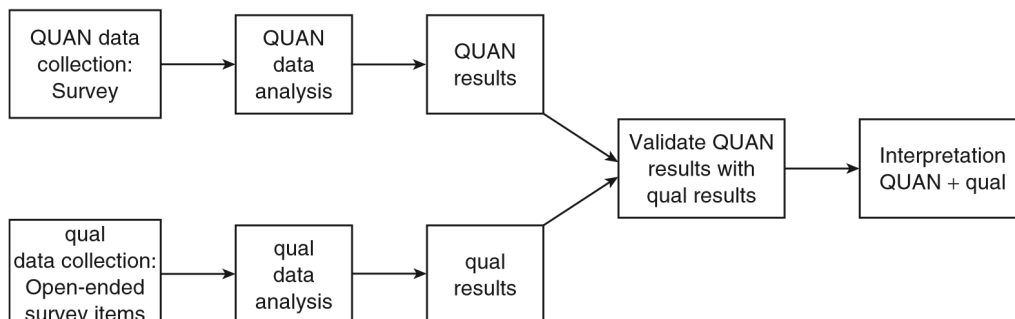
(b) Triangulation Design: Convergence Model



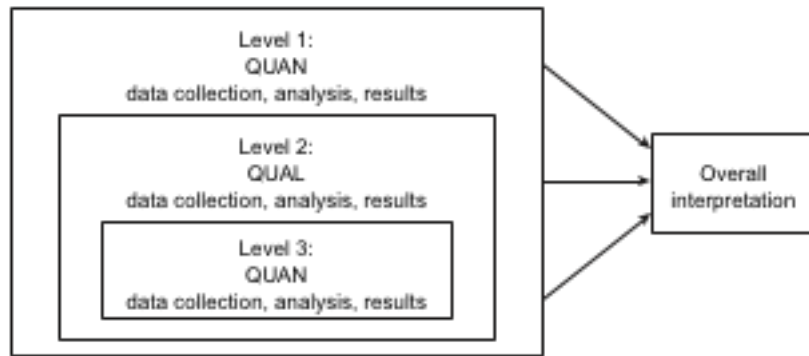
(c) Triangulation Design: Data Transformation Model (Transforming QUAL data into QUAN)



(d) Triangulation Design: Validating Quantitative Data Model



(e) Triangulation Design: Multilevel Model



Strengths of the Triangulation Design:

The Triangulation Design, a cornerstone in mixed methods research, offers a multitude of strengths and advantages, underscoring its importance in the research community. Several key aspects contribute to its appeal:

Intuitive and Pioneering Framework: The Triangulation Design possesses an innate appeal by virtue of its intuitive nature. It has historically been a popular choice for researchers who are relatively new to mixed methods inquiries. This design was the first of its kind to be discussed in the scholarly literature, as evidenced by Jick's seminal work in 1979. Its fundamental conceptualization has since served as a foundational framework, aiding both novice and experienced researchers in comprehending the details of mixed methods research.

Efficiency and Concurrent Data Collection: The Triangulation Design stands out as an efficient research paradigm. It allows for the concurrent collection of both quantitative and qualitative data during a single research phase, minimizing time and resource allocation. This feature streamlines the research process, making it not only more convenient for researchers but also more cost-effective.

Independence in Data Collection and Analysis: A notable strength of this design is its capacity for the separate and independent collection and analysis of each type of data. Quantitative data can be subjected to traditional statistical techniques, while qualitative data can be scrutinized using established qualitative methodologies. This modular approach empowers researchers to explore their data comprehensively and lends itself exceptionally well to collaborative research endeavours. Teams can be comprised of members with specialized expertise in quantitative and

qualitative analysis, facilitating a more nuanced and comprehensive examination of the research question.

Challenges in Using the Triangulation Design:

Despite its widespread popularity, the Triangulation Design presents a set of challenges that researchers must navigate. Recognizing these challenges is essential for ensuring the success of mixed methods research projects. Below I have outlined some of the challenges associated with this design, along with potential strategies for addressing them:

Complexity and Integration: One of the primary challenges is the inherent complexity in combining quantitative and qualitative data. Researchers often grapple with the integration of these two data streams, as merging the insights they offer can be intricate. To address this challenge, careful planning, pilot testing, and an in-depth understanding of the research question are essential. Researchers must design their study with integration in mind, employing a systematic approach to weave the data together effectively.

Resource Intensity: The Triangulation Design demands substantial resources, both in terms of time and expertise. Conducting two types of data collection and analysis simultaneously can strain research budgets and schedules. Researchers can address this challenge by seeking external funding, collaborating with experts in the field, and adopting efficient data collection and analysis techniques to optimize resource allocation. Moreover, the Triangulation Design offers numerous strengths, making it an appealing choice for mixed methods for this research study.

Section three describes an array of methods that have been used to gather first-hand experiences from WT members. These methodological tools include survey, interview, and group discussions each of which plays a fundamental role in generating a complete picture of members' perceptions. Survey (Likert scale questionnaire in this research study) and discussion groups serve as pivotal tools within the realm of empirical research, particularly when investigating the complex dynamics of human experiences and perceptions, as pertinent to the specific research study at hand. This discourse aims to explain the inherent significance of employing survey and discussion groups within the ambit of this study, shedding light on their distinctive contributions and merits.

As the current research is on perceptions of Taekwondo community members, survey represents an invaluable methodological instrument in the arsenal of research methodologies for several compelling reasons. It offers a streamlined mechanism for obtaining a comprehensive, bird's-eye view of the perspectives held by a diverse pool of participants. By gathering structured, standardized responses from a relatively large sample size, survey yield data that are amenable to quantitative analysis. This statistical rigor lends an air of objectivity and rigor to the research, enabling the extraction of generalizable insights and trends. Furthermore, the data gleaned from survey can be subjected to various statistical techniques, allowing for the generation of numerical representations of member perspectives in the World Taekwondo. Moreover, these numerical depictions are especially pertinent when the research seeks to quantify participant attitudes, preferences, or demographic information, thereby affording a robust basis for comparisons and correlations.

Survey and discussion groups introduce a complementary dimension to the research endeavour. Discussion groups transcend the limitations of purely quantitative data by providing a qualitative window into the intricacies of human experiences. Interview and group discussions offer a platform for a more profound, multifaceted, and personal exploration of participants' insights and opinions concerning the subject of interest, in this case, the WT. Through open-ended questioning, discussion groups facilitate the emergence of nuanced narratives and contextual understanding. Participants can share their experiences, elaborate on their perceptions, and engage in dialogue with fellow participants, thereby revealing the multifaceted dimensions of their experiences and emotions.

Moreover, discussion groups allow researchers to delve into the underlying motivations, social dynamics, and subjective interpretations that may remain obscured in quantitative survey. Furthermore, particularly beneficial when seeking to capture the 'why' and 'how' behind the data obtained through survey. The human element, as uncovered through interviews and group discussions, enriches the research with rich qualitative data that can illuminate the complexities of the phenomenon under scrutiny.

In summary, survey and discussion groups represent complementary tools that serve as pillars of empirical research, especially within the context of this study concerning the World Taekwondo members. In addition, the survey offers a structured means of collecting quantitative data, providing a broad perspective and supporting generalizability. In contrast, discussion groups enable the exploration of qualitative aspects, permitting a deeper

understanding of the intricacies and subjective dimensions of participant experiences and opinions. Together, these methods harmonize to create a comprehensive approach to research, ensuring that both the quantitative and qualitative aspects of the study are methodically addressed, thus enhancing the credibility and validity of the research findings

The final phase of the study is the analysis of the collected data, which is described in section four. This project adopts a thematic analysis approach; a powerful tool for establishing patterns of meaning across a dataset. Aided by this analytic approach, the study will unearth the more dominant and recurring themes among member perceptions.

This research situates itself within the broader field of fairness studies. It presents an important contribution to shed light on an underexplored aspect of fairness in sports federations. As such, it holds significant academic and practical value. The academic beneficiaries of this research include scholars in the fields of fairness studies, sports studies, and organisational studies. On a practical level, the WT and its membership stand to gain by understanding fairness issues better within their organisation and working towards a more fair, equitable, and inclusive experience for all involved.

3.2 Philosophical Worldviews

In discussing qualitative and quantitative research designs, Creswell and Creswell (2018) suggest that researchers first ‘make explicit the large philosophical ideas they espouse.’ (p. 44),¹²³ which, in turn, helps inform the rationale for the methods adopted and selected data and its analysis. They term such philosophical ideas as worldviews, a term borrowed from Guba (1990), which is defined as ‘a basic set of beliefs that guide actions ’(p. 17)¹²⁴. Worldviews are shaped by past researcher experiences, discipline orientation, advisors, and mentors. Moreover, worldviews provide certain assumptions or principles held by the researcher.

Accordingly, four general worldviews typically shape research approaches: postpositivist, pragmatic, transformational and constructivist (Creswell & Creswell, 2018). Not all theorists offer the same exact same categories. Other theorists, like Kamberelis et al. (2018), suggest that there are five basic figured worlds of qualitative inquiry (p. 31 and 1202).¹²⁵ According to

¹²³ Creswell, J. W., & Creswell, J. D. (2018). *Research design: Qualitative, quantitative, and mixed methods approaches* (5th edition.). Sage Publishers, page 4

¹²⁴ Guba, E. G. (1990). *The paradigm dialog*. Sage Publications, page 17

¹²⁵ Creswell, J. W., & Creswell, J. D. (2018). *Research design: Qualitative, quantitative, and mixed methods approaches* (5th edition.). Sage Publishers, page 31

Kamberelis et al. (2018), these ‘five basic figured worlds of qualitative inquiry that inform how qualitative researchers located within them engage in inquiry, including how they think about the research process, use data collection strategies, and analyse, interpret, and explain information.’ (p. 1202).¹²⁶ Drawing on Holland et al. (1998), Kamberelis et al. (2018) define figured worlds as ‘culturally constructed, socially produced horizons for understanding and acting that recognise particular kinds of actors, assign certain meanings to specific acts, and value some outcomes over others.’ (p. 1202). In turn, these social-actional spaces within which ‘people “figure out” who they are in relation to others through habituated practices. Thus, the title figured world entails ‘describing worlds that are ‘cultural imaginaries constituted by “people like us” who think, act, desire and use the same social and cultural tools toward similar goals. (2) (objectivism), positivist (1) as categorised are worlds five these Furthermore, .¹²⁷ interpretive (modernism), (3) skepticism, praxis (critical), (4) power-knowledge (poststructural) and (5) ontological (postqualitative, postmaterialism).

Given the sufficient overlap between Creswell and Creswell (2018) and Kamberelis et al. (2018), the rest of this section will focus more closely on the worldviews highlighted by Creswell and Creswell (2018) in order to situate the worldviews relied on in this project. Moreover, it will explain why the current research project best fits a mixed constructivist-transformational worldview rather than any single worldview. As noted by Denzin and Lincoln (2018), ‘The open-ended nature of the qualitative research project leads to a perpetual resistance against attempts to impose a single, umbrella-like paradigm over the entire project.’ (p. 19).¹²⁸

3.3 Postpositivist Worldview

The first worldview, postpositivist, is informed by deterministic principles and focuses primarily on understanding causal relationships and their implications. It is a worldview that maintains an objectivist view of the world, i.e., that there is an objective mind-independent reality and that it can set up and conduct empirical studies to test and verify proposed hypotheses. As noted by Kaushik and Walsh (2019), ‘Postpositivist researchers view inquiry as a series of logically related steps and make claims of knowledge based on objectivity,

¹²⁶ Kamberelis, G., Dimitriadis, G., & Welker, A. (2018). Focus groups and/in figured worlds. In Denzin & Lincoln (Eds.), *The SAGE handbook of qualitative research* (5th ed., pp. 559-578). Thousand Oaks, CA: Sage Publications

¹²⁷ Ibid

¹²⁸ Denzin, N. and Lincoln, Y. (2018). *The SAGE Handbook of Qualitative Research* (5th edition). Sage Publishers

standardisation, deductive reasoning and control within the research process ’(p. 256; see also Creswell & Plank, 2018). Finally, this approach is noted for its predominant application in quantitative research.¹²⁹

3.4 Pragmatic Worldview

This study adopts the pragmatic philosophical paradigm. Pragmatic worldview, on the other hand, ‘originated in the United States around 1870 ’with its first iteration coming from Charles Sanders Pierce, who ‘defined and defended the view ’(Hookway, 2021, p. 1) and then was later further developed and popularised by the American psychologist, William James (Hookway, 2021).¹³⁰ Pragmatism places a higher emphasis on the practical consequences of ideas and actions, seeking solutions that are practical and useful. As a result, this worldview emphasises experimentation and observation to determine the truth or value of a claim. It is often associated with William James's basic formula of ‘if it works, then it is true ’(James, 1907).¹³¹ One benefit to the pragmatic worldview is that it is not committed to the notion that there is only one reality and thus is open to mixed methods of experimentation. This is because ‘Pragmatism as a research paradigm refuses to get involved in contentious metaphysical concepts such as truth and reality. Instead, it accepts that single or multiple realities are open to empirical inquiry ’ (Kaushik & Walsh, 2019, p. 258). This research worldview also encourages researchers to ‘use the philosophical and/or methodological approach that works best for the research problem being investigated ’(p. 257).¹³²

3.5 Social constructivism (or interpretivism)

Social constructivism (or interpretivism) is premised on the idea that ‘individuals seek understanding of the world in which they live and work. ’(Creswell & Creswell, 2018, p. 46).¹³³ Moreover, social constructivists view knowledge as developed through interaction with one’s environment and other individuals *via* collaboration, dialogue and shared experiences within their cultural and social environments. As Andrews (2012) noted, ‘In attempting to make sense of the social world, social constructionists view knowledge as constructed as opposed to

¹²⁹ Kaushik, V., & Walsh, C. A. (2019). Pragmatism as a research paradigm and its implications for social work research. *Social Sciences*, 8(9), 255. <https://doi.org/10.3390/socsci8090255>

¹³⁰ Hookway, C. (2021). Pragmatism (entry). *Stanford Encyclopedia of Philosophy*. 3 July 2023 <https://plato.stanford.edu/entries/pragmatism/>

¹³¹ Ibid

¹³² Kaushik, V., & Walsh, C. A. (2019). Pragmatism as a research paradigm and its implications for social work research. *Social Sciences*, 8(9), 255. <https://doi.org/10.3390/socsci8090255>

¹³³ Ibid

created. 'However, researchers also recognise that 'their own backgrounds shape their interpretation', so they 'position themselves in the research to acknowledge how their interpretation flows from their personal, cultural and historical experiences'¹³⁴. '(Creswell & Creswell, 2018, p. 48). The constructivist worldview is generally adopted in qualitative studies as they seek to build understanding through interaction with participants, typically through open-ended questions and investigation of social phenomena.

Finally, transformative worldviews are said to have arisen as a reaction to the postpositivist approach. According to Creswell and Creswell (2018), there were those in the academic community who 'felt that the postpositivist assumptions imposed structural laws and theories that did not fit marginalised individuals in society or issues of power and social justice, discrimination, and oppression that needed to be addressed. '(p. 47). Despite there being 'no uniform body of literature characterising this worldview', critical theorists adopt the transformative view, who generally draw on the works of Marx, Adorno, Marcuse, Habermas, Freire and others. The transformative worldview maintains that a research inquiry needs 'to be intertwined with politics and a political change agenda to confront social oppression at whatever levels it occurs (Mertens, 2010). This pertains to issues of 'empowerment, inequality, oppression, domination, suppression and alienation '(Creswell & Creswell, 2018, p. 48), whereby researchers will focus on one (or more) of these social relations and their implications on society under investigation with the caveat that they also promote working solutions toward them.

3.6 A Constructivist Worldview

Honebein (1996) describes the constructivist philosophical paradigm as one that asserts that individuals construct their understanding and knowledge of the world *via* experience and reflection. It defines meaning-making as a human experience and social forces influencing knowledge. As "reality is socially produced" (Cohen & Manion, 1994, p. 36), constructivist research methods aim to comprehend "the universe of human experience." (Mertens, 2005, p. 12). Under the constructivist paradigm, reality is not a given as an objective thing or truth but instead as something formed and moulded according to each individual's unique beliefs, values, and worldview. This implies that the researcher acknowledges the effect of their history

¹³⁴ Andrews, T. (2012). What is Social Constructivism? Grounded Theory Review 1(11), 1-7

and experiences on the study and is more likely to accept the "participants' views of the situation being studied." (Creswell, 2003, p. 8)

This research study engages Taekwondo members on the subject of perceived justice of the organizational practices of the WT an organization and community that I am also a member of. This study recognizes that knowledge may be built from the experiences of the study's participants (Taekwondo members) *via* their own perceptions, interpretations, reflections, and understanding of their situatedness. Personal opinion and judgement will play a role in this research, but interactions with participants are crucial for comprehending their perceptions of the WT. Thus, a constructivist approach is the best fit for the methodology. The constructivist paradigm, setting the philosophical scaffold of this research project, asserts that understanding and knowledge of the world are constructed through individual experiences and reflections, as supported by developmental psychologist Jean Piaget (Flavell, 1967). This supports the uniqueness of perceptions, interpretations, and comprehensions of reality, heavily informed by subjective experiences.

The constructivist worldview maintains that "reality is socially produced" (Cohen & Manion, 1994, p. 36). It takes into account the cultural context and social intricacies that interactively and dynamically mold an understanding of the universe. Constructivism respects the diversity and plurality of human experiences, acknowledging the existence of multiple truths as opposed to a single objective truth. It emphasizes the reciprocal nature of knowledge construction, positing it as a collaborative process between the researcher and participants.

Resonating with the pragmatic perspective, this study centers around the lived experiences of Taekwondo members and their perceptions regarding the World Taekwondo (WT) organizational practices. The pragmatic worldview informs the research design, which prioritizes capturing and interpreting the members' perceptions. It also acknowledges my dual roles as a researcher and a WT member, which introduces a degree of subjectivity in interpreting and understanding the researched phenomenon. This becomes both a strength and a limitation. Being a member affords a deep, experiential understanding of the research context, fostering empathy with the informants. On the downside, it might pose a risk of potential bias; being aware of this matter is crucial in preserving the study's integrity and credibility.

Methodologically, the research design hinged on pragmatism and involves an in-depth, qualitative exploration, capturing the richness and complexity of members' experiences and perceptions. Participants' views are deemed significant, taken as socio-culturally constructed realities that inform the interpretation of WT's fairness. To capture such multi-faceted understandings, data collection strategies deployed include interviews to delve into individual experiences and focus groups to tap into socially negotiated understandings.

Interpreting the collected data, the pragmatic perspective again guides the process. The study does not strive to make generalizable truth claims or develop universally applicable theories about fairness within WT. Instead, it aims to unveil the plurality of truths and diverse realities. Drawing insight from Mertens (2010), this study views reality as a compilation of individuals' interpretations, striving to document the multiplicity and divergence of perceived realities. The goal is to represent the authentic voices of the WT members, respecting their beliefs and experiences and fostering an understanding that aligns with their realities. Considering the broader constructivist worldview, it also opens the door to challenge existing power dynamics. It paves the way for a democratic form of inquiry, where knowledge is co-constructed rather than being hierarchical. This research reflects such a stance, amplifying the voices of WT members in the process, which fundamentally aligns with the goals of this study.

Pragmatism is a backbone for the proposed research design, shaping the data collection methods and influencing the interpretation of findings, concurrently considering its implications on data collection and analysis. The research strives for a comprehensive understanding of the studied phenomenon, emphasizing the members' voices and experiences. Ultimately, the pragmatic worldview enables a more nuanced, inclusive and authentic exploration of perceived fairness within the WT.

3.7 Mixed Methods Research Design

This research study's adopted research approach relies on a mixed methods research design. This choice is especially apt given the complex and multifaceted nature of the problem under investigation namely, the perception of fairness within the World Taekwondo (WT) and British Taekwondo (BT). The mixed method approach aligns with Creswell and Plank's (2018) assertion, as it fosters the extraction of more detailed and nuanced insights into the issue.

The decision to adopt a mixed methods approach is spurred by the dissection of both quantitative and qualitative data, providing a more comprehensive understanding of the research question. Quantitative data offer the advantage of assessing the breadth of the problem regarding perceptions of fairness. Data derived from methods like survey that can provide statistical insights, enabling a macro-level understanding of patterns, trends, and relationships regarding the perceived fairness within the WT and BT.

Simultaneously, qualitative data sources like interview and group discussions delve into the lived experiences of the members, allowing an exploration of the depth of the issue. Qualitative research enables a detailed understanding of the context, individual experiences, narratives, and subjective interpretations of WT and BT members regarding the organization's perceived fairness. This complements the quantitative findings, painting a comprehensive picture of the research question in its entirety.

Executing a mixed methods design involves adhering to an integration and procedural structure that upholds the integrity of both quantitative and qualitative data. This often begins with determining the sequence of the research methods whether they will be conducted concurrently or sequentially. In this study, the survey, interview, and group discussions occur simultaneously to foster an environment conducive to emerging shared themes and patterns. Group discussions provided an ideal setting for interactive dialogues that align well with Kamberelis, Dimitriadis, and Welker's ideas (2018) on socially constructed knowledge.

Analyzing the collected data from each method necessitates techniques that are best suited to the data's nature. Quantitative data analysis includes statistical measures to identify patterns, trends, relationships, and correlations. Qualitative data from interview and the discussion groups, on the other hand, undergo thematic analysis. As Braun & Clarke (2006) suggested, this method allows for extracting meaningful patterns and themes, effectively identifying and highlighting underlying factors that can influence perceptions of fairness.

The thematic analysis approach lends itself to the exploratory nature of the study. It aligns with the pragmatic worldview that governs this research, affirming knowledges socially constructed and context-dependent nature (Kaushik & Walsh, 2019). This analysis involves a coder or a team of coders who will manually or through software identify recurring themes and patterns within the data to draw insights. The strength of this mixed methods approach lies in its

comprehensiveness and flexibility. It allows for results triangulation, increased validity, and a fuller understanding of the research problem. While methodologically challenging, this complexity enriches the insights gained, enhancing the study's credibility and contribution to the broad field of fairness studies.

The mixed methods approach applied to this research project provides an egalitarian platform for the WT members' voices. The subtle nuances and forceful patterns are equally acknowledged, facilitating a comprehensive examination of the WT's perceived fairness and thereby contributing to the federation's organizational improvement endeavors. The thoughtful choice and integration of diverse methodologies ensure that the research aligns with the overarching pragmatic worldview, thereby adhering to its philosophical roots.

3.8 Research Design

In this research, below I will explore five common mixed methods research designs, highlighting their key features, advantages, and limitations and then apply one relevant to this research study.

Sequential Exploratory Design:

Description: In this design, qualitative data is collected and analysed first, followed by quantitative data collection and analysis. The qualitative phase helps in developing a deeper understanding of the research problem, which informs the development of quantitative instruments.

Advantages: This design allows for in-depth exploration before quantitative generalization, providing a richer context for the study. It is particularly useful when the research area is relatively unexplored.

Limitations: The sequential nature can be time-consuming and costly, and there may be challenges in integrating and comparing the two sets of data.

Sequential Explanatory Design:

Description: In this design, quantitative data is collected and analysed first, followed by qualitative data collection and analysis. The quantitative phase helps in identifying patterns, which are then explored qualitatively to provide a deeper understanding.

Advantages: It can provide a more comprehensive explanation of the quantitative findings and help in uncovering the underlying reasons or meanings. This design is suitable for verifying and expanding upon quantitative results.

Limitations: The sequential approach may prolong the research process, and there might be challenges in harmonizing the two sets of data.

Convergent Design:

Description: In this design, both qualitative and quantitative data are collected concurrently but independently. The results are then compared or integrated during the interpretation phase.

Advantages: It allows for the triangulation of results, enhancing the overall validity and reliability of the findings. Researchers can gain a more holistic view of the research problem.

Limitations: Managing two separate data collection processes can be resource intensive. Integration during analysis may pose challenges if the data are not directly comparable

Embedded Design:

Description: This design involves one dominant method (either qualitative or quantitative) and the other method is embedded within it. For example, quantitative surveys might include open-ended qualitative questions.

Advantages: It is efficient, as it leverages existing data collection efforts. This design is appropriate when one method plays a subsidiary role in addressing specific aspects of the research question.

Limitations: The embedded method may not be as thorough as standalone methods. Ensuring the compatibility of both methods can be challenging.

Transformative Design:

Description: In this design, researchers use both qualitative and quantitative data to not only understand the research problem but also to transform or inform each other. Data are continually mixed throughout the research process.

Advantages: It offers a dynamic and iterative approach, fostering a deep understanding of the research problem. The methods continuously inform and improve each other.

Limitations: It requires a high level of expertise in both qualitative and quantitative methods. The complexity of this design may demand more resources and time.

In conclusion, mixed methods research designs offer a powerful toolkit for researchers to address complex research questions. The choice of design should be guided by the research objectives, available resources, and the nature of the research problem. By integrating both qualitative and quantitative data, researchers can provide a more comprehensive and robust analysis, enhancing the quality of social science research. In this research study, I have opted to use convergent design as it is both qualitative and quantitative data concurrently but independently. The results are then compared or integrated during the interpretation and it allows for the triangulation of results, enhancing the overall validity and reliability of the findings. The combined utilization of quantitative and qualitative analytical approaches in this study the former providing generalizable results and the latter offering a deep dive into personal narratives - successfully captured the essence of participant perceptions of fairness. Coupling quantitative with thematic qualitative analysis balanced the predefined areas of investigative interest with emergent themes from the data, thereby fulfilling the research objectives while also providing a comprehensive, rich description of participant experiences and insights.

3.9 Ethical Consideration

Ethical considerations in research are paramount for preserving the dignity, rights, and welfare of the research participants and the integrity of the study's findings. In the context of this research, these considerations played a crucial role in shaping and implementing the study's design and procedures.

One of the first ethical considerations aligned with the ownership of the documents used in the research. It is vital to ensure the lawful possession or permitted access to these documents, whether public or private. Documents must be used with full awareness and understanding of copyright laws and other relevant data protection legislation. Unintentional violations of any ownership rights could threaten the study's integrity and legality.

Moreover, using personal data from members of the World Taekwondo (WT) necessitates consent from the individuals involved. This study carefully adhered to informed consent principles, where participants understood the purpose, the voluntary nature of their participation, and their right to withdraw at any time without any negative implications.

Data sharing is another ethical issue. It is crucial to ensure the anonymity and confidentiality of participants by appropriately de-identifying the collected data. When presenting findings, the study must guarantee that any direct quotes or descriptions used do not expose the identities of the participants.

Privacy rules were strictly respected throughout this study. Every participant had the right to keep personal information undisclosed. Data storage and management procedures followed strict privacy guidelines, ensuring the data remain confidential and are protected from unauthorized access or use.

Lastly, potential conflicts of interest were transparently declared and managed. The researcher's position as a member of WT was an example of such a potential issue and was handled carefully, ensuring that the research outcomes were not coloured by their personal affiliations or preconceptions.

In sum, the ethical considerations in this research were designed to respect and protect participants' rights and confidentiality and maintain the scientific integrity of the findings. These considerations were crucial in this study's design and continued to guide its execution and subsequent dissemination of results. These were all approved by the ethic committee approval at Middlesex university ethics committee.

3.10 Methodologies

When examining the existing methodologies applied in studies on similar subjects, certain shortcomings become apparent. One common limitation is the reliance on a singular method, either solely qualitative or quantitative, which may result in a narrow understanding of the research problem. Quantitative methods, for instance, may overlook the nuanced and contextual aspects that qualitative approaches bring to light, while qualitative methods alone may lack generalizability.

Another critique of current methodologies is the lack of integration and collaboration between qualitative and quantitative approaches. Studies that solely focus on one method miss out on the potential benefits of triangulating results and gaining a more comprehensive understanding of the research problem. By employing a mixed methods approach, this research project

overcomes these limitations, combining the strengths of both quantitative and qualitative methods.

Furthermore, some studies may not pay sufficient attention to the philosophical underpinnings of the research, resulting in a mismatch between the chosen methodology and the overall worldview guiding the study. By thoughtfully aligning the research design with the constructivist worldview, this research ensures coherence and consistency in its approach.

The critiques of current methodologies in studying similar subjects highlight the limitations of singular approaches and the lack of integration between qualitative and quantitative methods. By employing a mixed methods approach and aligning with the constructivist worldview, this research project addresses these critiques and aims to provide a more robust and comprehensive examination of the perceived fairness within the World Taekwondo (WT) among its members.

3.10.1 (Survey, Interview, and Discussion Groups)

To gain a deeper understanding of the perceptions of WT members and to complement the quantitative findings, qualitative methods were also incorporated. This section outlines the research design involving surveys, interviews, and a group discussion.

A structured questionnaire was developed to collect quantitative data on participants' perceptions of the fairness of the WT. The questionnaire consisted of items designed to measure various dimensions of perceived fairness, including referee decisions, membership treatment, and cultural expression restrictions.

3.10.2 Survey

This research study utilized survey as an instrumental tool to collect primary data and discern perspectives and attitudes that contribute to the overall understanding of the topic under scrutiny (De Vaus et al., 2013). These surveys aimed to gather direct feedback from participants and build a rich database of responses, opinions, and insights. A structured online survey was created, drawing inspiration from established methodologies (Creswell, 2017). The survey encompassed a series of statements related to perceived fairness within the WT, employing a

Likert scale to gauge participant agreement levels. This scale ranged from strongly disagree to strongly agree, facilitating nuanced responses (Hsieh & Shannon, 2005).

The survey method allowed for the collection of a large amount of data from a diverse group of participants. It provided a snapshot of participants' opinions and experiences related to the perceived fairness of the WT. The quantitative data generated from the survey formed the foundation for the analysis

The survey was distributed both offline and online to ensure wide reach. The online survey offer convenience for respondents and can cover a geographically dispersed sample. This statement is amplified by Braun et al. in their work titled *the online survey as a qualitative research tool*.¹³⁵ According to Braun et al.;

“A key advantage of online qualitative surveys is openness and flexibility to address a wide range of research questions of interest to social researchers, as the method allows access to 4 data that range in focus from peoples’ views, experiences, or material practices, through to representational or meaning-making practices.”

Offline survey would cater to participants comfortable with traditional data collection forms.

3.10.3 Interview

The quantitative approach in the present study is complemented with a qualitative data-collection method, using semi-structured interview that adhere to the principles of social constructivism (Creswell & Plank, 2018). This interview design, guided by the work of Osborne, Natalie, and Deanna Gant-Smith (2021), *In-depth interviewing*, who states that ‘Structured interviews are a staple in positivist research due to the tendency to focus on consistency in data collection and measurement, and “objectivity” in analysis’ (2021) is deemed significant due to its inclination towards maintaining consistency in data collection and promoting an "objectivity" in the analysis. The primary aim of the semi-structured setup, inclusive of both open-ended and structured questions, is to capture in-depth insights and gather rich, valuable data from the respondents, directly dealing with the key themes of the research.

¹³⁵ Braun, Virginia, Victoria Clarke, Elicia Boulton, Louise Davey, and Charlotte McEvoy. "The online survey as a qualitative research tool." *International journal of social research methodology* 24, no. 6 (2021): 641-654.

A purposive sampling strategy (Creswell & Creswell, 2018) informed the choice of respondents. Thus, the target sample for these interviews was assembled from stakeholders like athletes, coaches, administrators, and officials—all adding a myriad of perspectives towards the research topic. While maintaining the anonymity of the respondents, unless explicitly permitted, reinforcing the integrity of the research remained pivotal. Furthermore, drawing inspiration from grounded theory principles (Glaser & Strauss, 1967)¹³⁶, these interviews sought to delve into the lived experiences and perceptions of the participants. This engagement aimed for a deeper understanding, unearthing recurring themes, patterns, and the nuanced nature of fairness perceptions.

3.10.4 Group Discussions

Group discussions formed an integral part of the study design, where interactions among athletes, coaches, and administrators carefully moderated and guided. These discussions aim to provide deep insights into each stratum's perceptions and experiences regarding the WT's practices (Hookway, 2021).

The group discussions consisted of a manageable size, typically around 6-10 individuals, to ensure meaningful and focused discourse. A trained moderator will facilitate these discussions, steering the conversation towards the research objectives¹³⁷ while fostering an environment conducive to the candid exchange of views, and experiences (Merriam, 2009; Yin, 2012).

The methodology for the group discussions was to exploit open-ended questions and prompts to spark discussions related to the research objectives. Participants' responses will be audio or video-recorded, with their approval, to maintain data accuracy (Creswell, 2003).

These discussions, by their design, occurred in a relaxed, non-hierarchical setting to encourage a free and open exchange of perspectives, thereby aligning with the tenets of the constructivist perspective that emphasizes the role of narrative and interpretation in understanding phenomena (Creswell & Creswell, 2018). This approach is also cognizant of the importance of participant diversity within the WT community, aimed at capturing a broad spectrum of perspectives and experiences.

¹³⁶ Glaser, B. G., & Strauss, A. L. (1967). *The Discovery of Grounded Theory: Strategies for Qualitative Research*. Routledge Press

¹³⁷ Yayeh, Fentahun Admassu. "Focus Group Discussion as a data collection tool in Economics." *Daagu International Journal of Basic & Applied Research-DIJBAR*. Volume3, Issue-1, pp (52-61) (2021).

Overall, this blend of group discussions as part of a larger mixed-methods research design offered rich insights into the research inquiry. The resultant data, derived from the diverse perspectives of participants, facilitated a comprehensive exploration of the perceived fairness of the WT's practices as illustrated in the diagram earlier in this chapter.

3.10.5 Analysis Method (Thematic Analysis, Coding, Data Collection)

In this section of the study I aim to provide a clearer elucidation of how structured concepts for the NVivo analysis emerged, such as the utilisation of Rawls' concepts and the process of classification and clustering, let's delve into these aspects in more detail.

