

**PSYCHO- SOCIAL AND CULTURAL FACTORS AS PREDICTORS  
OF WOMEN'S PARTICIPATION IN TRADE UNION ACTIVITIES  
IN OYO STATE, NIGERIA**

**BY**

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## **CERTIFICATION**

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## **DEDICATION**

This work is dedicated to my late parents whom I would have loved to be alive today:  
Late Mr. Rufus Oyedokun Ojeniyi and Mrs. Felicia Omoyiola Ojeniyi.

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**Victoria Olukemi AASA**

## ABSTRACT

Participation in Trade Union Activities (TUAs) is expected to cut across males and females. However, reports have shown that women's representation in TUAs is relatively low compared to their male counterparts. Previous studies focused largely on interventions with little emphasis on psycho-social and cultural factors influencing women participation in TUAs. Therefore, this study was designed to examine the psychological (mindset, attitude, self-esteem, perception); social (marital status, family background, level of education and social class) and cultural (norms, belief, religion and custom) factors predicting Women's Participation (WP) in TUAs of the Nigeria Labour Congress (NLC) and Trade Union Congress (TUC) in Oyo State, Nigeria.

Neo-Classical Occupational Segregation and Feminist theories provided the framework, while the mixed method (survey design and qualitative approach) was adopted. The NLC and TUC in Oyo State were purposively selected being the two central labour movements in the State. Five unions each, from the NLC and TUC were randomly selected. The Cochran sampling formula was adopted to select 875 members of the 10 unions. Instruments used were WP Assessment Scale ( $\alpha=0.89$ ), mindset ( $\alpha=0.73$ ), attitude ( $\alpha=0.71$ ), self-esteem ( $\alpha=0.69$ ), perception ( $\alpha=0.82$ ), norms ( $\alpha=0.63$ ), belief ( $\alpha=0.73$ ) and custom ( $\alpha=0.91$ ) scales. A session of focus group discussion was held with six female representatives from each selected union, while one session of key informant interview was held with chairman/secretary of each union. Quantitative data were subjected to descriptive statistics, Pearson's product moment correlation and Multiple regression at 0.05 level of significance, while the qualitative data were content analysed.

Majority of the respondents were females (53.1%) with a mean age of  $39.12 \pm 3.17$  years. They were mostly married (83.0%) with bachelor degree (42.3%), diploma certificate (24.0%), master degree (20.6%), doctorate degree (4.5%) and secondary school certificate (8.7%). Mindset ( $r=0.70$ ), self-esteem ( $r=0.70$ ), belief ( $r=0.34$ ), perception ( $r=0.30$ ), norms ( $r=0.27$ ), marital status ( $r=0.27$ ), attitude ( $r=0.23$ ), family background ( $r=0.22$ ), social class ( $r=0.22$ ), religion ( $r=0.22$ ), custom ( $r=0.22$ ) and level of education ( $r=0.13$ ) had significant correlations with WP in TUAs. Psycho-Social and Cultural factors significantly contributed to WP [ $(F_{(2,871)}=510.05, R^2=0.54)$ ], accounting for 54.0% of its variance. Psychological: mindset ( $\beta=-0.51$ ), attitude ( $\beta=0.28$ ), self-esteem ( $\beta=0.49$ ) and perception ( $\beta=-0.29$ ), social: marital status ( $\beta=0.23$ ), family background ( $\beta=0.20$ ), level of education ( $\beta=0.11$ ) and social class ( $\beta=0.20$ ) and cultural: norms ( $\beta=0.21$ ), belief ( $\beta=0.33$ ), religion ( $\beta=0.21$ ) and custom ( $\beta=0.23$ ) factors had relative contribution to WP. The unions adopted two strategies in recruiting women into the unions: organising initiatives (targeted branch women recruitment and talent hunt) and gender mainstreaming. Respondents agreed that WP in TUAs had improved over time compared to what it used to be. This improvement had impacted on agitations for women's rights, sexual harassment reduction, development of women – based social welfare programmes, increased women political representation and better conflict management.

Mindset, self-esteem, belief, perception, norms, marital status, attitude, family background, social class, religion, custom and level of education influenced women's participation in trade union activities in Oyo State. These factors should be considered by government and trade union practitioners for improved women participation in trade union activities.