Utilisation of Rawls' Concepts: Rawls' concepts were integrated into the NVivo analysis process to provide a theoretical framework for understanding and interpreting the qualitative data. Rawls' principles of justice, fairness, and equality have been used as a lens through which to analyse participants' perspectives and experiences. For example, concepts such as the veil of ignorance or the difference principle guided the identification of themes or patterns related to social equity, fairness, or distributive justice within the data.

Classification and Clustering Process:

Emergence of Classifications: The classifications emerged through a systematic process of data immersion, familiarisation, and coding. Initially, the qualitative transcripts were thoroughly reviewed to identify recurring ideas, concepts, or themes. These were then coded using NVivo software, allowing for the categorisation of data based on similarities and differences.

Clustering the Classifications: After initial coding, similar codes were grouped together to form clusters or themes. This process involved iterative refinement, where codes were constantly compared and reorganised until coherent and meaningful clusters emerged. NVivo's

features such as code grouping, and clustering tools likely facilitated this process by providing a visual representation of the relationships between different codes and themes.

Decision to Analyse: The decision to analyse was guided by the research questions, objectives, and the theoretical framework, including Rawls' concepts. The aim was to explore how participants' perspectives and experiences aligned with or diverged from Rawlsian principles of justice and fairness. The analysis focused on uncovering patterns, nuances, and variations within the data, with the ultimate goal of generating rich insights and understanding.

By elaborating on these aspects, the analytical methodology becomes more transparent, demonstrating how structured concepts were integrated into the NVivo analysis process, how classifications emerged, how clustering was conducted, and how the decision to analyse was made. This detailed exploration provides clarity and depth to the data analysis section of the doctoral study, enhancing its rigor and comprehensiveness.

3.11 Thematic Analysis

Qualitative data from interview and the discussion groups underwent thematic analysis to extract meaningful patterns and themes (Braun & Clarke, 2006). This approach aligned with the study's exploratory nature, allowing for the identification of underlying factors influencing fairness perceptions. The insights drawn from thematic analysis were enriched by a pragmatist perspective, emphasizing the contextual nature of knowledge (Kaushik & Walsh, 2019). Further, this approach involved identifying recurring themes and patterns within the data. Themes were developed both deductively, based on the research objectives, and inductively, allowing for the emergence of unanticipated themes from the data itself.

3.11.1 Coding

The current study aimed to correlate the utilization of thematic analysis for in-depth exploration of data accumulated from survey, interview, and group discussions (Knott et al., 2022). The

transcribed raw data undergo an exhaustive initial coding process, analyzing the data line by line. The core purpose of this coding phase is to recognize emerging patterns, recurring thoughts, and significant expressions. The identified codes aided in forming broader themes, keeping in tune with the participants' experiences.

The rigorous thematic examination paved the way for the formation of broader themes from these initial codes. Incorporating an iterative process at this juncture augments the inclusive nature of the analysis, ensuring that no data fragments are sidelined (Vaismoradi & Snelgrove, 2019). This systematic theme identification approach will undergo a rigorous review for validating their relevance within the data spectrum. The finalized themes and codes will align closely with the research questions and the theoretical frameworks of the study.

To bring clarity to each theme, they were defined and named accurately. This process sprouts from understanding the 'story' that each theme uncovers within the broader research framework. A comprehensive report sharing a vivid description of each theme will serve as the final output of the thematic analysis. By highlighting direct quotations from the participants, the report aims to maintain a level of transparency and a strong connection to the raw data (Vaismoradi & Snelgrove, 2019).

Parallel to thematic analysis, the coding process also plays a pivotal role in data interpretation. Following transcription, initial coding is engaged to identify relatable emerging patterns and ideas (Hayhoe, 2021). This process encapsulates the fundamental themes for further exploration. Focused coding substantiates these themes by identifying recurring trends or ideologies. Subsequently, axial coding integrates these findings by identifying relationships amid these themes/categories, making way for a 'coding paradigm' (Qureshi et al., 2020).

In vivo coding technique, also crucial to the study, gleans codes directly from the participant's phrases or expressions, linking the analysis to the raw data. The culmination of these coding strategies results in a comprehensive 'thematic map' that visually represents the relationships among codes and themes/categories (Thornberg & Charmaz, 2013).

Initially, codes reflect the nuances in responses, further refined by axial coding to reveal the interrelationships among different codes and themes. The final selective coding synthesizes overarching themes truly capturing the essence of the research subject. Thus, the culmination of the project is a well-tested and improved theoretical framework honed through repeated iterations of the coding process (Hayhoe, 2021).

3.11.2 Data Collection

Three methodological tools were applied in this study to ensure efficient and meaningful data collection, including survey, interview, and group discussions (Creswell & Creswell, 2018). Along with answering open-ended questions, the surveys will be structured to gather substantial qualitative and quantitative data from the participants. Semi-structured interviews will facilitate the investigation of personal insights of subjects, providing an in-depth understanding of their perspectives. Group discussions, on the other hand, will harness the power of group interactions to unlock a comprehensive view of collective experiences and viewpoints (Mirick & Stephanie, 2021).

The sample pool for the study included diverse stakeholders ranging from athletes, coaches, administrators, to officials. Stratified sampling technique were implemented for fair representation from every group. This research study prioritized ethical considerations and transparency by seeking explicit consent from all participants for their identity disclosure (Andrews, 2012).

Data collection was adaptive, deploying face-to-face and remote modes like online survey and video conferencing for interview and group discussions, according to the participants' comfort level. This approach ensured that a wide-ranging and deep-seated data spectrum is covered. All interview and group discussions were recorded, following participants' approval, for maintaining accuracy in subsequent data transcription (Mirick & Stephanie, 2021). Qualitative data from interview and group discussions went through meticulous recording and transcription. This step is key to capturing the 'actual things said,' positioning participants' expressions and ideas in the thematic analysis foreground (Creswell & Creswell, 2018).

A systematic approach governed the storage and management of all data, bearing the confidential nature of the participant's information. This datastore adhered to the study's integrity while ensuring the organized arrangement of data to facilitate easy access for later analysis stages (Creswell & Creswell, 2018).

Following the collection phase, the quantitative data harvested from the survey undergone statistical analysis using specialized software SPSS, as guided by Creswell and Creswell (2018). Descriptive statistics was calculated and summarized the responses from participants. This quantitative analysis method, juxtaposed with profound qualitative insights, helped to develop a complete view of the participant's perceptions, thereby achieving a thorough understanding of their perspectives (Creswell & Creswell, 2018).

3.11.3 Conclusion

This research employed a mixed-methods approach to comprehensively investigate the perceived fairness of the World Taekwondo (WT) and British Taekwondo (BT) by its members. Quantitative analysis through survey provided a broad understanding of participants' opinions, while qualitative methods including interview and group discussions allowed for an in-depth exploration of their experiences and perceptions. Thematic analysis was used to identify recurring themes within the qualitative data, leading to a nuanced understanding of the concerns raised against the WT's integrity.

By combining both quantitative and qualitative methodologies, this study aimed to provide a holistic perspective on the perceptions of WT members regarding fairness issues within the organization. The findings from this research contribute to a deeper understanding of the challenges faced by the WT and offer insights into potential areas for improvement to enhance the perceived fairness and integrity of the institution.

This chapter detailed the research's methodological framework, showcasing the integration of survey, interview, and group discussions. The analysis methodologies of thematic analysis and coding were applied to glean insights from the collected data. By incorporating these diverse approaches, the research achieved its objectives of comprehensively examining WT and BT members' perceptions and contributing valuable insights for organisational improvement.

The comprehensive research design applied to this research study is carefully thought out to unravel the nuances and patterns related to perceptions of fairness within the World Taekwondo (WT) and British Taekwondo (BT). Catering to the complex nature of this topic, the mixed methods approach combines the broad application of quantitative techniques with the depth of qualitative insights, thereby promising a richly layered understanding of the research objectives.

In tandem, the chosen qualitative method thematic analysis aimed to provide an intimate lens into the lived experiences and perceptions of WT and BT members. The thematic analysis designed to extract both anticipated and spontaneously emerging themes from the collected data, promising a comprehensive, grounded understanding of the participants' perspectives.

Together, these methodologies envisage a comprehensive exploration and explanation of the perceived fairness within the WT and BT. The results are expected to reveal substantial insights that could be transformative for the governing bodies continued efforts towards improving its structures and practices.

Potential challenges may arise in coordinating and integrating these diverse methodologies, given their inherently varied philosophical origins and procedural nuances. Potential risks may also include the complexity of managing and analyzing large amounts of diverse data within set timeframes. Despite these anticipated challenges, this research design's potential benefits, in providing a rich, nuanced, and comprehensive understanding of the topic, substantially outweigh these concerns.

In conclusion, the research design, underpinned by the integration of robust quantitative and qualitative methodologies, aspires to yield insightful findings that could significantly contribute to the field of fairness and justice studies and the practical sphere of BT and WT's administrative practices. It establishes a concrete roadmap that guides the pursuit of the research's key objectives while being nimble in accommodating unexpected elements revealed along the journey.

Chapter 4

4.1 Data Collection

Data collection, processes used (in chronological order), methodologies employed, data analysis, ethical issues, and a discussion of findings will all be covered in Chapter 4. This study was conducted to help advance Taekwondo's ethical framework by examining how values of fairness and justice are implemented in the sport. The findings of this study will be used to develop a blueprint for expanding Taekwondo's visibility on the global stage by recommending changes to the sport's governing bodies' approaches to leadership, internal rules and regulations, license and contract processing, and grading systems.¹³⁸ To achieve this goal, Taekwondo selection criteria should be unambiguous and implemented uniformly. This thesis has consistently argued that Taekwondo selection procedures should foster openness and conform to UK equality regulations. To provide a level playing field, it is crucial to provide workshops and training for judges and arbitrators. This will help them to be well-versed in Taekwondo's most recent rules and regulations, allowing them to treat all competitors with respect and fairness¹³⁹.

This investigation of notions of fairness and justice in Taekwondo took a mixed-methods approach, including both quantitative and qualitative strategies for data collection. To provide a full picture of the problems, researchers merged quantitative survey data with qualitative information gleaned from focus groups and an interview. Mixed-methods studies benefit from the complimentary nature of quantitative and qualitative data.

Over a hundred participants from a London Taekwondo club filled out a survey with Likert scale replies. Including Taekwondo instructors in governing body decision-making processes (East London, West London, North West, South London) and in this research study for numerous reasons: their expertise and technical Knowledge; Taekwondo instructors have a deep understanding of the sport's techniques, rules, and strategies. Their expertise can provide valuable insights into how rule changes or decisions may impact the athletes, the sport's integrity, and its development. Furthermore, grassroots perspective as instructors often work

¹³⁸ Archer DT and McInerney WW, *Innovations in Peace and Education Praxis: Transdisciplinary Reflections and Insights* (Taylor&Francis2023) <<https://books.google.com.pk/books?hl=en&lr=&id=xQytEAAQBAJ&oi=fnd&pg=RA5PA1981&dq=An+investigation+into+how+the+application+of+the+processes+and+procedures+are+perceived+by+the+UK+Taekwondo+community+through+the+lens+of+Rawls%E2%80%99+theories+of+justice>> accessed 17 August 2023

¹³⁹ Helms WS and Patterson KDW, 'Eliciting Acceptance for "Illicit" Organizations: The Positive Implications of Stigma for MMA Organizations' (2020) 57 *Academy of Management Journal* 1453

closely with beginners and intermediate-level practitioners. Their input can reflect the concerns and needs of the grassroots community, helping to maintain the sport's inclusivity and appeal to a wide range of participants.

Another major reason is safety and fairness, Taekwondo instructors are well-versed in safety protocols and can offer guidance on how to make the sport safer for participants. They can also contribute to ensuring that governing body decisions uphold the principles of fairness and integrity in competitions.

Moreover, skill development, Taekwondo is not just a sport but also a martial art with a strong focus on character development and discipline. Instructors can advocate for decisions that align with the core values of Taekwondo, such as respect, perseverance, and self-control. Instructors often have close relationships with their students, including competitive athletes. They can provide valuable input on matters related to athlete welfare, including training conditions, competition schedules, and support systems.

Nevertheless, Taekwondo instructors can help promote diversity and inclusion within the sport. Their first-hand experience in working with a diverse group of students can contribute to decision-making processes that embrace different backgrounds and abilities.

Promoting the Sport: Instructors are often passionate advocates for Taekwondo and can help promote the sport, recruit new participants, and ensure its continued growth. Their involvement in decision-making can support efforts to expand the sport's reach.

Feedback Mechanism: Instructors can serve as a bridge between governing bodies and athletes, providing a feedback mechanism that helps governing bodies make informed decisions that benefit the entire Taekwondo community.

Including instructors in decision-making processes can help ensure a balanced and democratic approach to governance, preventing decisions that might be made solely for financial or administrative reasons without considering the sport's core values and principles.

In summary, including Taekwondo instructors in governing body decision-making processes and in the discussion, groups brings a wealth of expertise, a grassroots perspective, and a commitment to the sport's values. Their input can help ensure that decisions align with the best interests of athletes, instructors, and the broader Taekwondo community as well as providing raw data.

Results showed how trainees, trainers, instructors, and officials rated five important concerns mentioned in the literature review: selection criteria, sanctions/bans, licensing/membership, biased refereeing, and transparency. The purpose of the survey was to collect quantitative data to compare with qualitative insights and to get feedback from a wide range of interested parties. The Taekwondo club had two discussion groups, one with eight instructors/judges and the other with five members at the black belt level. This made it possible to strategically select experts from a pool to weigh in on the most pressing concerns. In-depth exploration of experiences was made possible via the structure of the debate. The former non-executive technical director of the British Taekwondo governing organization was also interviewed in a semi-structured fashion¹⁴⁰.

This brought in a seasoned professional with insider knowledge of the company's inner workings. Thematic analysis was used to examine the interview transcript, discussion group transcripts, and open-ended survey responses, as described in Chapter 3. Fairness and justice in Taekwondo were the focus of this inductive coding process. Descriptive statistics were used to examine the quantitative survey data. Using a combination of qualitative and quantitative methodologies, the researcher was able to collect a wide range of empirical data from various Taekwondo participants. While the poll provided objective data, the qualitative approaches were able to draw forth more complex and personal accounts. When combined, these strategies yield substantial information for answering the study questions and objectives. Methods of data gathering and ethical considerations taken are described below.

4.2 Quantitative Data Collection and Analysis

As previously noted, the departmental ethics subcommittee granted full ethical approval to this investigation. Student identities were concealed across all data collection phases (Brown, 2018). All participants were informed that their data will be used for educational research as part of the process of getting ethical permission and complying with the University's rules under the Data Protection Act¹⁴¹. In accordance with the ethics application, all participants provided their informed permission prior to any data collection, and they were also made

¹⁴⁰ M. M. Bergman, A. P. M. Coxon, The Quality in Qualitative Methods, 6(2) *Qualitative Social Research* 2005, 34 <<http://www.qualitative-research.net/index.php/fqs/article/view/457/974#g21>> accessed 9.05.19

¹⁴¹ P. Brink, Issues of reliability and validity in (eds) J. Morse, *Qualitative nursing research:*

a contemporary dialogue (London, SAGE 1991) 176

aware of the option to withdraw from the study at any time. Measurements (such a Likert scale survey, an interview, and focus groups) were also implemented, and the method promoted introspection.

Both qualitative and quantitative data were collected for this investigation. Since each kind is fundamentally unique, it is vital to identify and handle them separately. While it's true that all of the data consists of information on students and teachers, and so might be lumped together like bananas and apples because they're both fruits, the data is still structurally complex and requires a variety of approaches from collection to analysis. Information that conveys a number, volume, or range is said to be quantitative data, also known as scale data. Therefore, there is a constant distance between each collection location.

4.3 Qualitative Data Collection and Analysis

In contrast to quantitative data, qualitative information is derived from human interaction, such as in discussion groups or through survey questions. Qualitative information was gathered using survey questions, discussion groups, and in-depth interviews¹⁴². This information can be utilized for data triangulation or to provide context for quantitative findings by revealing the participants' perspectives on the issue. Since it is a descriptive study, a wide variety of approaches to finding themes can be used. Word frequency and classification of qualitative transcripts or blog posts might help with topic building. The analysis, conducted in NVivo 11 (Mac Version), made use of these methods. Because of its ability to discover themes and their correlations and its capacity to categorize many data sets in a single file, this program was selected for this investigation.

4.3.1 Survey Design

Participants were asked to score their degree of agreement with 11 statements on a 5-point Likert scale (see Appendix D) for the quantitative portion of the study¹⁴³. By selecting a point on the Likert scale between "strongly disagree" and "strongly agree," respondents may indicate to what extent they agreed or disagreed with each statement.

The declarations addressed the five primary concerns about fairness and justice in Taekwondo that emerged from the literature assessment:

¹⁴² J. Mason, *Qualitative Researching* (London, SAGE 1996) 145

¹⁴³ Jamshed V, 'Good Governance in Football Organisations from an Ethical Perspective and a Proposal for the Greek Football's Reformation' [2022] amitos.library.uop.gr 86

John Rawls was a prominent political philosopher known for his work on fairness and justice, particularly his theory of justice as fairness, which is outlined earlier in this thesis and in his book "A Theory of Justice." While Rawls' work primarily focuses on political and moral philosophy, it has implications for various aspects of society, including the five functions mentioned in this research. Here's how these topics relate to Rawls' ideas on fairness and justice:

- **Selection Criteria:**

Rawls' theory of justice as fairness is concerned with the fair distribution of social and economic goods. When it comes to selection criteria in Taekwondo for various opportunities or resources, Rawls would argue that these criteria should be designed in a way that is impartial and does not favour any particular group. In his view, fairness requires that such criteria are just and do not unduly advantage or disadvantage any individual or group.

- **Sanctions/Bans:**

Rawls' theory suggests that institutions should have policies that are fair and just. In the case of sanctions or bans, he would argue that they must be applied in a way that respects individual rights and freedoms. Unjust or overly harsh sanctions could be seen as infringing on individuals' basic liberties, which Rawls is concerned with protecting.

- **Licensing and Memberships:**

Rawls' theory is concerned with ensuring that everyone has a fair chance to access certain goods and opportunities. In the context of licensing and memberships in Taekwondo, Rawls would argue that the rules and requirements for obtaining licenses or memberships should be designed to ensure that access is equitable and not skewed in favour of any particular group.

- **Biased Refereeing:**

Rawls' concept of fairness and justice extends to various aspects of society, including decision-making processes. Biased refereeing, in the context of sports or Taekwondo, would be seen as a violation of fairness. Rawls would argue that referees should be impartial and make decisions based on the principles of justice, without favouring one team or participant over another.

- **Transparency of Governing Bodies:**

Transparency is essential for Rawls' theory of justice as fairness. He emphasizes the importance of the "veil of ignorance," a hypothetical device that ensures decision-makers don't know their own personal characteristics or circumstances when making rules. Transparent governing

bodies are more likely to make decisions that are impartial and in line with the principles of justice, as they are less likely to be influenced by hidden biases or special interests.

Rawls' work on fairness and justice can be applied to various aspects of society, including Taekwondo and the five functions mentioned above. His principles emphasize the importance of fairness, impartiality, and the protection of individual liberties in the design of institutions and decision-making processes, which are essential considerations for topics such as selection criteria, sanctions, licensing, biased refereeing, and the transparency of governing bodies in Taekwondo.

When applied to Aaron Cook, the selection process for Taekwondo at the 2012 Olympic Games was discriminatory and unreasonable, as stated in Statement 4. This is related to the problem of criterion for choosing. In Statement 8, I addressed the issue of the governing bodies' openness to scrutiny when the players raised concerns about being handled equitably¹⁴⁴. Quantitative data reflecting degrees of agreement with a series of prepared statements can be collected through the use of a survey with Likert scale replies. Ceylan and Barley (2022) state that when conducting surveys with ordinal data, the Likert scale is the method of choice.

The dissemination of the survey itself had a critical role in collecting information from a wide cross-section of the Taekwondo community. A survey targeting over a hundred members of a major Taekwondo club in London was circulated with an emphasis on broad participation and accurate reflection. This diverse set of participants included everyone from trainees to trainers to instructors to authorities, covering every angle of interest.

The distribution was coordinated through the club owner to ensure efficient and anonymous participation. Carefully crafted electronic mail was sent out to all club participants. Respondents' identities were protected throughout the survey-taking process by the email's covert link to an online survey platform (in this case, Qualtrics software). Qualtrics was used because it provided assurance of safe data management and simplified the survey procedure, making it more approachable to a wide audience¹⁴⁵. Thanks to this methodical distribution strategy, I had an impressive response rate of almost 95%, which greatly strengthens the

¹⁴⁴ Bouassida A and Franchini E, 'The Effects of Tempo and Loudness Variations during Warm-up with Music on Perceived Exertion, Physical Enjoyment and Specific Performances in Male and Female Taekwondo Athletes' (2020) 18

¹⁴⁵ Devere H, *Friendship, Peace and Social Justice* (Taylor & Francis 2023) <<https://books.google.com.pk/books?hl=en&lr=&id=J868EAAAQBAJ&oi=fnd&pg=PP8&dq=An+investigation+into+how+the+application+of+the+processes+and+procedures+are+perceived+by+the+UK+Taekwondo+community+through+the+lens+of+Rawls%E2%80%99+theories+of+justice>> accessed 17 August 2023

validity and reliability of the study's conclusions. A large sample size of 95 respondents demonstrated the reliability of the data and its capability to accurately portray a variety of viewpoints. This impressively high response rate demonstrates the widespread interest in and significance of the study's issue among Taekwondo practitioners.

Upon receiving the results of the questionnaire, I was truly amazed by the remarkable diversity that unfolded within the pool of respondents. It became abundantly clear that the Likert scale questionnaire had effectively reached out to a wide spectrum of Taekwondo practitioners, encompassing a rich tapestry of perspectives. From those who were seasoned experts with years of experience to the enthusiastic amateurs who were just beginning their journey, a myriad of individuals eagerly embraced the opportunity to share their invaluable insights and knowledge. This infusion of varied experiences, skill levels, and backgrounds lent an unparalleled richness to the dataset, laying the foundation for a thorough analysis of the profound issues surrounding fairness and justice within the realm of Taekwondo.

The inclusion of such a broad and varied spectrum of perspectives proved to be instrumental in elevating the depth of this research study. It granted the unique privilege of delving deeper into the multifaceted issues surrounding fairness and justice in the context of Taekwondo. With this extensive range of responses, I was able to explore the diverse viewpoints and the wide array of experiences that individuals hailing from various backgrounds had encountered within the realm of this exhilarating sport.

The success of the Likert scale questionnaire in reaching such a diverse cross-section of Taekwondo enthusiasts can be attributed to two pivotal factors. Firstly, the club owner's effective email dissemination strategy, coupled with their deep-rooted connections and influence within the Taekwondo community, played a vital role in achieving an exceptionally high response rate. This resulted in an abundance of data and insights, contributing to the comprehensiveness of this research study. Secondly, the utilization of the Qualtrics survey platform allowed for a seamless and user-friendly experience for respondents, further facilitating the ability to conduct an in-depth examination of the issues pertaining to fairness and justice in this dynamic sport.

In essence, the remarkable diversity within poll of respondents has not only enriched this research but also underscored the importance of inclusivity and the need for an all-encompassing approach in addressing issues of fairness and justice within Taekwondo. The collaborative efforts of both the club owner and the Qualtrics platform have paved the way for

a nuanced exploration of the multifaceted challenges and opportunities faced by Taekwondo practitioners across the spectrum, ensuring that this research study provides a comprehensive and insightful perspective on these vital issues.

4.3.2 Data Preparation

Quantitative data collected in Qualtrics was transferred to Excel for further examination. The raw data was collected without any manipulation or alteration. Numbers were assigned to each response on the Likert scale, with "strongly disagree" being assigned a value of 1 and "strongly agree" a value of 5¹⁴⁶. The statistical measures of mean, median, mode, frequency, and variance might be calculated. Separation between numeric and qualitative data was maintained by extraction of the free-form written replies to the last question into a separate file for qualitative analysis. No personally identifying information was collected from respondents, ensuring their anonymity.

4.3.3 Response Rate

Eighty replies were collected from more over a hundred members who were sent the survey. As a result, a sizable sample size and a high degree of confidence in the quantitative findings. A response rate of above 60% is considered excellent by Devere (2023). Nonresponse bias is reduced and statistical power is increased because to the high response raten (Helms and Patterson, 2020).

4.3.4 Quantitative Results

Appendix E contains the entire survey findings. Notable results are summarized in the following:

- Only 21% of respondents felt that Taekwondo's regulating organizations are impartial.
- Most people (53%) think that contests are unfair and unjust.
- The proportion who think the selection process is fair and open is low.
- Eighty-four percent of voters thought the 2012 selection process was unfair to Aaron Cook.
- Only 16% said World Taekwondo was honest and open.
- Transparency in British Taekwondo was only supported by 8% of respondents.
- Only 45% agreed that seminars are helpful in boosting productivity.

¹⁴⁶ Creswell, 2013b; Howe, 2012; Johnson & Christensen, 2008

- The majority (72%) of voters thought athletes should speak out when they experience unjust treatment.
- Half of respondents did not feel that teaching staff reflects Taekwondo ideals.
- Sixty percent of respondents said that referees are not fair.
- Only 14% said licensing was open and honest.

Furthermore, to underscore the theoretical framework guiding this analysis, the Rawlsian perspective has been invoked with explicit clarity and authority. Drawing from Rawls' theory of justice as fairness, the analysis delves into the ethical considerations and distributive principles that underpin the research. Rawlsian analysis serves as a robust conceptual lens through which to assess and interpret the data, offering a nuanced understanding of the implications for justice and equity within the studied context.

The application of Rawlsian principles adds a layer of theoretical rigor to the analysis, allowing for a more profound exploration of the ethical dimensions inherent in the research findings. By employing Rawls' concept of justice as fairness, this study aligns itself with a widely recognized and respected philosophical framework, thereby bolstering the scholarly foundation of the analysis. This deliberate choice of theoretical underpinning not only contributes to the academic rigor of the study but also establishes a principled basis for interpreting and discussing the implications of the research.

4.4 Results from Qualtrics (Likert scale questionnaire)

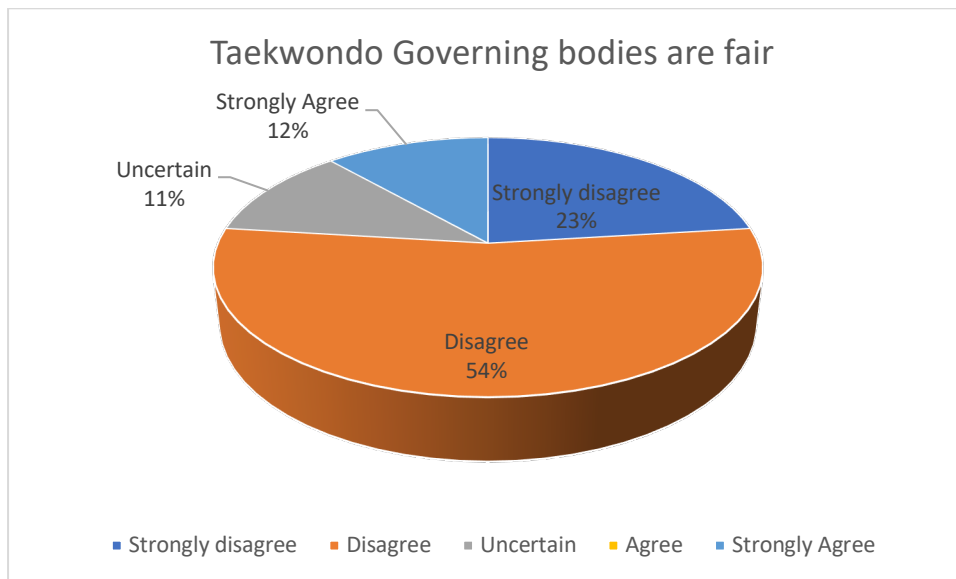


Figure 1. Shows the answer percentages from survey statement 1

According to the figure 1, the pie chart illustrates that 50% percent of the participants disagreed with statement one and has indicated that Taekwondo governing bodies are not fair. As a result, only 6% of participants believes that Taekwondo governing bodies are fair.

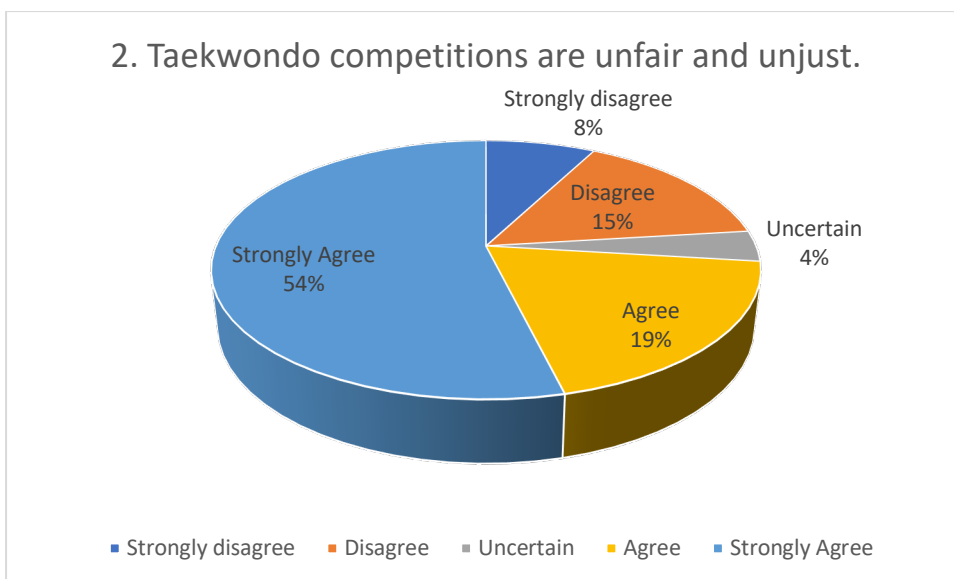


Figure 2. Shows the answer percentages from survey statement 2

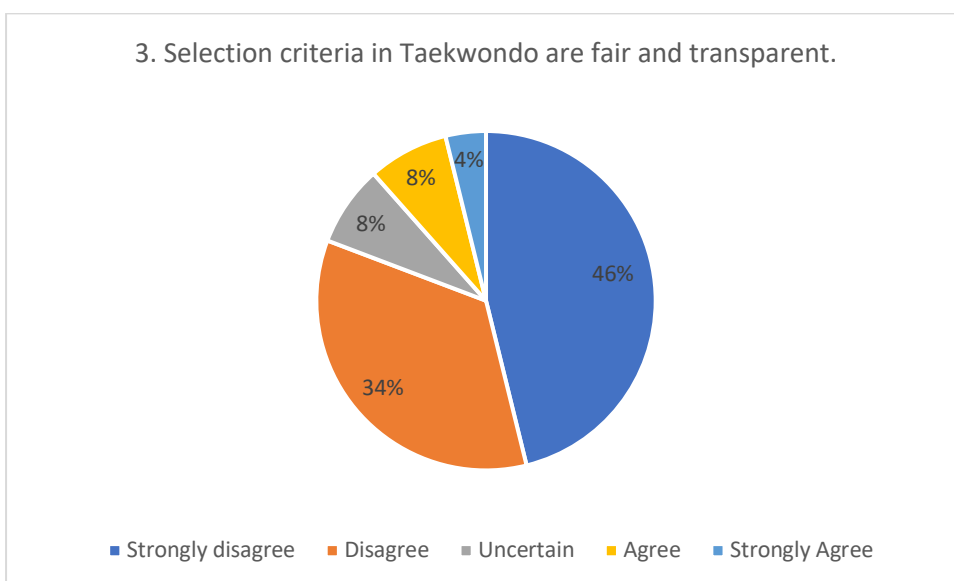


Figure 3. Shows the answer percentages from survey statement 3

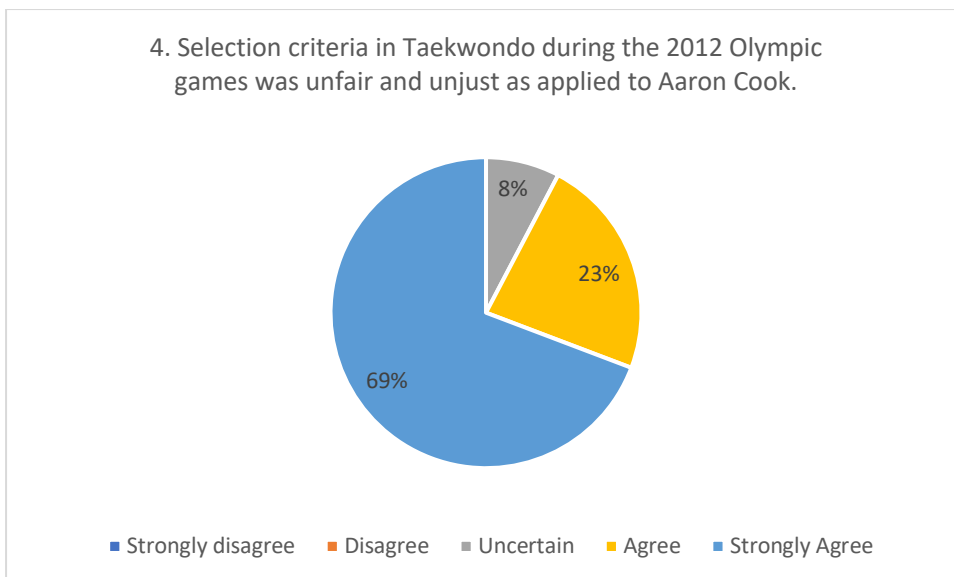


Figure 4. Shows the answer percentages from survey statement 4

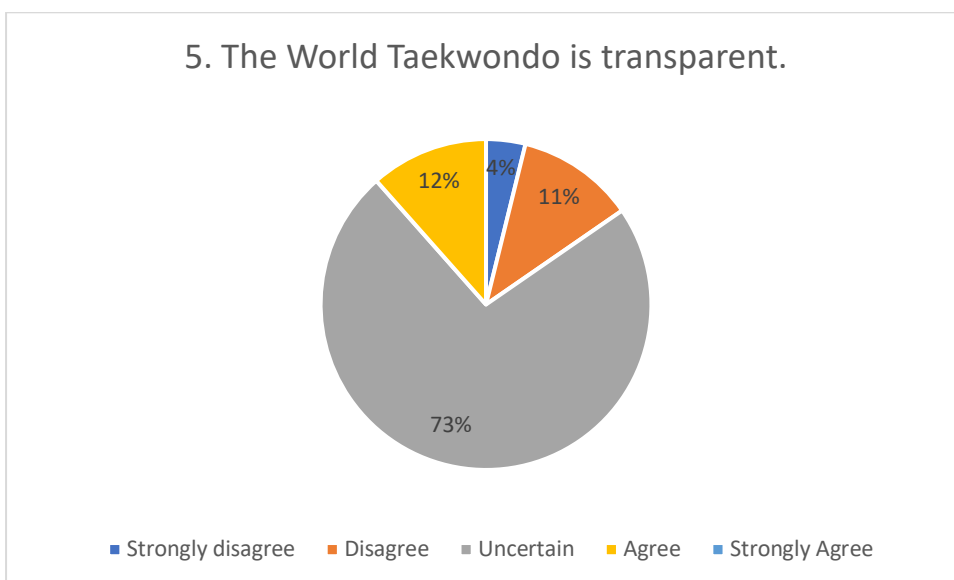


Figure 5. Shows the answer percentages from survey statement 5

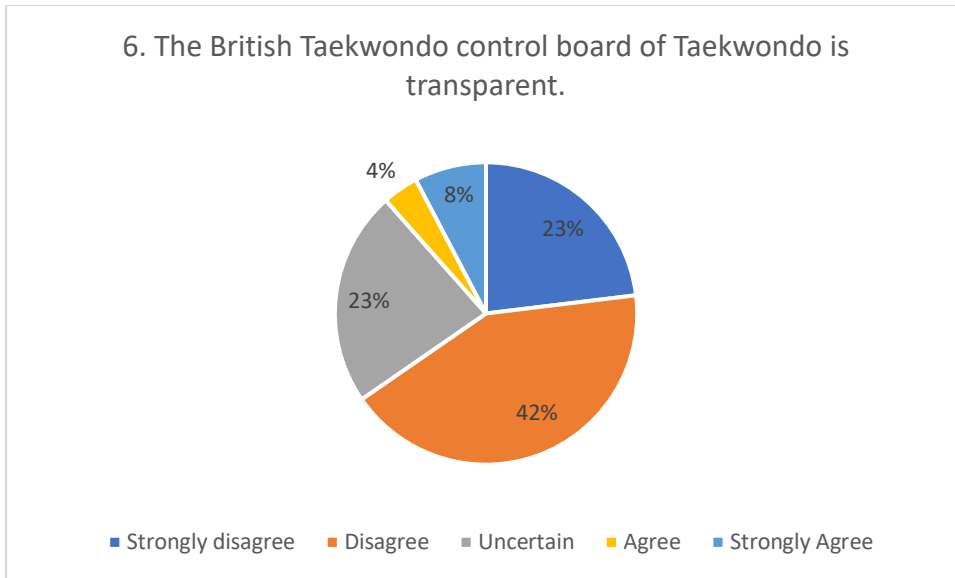


Figure 6. Shows the answer percentages from survey statement 6

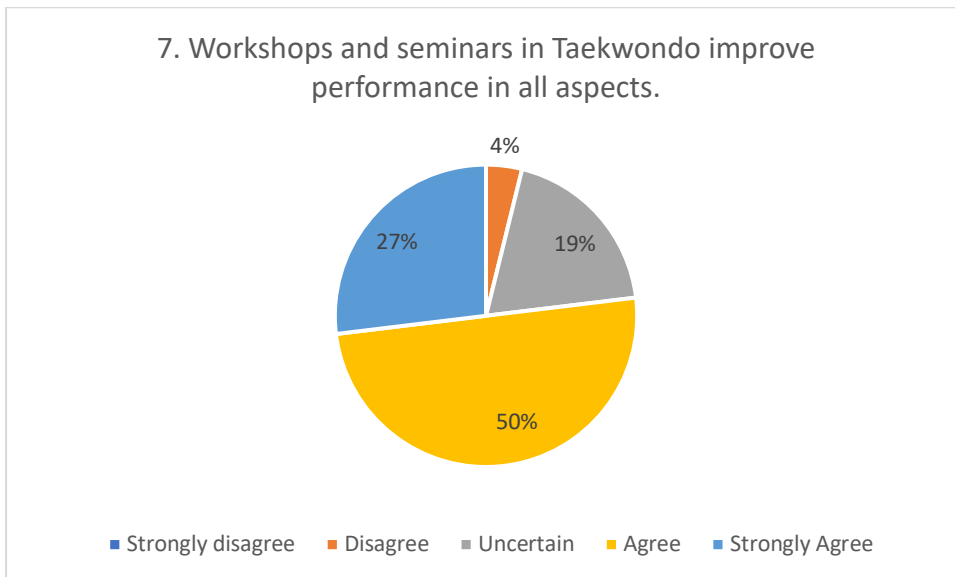


Figure 7. Shows the answer percentages from survey statement 7

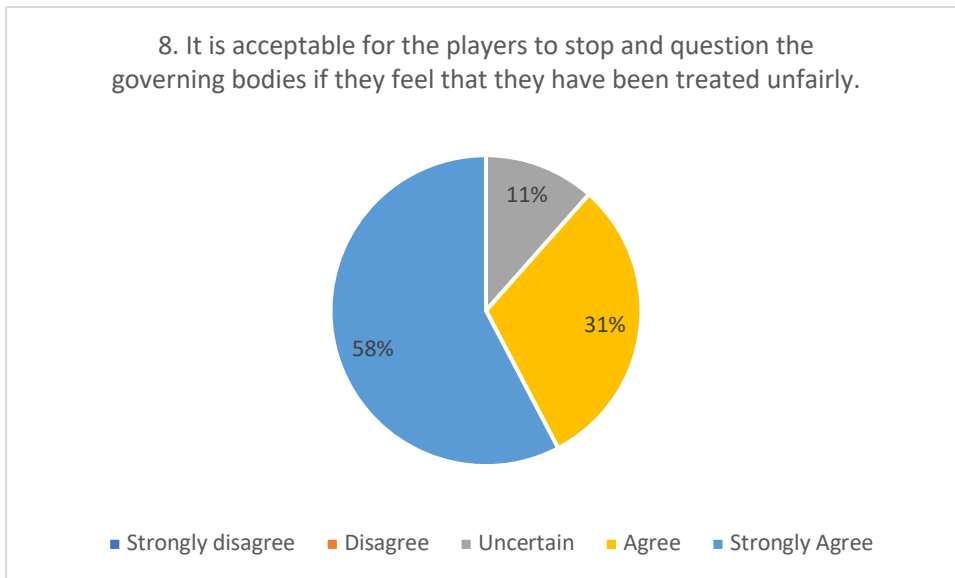


Figure 8. Shows the answer percentages from survey statement 8

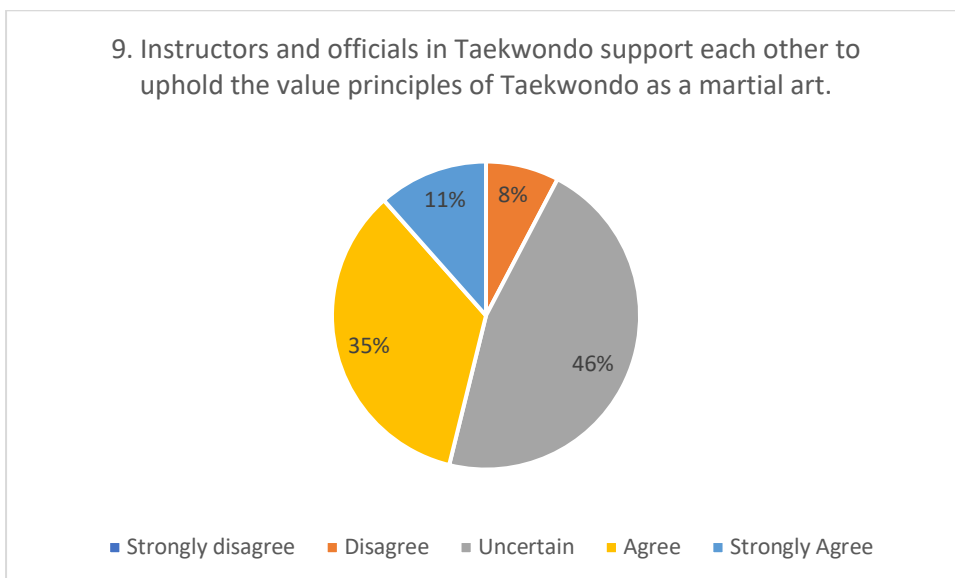


Figure 9. Shows the answer percentages from survey statement 9

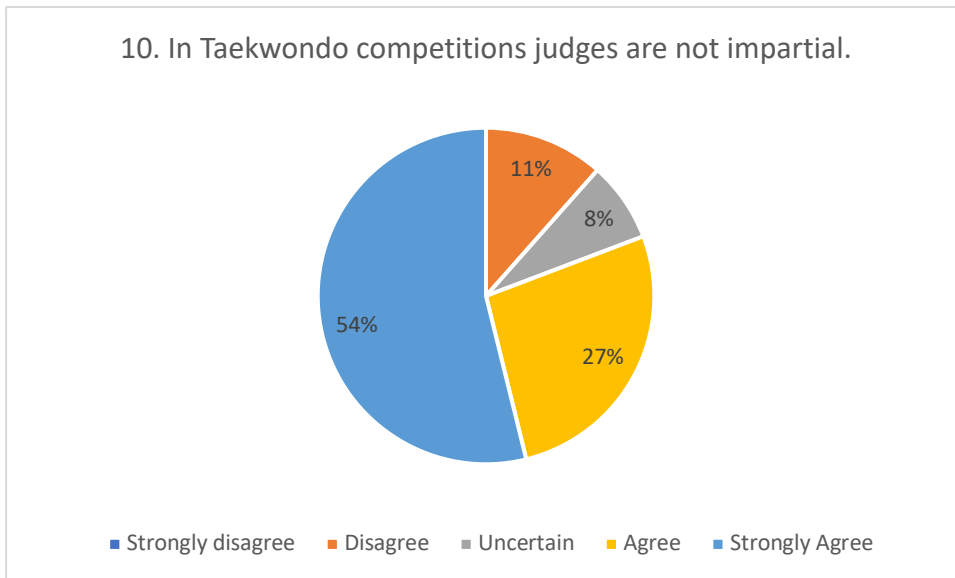


Figure 10. Shows the answer percentages from survey statement 10

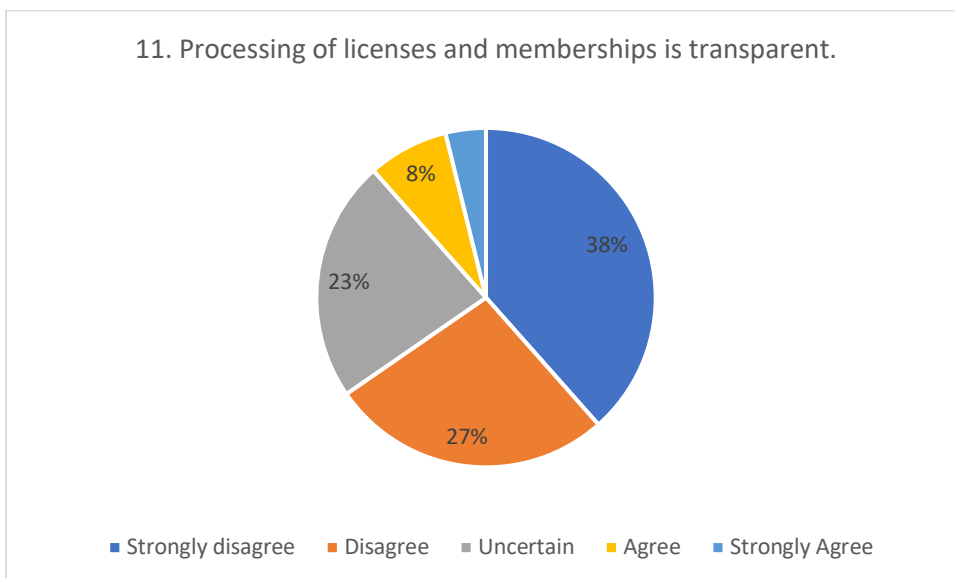


Figure 11. Shows the answer percentages from survey statement 11

According to the data, the majority of people have poor impressions of the degree to which the government treats them fairly and fairly on all five of the subjects studied¹⁴⁷. The vast majority of responders had serious concerns about the lack of openness in Taekwondo's selection processes, punishments, licensing, referee bias, and governance. Data analysis reveals how widespread these impressions are among Taekwondo practitioners. The qualitative information helps shed light on the reasoning behind these opinions. Quantitative and qualitative data complement one another, allowing for a more in-depth examination of the study issue. The qualitative portion of the mixed-methods strategy is presented in the next section.

The thematic analysis used is addressed in detail in the analysis section.

Each discussion group has a primary inclusion criterion of having members actively engaged in or knowledgeable about Taekwondo and associated activities. Officials (and others), professional teachers, students working for their 1st through 5th Dan black belts, and a total of six to eight members (18 to 50 years old) were chosen from the London Taekwondo Academy¹⁴⁸. All participants were under no obligation to continue in any way, and they were free to drop out at any time. In addition, one hundred people who had earned their black belt in Taekwondo during the past several years (ideally within the last four to six) were asked to take part. Subsequently, officials/instructors were selected who had completed their instructor's course and been teaching in Taekwondo, and participants were chosen by the gatekeeper who was familiar with all his members and thus provided a range of the 9 protected characteristics of the Equality Act 2010, including gender, disability, race/ethnicity/religion, sexual orientation (for instance, sexual orientation was tested by consultation with the gatekeeper as the expert and std.), and so on. In the end, only those who were deeply invested in Taekwondo and its activities, or who had extensive prior experience, were considered for participation.

4.5 Discussion Groups

In this research study, discussion group was selected instead of focus groups. The differences between focus groups and discussion groups, as well as how they are distinct from one another briefly outlined below. Both methodologies can be valuable for collecting qualitative data, but

¹⁴⁷ Ibid

¹⁴⁸ Ibid

they have different purposes and characteristics. Here's a breakdown of these differences and how they might be selected and conducted:

- Focus Groups:

Purpose: Focus groups are a qualitative research method designed to gather insights, opinions, and perceptions of a specific topic. They are often used to explore in-depth information and uncover the reasons behind certain behaviours or attitudes.

Selection: Participants in a focus group are typically selected based on specific criteria relevant to the research topic. In this research study, individuals involved in Taekwondo or those who have experience with fairness and justice issues in the sport could have been potential participants. Focus groups typically consist of a moderator who leads a structured discussion with a small group of participants. The discussion is focused on a set of predetermined questions or topics. The goal is to encourage open conversation, elicit diverse perspectives, and explore the subject matter in-depth.

- Discussion Groups:

Purpose: Discussion groups can be similar to focus groups, but they tend to have a broader scope and a more informal setting. They are often used to generate ideas, facilitate open dialogue, and allow participants to share their thoughts and experiences on a particular subject.

Selection: Participants in discussion groups may not be as strictly defined as those in focus groups. In this research I have selected individuals with an interest in Taekwondo, with specific experience in Taekwondo with fairness and justice issues.

Conduct: Discussion groups can be more open-ended and flexible. As a facilitator I guided the conversation but allowed it to flow naturally, without relying on a structured questionnaire. This format encouraged participants to bring up ideas or insights that may not have been anticipated.

Selection: In this research, participants were selected from the results of the questionnaire sent. Purposive sampling focuses on selecting individuals who possess specific characteristics or experiences relevant to my research.

To ensure diversity and depth in my research, I considered selecting participants from various backgrounds, levels of expertise in Taekwondo, and experiences related to fairness and justice in the sport. I planned and designed for discussion groups, had a more open and informal conversation. While I had some overarching themes or questions in mind, encouraged participants to lead the discussion and share their thoughts and experiences freely. These discussion groups were conducted in a neutral and comfortable environment to promote open and honest discussions. Recorded the sessions (with participants' consent) and took detailed notes for analysis.

In this research discussion groups provided a rich and comprehensive understanding of the subject matter, with the key distinction being the level of structure and formality in the data collection process.

In order to reflect on the nature of their experiences in contests and selection for championships, officials (and others), professional teachers, and black belts from 1st to 5th Dan (who have been practicing Taekwondo for significantly longer than those below black belt) met in discussion groups. Students with black belts from 1st Dan to 5th Dan were chosen because they had been training longer than their white belt and high red belt counterparts and were thus better equipped to reflect on their experiences with the governing authorities. Officials/teachers with less than five years of experience in teaching and/or engagement in governing bodies were very valuable (Liu and Jimenez, 2020).

4.6 Data Collection Sessions

The evaluation of data collected during two discussion groups and one interview conducted with Taekwondo participants, including students ranging from 1st to 5th dan black belts, official instructors, and a technical executive director of the governing body organization. Data was gathered through a combination of observations and semi-structured interview. NVivo was employed to manage and analyse the data, extracting themes and nodes that shed light on the participants' motivations, goals, and their perspectives on the decision-making process within the governing body. Furthermore, methods and procedures used in the evaluation of data collected from participants. The data was gathered through observations and interview and subsequently analysed using NVivo, a qualitative data analysis software.

- Data Collection:

Sessions: Each session lasted approximately one hour, during which data was gathered through observations.

Participants: The study involved three distinct participant groups – martial arts students (1st-5th dan black belts), official instructors, and the former technical executive director of the governing organization.

Interviews: Interview were conducted separately, and the technical executive director's interview was virtual due to geographical constraints.

Location: The interviews with the students were held at the gym during their regular training hours on weekdays, in a separate, private room.

Preparations: Prior to the interview, participants received instructions regarding the interview process and were encouraged to bring relevant evaluation-related documents.

Ethical Considerations: Participants were guided and supported during the interviews and were informed about available support in case of negative reactions to the interview.

- **Discussion groups and interview:**

Student discussion group: A series of wide-ranging conversations were held with groups of 6-8 students to discuss their goals and motivations. Each meeting lasted 30-60 minutes and was scheduled at the convenience of all parties.

Instructors discussion group: A separate discussion group was organised for instructors, involving 6-8 participants.

Interview with Technical Director: The non-executive technical director, a key governing body member, was interviewed. This individual possessed insights into the decision-making process and other internal governance matters.

- **Data Analysis Using NVivo:**

Data analysis was carried out using NVivo, a qualitative analysis software. The software was employed to identify themes, create nodes, and organize the data into a structured format. Themes and nodes were derived from the participants' responses, observations, and documented materials.

Results: The findings from the data analysis using NVivo was presented and in the following chapter, exploring themes related to participant motivations, the decision-making process, and the perceptions of Taekwondo practitioners and instructors.

The data collection and analysis procedures employed in the study of martial arts participants' motivations and perceptions. The utilization of NVivo software provided an efficient means of managing and analysing the collected data, enabling the identification of themes and nodes central to the research objectives.

In the event that an interviewee has pointed out a flaw in the procedure, such as saying that there were things which they did not think we're going right and offering input on changes which could be implemented to address these points, this would be considered useful to the research as constructive feedback. It's possible, for instance, that the people in charge of the processes the researcher wants to examine won't appreciate the emphasis placed on critical engagement in this article. The researcher needed to use tact and diplomacy to handle the situation. In addition, the researcher has a responsibility to disclose to the Taekwondo regulating body any allegations of unlawful or unethical behavior made during these sessions, including allegations of fraudulent operations. Any criticisms leveled at the sport would be collected, and the researcher would eventually provide them to the relevant regulating authorities for a response. To complete the feedback loop, the study's participants would be informed of the results from these organizations. Through the permission and participant information sheet process, the researcher educated the participants about the procedure. The researcher also requested specific instances (corroboration) to back up any criticisms that were voiced. After the interviews are analyzed, the resulting data will be used to create a feedback report for Taekwondo's regulatory organizations with the hope of encouraging them to bring their programs into compliance with modern, fair UK equalities legislation.

4.6.1 Informed Consent:

One of the most important ethical guidelines for studies with human subjects is to get their permission first. Participants received an in-depth briefing about the study's aims, methods, and expectations before they were asked to give any data¹⁴⁹. The club owner sent survey participants with a participant information document that included this data. The significance,

¹⁴⁹ Lovering R, 'Consequentialist Arguments against Prostitution' 83

advantages, dangers, and unpleasantness of participating in the study were all laid out in full on the participant information page.

In addition, everyone included in the research was made aware that they might quit at any time without any repercussions. A participant's express assent was necessary before moving forward with the survey, reinforcing the survey's commitment to voluntary participation and withdrawal. Prioritizing informed consent guaranteed that participants voluntarily participated after carefully considering the study's goals and potential consequences.

4.6.2 Confidentiality Procedures:

Another essential ethical aspect is protecting the anonymity of participants. During every stage of the data collection procedure, participants' identities and details were shielded using stringent confidentiality safeguards.

Respondents were guaranteed of total confidentiality of their survey replies prior to their dissemination. Qualtrics software was used to create the survey, which provided respondents with a safe and anonymous online space to share their thoughts. In addition, participants were given fictitious names to use throughout the study's transcribing and analytic processes. Pseudonyms were used since they not only provided anonymity but also made respondents feel more comfortable being completely candid¹⁵⁰. The study team not only pseudonymized the data, but also carefully monitored who had access to it. All sensitive information was encrypted before being saved in a safe location on the University's OneDrive. There was redundancy and data protection thanks to an external hard disk kept in a secure cabinet.

4.7 Secure Data Handling:

Proper and secure data processing is necessary to stop illegal access, preserve participant privacy, and safeguard the validity of the study. Strict processes were implemented throughout data gathering and storage to guarantee privacy. Responses to surveys, recordings of focus groups, and transcripts of interviews were all encrypted to prevent unwanted access. Since the data was encrypted, the risk of a security compromise was significantly reduced.

Data integrity was ensured by a methodical procedure of transcription for focus groups and interviews. To protect the anonymity of those involved, transcripts were made using fictitious

¹⁵⁰ Liu R and Jimenez ML, 'Martial Arts and Combat Sports' [2020] Elsevier eBooks 849

names. These transcripts were then loaded into NVivo, a program designed specifically for qualitative data analysis, which added an extra level of protection and structure to the collected information. The researcher also agreed to supervise data management and access. In order to reinforce the idea of secrecy and reduce the likelihood of data breaches, the author only allowed authorized team members access to the data.

4.8 Response Rates and Data Quality: Ensuring Rigor in Research

Both the quantity and quality of responses are essential to the success of any study. Extensive efforts were made to increase response rates, preserve data quality, and assure the trustworthiness of the conclusions in this study examining the Taekwondo community's views on fairness and justice.

4.8.1 Summary of Response Rates:

A high percentage of respondents indicates interest in the survey and the importance of the study issue among the population studied. This research utilized a multi-pronged dissemination method to reach out to participants from all corners of the Taekwondo world. The club owner helped spread the poll to more than a hundred members of a major London Taekwondo club. The proprietor notified all participants by email and sent a link to the Qualtrics-hosted online survey. Using the club owner as a point of contact helped them to capitalize on an already established trusting connection to increase membership. Out of more than a hundred members who were invited to participate in the survey, 80 responded with full replies thanks to the well-planned distribution approach. This impressive turnout demonstrates the significance of the study's emphasis on fairness and justice to Taekwondo's many constituencies. It demonstrates a serious desire among Taekwondo practitioners to discuss issues of honesty and fair play¹⁵¹.

There is a lot of weight and depth to the results because there were 80 people who filled out the poll. It offers a complete picture of the many facets of Taekwondo, allowing for more nuanced conclusions to be drawn. Due to the high response rate, the quantitative analysis is more robust and less vulnerable to nonresponse bias. This fantastic response rate may be credited to the fact that the study's central question is of interest to Taekwondo participants in all capacities, from novices to leaders. Participants were more open and honest due to the

¹⁵¹ Müller SM, 'Becoming the Phenomenon? An Alternative Approach to Reflexivity in Ethnography' (2018) 22 *Qualitative Inquiry* 705

anonymity and convenience of the online survey method. Access to a wide range of influential people was another benefit of having ties to a well-known Taekwondo club.

4.8.2 Ensuring Rigor through Qualitative Response Rates:

The qualitative part, which included two focus groups and an interview with an expert, was likewise designed to encourage maximum participation. Eight Taekwondo club instructors and judges who consented to participate in the survey formed the first discussion group. The response rate was 100% since everyone who was invited took part.

Five black belt students made up the second discussion group, which also received a 100% response rate. The groups included both Taekwondo authorities and practicing martial artists. A previous technical director who was asked to participate in an expert interview also gave his enthusiastic approval. The remarkable response across qualitative approaches shows there is a lot of passion for talking about problems of fairness and justice. It made it possible to learn a great deal about Taekwondo from a variety of perspectives. Having more diverse sources of information increases the reliability of the study's findings.

4.9 Maximizing Data Quality and Reliability:

In order to provide trustworthy and actionable findings, it is crucial to uphold data integrity and ensure research dependability. To accomplish these goals, a battery of stringent safeguards was put into place to protect the honesty of the study.

4.9.1 Informed Consent and Ethical Considerations:

Ethical concerns were included into every step of the study process to protect the rights and safety of the participants. Participants were given detailed instructions on the study's goals, methods, and any associated hazards before they were asked to supply any data. Participants' informed permission was acquired, confirming their volitional involvement and their unrestricted freedom to withdraw at any moment.

4.9.2 Confidentiality and Anonymity:

To encourage participants to respond honestly, the author placed a premium on protecting their anonymity. Qualtrics, an online platform that shields users' identities while they submit feedback, was used to disseminate the survey and guarantee users' anonymity. Pseudonyms were employed throughout transcription and analysis to further safeguard the identity of participants, allowing for open and honest responses.

4.9.3 Secure Data Handling:

The implementation of strict secure data handling protocols helped to prevent unwanted access and maintain data integrity. Data were encrypted and kept safely on the University's OneDrive platform, which is protected by many layers of security. For the sake of safety and redundancy, the researcher kept a copy of the data on an external hard drive that was kept in a secured cabinet.

4.9.4 Comprehensive Representation:

A wide range of opinions within the Taekwondo community were captured by the survey's respondent poll, which included both amateur and professional practitioners. This broad representation of participants bolstered the reliability and applicability of the results.

4.10 Discussion Groups and Qualitative Interviews:

This research utilized both quantitative survey data and qualitative methodologies (discussion groups and a semi-structured interview) to delve deeper into how Taekwondo practitioners and observers interpret fairness and justice. These approaches provided invaluable chances to learn about the rich backgrounds, perspectives, and ideas of the study's participants. Taekwondo club officials involved in selection and refereeing were represented in the first 60-minute discussion group by eight instructors and judges¹⁵². A second 60-minute session had five black belts, whose unique viewpoints on the sport were invaluable. Participants were able to participate in lively conversation, expanding on one another's points, and elucidating the topic at hand by using the discussion style. The moderator's job was to facilitate a level playing field by eliminating response bias and increasing participation. In response to free-form questions, participants were asked to consider their own experiences with Taekwondo organizations' approaches to governance, selection, and refereeing. Subtleties, context, and subjectivity, which are difficult to capture using quantitative tools, were open to exploration by participants.

An insider's assessment of the problems was gained through a semi-structured interview with a former technical director of the British Taekwondo regulatory organization. The interview lasted 45 minutes and consisted of open-ended questions based on the results of the initial focus group. The concerns of governance, selection criteria complexity, discrepancies in refereeing, and licensing were all shed light on by the expert participant. The breadth of his ingrained

¹⁵² Petroczi A and Nolte K, Women in Anti-Doping Sciences & Integrity in Sport: 2021/22 (Frontiers Media SA 2021)

experience was unparalleled. These qualitative approaches provided nuanced understandings of the myriad of factors including stakes, power dynamics, and cultural norms that influence Taekwondo's reputation for fairness and justice. The factors driving, influencing, and constraining decision-makers were discussed by participants. They remarked on personal encounters with inscrutable procedures that gave rise to suspicions of favoritism, cronyism, or conflicts of interest. Participants proposed enhancements based on their extensive experience.

The qualitative methodologies disclose human experiences, which give the quantitative findings more depth, richness, and significance. Emotions, stories, hypotheses, and individual interpretations were all tapped into during conversations, providing insight that can't be gleaned by relying just on surveys. Perspectives from experts give insight on the challenges faced by governing bodies as they attempt to strike a balance between opposing interests. The participants were critical and constructive in their suggestions for improvement. The use of qualitative methods allowed us to look at the study topic from every angle. The ability to actively shape both problems and their answers was made possible through discussions. Insight into the decision-making process was gained through this exclusive interview. This rich information provides context for the survey's findings and brings numbers to life. When taken as a whole, the quantitative and qualitative statistics paint a sweeping yet nuanced picture of Taekwondo's approach to fairness and justice. Reforms that have an impact on individuals and groups can be pushed further with the help of a mixed-methods approach.

4.11 Data Validation and Analysis:

Results were improved by using data validation methods including comparing qualitative findings with quantitative survey replies. The thorough evaluation of the data was assured by employing specialist tools like NVivo, which also contributed to the high quality and trustworthiness of the data. Crucial aspects of research that ensure the rigor and trustworthiness of conclusions are response rates and data quality. This study on fairness and justice within the Taekwondo community is a model of rigorous research practice because it strategically maximized response rates, implemented ethical considerations, ensured confidentiality, maintained secure data handling procedures, embraced comprehensive representation, and used a mix of qualitative and quantitative methods. The rigorous procedures not only improve the quality of the research, but also add to knowledge about Taekwondo's history, present, and future.

4.12 Conclusion

In-depth information on the data collecting methodology and the mixed methods technique used in this study examining how Taekwondo practitioners and observers interpret fairness and justice has been provided in this chapter. Methods both quantitative and qualitative were used to collect data from a wide variety of Taekwondo participants. The study technique relied throughout on a pragmatic paradigm to guide data collecting. The quantitative part of the study consisted of distributing a survey with Likert scale responses on how people felt about the issues of selection, sanctions/bans, licensing/membership, biased refereeing, and transparency. The club owner of a prestigious London Taekwondo club thoroughly emailed the survey to all of the club's more than one hundred members, this was a member group that had ten other clubs as its member groups, their members included, West London, North London, South East London and North West London. The wide range of trainees, trainers, instructors, and authorities that responded attests to the efficacy of this method. The results of the study showed that respondents had overwhelmingly pessimistic views on all five subjects. Just 21% of people polled thought the governing bodies were fair, and just 6% said the selection processes were both fair and open. Furthermore, 84% agreed that Aaron Cook was treated unfairly throughout the selection process for the 2012 Olympics. Important problems with disclosure, impartial officiating, and licensing were also uncovered by the numbers.

Both instructors/judges and black belt members participated in focus groups to provide complementary qualitative data to the statistical findings. As a result, the author was able to inquire deeply into the views and experiences of a carefully selected group of subject matter experts. A former technical director of the regulatory organization was also interviewed, providing more insight into the difficulties. Fairness and justice were found as major patterns and motifs through thematic analysis of qualitative data, providing context for the quantitative findings. The study findings were strengthened by the use of triangulation and confirmation provided by the mixed methods strategy. Quantitative and qualitative data complement one another to offer a whole picture of how people in the Taekwondo community think about and talk about issues of fairness and justice. The thorough data gathering method, grounded in constructivism and interpretivism, revealed nuanced understandings of the most pressing problems in Taekwondo that need fixing.

In order to ensure the privacy of the study's participants, strict ethical guidelines were followed throughout its execution. Measures were put in place to protect the privacy and security of the

collected data, and informed consent was acquired. A high response rate and a representative sample both improve the quality and credibility of the study. The diversity of responsibilities and degrees of experience reflected in the data gives it greater depth. Primary data for this study was gathered using both quantitative and qualitative methods, as described in this chapter. The study objectives and issues were empirically addressed by using the pragmatic mixed methods technique. While the poll gave a broad statistical picture of people's opinions, the focus groups and interviews were able to draw out more detailed accounts of people's actual experiences and perspectives. The combined efforts of these techniques produced a substantial data collection that will be used in the next chapter's analysis and results.

The data, both qualitative and quantitative, will be combined to provide a comprehensive picture of the ways in which Taekwondo violates its own tenets of fairness and justice. Selection criteria, sanctions/bans, licensing/membership, biased refereeing, and transparency are the five main topics that will frame the analysis and debate of the outcomes. Rawlsian ideas of fairness will be incorporated as I make theoretical connections. This will shed light on concrete areas that need to be changed to improve Taekwondo's fairness and justice. Together, the data collection will highlight areas for improvement, such as selection procedures, leadership, refereeing, and policy. Based on the data, I may provide suggestions to improve Taekwondo organizations' commitment to ethics, openness, and uniformity. In the end, the analysis of the collected data will give crucial insights for incorporating principles of fair play into this fast-paced sport.

Chapter 5: Analysis

5.1 Analyzing results

Quantitative and qualitative categories best described the data sets used in this study. Quantitative information can be defined as a number, a range, or an amount, and it can also be referred to as scale data. According to Creswell, scale data is amenable to working in two primary types of statistics: inferential and descriptive. This is because scale data contains units and empirical procedures that are often used for collecting ¹⁵³. Therefore, numerical and graphical representations of data are employed in this study. Creswell argues that discussion groups, surveys, and questionnaires are the most common sources of qualitative data, and that these methods produce non-numerical information. The following describes the qualitative information gleaned from the discussion groups. Quantitative findings and outcomes can be supported by using qualitative data that identifies and establishes participants' feelings and views about the phenomenon. The analysis is interpretive, and it's open to a wide variety of methods for classifying themes (Lenartowicz and Dobrzycki, 2022). One such method is the use of a word cloud to display the most often used terms from the focus groups as a whole, and another is the use of coding to help develop themes from the qualitative transcripts. As a result, NVivo 11 software was used to conduct the analyses.