**Keywords:** Nigeria Labour Congress, Trade Union Congress of Nigeria, Women participation in unionism

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## CHAPTER ONE

### 1.0 INTRODUCTION

#### 1.1 Background to the study

A trade union can be conceived as an organisation of workers or employees constituted by collective action to promote and protect their interests. In fact, trade unions have different definitions based on different perspectives. For example, a trade union is a workers' organisation which works together to protect and promote the employee's interests (Onyango 2013). Labour union provides "a common expression" to workers to communicate a demand for the management to move the ideally suited conditions of work closely together" (Nassazi, 2013). The trade union exists to provide a different perspective on key employee-related issues. Armstrong (2006) argues that labour unions serve three basic roles: to achieve collective representation, to strengthen terms and benefits, and to insure that leaders as independent employers are safe, assisted and advised. It is largely important since bosses are nearly often, more likely, to enforce employment conditions than actual workers, which ensures that they will be unionised. The Nigerian Trade Union Decree, No 31 of 1973, (as amended section 1),

defines trade union as 'any combination of workers or employers, whether temporary or permanent, the purpose of which is to regulate the terms and condition of employment of workers, whether the combination I question, would or would not, apart from this Act, be an unlawful combination by reason of any of its purposes being in restraint of trade, and whether the purposes do or do not include the provision of benefits for its members. (Trade Union Decree 1973).

Ugbudian (2017), nonetheless, submits that labour unions have five objectives: to work with employees and accept terms and conditions of employment in order to guarantee a full degree of job security; advocate for its workers in order to strengthen their terms and conditions of employment, to increase their members' bargaining capacity via means of mutual agreement with employers, aim to boost their career aspirations and positions on

the job, and to enhance democratic processes in matters and decisions affecting them in the organisations.

Onyeonoru and Adesina (2009) claim that labour union's functions have evolved over the years and continue to evolve in compliance with the current circumstances in the nation. In other terms, the power ties between the union and the government are shaped by the nature of and characteristics of the state. As for Nigeria, they state that the labour activism in the country has been involved in the security and preservation of the freedom and interests of the working class since the colonial period. In fact, the Nigerian labour movement has always taken part and continues to play its role in defending workers' interests. Nigeria's trade union, thus, has been one of the strongest advocates against inequality and the repressive and unchecked oppression by the state.

Thus, for the trade unions to accomplish their objectives, there is need for their functional administration and organisation. Fundamentally, there is need to have a virile administration which see to the everyday duties of the union. They are to guarantee simple progression of authority and obligation among the individuals from the union with division of labour among them. They are to, likewise, see to the efficiency and order with deep sense of loyalty of order and heading, free dissemination of information with the end-goal of accomplishing the union's shared objectives. Most importantly, the trade union's exercises should guarantee esprit de corps, value, polished methodology, paper documentation and secured tenure of employment for work force, among others.

Actualising these every-day functions relies upon the stated directives of the union's constitution, which delegates obligations and duties among the individuals and across the union structure. The union's constitution clarifies its proper structure, and the design is controlled by the accompanying: how choices of the union as an association are made; how individuals are addressed in the dynamic organs; how the enrolment is prepared to go up against issues, and the level of the receptiveness of selectiveness of the union.

However, investment in trade union should know no clan, sex, religion or ethnic authority; at the same time, this is not generally the case so across the globe. Since the individuals from the trade union involve the two (male and female), it is, additionally, anticipated that

that should give the trade union this family viewpoint; the two gender should take dynamic interest and viable investment in the trade union exercises. Furthermore, women work next to each other with men in different work spots and organisations. It is, in this manner, important that women should take dynamic cooperation in trade union exercises in order to have the option to put across the perspectives and necessities as in respect of the matters influencing them. In specific nations (in India and in most different zones of the world), unionism and cooperation at the most elevated paces of dynamic are little. The International Confederation of Free Trade Unions (ICFTU) in India has uncovered that the portrayal of women in the Union is considerably less than half of the general union pioneers, as indicated by Ratman (2006). The level of women in the key approach taking jobs is somewhat less than 50% in 49 of 55 state unions and three out of four trade guilds.

In Nigeria, from the high echelon of the trade unions to the most minimal unit of local chapters, women's lower participation in trade union activities has got pretty much disputable. For example, Adebisi (2011) says that the primary example of a trade union association is basically regulatory, unbending and non-vote based. Given the way that they are generally run by couple of people who take most decisions, they tend to eventually emerge as oligarchies. Moreover, enrolment into the leadership of trade unions as an official institution is drawn from the position of those with ability and experience in union issues, who are generally accepted to be men.