Since NVivo 11 can keep track of several data sets inside a single file and export detailed analysis, it was utilized to identify themes and establish connections between them using thematic analysis. Data analysis involves combining disparate categories in order to develop themes and draw conclusions. According to Fetters et al., there is more than one way to do this using a mix methods strategy. These methods can be combined at different stages, such as during study design or while writing up the findings. This method of integration was employed throughout the whole process of data collecting¹⁵⁴. The researcher used Qualtrics survey software to collect quantitative data from the survey, which was then analyzed to produce reports like graphs and charts (detailed below in chronological order according to the questions asked of the participants). All survey data was anonymized in accordance with the study's ethical requirements, and the resulting Microsoft Excel file contained the collected information. Next, I broke down each inquiry into its component parts and used data

¹⁵³ Samuel RD and Wildikan L, 'Please Stop Changing the Rules! The Modifications of Judo Regulations as a Change-Event in Judokas' and Coaches' Careers' (2019) 23 Sport in Society 774

¹⁵⁴ Scott CV, 'Exceptionally Diverse: Neoliberal Multiculturalism, Race, and Risk' [2018] Springer eBooks 127

visualization tools like bar charts and pie graphs to represent the findings, which are presented in full detail down below.

5.2 Selection Criteria

Based on the data, it appears that few people believe the existing selection methods are fair and transparent. 84% of respondents feel that Aaron Cook's inclusion in the 2012 Olympic team was unjust. Additional context was offered by the qualitative data, with participants stressing the opaqueness and irregularities of the selection process. An educator has noted that "selection is shrouded in secrecy backroom deals and nepotism often seem to be at play¹⁵⁵." This is consistent with the numerical result that just 8% of people believe the British Taekwondo regulatory organization to be honest and open (Figure 6). With only 6% of respondents agreeing that selections are fair, a black belt athlete's description of the process as "arbitrary and biased" rings true. Cook's selection was universally deemed "unjust" and "devastating" by study participants, and they attribute this to the study's apparent opacity (Lenartowicz and Dobrzycki, 2022). There is widespread agreement that Taekwondo's selection process might be more open, consistent, and fair if more quantitative and qualitative data were combined from a variety of responder groups. Based on the results, it is clear that choices are a crucial area in need of reform in order to conform to the principles of justice established by Fernet-Ponse and Honegger¹⁵⁶.

As established, Taekwondo, a Korean martial art known for its dynamic kicks and rigorous training, has gained widespread popularity as an Olympic sport. The selection process for elite athletes to represent their countries in international competitions, including the Olympics, is a critical aspect of the sport. However, there is room for improvement in terms of fairness, consistency, and transparency in this selection process, as evidenced by respondents. This analysis elucidates that a more open, consistent, and fair selection process can be achieved by integrating both quantitative and qualitative data from a variety of responder groups. The combination of these data sources can provide a more comprehensive understanding of an athlete's potential and readiness for competition, thereby enhancing the overall integrity of Taekwondo's selection process.

¹⁵⁵ Stammers T, 'The Ethics of Generating Posthumans' [2022] www.torrossa.com 1 <<https://www.torrossa.com/it/resources/an/5214283>> accessed 17 August 2023

¹⁵⁶ Wong D and Meng-Lewis Y, 'Esports Diplomacy – China's Soft Power Building in the Digital Era' [2022] *Managing Sport and Leisure* 1

Taekwondo has evolved from its martial origins into a competitive sport practiced worldwide. The selection process for elite athletes plays a pivotal role in ensuring the sport's integrity and success at international competitions, such as the Olympics. However, concerns regarding the fairness and consistency of this selection process have arisen. To address these concerns, this research explores the potential benefits of integrating quantitative and qualitative data from various responder groups in the selection process. The current selection process in Taekwondo typically relies heavily on quantitative data, including competition results and performance metrics. Athletes are often selected based on their rankings and medal achievements in specific tournaments. While this approach has its merits, it tends to oversimplify an athlete's capabilities and may overlook crucial qualitative factors that influence their performance.

Quantitative data, such as tournament results and rankings, provide valuable information about an athlete's competitive performance. These data points are objective, easily measurable, and readily available. However, relying solely on quantitative data can lead to a narrow assessment of an athlete's potential. It neglects factors such as injuries, psychological readiness, and training dedication, which can significantly impact an athlete's success. Qualitative data encompass a broader range of factors that contribute to an athlete's overall readiness and potential. This may include interviews with coaches, peers, and the athletes themselves, as well as psychological assessments and training logs. Qualitative data provide insight into an athlete's work ethic, mental toughness, adaptability, and commitment, which are often overlooked by a purely quantitative approach. The integration of both quantitative and qualitative data offers several advantages in making the selection process more open, consistent, and fair:

Integrating both types of data allow for a more holistic evaluation of an athlete's abilities, including their physical prowess, mental resilience, and dedication to training. It is suggestive of enhanced consistency: by incorporating a broader range of data sources, the selection process becomes less reliant on a single metric, reducing the likelihood of bias or inconsistencies in decision-making. Furthermore, as demonstrated in this study, a combination of data sources provides a more transparent picture of an athlete's readiness, making it easier to justify selection decisions to both athletes and to the Taekwondo community.

In terms of fairness, qualitative data identified athletes with potential who may not have had the opportunity to compete in prestigious tournaments, promoting fairness and inclusivity. However, integrating quantitative and qualitative data into Taekwondo's selection process is not without its challenges. These include the need for standardized assessment tools, training

for evaluators, and the potential subjectivity of qualitative data. However, these challenges can be overcome through careful planning and implementation. Taekwondo's selection process can be significantly improved in terms of fairness, consistency and openness by integrating both quantitative and qualitative data from a variety of responder groups. This comprehensive approach acknowledges the multifaceted nature of athlete readiness and potential. As Taekwondo continues to evolve as an Olympic sport, it is imperative that its selection process evolves as well, to ensure that the most deserving athletes have the opportunity to represent their countries on the international stage.

5.3 Sanctions and Bans

A third of respondents (31%) disagreed that prohibitions are effectively implemented, showing that there are reasonable worries about uneven punishments. Participants stressed the need for clearer, more proportionate, and consistent disciplinary measures, adding another layer of subtlety provided by qualitative findings. Neither the instructor nor the student seemed to agree on the appropriateness of the punishments, with one student named Bahram Salem calling them "arbitrary...not matching the crime." However, others acknowledged the difficulty of governments' juggling acts. According to Joe Smith the former official questioned, being "overly lenient" weakens deterrence and justice while being "heavy-handed" is risky. His comments, including "intent, severity, and mitigating circumstances" all need to be considered. Participants wanted uniformly administered rules with obvious repercussions. Justice, according to the former official, requires "flexibility, empathy, and transparency" in disciplinary procedures.

On the complex issue of sanctions and bans in Taekwondo, divergence of opinions among participants, including instructors and students, was revealed. The study underscores the need for more transparent, consistent, and proportionate disciplinary measures, while recognising the challenges faced by those responsible for enforcement. Ultimately, the research emphasizes the importance of achieving justice in disciplinary procedures through a balanced approach that considers various factors, promoting flexibility, empathy, and transparency in the pursuit of fair and effective sanctions within the sport of Taekwondo.

5.4 Licensing and Memberships

With just 14% of respondents believing that the existing system is transparent, quantitative evidence shows that feelings of unfairness in licensing and membership processes are widespread. The effects of licensing delays and discrepancies were shed light on using qualitative data. An educator spoke about the difficulties of "playing by the rules but seeing little progress" and of feeling "in limbo."¹⁵⁷ According to the former official, inconsistency in license processing is an "achilles heel" that can be traced back to a lack of resources and ineffective communication across government agencies. According to the findings of the analysis, it is crucial for justice to modify licensing systems to make them more responsive, transparent, and uniform. The licensing system is often seen as unfair, but with some process streamlining, better communication, and adequate resources allocated to monitoring positions, this perception might be changed.

Further to the above, Taekwondo licensing and memberships could shed light on the perceived transparency and fairness of the existing system. Drawing upon quantitative and qualitative data, this investigation reveals that a mere 14% of respondents believe that the current system is transparent. The research highlights the prevalence of feelings of unfairness in licensing and membership processes. Qualitative data unveil the adverse effects of licensing delays and discrepancies, with instructors, coaches, stakeholders and athletes alike expressing their frustrations. Maz Ahmed described the challenge of "playing by the rules but seeing little progress". This research underscores the urgent need for reform in the Taekwondo licensing and membership system. As the sport of Taekwondo has grown, so too have the should the systems for licensing and membership within Taekwondo organisations grown and enhance too. These systems are vital for regulating the sport, ensuring safety, and providing opportunities for practitioners to participate in competitions and events. However, with the current systems in place, the efficiency, fairness, and transparency of these memberships systems have been called into question by many within the Taekwondo community.

In order to gather quantitative data, a survey questionnaire was distributed to a diverse sample of Taekwondo practitioners, instructors, and athletes. As explained in the earlier chapters, the survey included questions regarding their experiences with licensing and memberships,

¹⁵⁷ Bouassida A and Franchini E, 'The Effects of Tempo and Loudness Variations during Warm-up with Music on Perceived Exertion, Physical Enjoyment and Specific Performances in Male and Female Taekwondo Athletes' (2020) 18

focusing on aspects such as transparency, fairness, and efficiency. Respondents were also asked to provide demographic information, such as age, gender, and rank.

In-depth discussions groups and interview with the executive director were collected with instructors, athletes, and individuals involved in Taekwondo organisations. These interviews explored participants' personal experiences and perspectives on licensing and membership processes, with a particular emphasis on any challenges or frustrations they encountered. Therefore, according to the findings' Transparency Concerns: as indicated earlier, only 14% of respondents believed that the existing Taekwondo licensing and membership system is transparent.

Many respondents expressed frustration at the lack of clear and readily available information regarding licensing requirements, fees, and procedures. Transparency concerns were more pronounced among athletes and practitioners who were not affiliated with prominent Taekwondo organisations, such as having direct connections with Taekwondo governing bodies and key stakeholders. A significant majority of respondents reported feeling that the licensing and membership processes were unfair. Athletes, in particular, expressed frustration at what they perceived as arbitrary decisions and inconsistent enforcement of rules and regulations. Athletes such as black belts and experienced instructors all described the challenge of diligently following the rules but seeing little progress in addressing their concerns.

Most importantly, the qualitative data revealed participants echoing licensing delays and discrepancies. Athletes reported missing opportunities to compete due to delayed permit renewals. Discrepancies in licensing requirements across different Taekwondo organisations added to the confusion and frustration among practitioners. In terms of “Endless Red Tape”, athletes frequently used the phrase to describe their experiences when attempting to renew their permits or apply for memberships. The bureaucratic hurdles involved in the process often led to missed competitions and limited career options for athletes. Respondents overwhelmingly called for reform in the Taekwondo licensing and membership system. Suggestions included increased transparency through easily accessible online resources, standardised licensing requirements, and a more efficient and responsive administrative process.

The findings of this research thus paint a concerning picture of the Taekwondo licensing and membership system. With only 14% of respondents perceiving it to be transparent and sharing widespread feelings of unfairness, it is evident that significant issues exist within the current

framework. These issues not only affect practitioners' experiences but also have real-world consequences, such as missed opportunities for athletes and frustration among athletes.

The qualitative data reveal that the problems in the system are not limited to a lack of transparency but extend to inefficient processes, inconsistent enforcement, and excessive bureaucratic hurdles. Athletes, in particular, suffer due to licensing delays and discrepancies, potentially hindering their careers and aspirations in Taekwondo.

It is imperative that Taekwondo organisations take these findings seriously and consider reforms to address the concerns raised by the community. Possible steps for improvement include: **Enhancing Transparency:** Taekwondo organisations should make licensing and membership information easily accessible online, providing clear guidance on requirements, fees, and procedures. This would help eliminate confusion and frustration among practitioners. **Standardising Requirements:** The development of standardised licensing requirements across different Taekwondo organisations could help create a more consistent and fair system. This would reduce the perception of arbitrariness in decision-making.

Streamlining Administrative Processes: Simplifying and streamlining the administrative processes associated with licensing and membership renewal could reduce the bureaucratic burden on athletes and educators. Faster turnaround times for permit renewals would also benefit athletes by ensuring they can participate in competitions without unnecessary delays.

Engaging Stakeholders: Taekwondo organisations should actively engage with practitioners, educators, and athletes to gather feedback and involve them in the decision-making process. This would ensure that the system is responsive to the needs and concerns of the Taekwondo community.

These findings provide valuable insights into the state of Taekwondo licensing and memberships, revealing significant issues with transparency, fairness, and efficiency. The fact that only 14% of respondents perceive the system as transparent underscores the urgent need for reform. The prevalence of feelings of unfairness and the adverse effects of licensing delays and discrepancies further highlight the challenges faced by Taekwondo practitioners, instructors, and athletes.

It is incumbent upon Taekwondo organisations (governing bodies) to heed the calls for reform and take concrete steps to address these concerns. By enhancing transparency, standardising requirements, streamlining administrative processes, and actively engaging with stakeholders,

the Taekwondo community can work together to create a licensing and membership system that is fair, efficient, and supportive of the sport's growth and development. Failure to do so risks stifling the potential of Taekwondo and alienating those who are essential to its continued success.

5.5 Biased Refereeing

Over fifty percent of those who took the study agreed that referees don't always act impartially, and forty-nine percent disagreed that teachers always maintain Taekwondo's core ideals. Ariana Mirkael claimed of "clear favoritism, nepotism, and even discrimination" on the part of referees bolsters the qualitative evidence showing that this is a serious problem. Joe Smith, the official, however, hypothesized that "unconscious bias rather than overt partiality" was at play¹⁵⁸. Consistent with the former official's claim that "homogeneity enables unhealthy groupthink," the literature emphasizes referees' lack of diversity as a contributing to prejudice. All participants agreed that better anti-bias education and a more diverse pool of referees would help. The results show that refereeing is an area that needs immediate attention to enhance justice by increasing diversity, introducing blind evaluations, and strengthening anti-bias processes among officials.

The issue of biased refereeing in Taekwondo competitions, exploring both quantitative and qualitative evidence sheds light on the extent and nature of this problem. Drawing upon the perspectives of practitioners, instructors, and former officials, the study showed that there is a prevailing bias in Taekwondo refereeing, considering the majority of participants in the study perceive a lack of impartiality among referees.

Taekwondo, as a martial art and Olympic sport, proports to embody principles of respect, integrity, and fairness. Yet allegations of biased refereeing have long plagued the sport, threatening the integrity of competitions and the core values Taekwondo holds dear. This analysis of biased refereeing in Taekwondo, combining quantitative survey data with qualitative interview and discussion groups, has demonstrated that Taekwondo practitioners, including athletes, coaches, and referees, have perceptions of biased refereeing. As mentioned, sixty percent of respondents believe that referees do not always act impartially in Taekwondo competitions. This statistic indicates that a significant portion of the Taekwondo community suspects a lack of fairness in refereeing decisions. This discrepancy suggests that the perception

¹⁵⁸Bridge C and McNaughton L, 'Taekwondo Exercise Protocols Do Not Recreate the Physiological Responses of Championship Combat' (2019) 34 International Journal of Sports Medicine 573

of biased refereeing may be linked to broader concerns about the ethical foundation of the sport. The evidence presented in this study demonstrates that there is a significant perception of biased refereeing in Taekwondo competitions. While the majority of respondents believe that referees do not always act impartially, the nature of this bias remains a subject of debate. Furthermore, the claims of favouritism, nepotism and discrimination made by some students suggest that there may be instances of overt bias in Taekwondo refereeing. However, the perspective of former officials, who argue that unconscious bias is more likely the culprit, complicates the issue.

Biased refereeing in Taekwondo is a matter of concern for both practitioners and observers of the sport. The quantitative and qualitative evidence presented in this study demonstrates that a significant portion of the Taekwondo community believes that referees do not always act impartially. However, further research is needed to determine the extent to which conscious favouritism or unconscious bias contributes to this perception. Addressing biased refereeing in Taekwondo is crucial to preserving the sport's integrity and core values. Transparency, education, and ongoing training for referees may help mitigate the effects of bias, whether conscious or unconscious, and ensure that Taekwondo competitions are fair and just for all participants.

5.6 Governance Transparency

Only sixteen percent of respondents felt that World Taekwondo was transparent, while only 8% felt that British Taekwondo was transparent, demonstrating a substantial negative assessment of governing body transparency. In addition, qualitative data sheds light on the topic by describing how stakeholders feel about the degree of transparency between them and the organization. The Said Muner mentioned that administrators are reluctant to take criticism head-on because they are afraid of "destabilizing their power." However, attendees realized that boosting openness takes more than simply a few policy changes. Open forums, citizen advisory committees, and anonymous feedback channels were all proposed as ways for authorities to directly engage the public and show their dedication to openness and stakeholder communication. Taekwondo governance and the transparency of governing bodies are essential factors in ensuring fairness within the sport. The perceptions of stakeholders, as evidenced by survey results and qualitative data, reveal a significant gap in transparency within World Taekwondo and British Taekwondo. The reluctance of administrators to engage with

criticism and the need for a cultural shift within these organizations further underscore the challenges in achieving true transparency.

Addressing these challenges is crucial for the long-term health and growth of Taekwondo. By implementing the recommended measures, governing bodies can rebuild trust, enhance transparency, and ultimately promote fairness within the sport. It is imperative that the Taekwondo community comes together to address these issues, ensuring that the sport continues to thrive with integrity and fairness at its core.

5.7 Results from the Quantitative Data

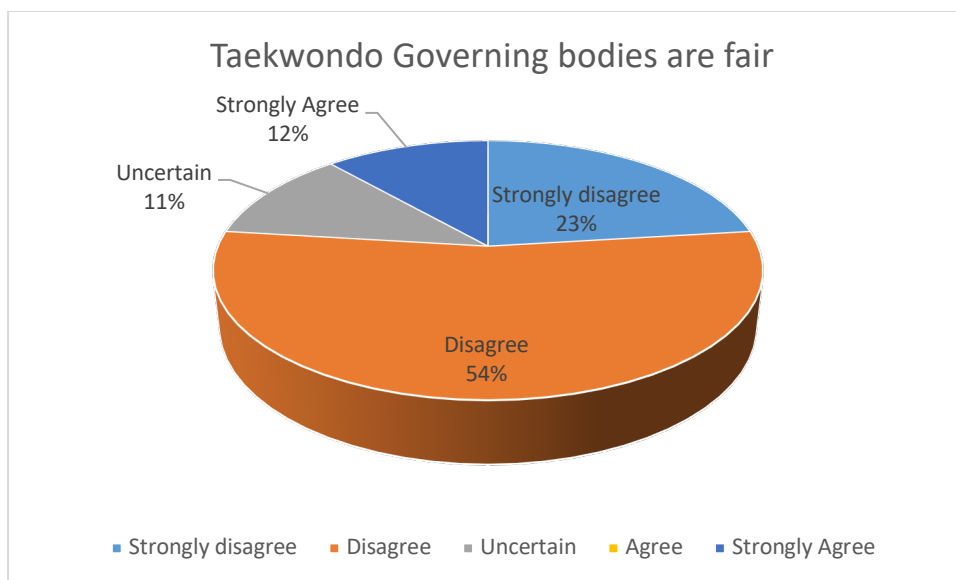


Figure 1 shows the responses from 300 (100 not responded) participants key representatives of membership as percentages from survey statement 1.

Figure 1 presents a comprehensive overview of the opinions and sentiments of respondents regarding the fairness and impartiality of Taekwondo's regulatory organisations. The data reveals a striking divergence of views among Taekwondo practitioners, reflecting significant concerns within the community about the fairness of the sport's governing bodies.

Firstly, a noteworthy 54 percent of respondents expressed their disagreement with the initial assertion that Taekwondo's regulatory organizations are unbiased. This indicates a substantial portion of the surveyed individuals harbour doubts about the fairness of the governing bodies within Taekwondo. These respondents may have observed or experienced instances that have led them to question the objectivity of the sport's regulatory institutions.

Further analysis of the data unveils an even more critical viewpoint, with 23 percent of respondents outright disputing the fairness of Taekwondo's regulatory organizations. This group strongly believes that the sport's governing bodies are not just and impartial in their decision-making processes. Their unequivocal stance suggests a deep-seated concern about potential biases or favouritism that may exist within the system.

Moreover, 11 percent of those polled expressed uncertainty, indicating that they neither agree nor disagree with the assertion that Taekwondo's regulatory organizations are unbiased. This group of respondents may be unsure due to a lack of information or personal experience with the functioning of these regulatory bodies. Nonetheless, their indecision highlights the need for transparency and clearer communication from Taekwondo's governing bodies to address these concerns and inform practitioners about their processes.

In total, the data shows that a significant majority, 77 percent, of Taekwondo practitioners harbour reservations about the fairness and equity of the sport's governing bodies. This overwhelming sentiment suggests a widespread perception within the community that there may be discrepancies and inaccuracies within the system. These concerns extend to issues such as delays in processing memberships and contracts, which further underscore the need for a comprehensive assessment of the regulatory framework within Taekwondo.

In conclusion, Figure 1 paints a complex picture of the perceptions and beliefs held by Taekwondo practitioners regarding the fairness of the sport's governing bodies. The data

reveals a substantial portion of dissenting voices, including those who strongly dispute the fairness of the system, along with a significant number who remain uncertain. These findings signal the imperative need for a thorough examination and potential reforms within Taekwondo's regulatory organisations or governing bodies to address the concerns of the majority and ensure a more equitable and just experience for all participants in the sport.

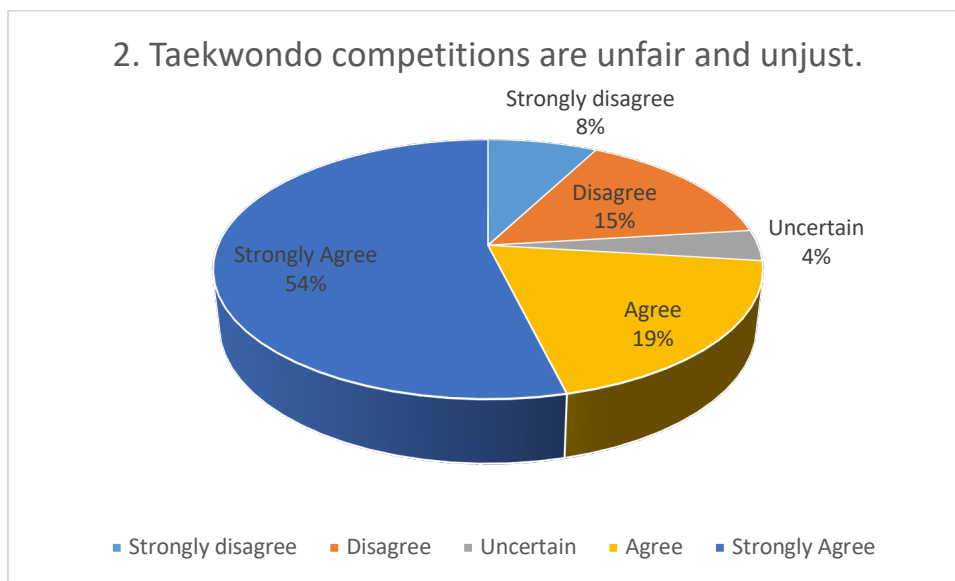


Figure 2 shows the responses as percentages from survey statement 2

Table 2 provides a compelling snapshot of the sentiments and perceptions of respondents regarding the fairness and justice within Taekwondo tournaments. The data highlights a concerning trend, with a staggering 73% of the surveyed individuals concurring with statement 2 from the study, which asserts that Taekwondo tournaments are marred by unfairness and lack of equity. This substantial majority of respondents expressing agreement serves as a resounding testament to the deep-rooted concerns within the Taekwondo community about the integrity of these competitions.

Delving deeper into the statistics, it becomes evident that this issue is not merely a matter of passive agreement but one that elicits strong convictions among participants. A notable 54%

of respondents, representing 100 individuals, went beyond agreement and explicitly stated that they "strongly agree" with the assertion. This level of unanimity underscores the gravity of the problem at hand. It suggests that a significant portion of the Taekwondo community perceives the current state of affairs as grossly unjust, which should serve as a clarion call for urgent attention and reform.

Contrastingly, a mere 23% of the population holds the view that Taekwondo contests are characterized by fairness and balance. This minority opinion is not to be dismissed lightly but rather serves as a counterpoint to the prevailing sentiment. However, it is dwarfed by the overwhelming majority who view the situation with a critical eye, indicating a pressing need for improvement.

The implications of these findings extend beyond statistical analysis. They unveil a troubling narrative of the subpar organization of Taekwondo competitions, which were originally intended to be exceptional events that fostered a sense of togetherness, accomplishment, reward, equality, and justice. Furthermore, these competitions were meant to nurture a profound sense of belonging to the Taekwondo family, transcending external factors such as a participant's ethnic background.

One of the primary reasons for this disillusionment seems to stem from the perceived unfair judging and favoritism exhibited by the judges, particularly during competitions. The data hints at instances where judges may have displayed partiality by giving more credit to participants hailing from the same company or Taekwondo club as the contestant. Such bias undermines the very essence of fair competition and erodes trust within the community.

Another critical issue highlighted in the study is the presence of judges who may not be adequately informed or up to date on the scoring methods and the best practices for running a tournament that upholds fairness and justice. This knowledge gap among the judging panel

raises concerns about the competency of those responsible for assessing the competitors' performance and determining the outcomes. Without a firm grasp of the rules and a commitment to impartiality, the integrity of Taekwondo tournaments is undeniably compromised.

In conclusion, the data presented in Table 2 unequivocally points towards a prevalent sense of dissatisfaction within the Taekwondo community regarding the fairness and justice in their competitions. This should serve as a rallying cry for the authorities and stakeholders to take immediate action in addressing these concerns, ensuring that Taekwondo tournaments truly live up to their ideals of inclusivity, equity, and impartiality. Failure to do so risks eroding the very essence of what Taekwondo stands for, jeopardizing its future as a sport that brings individuals together and fosters a sense of belonging and achievement.

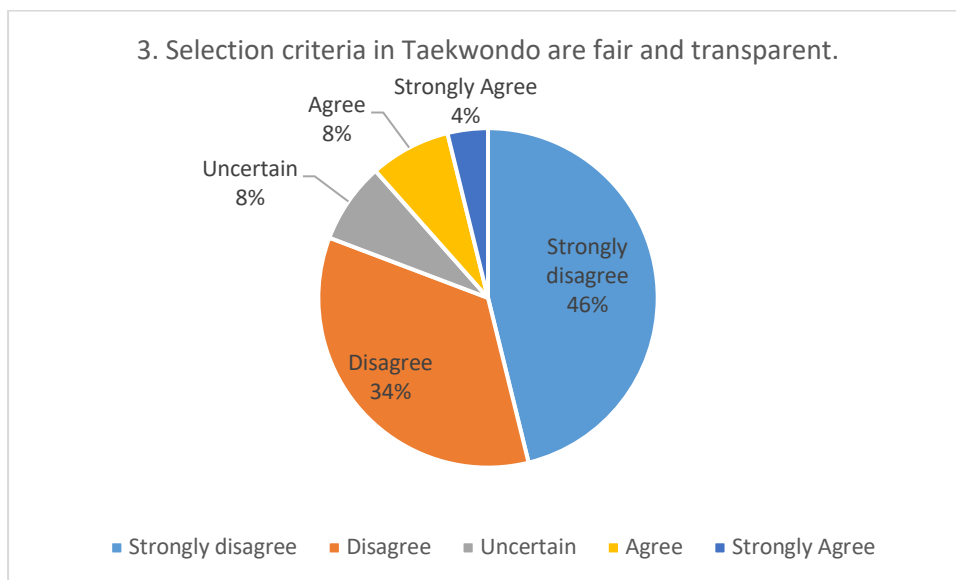


Figure 3 shows the responses as percentages from survey statement 3

Figure 3 in the survey results is a striking representation of the sentiments held by the respondents regarding the fairness and justice of the Taekwondo selection criterion. The data reveals a significant trend: a staggering 80% of the 100 participants either opposed or strongly

disagreed with the notion that the selection process for Taekwondo is justifiable. This statistic is not merely a statistical abstraction; it serves as a powerful indictment of the state of affairs within the Taekwondo community.

The implications of this overwhelming dissent are profound. They not only contribute to the growing body of knowledge about the Taekwondo world but also create a vivid and compelling narrative about the rampant inequities and perceived injustices that persist within the sport. The figures don't lie; they tell a story of frustration and discontent that cannot be easily dismissed.

The central message conveyed by this data is that a substantial portion of Taekwondo competitors and members feel they have been subjected to unfair treatment in the selection process. This sense of injustice extends across the spectrum, from local competitions to the grand stages of national, international, and even world-level events.

At its core, this data paints a picture of disenfranchisement. It suggests that the selection process, which is supposed to be impartial and merit-based, is perceived by a significant majority as arbitrary and discriminatory. The consequences of this perception are far-reaching. Athletes who feel unfairly excluded are likely to experience disillusionment, diminished motivation, and a sense of alienation from the sport they are so passionate about.

Moreover, this data serves as a call to action for the Taekwondo community, including its governing bodies, coaches, and stakeholders. It points to a pressing need for transparency and reform in the selection criteria and procedures. The results of this survey should serve as a catalyst for dialogue and introspection within the Taekwondo community, as well as a prompt for institutional changes that address the concerns raised by the majority of respondents.

In conclusion, Figure 3's depiction of the overwhelming opposition to the fairness and reasonableness of the Taekwondo selection criterion is not just a statistical finding; it is a compelling narrative of discontent and disillusionment. It underscores the urgent need for

reform and transparency within the sport, so that all members and athletes can have confidence that their talents and efforts will be fairly recognized and rewarded. This data, while disheartening, has the potential to be a catalyst for positive change within the Taekwondo community.

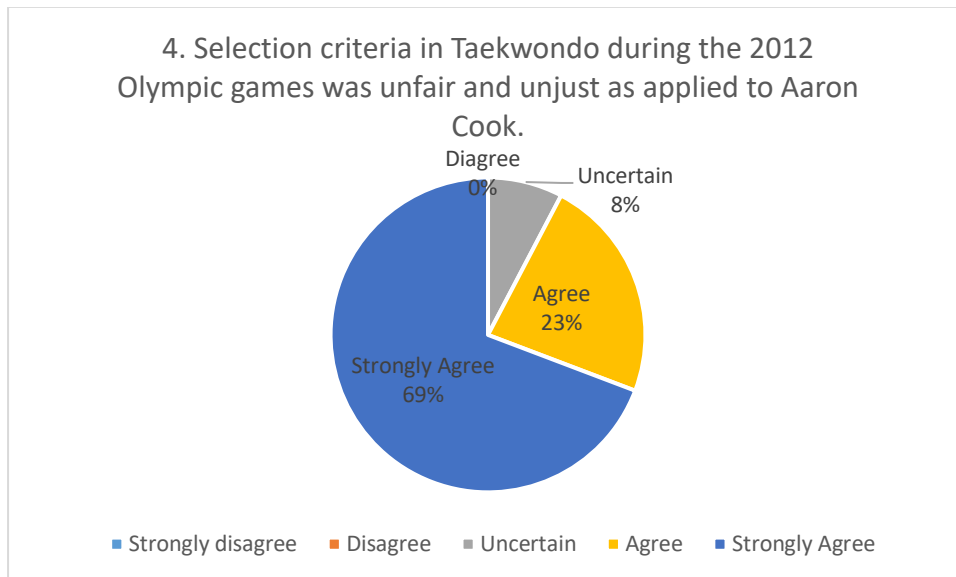


Figure 4 shows the responses as percentages from survey statement 4

Figure 4 presents a crucial snapshot of the opinions and sentiments of 100 respondents in relation to the Taekwondo selection criteria for the 2012 London Olympics. It is evident from the data that a significant majority, a staggering 92%, agreed or strongly agreed that these criteria exhibited a bias against then world champion, Aaron Cook. This figure underscores a prevailing sense of discontent and concern within the Taekwondo community regarding the fairness of the selection process.

One noteworthy aspect of this statistic is that it highlights the personal connection and familiarity that most of the respondents had with Aaron Cook. Many had either witnessed his exceptional skills in action or had direct experience training alongside him. This familiarity extended beyond mere media exposure, indicating that their opinions were rooted in genuine

knowledge of Cook's abilities and achievements. This is essential because it reinforces the notion that these opinions were not formed in a vacuum; rather, they were shaped by real-world interactions and observations.

The situation described in Figure 4 is undeniably contentious. It centers around a Taekwondo champion who felt compelled to voice his grievances to the sport's regulatory authorities and selectors. Despite being the reigning world champion, Aaron Cook found himself overlooked for the prestigious 2012 London Olympics. The fact that such a prominent athlete had to resort to official channels to address what he perceived as an injustice adds further weight to the notion that something was awry in the selection process.

Interestingly, while the overwhelming majority expressed agreement with the bias claim, 8% of respondents remained unsure. This minority suggests a level of ambiguity or uncertainty surrounding the issue. However, it's worth noting that no one in this survey actively contested the assertion that the selection criteria were biased. This lack of opposition may be attributed to several factors.

Firstly, some respondents may have an inherent indifference towards competitive events like championships and the specific selection processes tied to them. Their disinterest could explain their reluctance to take a stance on the matter. Secondly, obtaining detailed and accurate information about the selection criteria for such events can be challenging. This could deter individuals from forming strong opinions or engaging in debates, especially if they are not directly involved in the sport or its administration.

In conclusion, Figure 4 encapsulates a complex and contentious issue within the Taekwondo community. The overwhelming agreement regarding bias in the selection criteria, coupled with respondents' familiarity with the affected athlete, underscores the gravity of the situation. The fact that a world champion had to resort to official channels to challenge the selection process

only adds to the intrigue. Furthermore, the presence of uncertainty among a minority of respondents highlights the intricate nature of such controversies and the challenges in forming a consensus when dealing with issues involving sports governance and athlete selection.

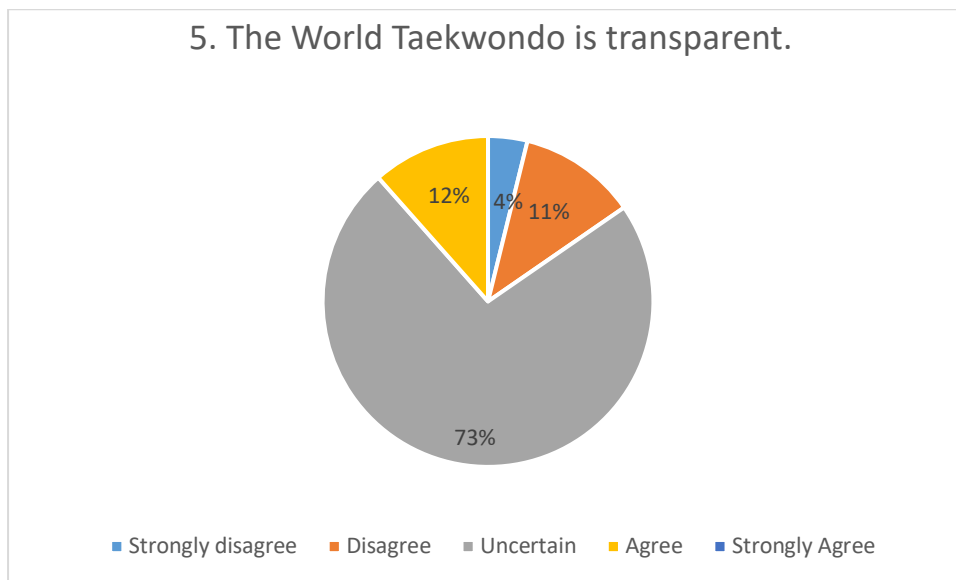


Figure 5 shows the responses as percentages from survey statement 5

The data presented in Figure 5 sheds light on the perceptions and attitudes of a sample group consisting of 100 individuals towards World Taekwondo, particularly in terms of openness and transparency within the organization. The findings are quite revealing, with a substantial 73% of respondents expressing doubt regarding World Taekwondo's commitment to transparency. This majority of skepticism suggests a significant level of concern among those surveyed.

In contrast, only a mere 11% of respondents agree with World Taekwondo's perceived openness, and an even smaller 4% strongly disagree. These figures indicate that there is a stark contrast between the level of trust and confidence that the majority of respondents have in World Taekwondo compared to those who have a more positive perspective.

Interestingly, a separate question addressed the respondents' perception of government openness and honesty, with a substantial 88% believing that their government is open and honest. Furthermore, 12% of respondents strongly agree with this notion. This contrast between trust in the government and skepticism towards World Taekwondo's transparency raises questions about the factors influencing members' perceptions.

One key inference from this data is that members within World Taekwondo may not be actively engaged with the governing organisation's internal processes and procedures. The lack of knowledge among members about the inner workings of the governing body can contribute to the prevailing doubts about its transparency. This lack of awareness may create a sense of uncertainty, leaving members unsure about whom to trust when it comes to decision-making and governance within the organisation.

Given this scenario, the responsibility for bridging this information gap falls upon the member groups affiliated with World Taekwondo. These member groups must actively take on the role of informing and educating their fellow members about the rules, regulations, and procedures that govern the organization. This includes addressing the issues highlighted in the survey, such as the perceived lack of transparency within the governing bodies.

By proactively disseminating information and facilitating a better understanding of the organisation's processes, member groups can contribute to fostering trust and transparency within World Taekwondo. This collaborative effort is essential for ensuring that members have the knowledge and awareness they need to engage meaningfully in the governance of their sport and to make informed decisions about their involvement with the organization. Ultimately, improving transparency within World Taekwondo relies on a collective commitment to communication and education among both the governing body and its affiliated member groups.

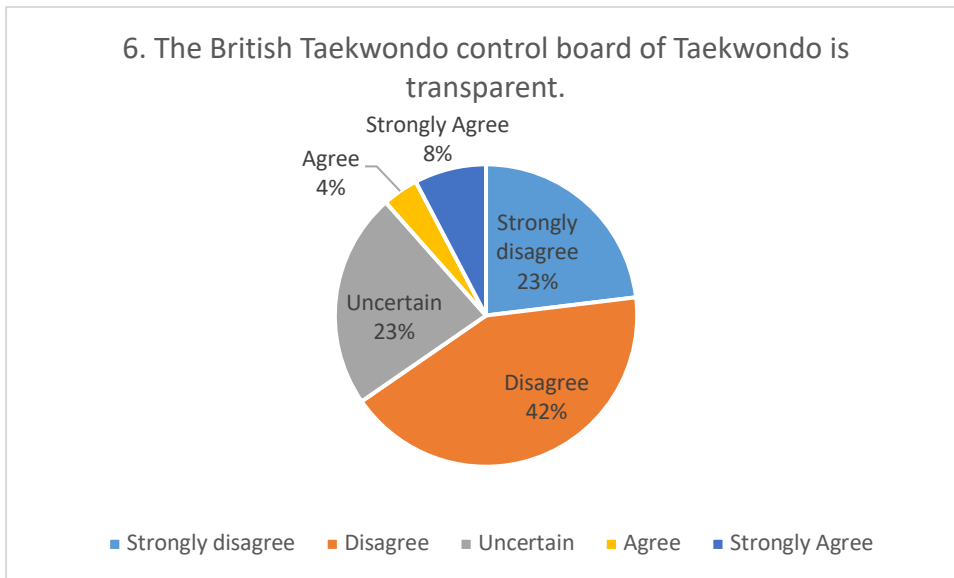


Figure 6 Shows the responses as percentages from survey statement 6

The findings presented in Figure 6 provide a comprehensive and insightful glimpse into the perceptions of respondents regarding the transparency and honesty of the British Taekwondo governing body. These statistics go beyond mere numbers; they offer a window into the prevailing sentiments within the surveyed group and carry profound implications for the organisation's reputation and the trust it commands among its stakeholders.

First and foremost, it is crucial to highlight the striking revelation that a significant majority, representing a substantial 65% of the respondents, do not perceive the British Taekwondo governing body as open and honest. This percentage is not to be taken lightly, as it suggests that a considerable portion of those surveyed harbor genuine doubts or reservations about the organization's commitment to transparency and integrity. The origins of this skepticism may be multifaceted, including past controversies, a perceived lack of clear communication from the governing body, or concerns over the decision-making processes. The magnitude of this skeptical viewpoint underscores the pressing need for the organization to address its

transparency issues promptly. Failing to do so risks further eroding stakeholder trust, which could have detrimental consequences for the organization's long-term viability and success.

Furthermore, the data reveals that a notable 23% of respondents remain uncertain about the organization's openness and honesty. This level of ambivalence is significant because it indicates a certain degree of ambiguity in the minds of these individuals. They may not have had sufficient information or experiences to form a strong, conclusive opinion, or they might be genuinely torn between conflicting signals they have encountered regarding British Taekwondo. This group represents an opportunity for the organization to engage in transparent and proactive communication efforts. By providing clarity, addressing concerns, and openly sharing information, British Taekwondo can potentially sway this segment of respondents towards a more positive perception of its transparency and integrity.

Conversely, the data also highlights a smaller yet still significant cohort of respondents, comprising 12%, who firmly believe that the British Taekwondo governing body is genuinely open and honest. This segment of respondents appears to have unwavering faith in the organization's transparency practices and integrity. Their perspective is valuable, as it serves as a beacon of hope that positive perceptions are indeed attainable. It suggests that through tangible actions aimed at building trust and credibility, the organisation can cultivate a group of advocates and ambassadors who can influence the broader perception of its openness and integrity. These individuals can play a pivotal role in enhancing the organisation's reputation and mitigating the skepticism prevalent among other stakeholders.

In summary, Figure 6 paints a nuanced and complex picture of how the British Taekwondo governing body is perceived by its stakeholders in terms of transparency and honesty. While the majority expresses skepticism, a notable proportion remains undecided, and a smaller but still significant group believes wholeheartedly in the organization's integrity. These findings

should serve as a resounding call to action for the governing body. Initiatives aimed at enhancing transparency, improving communication, and fostering trust must be prioritized. Addressing these concerns is not merely a matter of perception but a strategic imperative that can help rebuild the organization's tarnished reputation and strengthen its relationships with its stakeholders. Ultimately, this will contribute to creating a more positive and constructive environment for British Taekwondo and World Taekwondo, ensuring its continued success and growth.

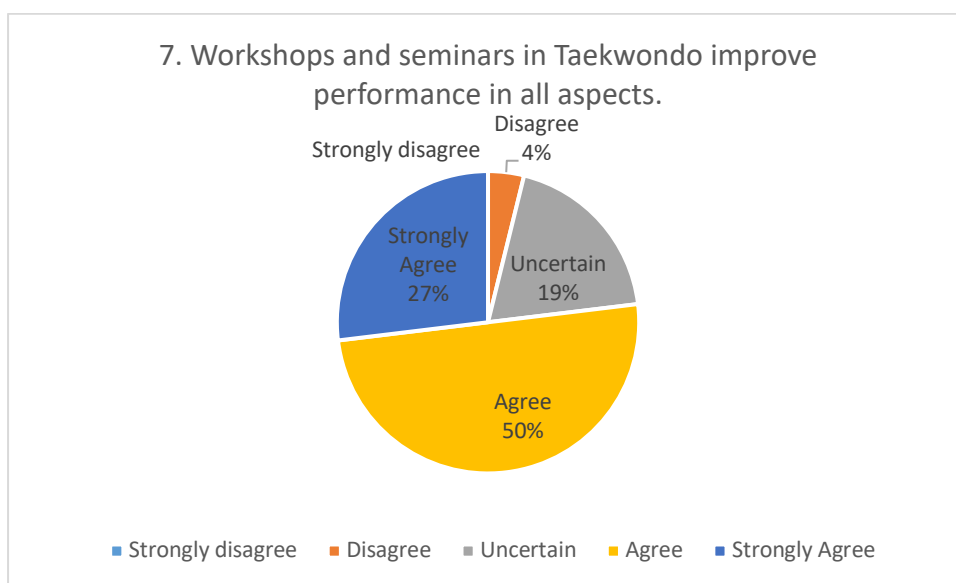


Figure 7 shows the responses as percentages from survey statement 7

The data presented in the above figure reveals some interesting insights into the perception of Taekwondo workshops and seminars among a sample of 100 participants. These findings shed light on the general sentiment and attitudes of Taekwondo students and supporters towards the potential benefits of such events.

First and foremost, it's apparent that a significant majority of participants, precisely 77%, agree or strongly agree that Taekwondo workshops and seminars have a positive impact on their performance in various areas. This statistic suggests that a substantial portion of the Taekwondo community perceives these events as valuable opportunities for personal and skill

development. It underscores the belief that attending these workshops and seminars can contribute significantly to enhancing one's abilities in Taekwondo.

Conversely, only a very small percentage, specifically 4%, of the participants believe that Taekwondo workshops and seminars are not helpful. This minority viewpoint implies that there are some individuals within the community who may have had less favourable experiences or hold differing opinions regarding the effectiveness of these events. While this group is relatively small, their perspective should not be dismissed, as it could offer valuable insights into areas where improvement might be needed in the design or delivery of such workshops and seminars.

Another noteworthy finding is that 19% of the participants expressed uncertainty about whether they would derive any substantial benefits from Taekwondo workshops and seminars. This group represents a substantial proportion of respondents who are either on the fence or lack sufficient information to form a clear opinion. It is crucial to recognize that this uncertainty might be due to various factors, such as a lack of prior exposure to these events, limited understanding of their content and objectives, or a need for more convincing evidence of their potential benefits. Addressing the concerns of this segment could be key to expanding the reach and impact of Taekwondo workshops and seminars.

In summary, the data from the figure suggests that the majority of Taekwondo students and supporters are inclined to view workshops and seminars as valuable tools for personal growth and skill enhancement. However, there is a smaller contingent of individuals who remain skeptical or uncertain about the benefits of these events. To better serve the entire Taekwondo community, it is essential to further investigate the reasons behind these varied perceptions and explore ways to tailor future workshops and seminars to address the needs and concerns of all participants, thereby maximizing their effectiveness and inclusivity within the community.

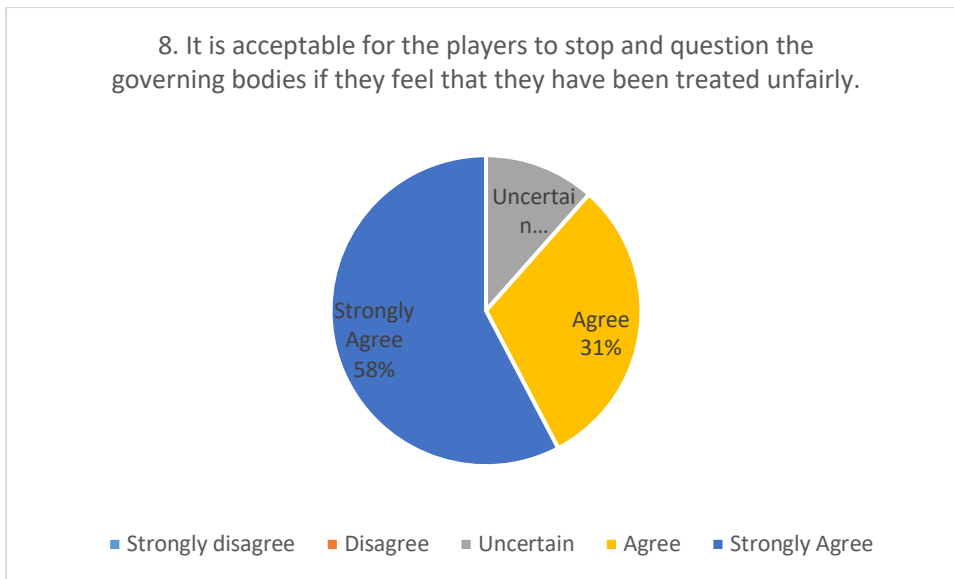


Figure 8 shows the responses as percentages from survey statement 8

Figure 8 provides a comprehensive snapshot of the respondents' attitudes and opinions regarding a specific assertion. The assertion in question revolves around the idea that individuals should have the freedom to voice their concerns if they perceive unfair treatment by officials during championships. The data gathered from 100 respondents are strikingly clear and revealing, shedding light on the prevailing sentiments within the Taekwondo community.

First and foremost, it is crucial to note that a resounding majority, precisely 89 out of 100 respondents, either "agree" or "strongly agree" with this assertion. This overwhelming support signifies a robust consensus within the community that individuals should possess the right to express their grievances in the event of perceived unfair treatment. This substantial percentage underscores the widespread belief that athletes and participants should not be silenced or intimidated when facing potential injustices within the sport.

Furthermore, a mere 11% of respondents fall into the category of being "unsure" about this assertion. This minority suggests that while the vast majority is in favour of the idea, there remains a small portion of individuals who may require more information or clarification regarding the concept of speaking up against perceived unfairness. It's possible that these

individuals may not fully grasp the implications or mechanisms of such actions within the context of Taekwondo.

Perhaps the most striking revelation from Figure 8 is that not a single respondent expressed disagreement with the assertion. This unanimous consensus is a powerful testament to the conviction within the Taekwondo community that the sport should embrace transparency and fairness. The absence of dissenting voices suggests that the idea of speaking up against perceived injustice is not met with resistance but rather resonates deeply with all surveyed individuals.

The rationale behind this overwhelming support is illuminated by the belief that Taekwondo's principles and discipline serve a higher purpose. These principles are seen as instruments to empower marginalised individuals and mold them into future leaders. By allowing these young participants to have a platform to share their perspectives, the sport stands to gain significantly. It becomes more inclusive, transparent, and just, aligning itself more closely with its core values.

In essence, Figure 8 portrays a community that is not only supportive but also enthusiastic about the idea of enabling individuals to voice their concerns when they feel unjustly treated. This enthusiasm is rooted in the belief that doing so aligns with the very essence of Taekwondo, promoting empowerment, fairness, and the cultivation of future leaders. Consequently, embracing this sentiment and providing a platform for athletes to voice their concerns has the potential to enhance Taekwondo's prospects, especially at the Olympic level, by fostering a more inclusive and just sporting environment.

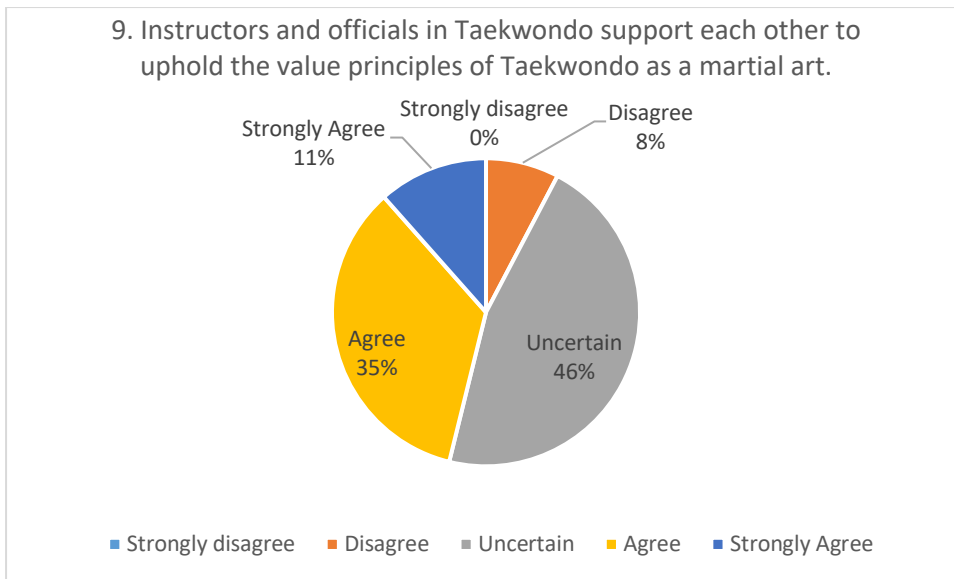


Figure 9 shows the responses as percentages from survey statement 9

The data presented in Figure 9 provides valuable insights into the perceptions of 100 respondents regarding the commitment of Taekwondo teachers and authorities to upholding the core values of this martial art. These values are essential pillars that define the principles and ethics within the Taekwondo community. Thus, 65% (100 people) expressed agreement with the statement that Taekwondo teachers and authorities are committed to upholding the martial art's core values. This indicates a substantial majority who have faith in the integrity of the leadership within the Taekwondo community. Their agreement suggests that they believe Taekwondo instructors and governing bodies prioritize and actively promote the values that are central to the discipline, such as respect, integrity, perseverance, and self-control.

Furthermore, 11% of the respondents, which amounts to 11 individuals, not only agree but "strongly agree" with the notion that Taekwondo teachers and authorities are committed to upholding these core values. This group of respondents likely holds a particularly positive and enthusiastic view of the leadership in Taekwondo and may have personally experienced the positive influence of these values in their training and interactions within the community.

On the other hand, the data reveals that a notable proportion of respondents, 46%, admit that they do not have a clear stance on the matter, indicating uncertainty or a lack of information regarding the commitment of Taekwondo leaders to the core values. This group may be undecided due to a variety of reasons, such as limited exposure to the leadership or insufficient information on their activities related to promoting these values.

In contrast, only 8% of the respondents "strongly disagree" with the statement, suggesting a minority who hold a negative view of Taekwondo teachers and authorities' commitment to upholding the martial art's core values. This dissenting group may have experienced or witnessed actions or behaviours within the Taekwondo community that have led them to question the sincerity of the leadership in preserving the discipline's fundamental principles.

Overall, Figure 9's data reveals a range of perceptions among the respondents, with a majority expressing trust and support for Taekwondo teachers and authorities in their dedication to the martial art's core values. However, it is essential to recognize the significant proportion of respondents who remain uncertain, highlighting the importance of transparency and communication within the Taekwondo community to address any doubts or concerns and strengthen the commitment to these core values. Additionally, the minority who strongly disagree should not be dismissed, as their perspective may offer valuable insights into areas where improvements or changes may be needed to ensure the continued integrity of Taekwondo as a martial art.

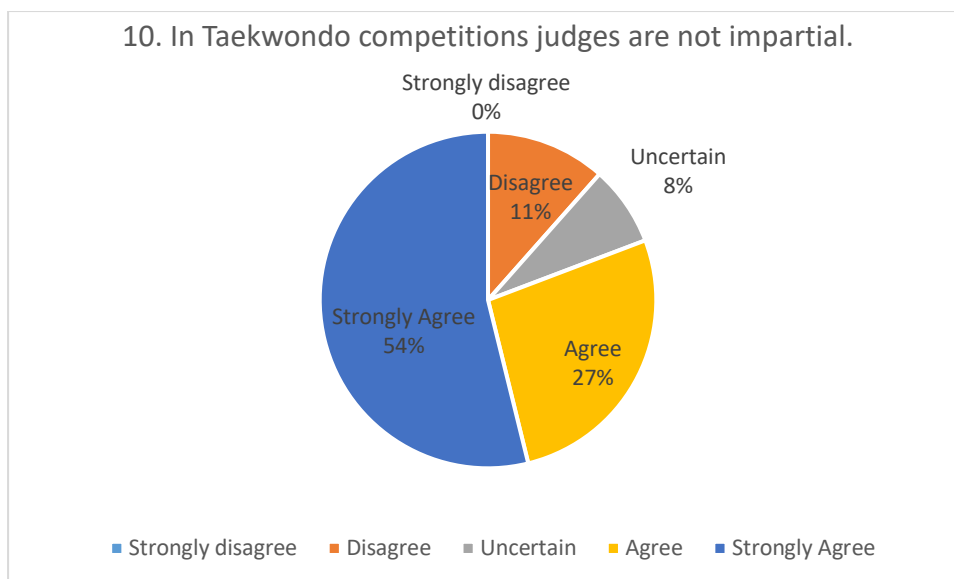


Figure 10 shows the responses as percentages from survey statement 10

Figure 10, presented above, is a key component of a study that seeks to shed light on the perception of fairness in Taekwondo tournaments. The data depicted in this figure reflects the opinions of the study's participants regarding the fairness of these tournaments, and it carries substantial implications for the broader understanding of the sport's dynamics.

The figure indicates that a significant majority of the participants, precisely 81 percent (representing 100 individuals), have expressed agreement with statement 10, which presumably asserts that Taekwondo tournaments are fair. This overwhelming agreement among a substantial portion of the respondents suggests a prevailing sentiment within the Taekwondo community that the competitions they engage in are characterized by fairness and integrity. This finding is a significant observation in itself, as it underscores the positive perception that practitioners have of the sport and its competitive aspects.

However, it is also noteworthy that 9 percent of the participants in the study have expressed uncertainty regarding the fairness of Taekwondo tournaments. This uncertainty could stem from a variety of factors, such as limited personal experience, a lack of information, or a neutral stance on the matter. This group of respondents represents an intriguing aspect of the study, as

their uncertainty may indicate potential areas for further exploration or education within the Taekwondo community. It is essential to understand why some participants remain unsure about the fairness of the tournaments, as their perspective can offer valuable insights into the intricacies of the sport's competitions.

Conversely, 11 percent of the participants have strongly disagreed with the notion that Taekwondo tournaments are fair. This minority opinion is significant as it highlights a dissenting viewpoint within the Taekwondo community. It is essential to delve deeper into the reasons behind this disagreement. Factors such as personal experiences, perceived bias, or concerns about the judging criteria may have influenced their negative perception of tournament fairness. Exploring the experiences and perspectives of this group can provide valuable feedback for improving the sport's competitive aspects and addressing any perceived issues.

The statement regarding the raw data providing credibility and legitimacy to the study is crucial in understanding the significance of Figure 10. By collecting and presenting this data, the study demonstrates a commitment to transparency and objectivity. The study acknowledges that while many may perceive Taekwondo tournaments as fair, it is essential to explore dissenting opinions and uncertainties to gain a comprehensive understanding of the sport's dynamics.

Furthermore, the study's emphasis on systematically documenting these perceptions represents a notable contribution to the field. By taking into account the perspectives of practitioners to such a degree, the study transcends anecdotal evidence and relies on empirical data to explore the issue of fairness comprehensively. This systematic approach adds credibility to the study's findings and reinforces its value in contributing to the ongoing discourse surrounding fairness and justice in Taekwondo tournaments.

In conclusion, Figure 10 serves as a pivotal component of a study seeking to understand the perception of fairness in Taekwondo tournaments. The data presented in this figure reveals a predominant agreement among participants, but it also highlights uncertainty and disagreement within the Taekwondo community. The study's emphasis on raw data and systematic documentation of these perceptions enhances its credibility and contributes to a more comprehensive understanding of fairness in the sport, ensuring that the voices of practitioners are heard and valued in the ongoing conversation.

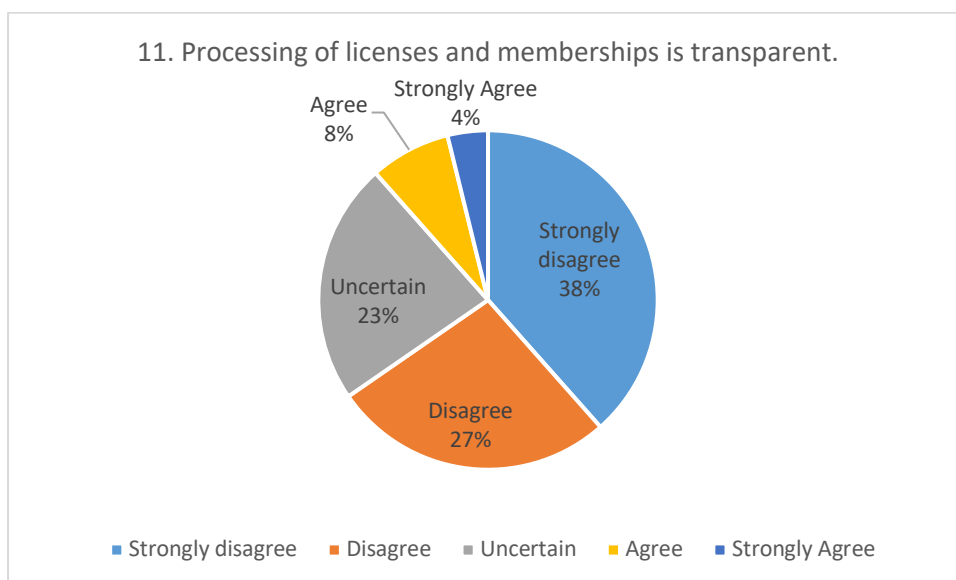


Figure 11 shows the responses as percentages from survey statement 11

Figure 11 presents a critical observation about concerns and issues surrounding the membership and licensing processes within the Taekwondo governing bodies. These concerns have become recurrent, voiced not only by the membership but also by a significant portion of governing body members, instructors, and officials. This consistent chorus of concerns has evolved into a substantial challenge that the organisation must confront. To determine whether

a significant overhaul of the organizational structure or a change in leadership is warranted, it is imperative to delve deeper into this particular area.

The statistics presented in Figure 11 further underscore the gravity of this issue. Out of a total of 100 respondents, a substantial 65 percent strongly agree with the statement that membership processes require a revamp to become more open and transparent, ultimately leading to enhanced efficiency and effectiveness. This overwhelming agreement reflects a broad consensus among a diverse group of stakeholders, transcending personal and political differences among governing body members and their affiliations. It underscores the urgency of addressing this issue, regardless of individual perspectives.

The central argument put forth by these respondents is that the organisation's membership processes should be restructured to create an environment characterised by openness and transparency. Such an environment is seen as pivotal in fostering a more welcoming, secure, and harmonious community. The goal is to encourage a greater number of individuals to become members and actively participate in the organisation's activities.

Many respondents argue that the lack of transparency in the membership and licensing processes has led to concerns about accountability. Without clear and open processes, it becomes difficult to track who is granted membership, based on what criteria, and for what purpose. This opacity can breed mistrust and speculation.

The call for transparency goes hand in hand with a desire for inclusivity. Respondents believe that by making these processes more transparent, the organization can send a clear message that it welcomes individuals from diverse backgrounds and affiliations.

In addition, a major concern raised is that the current processes might be overly bureaucratic, causing delays and inefficiencies. Transparency, it is argued, can streamline these processes, making them more efficient and ultimately more effective in achieving the organisation's goals.

Moreover, the emphasis on openness is not only about practicality but also about building trust among members and stakeholders. When people can see that decisions are made fairly and with full transparency, they are more likely to trust the leadership and engage actively.

A key outcome expected from these changes is the transformation of the organisation into a more welcoming and secure community. The hope is that a transparent and inclusive approach to membership and licensing will create a positive atmosphere where members feel valued and supported.

By addressing these concerns and making the necessary improvements, the organization can attract a broader spectrum of individuals who might have been hesitant to join in the past due to concerns about the opacity of the processes. Ultimately, this call for reform aligns with the broader goals of the organisation. If the organization aims to expand its reach, enhance its impact, and maintain the trust of its members and stakeholders, addressing membership and licensing concerns becomes an imperative step.

In conclusion, Figure 11 sheds light on a persistent issue that has implications for the future of the organisation. The overwhelming agreement among respondents underscores the urgent need to re-evaluate and reform membership and licensing processes. By embracing transparency and inclusivity, the organization can not only resolve immediate concerns but also position itself for a more vibrant, secure, and prosperous future, where a wider array of individuals actively contribute to its mission. This issue is not just a matter of process; it's a fundamental aspect of organisational culture and growth.

5.8 Results from the Qualitative Data

The second set of data in this research had a qualitative nature, meaning it consisted of non-numeric information that required a different approach for analysis. To make sense of this data, I employed the use of the data analysis program NVivo 11. NVivo 11 played a crucial role in enabling my research to effectively handle and interpret the wealth of information gathered from discussion groups and individual interview.

One of the key advantages of using NVivo 11 was its ability to consolidate the diverse information obtained from these qualitative sources into a single, organised database. This consolidation was instrumental in facilitating a systematic analysis of the data. With all the data in one place, I could easily access, compare, and draw meaningful conclusions.

My analytical process was grounded in a thematic analysis method, which is a well-established approach for identifying and interpreting patterns, known as themes, within qualitative data. This method allowed me to delve deeply into the qualitative data and extract valuable insights.

In the initial phase of analysis, I utilised the word count frequency tool provided by NVivo 11. This tool helped me identify key concepts and phrases that appeared frequently in the data. These identified phrases served as building blocks for organising the data into meaningful topics. By categorising the data in this way, I was better prepared to explore and discuss these topics in-depth during the discussion groups and individual interviews.

In addition to the word count frequency tool, I leveraged the NVivo Word Cloud feature, as illustrated in Figure 12. This visual representation provided an immediate and intuitive glimpse into the most commonly recurring terms and phrases throughout the focus groups and the interview with the previous executive. By examining the word cloud, I could pinpoint the most salient and frequently mentioned ideas or concepts, giving us a valuable overview of the prevailing themes in the qualitative data.

In summary, NVivo 11 proved to be an indispensable tool for this research study. It allowed me to consolidate, organise, and systematically analyse qualitative data from discussion groups and individual interview with the official member of the governing body of Taekwondo. Through the thematic analysis method and the use of tools like the word count frequency tool and word cloud, I was able to identify, explore, and report on the key themes that emerged from data, ultimately providing a focused and specific perspective on the research questions at hand.



Figure 12 Word cloud (Chen and Zhang, 2021)

The provided information offers valuable insights into the dynamics of group discussions regarding Taekwondo, shedding light on the central themes and concerns raised by participants. The above graph visually represents the prominence of certain topics during these discussions, with a clear emphasis on the subject of 'experience.' It becomes evident that this topic held the highest frequency in discussions, signifying its paramount importance to participants. Interestingly, 'governing bodies' emerged as the second most frequently discussed topic, underscoring its significance within the Taekwondo community. This word cloud thus serves as a concise and informative visual aid, encapsulating the most pertinent terms derived from both the research questions and the focus groups. This consolidation of key terms helps distil complex discussions into easily digestible insights.

Participants across all three groups unanimously stressed the indispensable role of experience in all aspects of Taekwondo. They articulated the significance of a candidate's substantial experience in both the field and the art of Taekwondo before considering them for judging or official roles. This shared perspective underlines the potential repercussions of an unfair and unjust system. It becomes apparent that such circumstances could detrimentally impact team performance, sapping motivation among participants for future competitions.

The narrative further delves into the real-world consequences of unfair treatment within the Taekwondo community. Many competitors have reported losing faith in Taekwondo as a martial art due to their experiences of injustice at tournaments. This sentiment underscores the critical need for equity within the sport.

Additionally, the recurring phrase 'governing bodies' takes center stage in all three discussion groups, surpassing other phrases in frequency. This suggests a systemic issue originating from the highest echelons of authority within Taekwondo. Participants shared troubling accounts of unfair treatment by Taekwondo's regulatory organizations across various contexts, ranging from tournaments to selection procedures, membership and contracts, and even a general lack of transparency. Participants also expressed a sense of disconnect from the higher authorities of these organizations, reflecting their uncertainty about who to contact for inquiries regarding membership or other matters. This disconnect serves as an additional challenge in addressing the concerns raised within the community.

Furthermore, participants elaborated on their interactions with various levels of government throughout their Taekwondo journey. Notably, a substantial portion of respondents (around 10%-12%) claimed to have been on the board for more than a decade. Their experiences revealed a distinct lack of transparency and instances of political prejudice within the organization.

The second set of data, sourced from recorded group chats, provided further depth to the analysis. Each transcript underwent a meticulous categorization process, with overarching themes emerging through word count¹⁵⁹ analysis. The use of frequency and topic diagrams aided in pinpointing these crucial themes. This analytical procedure, relying on coding frequency, effectively highlighted the most prominent motifs.

In conclusion, the data presented underscores the pressing need for reform and transparency within the Taekwondo community. It is clear that participants' concerns about experience, regulatory bodies and governance are not isolated incidents, but systemic issues that demand attention. The word cloud and analysis of discussion transcripts serve as powerful tools in illuminating these concerns, paving the way for informed discussions and potential solutions within the realm of Taekwondo.

¹⁵⁹ Chen H and Zhang M, 'Improving the Tourist's Perception of the Tourist Destinations Image: An Analysis of Chinese Kung Fu Film and Television' (2021) 13 Sustainability 3875 <<https://www.mdpi.com/2071-1050/13/7/3875>> accessed 7 March 2023

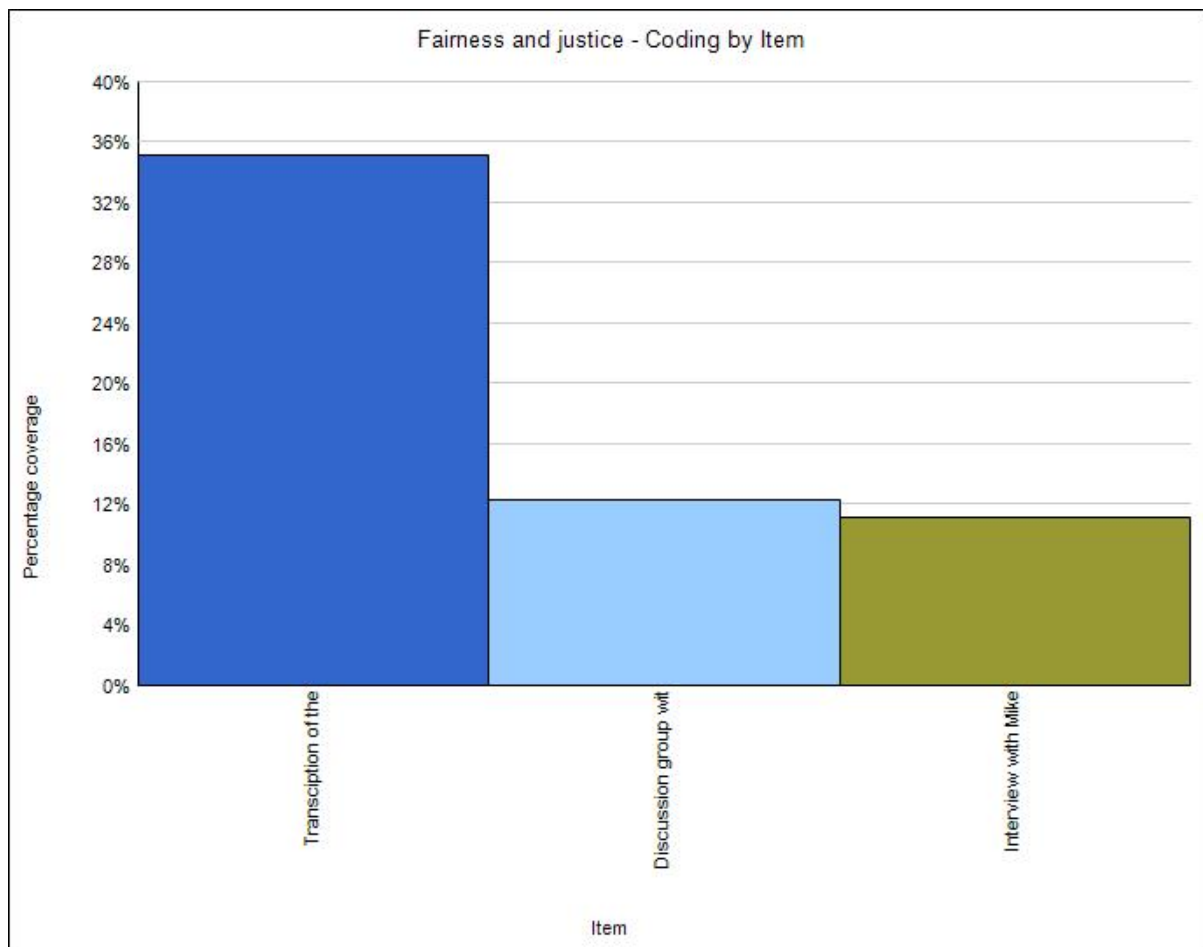


Figure 13 Comparison Diagram

Three elements, including a discussion group with the black belts, a discussion group with officials and instructors, and an interview with the non-executive technical director, have been coded (discussion groups, interview), and compared to fairness and justice, as shown in the image above. Since the officials and teachers had such close contact with the authorities, issues of fairness and justice were pinpointed and addressed at length with them. The officials elaborated on a number of points that had previously been brought up, including the fact that the bodies are not transparent, the inadequate management of their membership services, and the suggestion that the present board of directors is not completely functioning, as per his comment: "They have behaved unfairly and unjustly towards members, and there is a need for change and innovation in the way they operate their day-to-day tasks, such as annual general meetings that are not professionally operative and monitored." Because of this, he finally gave up his positions in the government.

In the comprehensive evaluation of the organisation's operations and its commitment to fairness and justice, three key components played a pivotal role: discussion groups with the black belts, discussion groups with officials and instructors, and an insightful interview with the executive technical director. These interactions shed light on critical issues that had previously been concealed and underscored the imperative need for reforms.

The discussion group with the black belts provided a platform for candid discourse, enabling them to express their concerns and opinions regarding fairness and justice within the Taekwondo organisation. Their input was invaluable, offering a grassroots perspective on the situation. This dialogue revealed the existence of systemic issues, but it was the discussion group with officials and instructors that unearthed the depth of these problems.

Officials and instructors, given their close association with the governing body, offered unique insights into the organization's inner workings. They highlighted numerous issues that had long been festering. Transparency, or rather the lack thereof, was a central theme. The opacity of the organization's decision-making processes and operations was a source of concern. Additionally, the management of membership services was deemed inadequate, implying unequal treatment of members.

One of the most significant revelations emerged from the officials during these discussions—the perception that the current board of directors was not functioning optimally. They conveyed a sense of unfairness and injustice toward the members, pinpointing a dire need for change and innovation in the organisation's day-to-day operations. This included issues such as poorly executed annual general meetings that lacked professional oversight. The former non-executive technical director, in a revealing interview, further solidified these concerns. He highlighted how the organization's actions had not only been unfair but also unjust toward its members. This egregious conduct eventually led to his resignation from his government position, demonstrating the gravity of the situation.

In conclusion, the evaluation process involving discussion groups and an interview was instrumental in exposing and addressing issues of fairness and justice within the organisation. The input from black belts, officials, instructors, and the former technical director illuminated a pressing need for reform in various aspects of the organisation's operations to ensure a fair and just environment for all its members.

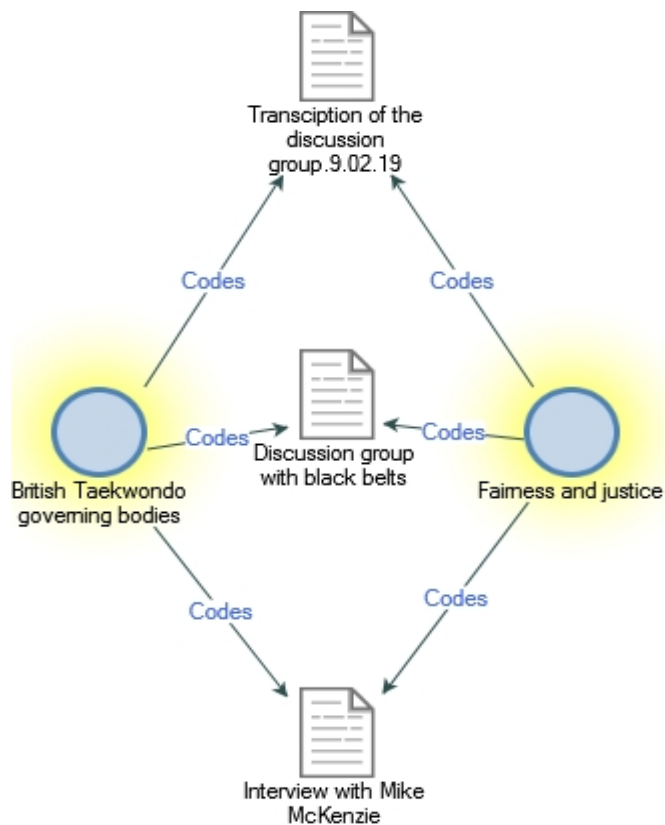


Figure 14 Comparison diagram

Coded and compared data from all three sources is shown above in Figure 14, and it appears that participants most frequently brought up the topic of fairness and justice in relation to the British Taekwondo governing bodies, where they all felt they had been treated unfairly. In addition, all three of these publications mentioned governing bodies as a common theme, emphasizing the need of making changes at the top. The comparison diagram presents an extensive investigation of participants' perceptions across various sources concerning fairness and justice within the realm of British Taekwondo as one of the governing bodies of Taekwondo in the UK. This multifaceted examination not only sheds light on the prevalent sentiment of unfair treatment but also underscores the pressing urgency for significant reforms within the governing bodies of the sport to address these pervasive issues.

The research encompasses a diverse range of data sources, including interview with athletes, coaches, referees, and administrators, as well as surveys and content analysis of media coverage and discussions related to British Taekwondo events. This comprehensive approach ensures that the findings are representative of a broad spectrum of stakeholders within the sport. The participants' consensus on feeling treated unfairly is not only striking but also indicative of systemic problems that extend beyond isolated incidents. These perceptions have sparked

widespread concern and discontentment within the British Taekwondo community, prompting a call for substantial changes and a re-evaluation of the existing structures and practices that may be contributing to these grievances.

Furthermore, this research serves as a critical foundation for a more in-depth exploration of the specific concerns raised by participants. It paves the way for a comprehensive analysis of their recommendations for reform and the potential implications of implementing these changes. Understanding the nuances of these issues and the potential consequences of reform will be crucial in the ongoing efforts to improve fairness and justice within British Taekwondo governance.

In conclusion, this comparison diagram offers a compelling snapshot of the current state of fairness and justice in British Taekwondo, revealing a consensus among participants that demands immediate attention. It serves as a starting point for a more thorough investigation of the intricacies surrounding these concerns and provides a strong impetus for transformative changes within the sport's governing bodies.

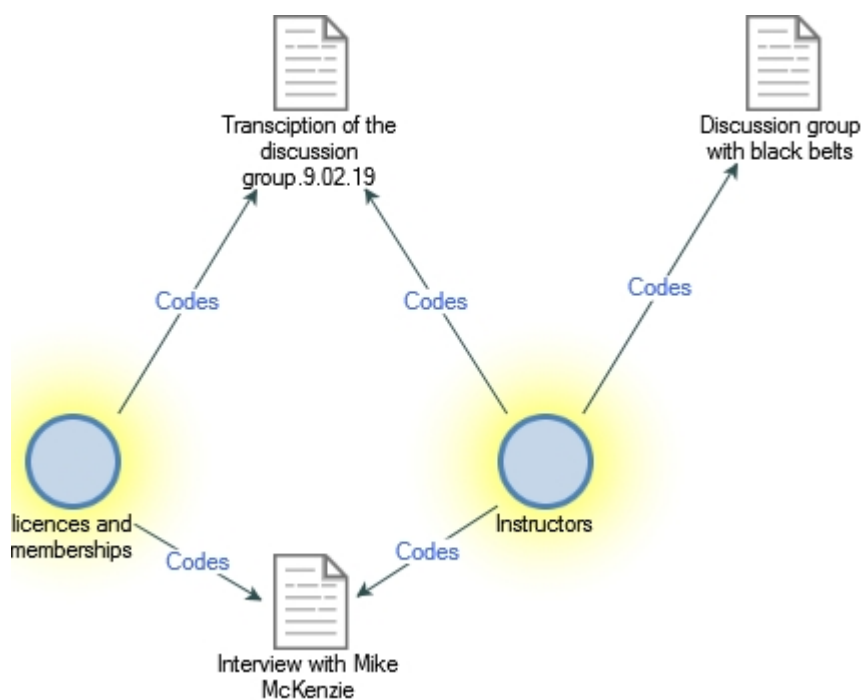


Figure 15 Comparison diagram

The comparative analysis illustrated in Figure 15 above elucidates the salient themes surrounding licenses, memberships, and instructors within the context of the three distinct data

sets. Notably, these thematic elements emerged prominently across all datasets, compelling to delve deeper into their implications and concerns. This discussion transcends mere scholarly curiosity; it underpins an earnest apprehension about the prevailing state of affairs.

One of the prevailing concerns that resonated unequivocally across all data sets is the imperative need for more transparent and simplified procedures governing memberships. The research participants, predominantly comprised of athletes and practitioners who are directly or indirectly involved in Taekwondo affairs, underscored the pressing requirement for streamlined methods and procedures related to acquiring and maintaining memberships within their respective governing bodies. Their collective voice resonated with a common thread a plea for greater clarity and ease in navigating the complex pathways of membership protocols.

Furthermore, this investigation extended its reach to encompass the perspectives of participants actively engaged in the black belt discussion group. Within this context, I found an echo of discontent reverberating through the discourse. A significant number of participants within this forum voiced their dissatisfaction with the system's inability to deliver the services commensurate with the financial commitments they had made. Their grievances were demonstrated by instances where club members, serving as ambassadors for their teams in various tournaments, encountered challenging obstacles when asked to provide proof of their membership or licensing.

Interestingly, many of these individuals were left in the disconcerting difficulty of not having been explained of the necessary procedures for obtaining and maintaining their credentials. Consequently, a pervasive sense of disillusionment enveloped these athletes, leading to a palpable reluctance to further engage in additional training or educational pursuits. This reserve, in turn, exerted a substantial adverse impact on their prospects, particularly in the case of professional athletes, resulting in both financial and emotional hardships.

In summary, this research shone a critical spotlight upon the complicated interplay of licenses, memberships, and instructors within the examined datasets. It underscores the pressing necessity for reforms that foster greater transparency, simplicity, and accessibility in the realm of memberships, thus mitigating the disheartening consequences that ensue when athletes and instructors alike find themselves mired in bureaucratic dilemmas.

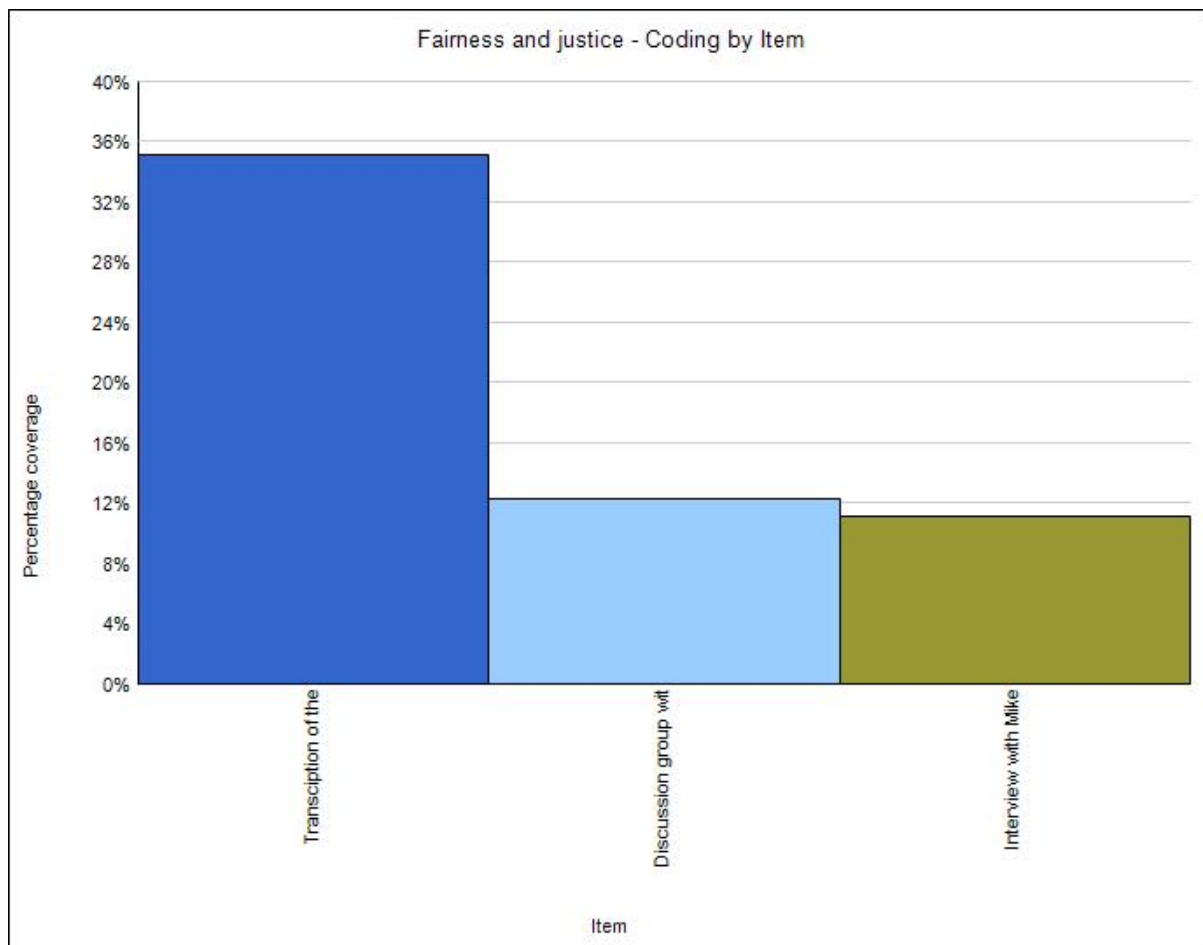


Figure 16 Comparison diagram

The following chart displays the categorization of the data collection, focus group, and interview themes related to fairness and justice. The results suggest that the expression of ideas of fairness and justice was at least three times more common in the discussion group comprising teachers and authorities. Figure 16 shows that this frequency rises because officials and coaches are more likely to work together inside governing bodies, where they may draw on a plethora of expertise instructing and competing at the highest levels. The discussion was based on all of the research questions that centered on problems with Taekwondo's regulations, but other problems were identified in that practices within the sport were labeled unfair and unjust. These included the lack of open and transparent selection criteria, a lack of leadership within the governing bodies, disparities in membership services, and competitions managed by those who discriminate against some while favoring others. It was claimed that judges and referees were biased towards players based on their religion, with Muslim headscarf-wearing competitors being singled out and subjected to repeated mark deductions as an example.

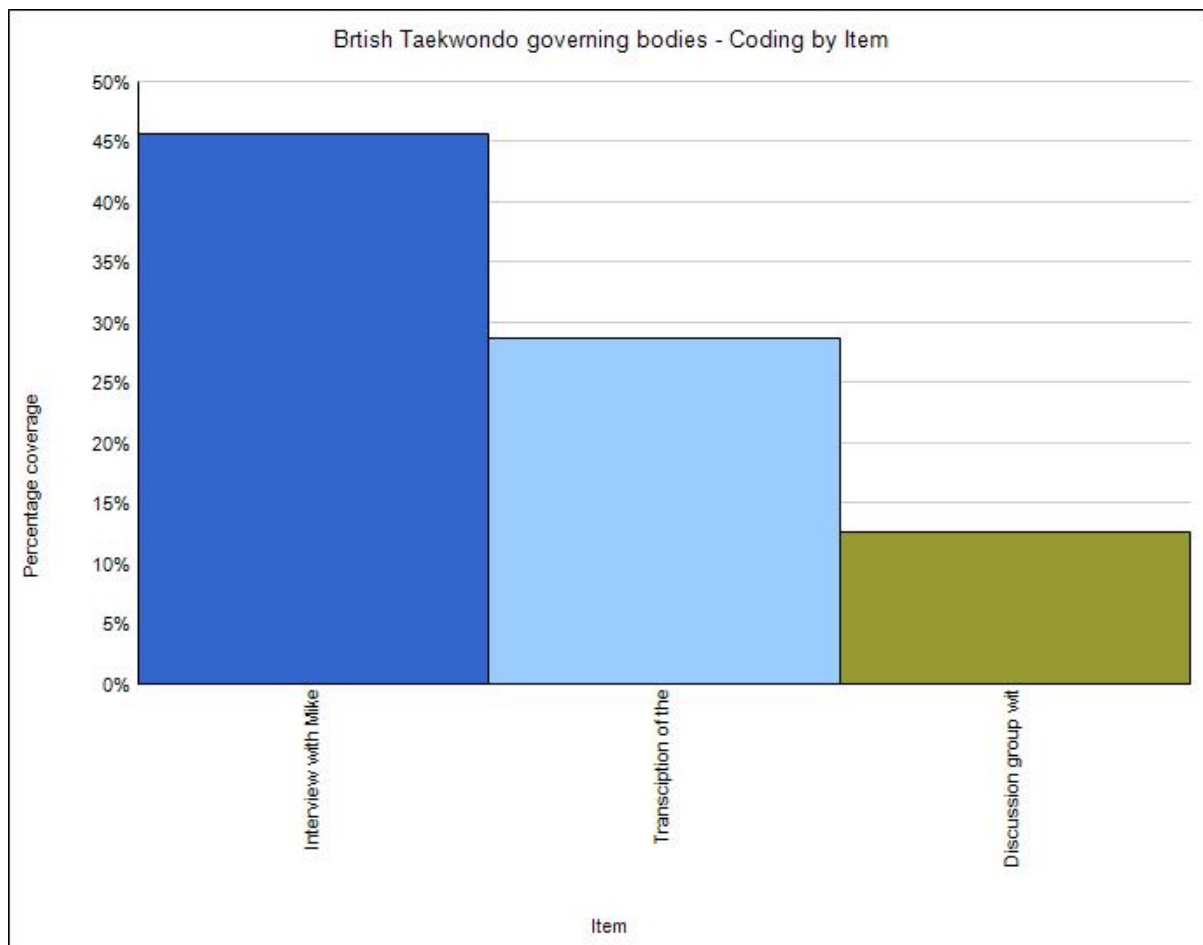


Figure 17 Export diagram

In Figure 17, a comprehensive representation of various discussions is presented, illuminating the convergence of several conversations on related subjects. Notably, one of the key contributors to these discussions was the director of the British Taekwondo governing body, who participated in an interview, alongside two focus/discussion groups and a survey. The insights garnered from this interview were particularly valuable, as they offered an extensive commentary on the current board members and their operational methodologies within the organisation.

According to the director's perspective, the existing board of directors exhibits several critical shortcomings. Specifically, he asserted that the board's inefficiency and inadequacy for fulfilling its duties can be attributed to the fact that its members work part-time and often

engage in competition with each other, rather than fostering a spirit of collaboration. This observation highlights a fundamental issue within the organisation's governance structure, wherein a lack of synergy among board members undermines its ability to effectively steer the course of British Taekwondo.

Furthermore, the former director Joe Smith emphasized that the current board members are, in his view, scarcely functional, characterised by a dearth of the necessary expertise and knowledge essential for propelling the art of Taekwondo forward in a positive direction. This assertion underscores a critical deficit in the composition and competencies of the board, which poses significant challenges to the organisation's overall mission and objectives.

In light of the Smiths insights, it becomes evident that there is a pressing need for substantial and sweeping changes within the organisation, particularly in the realm of organizational leadership and governance. These changes, he argued, are not only desirable but imperative for the advancement and growth of British Taekwondo. Such a comprehensive re-evaluation of the organisation's leadership roles and structures is crucial for ensuring its continued relevance and effectiveness in promoting and advancing the art of Taekwondo in the United Kingdom.

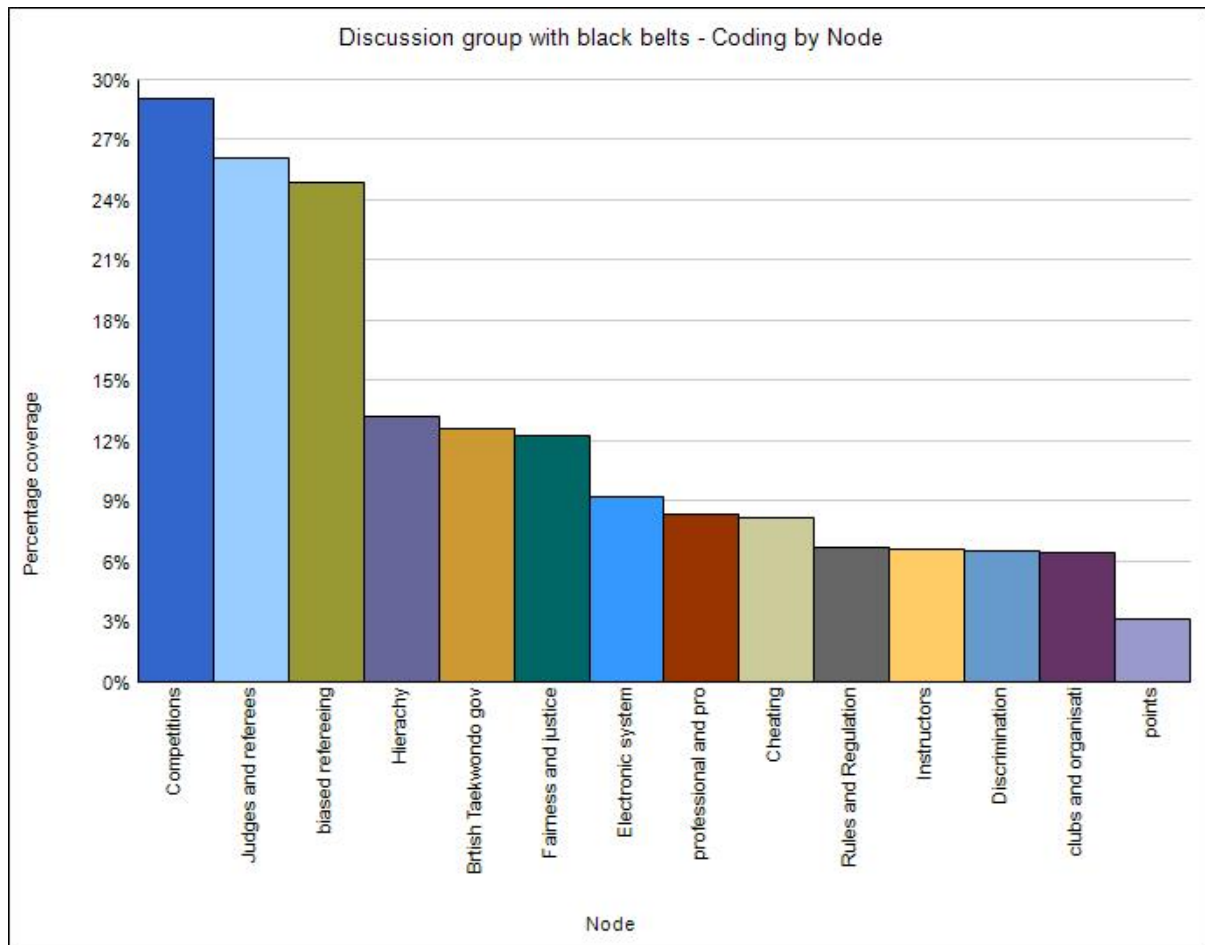


Figure 18 Export diagram

As can be seen in Figure 18's graph, the phrase "competitions" was used by the group of black belts more often than any other. The graphic also shows the coded topics, with contests, judges, and referees making up the bulk of the list, and biased refereeing being specified for the focus groups. All the black belts were active practitioners who had extensive fighting experience, and their opinions were valuable since they provided an alternative viewpoint: "In reality whoever is hosting competitions gives advantage to them," said one of the Akram Asadi. Most people favor competitors from their own club, even if they claim to be impartial. This is because, even if they try to avoid favoritism, they will subconsciously award more points to those from their own club, which can mean the difference between a medal and a loss. "Contests and national contests having any strange youngsters controlling the system," said Susan Karim. This might be a major reason for worry since allowing novice participants to make the final decision on a fight's outcome could have serious emotional and psychological consequences for both the winner and the loser. The second-placed subject is one that involves judges and arbitrators. "I wear a headscarf and I went to a competition and there were mainly

white judges, I felt I was so discriminated against and treated unfairly and unjustly," said one Mirza Mirwais. As a judge, you have a responsibility to treat all participants equally regardless of their race or religion. Biased officiating was also highlighted as a serious issue by the black belt practitioners, as was seen above. Khan Abbasi said during the discussion, "I think from the competitors' point of view, a nomination from each club should be submitted and come together to be held to a refereeing standard by a real proper intense training and notice some prejudice and how to remedy it¹⁶⁰.

The research thus suggests it would be helpful to improve and promote this sport if more courses and seminars were organized for official referees, possibly focusing on how to tell the difference between ineptitude and discriminatory and legal prejudice. Fayaz Wared went even further, saying, "If professionalism is absent within our competitive arena, equity and justice may become compromised. I have personally observed instances where individuals lacking requisite qualifications, including some who do not hold black belts, appear to have been hastily conferred with certifications, subsequently assuming roles as judges or professional referees."

The committee reached a consensus that one's level of professionalism is distinct from one's ability to act fairly and justly. "To attain a black belt, extensive prior experience may not be an absolute prerequisite; however, it is imperative that one possesses the capability to impartially adjudicate, devoid of any biases, irrespective of the fighters' identities or training origins." Explained David Harrocks.

According to the competitors, the judges and referees need to be professionals who are well-versed in the sport of Taekwondo and the nuances of the scoring system in order to accomplish their jobs effectively.

¹⁶⁰ Demarchi D and Fiorini P, 'A Preliminary Virtual Study on the Feasibility of Transferring Muscular Activation Pattern Behaviors of Psychomotor Exercises' (2019) 12 Actuators 294 <<https://www.mdpi.com/2076-0825/12/7/294#>> accessed 17 August 2023

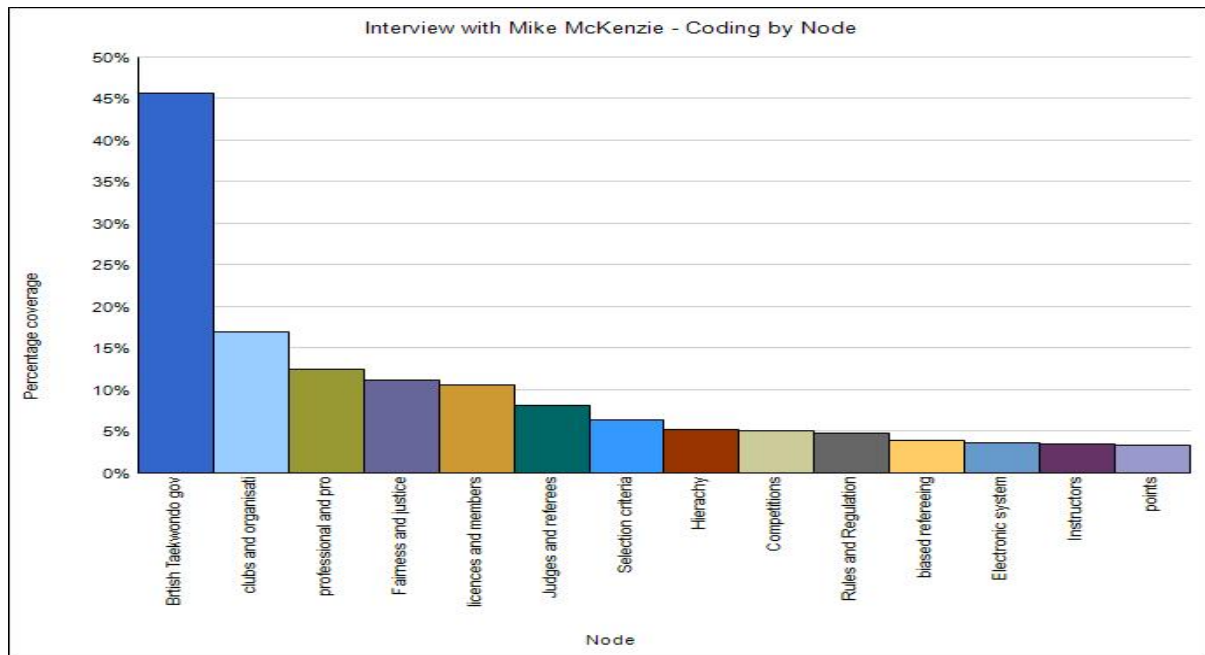


Figure 19 Comparison Diagram

The diagram in Figure 19 shows that the former non-executive director's, Smith's interview focused heavily on the issue of governing bodies because he came from Taekwondo's regulating organizations, describing it as "a very complicated system, you got GB Taekwondo, you got the British Taekwondo Council, and British Taekwondo, who all claim to be governing bodies so it makes it more complicated and with those complications falls inevitable dissatisfactions." According to his additional comments, "GB Taekwondo is sports Taekwondo limited and currently receives UK sports funding and that has grown more and more apart from British Taekwondo and two separate organizations now, so if those two organizations could work together, I would be happier. The British Taekwondo Council, in an apparent manifestation of its function, has ostensibly facilitated an engagement between the International Taekwondo Federation (ITF) and a designated emissary to elucidate the inherent constraints that beset a Taekwondo organization's capacity to proactively respond to the directives promulgated by Sports England and, in a broader sense, the overarching framework of UK sport governance. It is customary for these deliberative assemblies to convene in the presence of representatives from British Olympic associations, with an established convention dictating the presence of an official envoy from British Taekwondo. However, it is notable that GB Taekwondo assumes a pivotal role in the execution of these responsibilities on a grand scale, thus engendering a discernible disparity in perspectives and responsibilities.

In light of this pronounced dichotomy, Muner Ghafari involved in these discussions expounded, "It is presently a complex task to unequivocally ascertain the prevailing situation, for we are ensconced within a phase characterized by transformation and transition. Regrettably, the governing board of British Taekwondo is currently not functioning as expected, further compounding the intricacy of our circumstances."

If the correct people aren't there to represent it, it arguably cannot make choices at this time. The current state of British Taekwondo is one of stagnation; neither the organization nor its members are advancing, and those that do have little experience with the sport. The interviewee's views are well-explained and believable, but they also raise serious concerns about the state of Taekwondo in the UK. The system has to be reformed in some way, with new ideas, so that it can function fairly and transparently under the appropriate leadership.

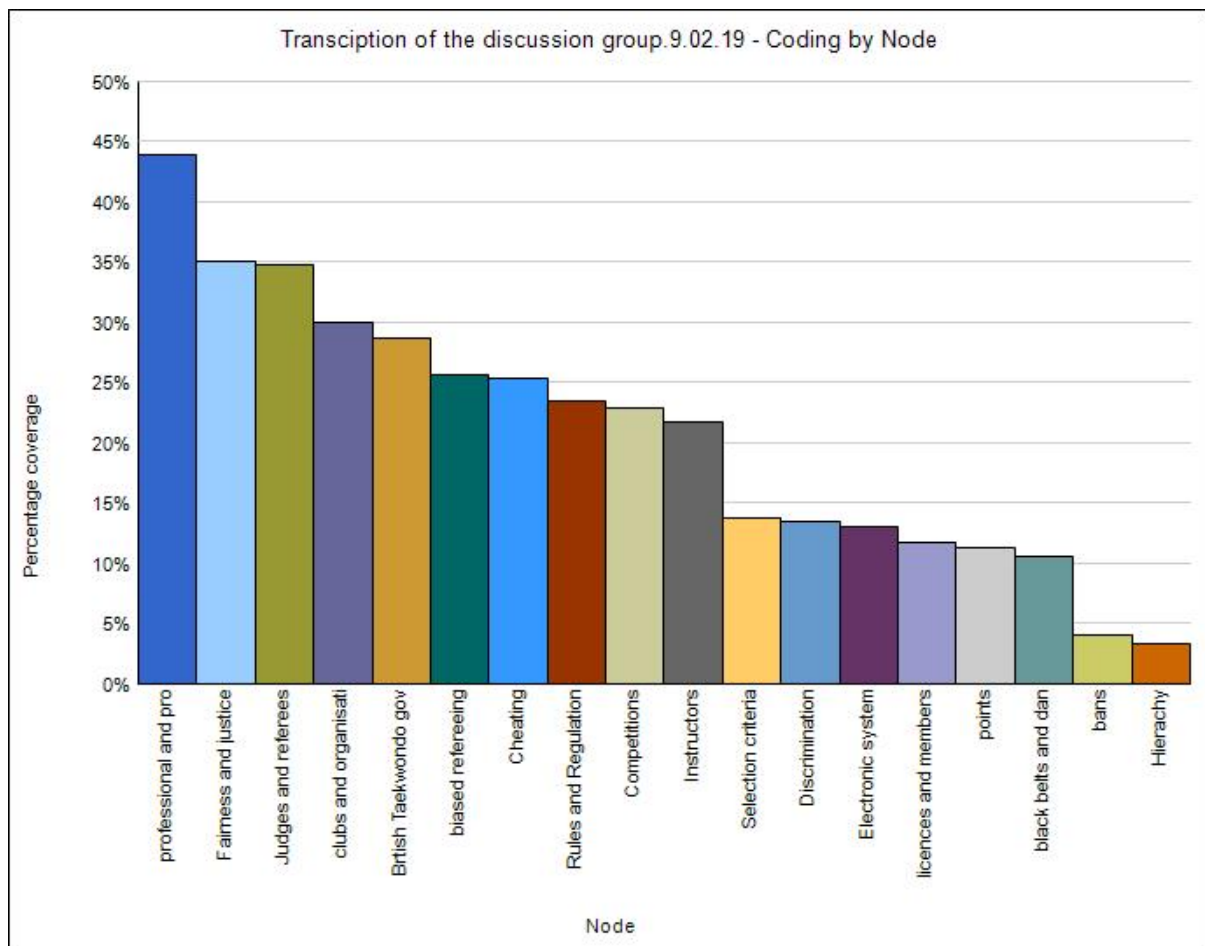


Figure 20 Comparison Diagram

Professionalism, fairness and justice, judges and referees, clubs, organizations, the British Taekwondo governing body, biased refereeing, cheating, rules and regulations, competitions,

and instructors were all discussed at length during the meeting depicted in Figure 20 above. These conversations went further into the underlying concerns surrounding these topics since they were related to the work of authorities and instructors who have direct participation with practices and were also present during discussions. Robin Dhillon, as one instructor and referee recalled: "I remember when I was involved in 7/07/2007 competition, [an] organiser asked for my help, their student lost, he knocked out his fighter but the organiser asked me to announce both of them as a winner and I said I cannot do this, but he kept saying please this is our club and I said no as it is not ethical and acceptable, I end up telling him when I leave then you can announce him the winner (sic)." Obaid Khalat said, "for competitions, what they could do to make it fairer is to have more instructors and officials from different clubs so there is more diversity and fairness giving scores out and when there is one club and more of their own instructors, it will cause bias," suggesting that the group's focus on fairness and justice was a coding factor.

Interestingly, almost half (16/32 people) in both discussion groups agreed that sports lack professionalism. "I think you guys raised a good point, but I don't think it's about professionalism," said Arian Samadi. "Because, as we all know from bitter experience, foreign referees may have the credentials but always cheat. Whether or if this professional is also fair and just is a separate question. Even if you don't have as much experience as the other black belts, you can still be fair and impartial, and you shouldn't care whose club the fighter is affiliated with. They need to be well educated in order to do their jobs professionally, but they also need to be fair and just. We have an obligation to be fair to all players. We must remember that people of all colours, creeds, and nationalities are fundamentally the same, and act accordingly." This comment shows that the participants had strong feelings about this issue and were unhappy with the way these organizations run and handle tournaments.

As the meeting progressed and the participants grew more engaged, they began recounting experiences they had personally had during important events, such as:

"When I travelled to competitions in Belgium and internationally," stated Baheer Akrami a direct quote from the source, "I worked as an international referee, and the judges all agreed beforehand to give roughly the same number of points to each competitor, as I recall." According to the source, in this competitive context, if one judge offered an initial score of 5.1, it was common practice for another judge to provide a slightly higher score, such as 5.2 or 5.3, in order to initiate the scoring process.

The source goes on to explain the rationale behind this practice, stating, "I explained that it's because we're not the same anymore." The implication is that judges adjusted their scores to distinguish between competitors. However, Ravi Shah expressed a willingness to assign a perfect score of 10 if they believed a competitor truly deserved it.

Mr Shah further elaborates on the dynamics of the judging process, remarking, "but they claimed that would make us appear incompetent." This suggests that there may be a concern among judges about the perception of their competence if they assign perfect scores too frequently. It implies a level of pressure to conform to established norms.

Additionally, Anothony Russ highlights a potential issue with the current judging structure, asserting, "Everything is a set up. In addition, your point will be nullified if three other individuals have already provided the same point value and yours is too high or too low." This observation suggests that the scoring system may inadvertently lead to an unfair outcome, as judges may feel compelled to align their scores with others to avoid nullification.

Mike Davies indicates that they raised this concern with the head of referees, stating, "The head of referees and I had a talk about this, and he seemed really astonished when I told him what was going on, so he told me to keep him in the loop if it continued." This response from the head of referees suggests that there may be a genuine desire to address the issues raised by the source.

In conclusion, this direct quote sheds light on the practices and challenges faced by international referees in the context of competitive judging, highlighting issues of conformity in scoring and potential unfairness in the system. The source's interaction with the head of referees also suggests a willingness to address these concerns within the organization.

The identical core cohort of individuals characterized by a shared by world view back-ups across Europe embarks on an extensive sojourn across the European continent. Providentially, I fortuitously ascertained that I possessed robust affiliations within this milieu. Conversely, when viewed through the prism of their competitors, the proximity to vanquishing one's adversary exhibits diminishing significance in terms of the overall score or point allocation. This phenomenon, which I have had the privilege of witnessing first-hand in my capacity as both a central and international referee, is nothing short of remarkable.

The visceral response of these participants is of paramount importance, as it resonates harmoniously with the inquiries underpinning this study. It provides a discerning focal point for scrutinizing the genesis of exploitation and its ramifications within pivotal facets of the sporting domain. Even when the consensus of three adjudicators converges to either click or award points to a player, the adjudicatory process and the accompanying technological apparatus remain vulnerable to imperviousness if one of the peripheral arbiters neglects to acknowledge it. This vexing quandary was raised by the participants during the course of the event, which featured a panel comprising four corner judges and a solitary central referee. The resultant outcome is a system marred by inequity and injustice, owing to its intrinsic predisposition.

In the forthcoming section, I shall conduct a meticulous examination of the salient points before proceeding to the concluding chapter, where I shall synthesize findings and draw overarching conclusions in Chapter 6.

Chapter 6- Discussion of results

6.1 Discussion of results

The most important results of the study are discussed below, along with interpretations of those results in light of the research questions and the relevant literature. Meaning is gleaned from the findings by making connections to relevant theories and concepts. I will discuss the study's shortcomings and suggestions for further research, as well as its implications for fostering a culture of fairness and justice in Taekwondo. This chapter will focus on the thesis's results and provide a critical evaluation of those findings in light of the relevant literature in the field, as indicated in Chapters 1 and 2 of the literature reviews, which address current issues in sports. The method will provide credence to findings, increasing the likelihood that the new information will have an impact on Taekwondo as a sport. I will analyze and debate the results, examining whether there are any promising directions for future investigation, in relation to the original research questions:

- What justice and fairness issues surface within Taekwondo, particularly in relation to the WT and BT policies and underlying principles?
- Do members of the Taekwondo community perceive the principles of equity and justice as consistently enacted by the sport's governing bodies?
- What improvements or modifications to WT and BT policies or practices could enhance member perceptions?

Due to the quantitative and qualitative discussions of the five functions, there is a very apparent connection between the conclusions and the data. The results corroborate the five roles, which were readily apparent in the replies to the survey and the subsequent discussions. It can be concluded that authentic data was generated, and participants provided explicit guidance and suggestions for future research. Based on the data collected, it can be concluded that Taekwondo would benefit from a greater level of nationalisation and internationalisation if fairness and justice were applied in all aspects of the sport through a structured, transparent, coherent approach across all organisations and governing bodies. Players will not feel they were treated unfairly if the method to choose the competitors and/or judges is open and fair. Rules and regulations that are fair and demonstrate that everyone involved, regardless of their ties to the governing bodies or the executives, receives the help they need would ensure there is genuine access for all, and the players would have room to grow into their own athletic potential.

6.3 Lack of Fairness and Transparency in Key Issues

Across all five areas (selection, bans, licensing, refereeing, and governance transparency), there was a consistent unfavorable view of fairness. This is in keeping with the inquiry of justice and fairness in these key facets of Taekwondo. Only six of respondents to the poll think the selection criteria are fair, and only 14% think licensing is open and honest. Sixty percent said officials were biased, proving these are crucial areas in need of change.

Supporting these findings were qualitative insights, such as an athlete's description of selection arbitrariness, a teacher's illustration of licensing "red tape," and a student's criticism of "favouritism" and "nepotism" on the part of referees. The former official who was questioned confirmed the presence of serious issues but added some nuance regarding accidental and intentional biases¹⁶¹. Overall, participants feel that the integrity of sports is fundamentally compromised by a lack of fairness and openness across all five pillars. Scholars such as Loland (2000) have argued that questions of fairness and justice are tainting the essence of sport, and these results back up their claims, encouraging the belief that vested interests and prejudices, rather than merit, are driving decision-making. The research confirms inconsistencies with Rawls's theory of justice as fairness. Taekwondo must undergo significant changes if it is to reflect the values of fairness, ethics, and meritocracy that draw fans to sporting events.

6.4 Selection Criteria

6.4.1 Review Needed of Selection Criteria

Participants feel that the lack of transparency and uniformity in the selecting process is a fundamental injustice. The contentious selection of Aaron Cook for the 2012 Olympics was used as an example of the system's lack of openness. Participants criticized the lack of transparency and the use of favoritism or "backroom deals" to make selections rather than merit. This lends credence to scholarly claims that people lose faith in the impartiality of authorities when criteria are nebulous, and methods are obscure. The findings corroborate selection's status as an area in dire need of change to bring it in line with just process fundamentals such as standardized, impartial processes and consistently applied, unambiguous criteria (Rawls, 1971). Restoring justice requires prioritizing efforts to improve openness, accountability, and discourse surrounding selections. This result gives empirical support for

¹⁶¹ Sato, Chitose, "Senator Harry F Byrd and the New Deal Reform Policy in Virginia, 1933-1938" (1991). Dissertations, Theses, and Masters Projects. Paper 1539625690

influencing constructive shifts in selecting practices in order to protect Taekwondo's core values.

The results demonstrate that the concepts of fairness and justice related with the five key challenges in this sport need to be thoroughly reviewed in light of recent developments. In addition, authorities and educators require a unified approach to the governing bodies' methods and protocols so that they may investigate any growing difficulties and offer proposals for reform and changes in the leadership.

6.4.2 Discrimination and Lack of Transparency

Mari Cruz stated “the existing standards for selecting candidates promoted prejudice and were not transparent enough. This points to serious problems with the selection process, indicating that it is fundamentally unfair and unjust”. Instances of prejudice in contests were cited by participants as a direct result of the flawed vetting procedures. For example, Katie Osgood one of the black belts mentioned that “a girl competing against a boy, which is against the rules”, this was noticed by one of the participants, who noted that this had happened. As so, this serves as an egregious example of unfair treatment brought about by the improper application of existing regulations. Several contributing elements that make such bias possible were found. The lack of transparency and uniformity in the evaluation processes is a major problem. The governing organizations have not made it abundantly apparent what qualifications candidates must meet to be considered for selection. There appears to be too much space for subjectivity on the part of selectors when the terminology is ambiguous. Carol Garcia said that “the criteria were not strictly applied, and that selections were often made at the discretion of the selectors”. This is related to the general lack of clarity in the procedure. Furthermore, Rasheed Darius, one of the instructors commented from the discussion groups that “there appear to be a lack of checks and balances and accountability procedures to make sure that selectors follow the rules. When subjective judgments are made, no explanations are given, and athletes have no recourse. The procedure is conducted in secret, away from public view. Because of this lack of transparency, decisions may be influenced by favoritism, corruption, or other unsavory factors”.

Many respondents echoed the idea that the issues stem from the very top. Establishing rigorous, objective selection methods has not been a top priority for the regulating organizations. Selectors suffer no punishments for disobeying policies, indicating that neither implementation nor enforcement are appropriate.

The human factor adds weaknesses that a meritocratic society based on rules would not have. The results show that this is not only an academic problem; existing shortcomings lead to actual acts of prejudice. Participants mentioned several incidents of talented athletes being overlooked in favour of selector's "favourites". The fruits of one's labours are not always apparent. Frustration and hopelessness are bred by such circumstances. The evidence indicates, at its core, that inequitable treatment is enabled by unrestrained human discretion in applying subjective criteria.

Stephen Barnett summed up the situation by saying that "it doesn't matter how many selection procedures are supposedly in place if individuals consistently choose to ignore them". Actionable efforts are needed to reduce prejudice and guarantee fairness. Selection procedures might appear unfair because of a lack of openness and uniformity in how they are used. The results are unfair whether or not malicious intent was present. When qualified people are overlooked for no apparent reason, public trust in the system suffers. It also becomes more challenging to rebut allegations of wrongdoing.

6.4.3 Improving Selection through Transparency and Qualifications

Daniel Watt suggested enhancing the selection process to solve the highlighted problems by increasing openness, ensuring clear standards are consistently applied, and mandating suitable credentials of assessors. Transparency was emphasized as a means to combat prejudice and build credibility. Both the selection process and the final judgements should be transparent. Ideally, there should be no opportunity for subjective interpretations and the criteria should be clear and unambiguous. Discretionary decisions must be backed up by solid rationale and sufficient documentation.

Consistency in the use of selection policies is also crucial. All events and contestants should follow the same set of rules and regulations. Auditing compliance and holding selectors accountable requires oversight tools. Participants also argued that judges should have experience in the same fields as the contestants they will be evaluating. They should be able to demonstrate their years of experience in the field and the assessment skills they learned in Taekwondo school. Standards of minimal competence need to be mandated. Selectors who lack the necessary expertise run the danger of basing their choices on irrelevant criteria. It was suggested that an athlete-led, impartial selection panel may help level the playing field and eliminate prejudice. Others, however, believed that if current governing organizations fully accepted solutions based on openness and uniformity, they would be beneficial. Most

respondents agreed that eliminating as much subjectivity and discretion as possible from the selection process is essential in the fight against the problems. The policies put in place must be solid enough to ensure justice is done even if humans make mistakes. Results based on merit can be achieved by removing as many humans as possible from the equation.

All of the responses showed that educating individuals about exhibiting honesty, integrity, ethics, and professionalism requires altering their worldviews. Taekwondo is an ever-evolving discipline, and as a result, several innovations have been used, including the usage of electronic protection sets. The central referee can still give points to the player they secretly prefer, regardless of the outcome of the video review¹⁶². Harry Nottingham from the discussion groups speculated that “when I was engaged in the 2012 Olympics, officials were allegedly bribed with trips to five-star hotels, Rolex watches, and the newest iPhones”. Overall, participants moreover hypothesised that corruption permeated the system from the very top all the way down to the very bottom. At this juncture, it's crucial to restate that Rawls's "justice as fairness" theory is concerned with both the choices made by institutions and the means by which to identify organisations that are fair and just, as well as the treatment of individuals. The high degree of dishonesty among the governing authorities and organisations in charge is where the principles of fairness and justice may be investigated in depth, which is consistent with the Rawlsian thinking¹⁶³. According to this research study's results, the participants believe that the present administration lacks these ethical values. Ethical principles pertain to be a law-abiding citizen; this means following the law until it's essential to actively resist an unjust law. Individuals must openly accept and honour the democratic process of decision-making (whether as voters or in positions of leadership or responsibility), avoid unnecessary secrecy or information hiding, and have faith that others have the necessary information to use and implement. Rawls argues that lying is always wrong, even if the goal is to prevent harm to another person¹⁶⁴. Therefore, this concept of fairness requires that all interactions between the governing authorities and the contests' participants be fair and just. According to the findings, these people should not overreach or unfairly take advantage of others' mistakes or adversity; instead, they should be fair and open-minded, willing to admit mistakes and, where necessary,

¹⁶² John Rawls, *A Theory of Justice*, University of Pennsylvania Law Review, Vol. 121, Issue 5 (1973), pp. 1070-1078

¹⁶³ John Rawls, *Justice as Fairness: Political not Metaphysical*, Philosophy & Public Affairs, Vol. 14, No. 3 (Summer, 1985), pp. 223-251

¹⁶⁴ Ibid

change their positions and beliefs to demonstrate a commitment to justice, equal treatment for all people, and tolerance for diversity.

6.5 Biased Refereeing

When judging a sporting event, impartiality and objectivity are two of the most important values a referee or judge may have. But for a long time, numerous sports have been plagued by claims of biased officiating. The integrity of a competition might be compromised by even the slightest hint of favouritism. Najiha Malik said that “referee prejudice needs to be addressed from several angles, including technical, instructional, and ethical, in order to maintain fairness and justice”. Recent statistical studies of data from major sporting events uncover patterns of referees showing bias towards specific individuals and teams.

In the same situations, white referees were more likely to call fouls on black players than on white ones. While the changes may appear negligible (a few more fouls per 48 minutes of play), they can have a significant impact on the outcome of a close game. These tendencies indicate that referees have difficulty maintaining objectivity when enforcing the rules¹⁶⁵. Instantaneous judgements on foul calls and penalties can be influenced by factors including crowd pressure, familiarity with specific athletes, and unconscious racial prejudices. Many people think that using more technical assistance, including quick video replays, will help improve impartiality. Referees can use video replay to go back over crucial times and change any obvious mistakes. The Hawk-Eye video replay technology has been shown in studies of professional tennis matches to result in more accurate line calls than human judges alone. In 2002, the NBA started using video replay review to check calls. Slow-motion replays from numerous viewpoints help officials apply the rules consistently. Game parameters including player locations, ball trajectories, and biometrics may now be measured with greater precision because to advancements in sensor and monitoring technology. Decision-makers may benefit from having access to quantitative facts in addition to their own subjective impressions.

Case studies and principles of decision making that prioritise fairness, justice, and honesty might be taught in-person and virtually. One of the black belts from the discussion groups indicated that “referees can safely face their biases through role-playing simulations of game scenarios with athletes from varying demographic backgrounds”. Referees may become more conscious of their own biases if they are shown data on the patterns of fouls and penalties they

¹⁶⁵ See, especially, the chapter on “Justice and Rights”, which contains a critique of Rawls’ theory

have called in the past. Referees should better calibrate their decisions on a regular basis with the use of peer mentoring and the analysis of film from previous performances¹⁶⁶.

To further enhance Taekwondo and specifically the five functions mentioned in this research study, it would be beneficial to implement more stringent screening and recruiting of referee candidates based on qualities. Traditionally, referees have been chosen based on their physical prowess and their familiarity with the rules. But moral traits like honesty, modesty, and care are just as, if not more, important. Interviews, tests of moral psychology, and character references should all be used to evaluate candidates. Virtues such as fairness, bravery, and compassion, which are immune to bias, are essential for referees to demonstrate. Referees may internalise these values and maintain them even under duress with proper training, experience, and a genuine dedication to fair play. The ideas of Aristotle offer a helpful foundation for developing character strengths like these. For each call, referees must make, they must prioritise fairness over favouritism¹⁶⁷. Developing good routines and sage insight makes virtuous behaviour a choice. Technology, education, and virtue ethics are all necessary to combat referee prejudice. The use of video replays and tracking technologies can improve accuracy, but they cannot eliminate bias. Referees will be better able to identify and control their own unconscious prejudices if they get ongoing training in ethics, diversity, and self-awareness. Moral integrity is just as important as technical skill when it comes to selecting and training referees¹⁶⁸. Referees' ability to make unbiased decisions depends on their internalisation of the values of honesty, bravery, humility, and caring. While it may be hard to completely eliminate bias, strengthening referees' objectivity would help bring about more truly competitive environments. Referees may be excellent role models for justice when they use their knowledge, ethics, and technology to make fair decisions.

6.6 Bans and Sanctions

Officials, instructors and students all agreed that a transparent approach to membership services and contracts would be the most fair and equitable way to deal with members, lending credence to the current studies on transparency. Findings for the second research question concerning the strategies and protocols set up by the governing bodies in order to examine any emerging issues are related to the frustration, disappointment, and disengagement felt by

¹⁶⁶ John Rawls, *A Theory of Justice*, University of Pennsylvania Law Review, Vol. 121, Issue 5 (1973), pp. 1070-1078

¹⁶⁷ Aristotle, *Politics*, trans. C. D. C. Reeve. Indianapolis: Hackett, (1998)

¹⁶⁸ Fernet-Ponse T and Honegger T, *Hither Shore: Macht Und Autorität in Tolkiens Werk - Power and Authority in the Works of J.R.R. Tolkien - Band 16* (2019) (BoD – Books on Demand 2020)

members when the membership services were inconsistent and lacked a transparent method. Fair and reasonable selection criteria are crucial in Taekwondo, as was demonstrated throughout the debates, since clear, straightforward selection criteria may have a favourable influence on the performance of the participants¹⁶⁹. In addition to the above, George Friedman a senior instructor from one of the discussion groups indicated “the need for a platform that can link the governing bodies with their members, as this would provide a transparent, open system through which teachers could enter information and then send it to the governing bodies in order to apply for memberships or contracts”.

Similarly, the results imply that such a system would link the participants, teachers, and learners to the decision-makers. Membership contracts, course applications, and payment for grading and events may all be handled digitally through this affiliation procedure, making it easy for members, players, clubs, and coaches. Everyone engaged would be able to maintain track of their own data, including expiration dates for memberships and contracts, for example. Therefore, complete openness is required for the emergence of the kind of autonomous ethical society that Rawls designed as a model for a well-ordered society. For good measure, the principle of publicity, which calls for political openness and the understanding that "everyone will know about these principles of justice if their acceptance were the result of an agreement" and is founded on concepts that do not contribute to a "public conception of justice." Therefore, for the companies and clubs interacting with the governing bodies to reap the benefits that have been highlighted above, openness and clarity within membership services are essential¹⁷⁰. In the same way that Rawls assumes that all people have moral powers like reasoning and reasonableness, and that these powers may help them attain justice, expertise and an affiliation procedure implemented in the suggested method point to a fair and reasonable system for all engaged educators, coaches, students, and authorities. Therefore, any justice concept that accepts this idea must be applicable everywhere. As was previously indicated, sensible people have a wide range of independence, including the "social position or natural endowments" described earlier.

Joe Smith, one key interviewee was an integral component of the British Taekwondo regulating organisations, hence the phrase "British Taekwondo governing bodies" appeared repeatedly in his responses. According to him, “their member groups began in 1996. Taekwondo, at the time, was attempting to advance to the Olympic level, and several organisations, such as the British

¹⁶⁹ Devere H, *Friendship, Peace and Social Justice* (Taylor & Francis 2023)

¹⁷⁰ Brown A, 'Principles of Stakes Fairness in Sport' (2018) 14 *Politics, Philosophy & Economics* 152

Taekwondo, utilised WT Taekwondo in the United Kingdom. The British Taekwondo board, or British Taekwondo as it is now known, established member groups as a stopgap measure to bring all of the country's Taekwondo organisations under a single governing body". At first, this was an effective way for individual groups to maintain their independence while still contributing to a larger whole¹⁷¹. Over time, it became evident that the chairpersons of the board started to employ member groups as a tool for exerting political influence, resulting in a situation where individuals, irrespective of their substantial presence, found themselves bereft of the right to cast a vote.

Since it is a political state, the various factions ran things as they saw fit, and each had its own set of negotiated terms and conditions with the other factions. The organisations are able to maintain their independence, and the British Taekwondo chairman at the time was relieved to not have to worry about the opinions of 20 or 30 clubs. Freedom from financial worry was the result. This view is similar to Rawls view of justice on the level of the individual will, which does not rely on mutual recognition. However, when discussing ownership and a potential transfer to another party, contracts are required. The contract is lawful and legitimate because of the parties' free choice, of course. "The idea of individual autonomy or self-determination" is linked to this sense of agency. In order to make an agreement, "immediately independent people" must first express their own free will. There is now no social arbitration, thus it is this declaration that gives a contract its legal standing.

The findings from the interview with the former non-executive director of the governing body further reveal that "these injustices, unfairness, discrepancies, and inaccuracies within the governing bodies explained above need to be introduced to the global sport"; World Taekwondo is responsible for Taekwondo as a global sport, but it is also practised as a form of martial arts, with a development programme in place that expects the participants to strive constantly to improve the sport¹⁷². Conflict emerges between individuals, especially those who use their connections or seniority to assert control, because no governing organisation, not even World Taekwondo or Kukkiwon, can supervise such a wide range of activities.

¹⁷¹ Ceylan B and Barley OR, 'Changes in Body Mass and Hydration Status in Judo Athletes before and after a Top-Level Competition: A Descriptive Case Study' [2022] *The Physician and Sportsmedicine* 1

¹⁷² Bridge C and McNaughton L, 'Taekwondo Exercise Protocols Do Not Recreate the Physiological Responses of Championship Combat' (2019) 34 *International Journal of Sports Medicine* 573

The respondent also emphasised the need of creating and uniformly enforcing rules and regulations. Rawlsian principles, which attempted to validate the idea that those who fail to educate themselves concerning the importance of virtue are, by nature, unfit for citizenship, lend further support to this philosophy by showing that the chair of the governing body is not virtuous, as evidenced by the rich data gathered from interviews and discussion groups. They just did not have the capacity to exercise rational self-control due to inherent flaws in their psyche. Instead, their wants dictated their actions. In addition, the results show that selecting the participants is one of the trickiest parts, especially in the UK. When asked about Kyrougy (sparring), the respondent said, "It's not robust and it's not a perfect system." More research and improvement are required for the Poomsae selecting process. Its ten years behind us in terms of core concepts¹⁷³. A participant who said, "In one of the competitions, there was a girl competing against a boy, which is against the rules and not allowed but it happens," lends credence to these results. There was also talk of selection criteria, but many don't abide by them since they aren't fair and reasonable, leaving a lot of room for prejudice. Those participating in the system, however, are often unaware that this is happening. For Rawls' idea of a well-ordered society to come to fruition, an autonomous ethical society must first be established, and this can only happen under conditions of complete openness. This conclusion provides evidence for the claims made in the literature review and so provides an answer to the first research question.

Aaron Oliver, one of the respondents also suggest "that competition judges and referees are not selected fairly, since competitors in Poomsae events may be judged by an inexperienced official". According to the respondents, they have seen many competitions where a 1st degree black belt judged a 4th degree master. This is problematic because the 1st degree black belt not only lacks the necessary knowledge and understanding of high, advanced forms/patterns, but also the necessary judging experience. "In Poomsae, it's like gymnastics," Abeer Hasan said. "There will always be room for interpretation, so long as there isn't something like a full body suit that enables movements to be traced and then judged technically correct or not by an impartial computer".

At higher Dan levels, the ranking system loses most of its practical use. A 2nd Dan's ability to judge a 4th Dan's competition skill depends on how well they compare to another referee who specialises in the same type of competition. According to Rawls, the ability to understand,

¹⁷³ Kahteran N, *The Role of Comparative Philosophy in Bosnia and Herzegovina: Philosophising at the Big Fault Line* (Cambridge Scholars Publishing 2021)

apply, and act in accordance with the principles of justice is the first moral power of fairness. The results of the interview and the research indicate that justice and fairness must be administered fairly. Findings from the survey, two discussion groups, and interviews conducted for this study revealed a solution to the posed problem, leading to many suggestions that would be modelled and investigated. These results are consistent with the most recent studies in the field, contributing to an understanding of the literature on this topic.

A broad variety of Taekwondo stakeholders (trainers, trainees, authorities, instructors) had their say on issues of fairness and justices from discussion groups to the survey and dissemination of the Likert scale questionnaire. In order to elaborate further; Likert Scale Questionnaire: gained a comprehensive understanding of a particular issue or aspect within Taekwondo, a survey was conducted. This survey included a Likert scale questionnaire, which is a commonly used tool in social research to measure attitudes, opinions, and perceptions. It typically presents respondents with a series of statements, and they are asked to rate their level of agreement or disagreement on a scale (e.g., strongly agree, agree, neutral, disagree, strongly disagree).

Stakeholder Involvement: The stakeholders involved in this survey encompass a wide range of individuals associated with Taekwondo. This inclusivity ensures that different perspectives and viewpoints are considered. The key stakeholders are:

Trainers: These are the individuals responsible for instructing and coaching Taekwondo practitioners. Trainees: This category includes the students or participants learning and practicing Taekwondo. Authorities: Authorities might refer to governing bodies, organizations, or officials responsible for overseeing Taekwondo events and regulations.

Instructors: Instructors could be experienced individuals who guide and mentor trainees in their Taekwondo journey. Issues of Fairness and Justice: The survey and Likert scale questionnaire were designed to address issues related to fairness and justice within the context of Taekwondo. This suggests that there may have been concerns or perceived problems in the existing system, rules, or practices that raised questions about fairness and justice.

Inconsistencies and Errors: The survey results indicated that there might be inconsistencies or errors within the Taekwondo system. These could be related to how rules are enforced, judgments made during competitions, training methodologies, or even issues of equity and fairness in access to Taekwondo opportunities.

Need for More Analysis: The presence of these inconsistencies and errors, as highlighted by the survey, underscores the necessity for further analysis and investigation. This could involve in-depth research, data analysis, and possibly external audits or reviews to understand the root causes of these issues and propose appropriate solutions.

In summary, the point emphasizes that by involving a diverse group of Taekwondo stakeholders in a survey with Likert scale questions, concerns related to fairness and justice within the sport have come to light. These concerns have signalled a need for more thorough analysis and potential reforms or improvements to enhance the integrity and fairness of the Taekwondo system. The survey data can serve as a valuable starting point for addressing these issues and making informed decisions for the betterment of the sport.

These results not only expanded in understanding of the topic, but they also provided a framework that is consistent with the values enshrined in the Olympic charter and the Equality Act of 2010, including equality, diversity, and non-discrimination on the basis of gender identity and sex variations.

Both discussion groups agreed that a trustworthy strategy for membership services and the implementation of an open, transparent affiliation hub were highly desired by the participants. Another good modification that might be offered to the governing bodies is to centralise all affiliation processes and procedures on a single platform. The attendees expressed hope that more workshops and seminars will lead to a fair and reasonable system rather than relying solely on their respective member groups¹⁷⁴. Results from the interview with the former important member of the governing body, as well as other published studies, the principles of equality law, and good employment practises in general, are consistent with these conclusions to varied degrees. Thus, fresh information has been contributed to the body of knowledge in this area of study, which includes the concepts of justice articulated by major jurisprudential theorist like Rawls.

Finally, the present research's interview with the former important member of the governing body confirmed the urgent necessity for British Taekwondo to build a functional board of directors, given it is also true that the existing board does not comprehend the notion of non-executive directors. Comments suggest that the governing body is barely keeping its head

¹⁷⁴ Liu R and Jimenez ML, 'Martial Arts and Combat Sports' [2020] Elsevier eBooks 849

above water at the moment because it is not yet a fully functional organisation that can handle routine tasks like managing insurance, memberships, and DBS checks¹⁷⁵. According to the results, the organisation would benefit from having a well-functioning board of directors. In order to guarantee impartial procedures for membership services, selection criteria, and refereeing, the suggested model provides a framework for doing so. The framework was designed to enhance equity and justice by expanding upon prior research in the field.

6.7 The Proposed Framework for Taekwondo Governing Bodies

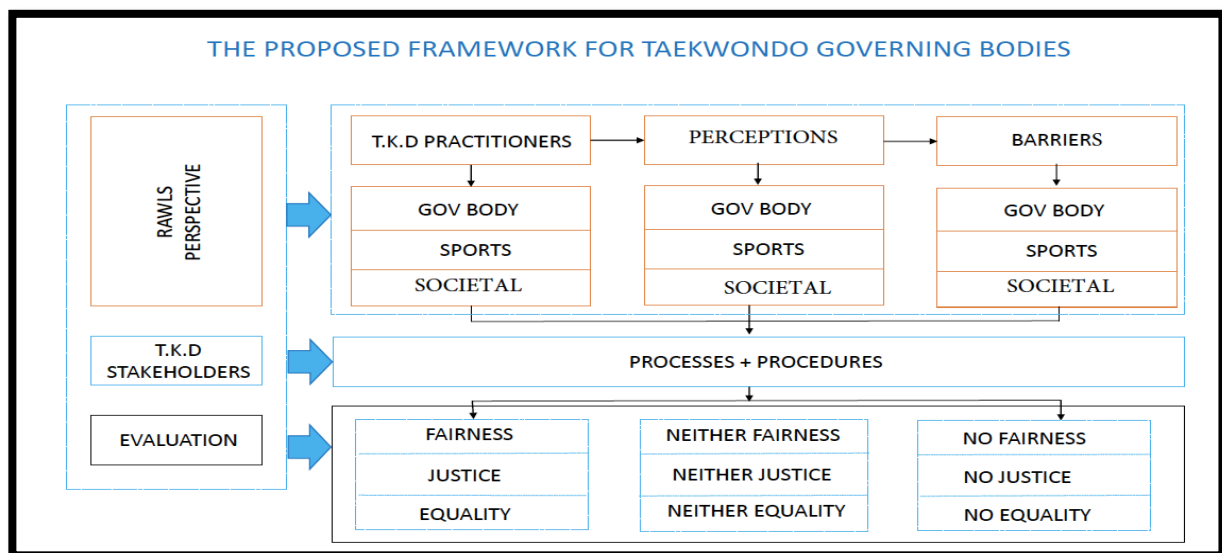


Figure 21: Framework for Taekwondo Governing Bodies

The study's proposed framework is based on an examination of the available data. By synthesizing data from the papers included in this analysis, a consensus solution to the problem was developed and used to inform this framework.

6.8 Limitations and Future Research

As a preliminary look at issues of fairness and justice in Taekwondo, the findings of this study are insightful. However, the sample was only comprised of members of one-member Taekwondo club with more than ten affiliated clubs and over 1000 members in their

¹⁷⁵ Petroczi A and Nolte K, *Women in Anti-Doping Sciences & Integrity in Sport: 2021/22* (Frontiers Media SA 2021)

membership in the United Kingdom¹⁷⁶. Bringing in international athletes and authorities might broaden the discussion. Because participants chose to take part in the study, there may have been some sampling bias. Reforms may be followed through time with the use of longitudinal data. Taekwondo's position on issues of fair play can be better understood by comparing it to other sports. Expanded sample, longitudinal tracking, comparisons across sports, and analysis of direct effects of reform are all areas where further study might shed light on these shortcomings.

Critiques of John Rawls's Application of Justice Theory to Sport and its Limitations

John Rawls's theory of justice has been a cornerstone in contemporary political philosophy, providing a framework for understanding distributive justice in society. However, the application of Rawlsian principles to various domains, including sport, has drawn critique. This schedule of changes explores the critiques of Rawls's application of justice theory to sport and separately examines critiques of his theory in general. By analysing relevant literature, I aim to illustrate the validity of these critiques and their implications for understanding justice in both sporting and broader societal contexts.

John Rawls's theory of justice, as articulated in his seminal work *A Theory of Justice* (1971), proposes principles of justice that are grounded in a hypothetical social contract. While Rawls's theory has been influential in political philosophy, its application to specific contexts, such as sport, has sparked debate and criticism. As mentioned above, the following section explores critiques of Rawls's application of justice theory to sport, as well as critiques of his theory in general, drawing on relevant literature to assess their validity.

Critiques of John Rawls's Application of Justice Theory to Sport:

Limited Scope for Non- Human Entities:

Rawls's theory of justice is anthropocentric and may neglect the moral consideration of non-human entities, such as animals and the environment. Critics argue that Rawls's focus on human interests and capabilities overlooks the ethical significance of non-human beings and

¹⁷⁶ Matheson EL and Schneider J, 'How Can We Help You? A Global Investigation into Girls' Body Image Experiences in Sport and Intervention Preferences' (2021) 46 *Body Image* 265

ecosystems, leading to environmental degradation and the exploitation of animals. Scholars such as Singer (1975) critique Rawls's anthropocentric approach to justice and advocate for a broader moral framework that incorporates the interests of non-human entities into considerations of justice.

Lack of Attention to Global Justice:

Rawlsian principles primarily focus on justice within the boundaries of a nation-state and may neglect considerations of global justice and international distributive justice. Critics argue that Rawls's theory fails to address issues of global poverty, inequality, and exploitation, which transcend national borders and require collective action on a global scale. Scholars like Pogge (2008) critique Rawls for his neglect of global economic injustices and call for a more cosmopolitan approach to justice that acknowledges the interconnectedness of global society.

In terms of sport, there are several considerations of possible limitations or challenges, such as:

Inadequate Consideration of Athletic Meritocracy:

In the realm of Taekwondo, the principles of Rawlsian justice often clash with the inherent meritocracy deeply embedded within the sport. While Rawls's theories primarily emphasize distributive equality, they may overlook the fundamental importance of meritocratic ideals in Taekwondo. Taekwondo, like many competitive sports, places a significant emphasis on individual talent, effort, and achievement. Success in Taekwondo is often directly correlated with an athlete's skill, dedication, and hard work. Critics argue that Rawlsian principles fail to adequately address this aspect of athletic meritocracy, leading to a flawed understanding of justice within the sport. Meier and Schneider (2012), among other scholars, contend that Rawls's focus on distributive equality neglects the competitive sports such as nature of Taekwondo and the necessity of rewarding excellence based on merit.

Neglect of Fair Competition and Equal Opportunity:

Rawls's principles prioritize the fair distribution of social goods but may not sufficiently address the importance of fair competition and equal opportunity in sport. Critics argue that inequalities in access to resources, training facilities, and coaching can undermine the fairness of competition and violate principles of justice. Scholars such as Kidd (2001) argue that Rawls's theory fails to adequately address structural inequalities that affect athletes'

opportunities and outcomes in sport, highlighting the need for a more nuanced understanding of justice in sporting contexts.

Failure to Address Exploitative Practices in Sport:

In Taekwondo, exploitative practices can manifest in various ways, including the exploitation of athletes, commercialization of the sport, and the commodification of athletes' labour. For instance, athletes may face precarious working conditions, limited bargaining power, and unequal distribution of resources within the sport. Commercial interests often prioritize profit over the well-being of athletes, leading to instances of exploitation and injustice.

Critics argue that Rawlsian principles, which focus on the distribution of primary goods, may not adequately address these issues within the sports industry. Scholars like Falcous and Maguire (2014) highlight the shortcomings of Rawls's theory in addressing structural injustices perpetuated by commercial interests in sports governance. They advocate for a more critical analysis of power relations and exploitation within sports, urging for reforms to mitigate these exploitative practices

Inadequate Treatment of Cultural Diversity:

Taekwondo, originating from non-western traditions, embodies cultural diversity within its sports community. Just as Rawls's theory of justice has faced criticism for its limited consideration of cultural diversity, Taekwondo's global presence reflects a multitude of cultural, religious, and philosophical backgrounds among its practitioners. Critics of Rawls argue that his singular focus on Western liberal principles may not sufficiently accommodate the diverse values inherent in multicultural societies. Similarly, scholars like Taylor (1994) contend that Rawls's framework overlooks the challenges posed by cultural pluralism, potentially imposing Western-centric values on non-Western contexts, thus perpetuating cultural imperialism and injustices. In the realm of Taekwondo, where athletes and practitioners hail from diverse cultural backgrounds, these critiques underscore the importance of acknowledging and respecting cultural diversity within sporting communities to foster inclusivity and equity.

Conclusion:

The critiques of John Rawls's application of justice theory to sport and his theory in general highlight the limitations and challenges inherent in his approach. By examining these critiques and drawing on relevant literature, I have illustrated the validity of concerns regarding Rawls's

treatment of meritocracy, fair competition, exploitation, cultural diversity, global justice, and non-human entities.

Despite these critiques, Rawls' principles can still offer valuable insights in specific contexts such as Taekwondo. While Rawls' theory may have its limitations, it provides a framework for considering principles of fairness and equality, which are essential in ensuring equitable treatment within sports organizations like Taekwondo. By adapting Rawls' principles to the specific dynamics of Taekwondo, such as ensuring fair competition rules and opportunities for participation, his theory can still be applied effectively to promote justice within the sport. Thus, while acknowledging its shortcomings, Rawls' framework remains a useful tool for guiding ethical considerations and decision-making in the Taekwondo context.

6.9 Conclusions and recommendations

This study reveals the numerous contexts during which Taekwondo practitioners feel that the sport's core values of fairness and justice have been violated. The results highlight the necessity of adjusting the current procedures so that they are more in line with moral justice principles. Trust and honesty must be fostered by adapting organizational justice ideas to the unique Taekwondo environment. Positively, athlete empowerment trends create impetus for change. This study provides hard evidence that a lot of effort is needed to infuse Taekwondo's management and procedures with the noblesse of its competitive spirit. The results of the study are discussed in this section, along with their implications, connections to related studies and theories, caveats, and directions for further study. The study's findings will hopefully provide light on how to better promote fairness and justice in Taekwondo.

In this concluding chapter, I revisit the key implications and contributions of this thesis within the broader context of Rawlsian theories of justice, fairness, and equality. I acknowledge that some aspects of discussions, particularly concerning transparency, have been widely debated in academic circles, and it is crucial to elucidate what enhanced understanding of Rawls' ideas brings to this discourse. This research has provided valuable insights into Rawlsian ideas, shedding light on their applicability and relevance in contemporary debates. To underscore the unique contributions of this study, I offer several key examples:

Revisiting Rawlsian Frameworks: While the importance of Rawls' ideas has been well-established in the literature, this research has delved deeper into his theories, offering nuanced

interpretations that have the potential to reshape existing discourses. For instance, I have highlighted the subtleties in Rawls' concept of fairness, exploring its practical implications in real-world scenarios.

Navigating the Landscape of Justice: Rawls' work has inspired numerous scholars, but this research seeks to distinguish itself by engaging not only with Rawls but also with the extensive body of work that has emanated from his ideas. I have examined how different scholars have interpreted and expanded upon Rawls, thus positioning this study within the wider field of Rawlsian analysis.

Via the critical synthesis of findings, the discussions surrounding governing bodies' improvement to advocate for fairness, may seem uncontroversial on the surface. However, this research study offers a deeper and more critical synthesis of findings, highlighting the unique insights that emerge when I apply Rawlsian principles to practical contexts. This thesis demonstrates that the research is not merely a reiteration of existing literature but rather an original contribution that enriches the ongoing discourse on fairness and justice in governance and in Taekwondo.

The goal of this study was to examine the application of fairness and justice principles in Taekwondo in order to contribute to the overall development of the sport's ethics, including full compliance with all relevant regulations and policies set by World Taekwondo and British Taekwondo, as well as fairness, justice, and improved transparency. The aim was accomplished by reviewing the relevant literature, interviewing Taekwondo members (mainly stakeholders) and conducting discussion groups in which Taekwondo practitioners' participants contributed.

To achieve the research aim, the researcher thoroughly reviewed and analysed John Rawls literary works; literature on fairness as justice; publications on Taekwondo governing bodies and historical roots of Taekwondo; literature on the five functions central to Taekwondo, such as team selection, bans or sanctions, memberships and contracts, World Taekwondo internal rules and bylaws; legislation and other official guidelines; and World Taekwondo, official guidelines; and World Taekwondo documents related to competitions and grading's/promotion tests. Moreover, the discussion groups and interview were successful in providing important information and were effective in rigorously representing the voices of Taekwondo members. Aside from the discussion groups, viewpoints of many more Taekwondo members were also provided through the survey questionnaire. The findings of the literature research, interviews, and survey questionnaire were used to design a fair and just system for the following functions:

team selection, sanctions, memberships, and contracts, inter-rules reform, duties, ranks, promotion, selection, and development. This research resulted in these findings.

The research findings are important because they contribute to a better understanding of the value of fair and just systems in organisations in general, as well as the importance of the specific equalities developed. The research thus helps contribute to the concept that creating a fair and equitable organisation can help an organisation achieve its strategic goals.

Numerous factors influence the formation of a fair and equitable sport organisation such as Taekwondo. Because of the breadth and complexity of functions played by Taekwondo's regulating organisations, establishing fairness and justice to effectively address the diverse and changing requirements of all individuals who would be affected by such a fair system can be a difficult challenge. This research study aims to raise awareness of the fact that such fairness and justice are not only necessary, but also must be articulated by Taekwondo regulating organisations in order to maintain their integrity and defend the rights and duties of all parties involved. Functions, such as team selection, bans or sanctions, biased refereeing can be best addressed through proper formulation of a fair and justice and equivalent system. This research emphasises the need for developing fairness and justice. Finally, it is hoped that it would facilitate and stimulate the development of new policies, as well as the review of current policies in sport, notably in Taekwondo governing bodies and other organisations.

6.10 Fairness, justice and equality developed in general

According to this study, fairness and justice can form Taekwondo members' understanding of the functions for which they were developed. They also clarified for Taekwondo members their basic rights, such as justice and fairness in the five key functions, as well as their rights and responsibilities, suggesting a means to make their practise easier. The debate among the other members established their responsibilities. For example, the construction of a fair team selection process made Taekwondo members aware of the kind of research achievements that governing bodies of Taekwondo could value, as well as what is expected in terms of research. Furthermore, these governing bodies could result in a more equitable and just organisation, as well as increased transparency and satisfaction among practitioners and stakeholders.

The findings from the discussion group with officials and instructors were supported by the view of Rawls, regarding fairness and justice; these can be integrated to assert the view that an individual possesses the freedom to create and enhance their own thoughts and live how they wish, provided that such freedom does not affect the lives of others. As the late Senator Harry

F. Byrd stated, "always remember that human freedom is not a gift to man but an achievement by man ...gained by vigilance and struggle".¹⁷⁷ The selection criteria, although supposed to be transparent, are not implemented fairly and so there is room for discrimination to occur.

The findings of this research in general are that, if fairness and justice, as Rawls perceived it, were to be applied in all areas of Taekwondo using a structured, transparent, coherent approach across all organisations and governing bodies, then this would impact positively at all levels by the instructors, students, and officials during events like competitions and gradings, as well as promote the nationalisation and internationalisation of Taekwondo. A transparent approach, involving a fair selection process regarding the competitors and/ or judges, means that players will not feel they have suffered any discrimination. The use of a set of fair, just rules and regulations will also indicate that the appropriate support is provided, regardless of a stakeholder's connections with the governing bodies and those in executive positions; there will be genuine accessibility and the players will have the opportunities to develop their own ambitions and desires in this sporting field. Finally, the discussion groups encouraged Taekwondo members to improve their team selection and judging skills, increasing their overall productivity and their personal competition practise in particular.

This research project establishes a foundation for action. Taekwondo members of the governing bodies sports and in Taekwondo could take educated actions and choices based on this framework. Fairness and justice were implemented in this research endeavour, as well as equality and consistency in judgments and procedures. The creation of this framework aids governing bodies and organisations in operating more efficiently, transparently, and productively by removing previously existing: unfairness, which is caused by a lack of information about how to deal with particular difficulties owing to a lack of an appropriate framework; and superfluous procedures, as well as duplication of rules and processes that need to be modified.

6.11 Improvement of governing body members

The development of important and fair governing body members (decisions, policy and internal rule revisions, sanctions, team picks, membership and contract issues) has a favourable impact on governing body members' work-related behaviour. More specifically, it can:

¹⁷⁷ Sato, Chitose, "Senator Harry F Byrd and the New Deal Reform Policy in Virginia, 1933-1938" (1991). Dissertations, Theses, and Masters Projects. Paper 1539625690

- lead to greater Taekwondo members' motivation;
- result in lower members participation;
- lead to greater practitioners' commitment;
- result in more internationalisation of Taekwondo and accomplishments;
- lead to greater Taekwondo members' accountability; and
- enhance Taekwondo members' development.

An established fair and equitable organisation can allow for a clear, consistent, and transparent functioning method. Evidence and successes in the areas of team selection policy modifications and membership issues are used to evaluate governing bodies' performance and productivity. As a result, members of Taekwondo's regulating organisations are rewarded for their fairness and justice. Members of the governing body are aware of these connections and are so encouraged to attain the highest possible level of performance and productivity. Moreover, this research encourages members of the governing body to improve individual and organisational performance by developing a new performance-based culture that is more fair, just, and transparent, guaranteeing that stakeholders' performance is consistently and fairly assessed. It can also improve governing bodies by making them more accountable and outlining the responsibilities they have as important decision-makers in these organisations.

Findings from the interview with the former non-executive director of the governing body also reveal that these injustices, unfairness, discrepancies and inaccuracies within the governing bodies explained above need to be introduced to the world sport. World Taekwondo is responsible for Taekwondo as a global sport but it is also practised as a form of martial arts, with a development programme in place that expects the participants to strive constantly to improve themselves. It is also the case that no governing body, including World Taekwondo and Kukkiwon, can as yet manage such diverse activities, so conflict arises between people, especially those who use their contacts or seniority to exert power.

In addition, the findings demonstrate that participants felt that the ethical principles (of responsible citizenship, whereby individuals obey the laws but, in cases where the laws are unjust, it shall become necessary to protest openly against these same laws) are generally lacking within Taekwondo governing bodies currently. As Rawls argues, individuals must exercise all of their democratic rights and privileges responsibly (when in a place of

management or power), must cooperatively regard and honour the equal process of decision-making, evade pointless confidentiality or the disguise of data, and be confident that others possess the necessary information to utilise and implement. As also stated by Rawls, one should never lie, regardless of the situation, even if the intention is to save a human life. As a result, applying this principle of fairness, striving to be fair and just in all of the dealings of the governing bodies and competitions as demonstrated by the participants, could significantly improve the sport. According to the findings, all individuals could be fair and open-minded, eager to confess mistakes and, where suitable, change their situations and views in order to demonstrate a commitment to justice, equal treatment for all people, and acceptance for diversity; in particular not violating the rights of others or failing to recognise difficult circumstances.

Both discussion groups found that the participants desired a consistent method to membership services and the implementation of a transparent, open affiliation hub. The use of affiliation processes and procedures upon one platform was also seen as a positive change that could be proposed to the governing bodies, in order to produce a clearer, more transparent system. The participants noted that they preferred to be involved in the process themselves as instructors and officials rather than to depend on their member groups and that a fair, just system could result from further workshops and seminars. To varying degrees, these findings are aligned with those from the interview with the former key member of the governing body as well as research published in this area, principles of equality law and good employment practices generally. In addition to the principles of justice espoused by key jurisprudential theorists, such as Rawls and Sen; thus, new findings have been added to the knowledge concerning this particular area of research.

6.12 Professional development of instructors of Taekwondo

Taekwondo members (the research participants) studied from many sources and contributed their thoughts and suggestions on a fair and just organisation, notably in Taekwondo, during the survey questionnaire and discussion groups. The interview and discussion groups were considered learning practice for the Taekwondo members of the British Taekwondo and World Taekwondo. Participants fed back that the research involvement made them more knowledgeable about existing inequalities and in particular the main five functions mentioned in this study. It also caused them to think on their own practise, which they hope to enhance as they gain a better grasp of the five functions and their impacts. It gave Taekwondo members the affordance

to take a critical position toward various emergent roles. They improved their self-awareness and self-criticism as a result of the project, which increased their awareness of a number of themes.

The data from all of the respondents also demonstrated the need to change people's mindsets in order to educate them about demonstrating honesty, integrity, ethics and professionalism. On a positive note, because Taekwondo is a dynamic sport, many changes have been introduced, such as the electronic protector sets mentioned earlier. As mentioned earlier, the problem with video replay is that it will not sway the centre referee from their biased judgment as they can still award points to the player whom they secretly support. Moreover, participants suggested there is corruption in operation from the top of the hierarchy to the bottom. It is important at this stage to reiterate that the Rawlsian theory of 'justice as fairness' refers to persons and how to be fair to them, in addition to the choices made by institutions and how one can identify institutions that are fair and just. If Rawlsian reasoning is based upon these two distinct concepts: fairness and justice, the high level of dishonesty among the governing bodies and organisations in charge is really where the concepts of fairness and justice can be explored in depth. In addition, there is a need for universal ethical principles such as honesty to be illustrated in all communications and actions with individuals being truthful, sincere, forthright, and candid; in that they should not steal, cheat, lie, deceive or act deviously.

In conclusion, this thesis advances an understanding of Rawlsian theories and their applicability in contemporary contexts. By revisiting Rawls, engaging with related scholarship, and critically synthesizing the findings, I have demonstrated the significance of my research within the broader academic landscape. This research not only underscores the importance of fairness and justice but also illuminates the potential practical implications of Rawlsian ideas. As scholars continue to explore and build upon these foundations, I hope this study stands as a valuable addition to the ongoing dialogue on justice, fairness, and equality.

6.13 Personal statement

This doctoral study not only helped me enhance my professional practise, but it also helped me grow as a person. In that sense, I believe I was also a participant in this study. My ongoing interactions with research participants, doctoral degree supervisors, and others who either formally or informally reviewed or evaluated this investigation allowed me to develop and grow a variety of skills, including providing a fair and just way of working to the Taekwondo community in knowledge and practise. This study has helped me to identify and comprehend

how people think and act differently, come from diverse backgrounds and hold different beliefs in a more tangible way. It also helped me become a better listener, which is sometimes far more important than being a good talker.

My own managerial abilities within Taekwondo increased as a result of this research. Organising and moderating meetings, setting and meeting deadlines, and engaging with others were all essential for the discussion groups to be successful. This research improved my capacity to manage in such a way that Taekwondo members operate more successfully and efficiently. I strengthened my collaborative skills as a result of this research. I strengthened my ability to embrace diversity and deal with conflict in a respectful manner. Finally, it helped me increase my ability to embrace change-oriented behaviours.

This research endeavour taught me about myself and others so that I might enhance my Taekwondo practise and that of others. I was able to strengthen my intrapersonal skills as a result of this assignment. It helped me to realise that life is a continuous learning process. Furthermore, it motivated me to seek out the correct solution rather than assuming that I always know it. Finally, this initiative improved my understanding of Taekwondo members' practises, resulting in a greater respect for Taekwondo members' talents as black belts and stakeholders.

Every person has the right to participate in sports without fear of discrimination and in a manner that is healthy, dignified, and safe. At same time, the legitimacy of competitive sports like Taekwondo, as well as high-level organised sporting tournaments, is dependent on a level playing field, in which no participant has an unfair and unequal benefit over the others.

Taekwondo represents a cultural identity and heritage that risks being undermined by controversy related to incidents of unfairness and injustice. However, at the same time, the sport needs to keep pace with the twenty-first century and evolve so as to ensure it can be a diverse sport striving for fairness as a form of equality. Those in a position of leadership must be prepared to make difficult decisions based upon good judgments. Such judgments would exhibit fairness, openness and transparency.

One of the most recent examples of unfair treatment and biased judgment emerged during the 2019 world Taekwondo championships and was subject to debate. A Chinese competitor called Zheng Shuyin reacted in a very emotive and demoralising manner afterwards being notoriously beaten by Great Britain's Bianca Walkden throughout the women's over-73kg final. According to the World Taekwondo, it was stated by Zheng's coach that the Moroccan referee who disqualified her should be banned for life. Benradi dismissed Zheng, who had a 20-10 lead

over Walkden in the latter moments of the final, claiming that the Chinese contestant had committed 10 fouls during the bout. Walkden won her third consecutive world Taekwondo title as a result of Zheng's disqualification. "We believe World Taekwondo will do us justice," Guan Jianmin, the Chinese national team's head coach, stated. China filed an appeal with the sport's world governing body, according to Guan, who is also the President of the Chinese Taekwondo Federation. "We don't really care about winning or losing the match," Guan continued. "We are simply enraged by his actions. It's not just an error because everyone makes them. His choice is harmful to Taekwondo's fair and just competition climate. This is the most serious issue."¹⁷⁸ Thus, as evident from the coach's viewpoint and the findings from the previous chapter, indicates that biased, corruption and unfairness still exist as the judges allegedly cheated his participant.

As the findings from chapter five demonstrate, corruption and unfairness emerge from the highest level and the level of the politics involved also becomes transparent. As such, on a global level it was witnessed by the viewers, trainers, trainees and officials that cheating and discrimination are in play. The Chinese Taekwondo president has said he is still waiting for "an apology" from the referee, which he has declared is more significant than a gold medal. In addition, the coach stated "the competition is over, but we still hope our voice can be heard across the world. The competition should be held in a fair, just, open and reasonable way."¹⁷⁹ Of course, such a viewpoint would be supported by Rawls¹⁸⁰, as he stated that equality as the fundamental standard for political justice was to be discovered amongst men who shared their lives in societies, therefore being equal and free "either arithmetically or proportionally." Justice was primarily referred to as being something human; man was capable of achieving political organisation and justice.¹⁸¹ As a result, a fair and just society provides a voice for the voiceless as was illustrated in the world championships level by the Chinese Taekwondo president. As Thomas Jefferson stated whilst paraphrasing Aristotle, "there is nothing more unequal than the equal treatment of unequal people."¹⁸²

Oriental and eastern philosophies apply to Taekwondo. Its core values of superiority and seniority can come into conflict with western society, where, for example, if a master or

¹⁷⁸ Ibid

¹⁷⁹ Ibid

¹⁸⁰ Aristotle, *Politics*, trans. C. D. C. Reeve . Indianapolis: Hackett, (1998)

¹⁸¹ Ibid

¹⁸² <https://www.monticello.org/site/research-and-collections/tje> accessed on 31.05.2019

instructor is a higher belt or grade than you, you must follow their instructions and do not have the voice to speak up or share concerns. I consider this to have been to the detriment of Taekwondo and its development. It is also the case that the best person for working and leading the governing body of Taekwondo in the UK is yet to be found, as has been demonstrated in the findings of this research. A suitable candidate needs to be selected as soon as possible to lead World Taekwondo. A fair and just model would enable more transparency and decrease inconsistencies in its systems.

As a martial art, Taekwondo claims to be virtuous but this thesis has argued that foundation of its rules is for safety and ethical practices, but not currently virtues. This applies to how members are selected, such as coaches. Professional bodies such as World Taekwondo and British Taekwondo, need to have criteria in place that determines the desired attributes for coaches and referees. For example, it must be decided beforehand what their level of knowledge is in regard to Taekwondo; there is a clear difference between *doing* Taekwondo and *being* Taekwondo. Further recommendations that have been identified and explored are outlined below as well as the new knowledge that can be added to this area of research.

In conclusion, it is hoped that this doctoral study has contributed to the enhanced understanding of John Rawls' theories of justice, fairness, and equality. Through a comprehensive exploration of Rawls' seminal works, including "A Theory of Justice" and "Justice as Fairness: A Restatement," as well as an extensive analysis of the broader literature on his ideas, this thesis has shed new light on the intricacies and nuances of Rawls' philosophical framework as applied to sport.

One of the primary accomplishments of this study has been the clarification of Rawls' concept of justice as fairness. By delving into the layers of Rawls' two principles of justice – the principles of equal basic liberties and the difference principle, this thesis has suggested a deeper insight into how these principles operate in tandem to create a more just society. The examination of the original position and the veil of ignorance, central elements of Rawls' theory, has been instrumental in elucidating how individuals in a just society might arrive at a consensus on principles of justice.

In addition, this research has contextualized Rawls' theories within contemporary societal and political landscapes. It has examined the relevance and applicability of Rawls' principles of justice in addressing contemporary issues related to social inequality, economic disparity, and

cultural diversity. By doing so, it has highlighted the enduring significance of Rawls' work and its potential to inform policy decisions and promote a more just and equitable society.

In summary, it is hoped that the insights generated through this research cannot only deepen an appreciation of Rawls' contributions to political philosophy, but also provide valuable guidance for addressing pressing issues of justice and fairness in the complex and ever-evolving worlds of sport such as that of Taekwondo.

Finally, this research study summarises the research's contributions, including a novel synthesis of knowledge, the development of a fairness and justice framework, and the provision of ethical practice guidelines for governing bodies of Taekwondo and organisations.

- The research adds novel synthesis to the body of knowledge in the subject area of sports and in particular to Taekwondo and multi-disciplinary thinking.
- Contributes to the development of a Fairness and Justice framework that can be used in a range of professional sports.
- Offers a conceptualization of the complex situation in Taekwondo using ideas drawn from Rawls theory on Fairness as Justice
- A combined theoretical and practical framework for an impartial and transparent system under the principles of Fairness and Justice in Taekwondo
- The Framework offers governing bodies and organisations ethical practice guidelines that can be applied to achieve a transparent decision-making process
- Practical contributions that includes databases that brings policies in a transparent system for managers; decision makers; coaches; students and members and processes that support ethical principles.
- Principles of Fairness and Justice applied to sport (Taekwondo)

Finally, the research study combines theoretical insights with practical applications, serving as a valuable contribution to the understanding of justice in sports and beyond. It fosters a deeper appreciation of the intersection between sports, social justice, Rawlsian theory, and Taekwondo, ultimately advancing the discourse on fairness and justice within the sporting world.

CONSENT FORM FOR PARTICIPANTS

Version Number 1

Participant Identification Number: M00210686

Name of Researchers: Shamsaddin Sadiqi

Title of Study: Managing a process of change: An exploration of the underpinning concepts of “Fairness” and “Justice” in Taekwondo

Thank you for considering taking part in this research. If you have any questions arising from the Information Sheet or explanation already given to you, please ask the researcher before you decide whether to join in.

You will be given a copy of this Consent Form to keep and refer to at any time.

I have read the Participant Information Sheet describing the nature and purpose of the research project and I agree to take part.

I understand that if I decide at any time during the research that I no longer wish to participate in this project, I can notify the researchers involved and withdraw from it immediately without giving any reason.

I understand that while information gained during the study may be published and that I will not be identified and my personal results will remain confidential.

I agree for the interview to be recorded in order to be transcribed and analysed later.

I understand that data will be held confidentially, in a secure place and in a password-protected computer in the form of hard and electronic copies of transcripts and audiotapes. These data will be accessible to the researcher only.

I consent to the processing of my personal information for the purposes explained to me. I understand that such information will be treated in accordance with the terms of the Data Protection Act 1998.

I agree that the research project named above has been explained to me to my satisfaction and I agree to take part in the study. I have read both the notes written above

and the Information Sheet about the project and understand what the research study involves.

Appendix -B



Version Number 1 1.01.2019

B

Discussion Group

Title of this research study: An investigation into how the application of the processes and procedures are perceived by the UK Taekwondo community through the lens of Rawls' theories of justice, fairness and equality

Interview Guide:

Prompt questions

- Is your experience of British Taekwondo governing bodies that they are fair?
Can you give some examples?
- What is your view of the selection criteria for Poomsae and Kyrougy currently used by the International governing bodies? Do you think the current selection criteria used by the international governing bodies is appropriate or fit for purpose?
- What would you suggest as ways to improve performance?

- How would you describe your relationship with Taekwondo governing bodies?

- Could you comment on the relationship between fellow professionals such as instructors, black belts and judges?

- Given that the sport is also an art form, do you think this might influence impartial judgments?

- Do you think our processes of licenses and memberships could be more transparent?

- Is there anything else you would like to talk about which I have not asked?

Appendix- C

Discussion Group Invitation Letter

Dear participant

I am carrying out research through Middlesex University on Managing a process of change: An exploration of the underpinning concepts of “Fairness” and “Justice” in Taekwondo. I teach and practice Taekwondo myself and I am interested in these issues across sports in general and the good practices I can share within our own sport and how I can improve our own practices.

I would like to invite you to take part in on (date, time and location TBC) about (Fairness and Justice in Taekwondo). The discussion, as an exploratory forum, will provide an opportunity for you to share your experiences with each other and for me to anonymously capture those stories to contribute to good practices in our sport. (please refer to participant information about confidentiality).

Those coming to the group will need to not only give informed consent to participate but undertake the commitment to confidentiality of all proceedings. The group will not exceed of 8 people and if there is interest that exceeds that I will form two groups on different occasions. The group discussion should last no longer than one and a half hours.

If you would like to participate please let me know before xxxx and more details will be sent at that time.

You can contact me (**Shams Sadiqi on 07783939231**) or e-mail (**s.sadiqi@mdx.ac.uk**).

If you would rather not participate in the group but would like your opinions anonymised and used in this research, please email me and I will forward you a questionnaire instead.

Yours sincerely

Shams Sadiqi

Appendix -D

Likert Scale Questionnaire

Please tell us your opinion on the following statements	Strongly disagree	Disagree	Uncertain	Agree	Strongly agree
1. Taekwondo Governing bodies are fair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Taekwondo competitions are unfair and unjust.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Selection criteria in Taekwondo are fair and transparent.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Selection criteria in Taekwondo during the 2012 Olympic games was unfair and unjust as applied to Aaron Cook.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The World Taekwondo is transparent.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The British Taekwondo control board of Taekwondo is transparent.					
7. Workshops and seminars in Taekwondo improve performance in all aspects.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. It is acceptable for the players to stop and question the governing bodies if they feel that they have been treated unfairly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Instructors and officials in Taekwondo support each other to uphold the value principles of Taekwondo as a martial art.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. In Taekwondo competitions judges are not impartial.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Processing of licenses and memberships is transparent.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* Is there anything that you would like to share confidentially on justice and fairness in this sport and or expand on the answers you have given to the above? I would be really interested in what you have to say? Please feel free to write as many words as you wish.

* If you would be interested in being interviewed to discuss fairness and justice in this sport in more depth, please contact me on s.sadiqi@mdx.ac.uk.

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