In any case, women in Nigeria, when contrasted with their partners from other created countries, do not take active parts in union struggles, and if at all they do, their cooperation is exceptionally negligible (Oparanma, 2013). Clarification of this latent part of women uncovered that union issues were viewed as solely male dominated because of character conflicts and hooliganism. On the surface level of the trade union duties, women are not really noticeable, regardless that both male and female workers are individual members of the unions. Some biased opinions posited that this was due to the fact that women are less serious and less progressive than men (Andibo, 2012). In trade union structure, women are grouped in the lower unit of the union because of the manly method, and, all things considered, their investment is restricted and compelled by male predominance.

Female workers have been underestimated and mishandled in most cultures, in different methods of inclusion of worker's guild developments (Omulama, 2014). In frameworks, administrations, and occasions, for instance aggregate haggling, individuals experience sexism and bias in plain and implicit structures without considering the specific interests of local area members into thought. Female workers face difficulties; for example, in the arrangement, limit capacity and enrolment incentive for unions are excluded from trade-union activities (Masta and Omolo, 2011).

Until recently, public and worldwide improvement approaches had been sexually unbiased. It may be contended that the reason for this great move in disposition and position is likely because of the acknowledgment that advancement practices ought to take into account unhindered women's investment altogether pertinent and accessible monetary exercises, just as socio-political projects giving women full freedom to investigate and build up their possibilities to the ideal and recognising their endeavours. Additionally, the United Nations pronounced the decade for women (1976-1985), making it compulsory for government to zero in on the issue of women as a vital part of public turn of events. In Nigeria, today, evidence abounds that trade union activities seem to be a male affair (Yinusa, 1985; Mukmen, 1990). Men continue to dominate the unions in all aspects of its activities. Momoh (2003) says although women constitute 50 percent of the population and 15 percent of the total labour force, only 2.5 percent of them participate in trade union activities. Despite the international conventions signed by Nigeria to confirm the fundamental rights and equal status of women and men, it remains that women, nevertheless, form an excessively negligible proportion of those in public decision-making (Olodo, 2015). In Nigeria, as at the year 2021, female ministers constitute about 35% (Seven) of the Federal government cabinet compared to men who have the larger percentage of 65% (42). *Premium Times* (August, 2021)

Hottel (1968) observes that the role of women in a country is an important one, and no nation can afford to ignore it. Women are as vital to a nation's progress as its minerals, rivers and agriculture, and, therefore, they should be treated with respect. They present a great powerful force which can be of benefit and add progress to the nation. Therefore, the role women play in the development of the world can no longer be ignored by any

progressive country. The Nigerian Labour Congress (NLC) (2013) asserts that there is need to build women as well as build the unions. This is why as part of the NLC policy guideline, the central labour organisation has advocated for exclusive education programme for women members, and, at the same time agrees that as a matter of principle, at least 30% participation of women in all labour matters and issues is very essential at all levels of unionism in Nigeria. According to the ILO (2009), unions are still not women friendly, while the inclusion of gender perspectives in all trade union policies and programmes is still far from being achieved. Despite all these, why is it that women's participation in trade union activities is still low? Amanda (1991) supports the global gender inequality in trade unions and argues that equality must come into being through union by encouraging, disseminating information, educating and providing women with an opportunity to demonstrate and strengthen their self-esteem.

The number of women in the union has been increasing considerably since the beginning of the 1960S. According to Sinclair (1995), the lack of advancement in the area has been related to the role of women within the higher levels of the labour union movement. According to her, the odds of women entering the workforce are not only smaller than men, but women often have smaller levels of involvement in labour union activities. The levels of participation of women have not increased according to their membership in the union, leaving women in official and lay positions at local and national levels to be greatly under-represented. In view of the increase in the number of women members in the trade unions and their low participation in trade union activities, this raises concern about factors inhibiting the participation of women in trade union activities in Nigeria, and in Oyo State particularly. If the constitution and the structure of the Nigerian trade union movement encourages women's participation, why then does Nigerian trade union movement still experience low women participation? Could the psycho-social and cultural factors account for this low participation? The psychological aspects include: perception, mindset, self-esteem and attitude; the social aspects include: marital status, social class, family background and level of education, while the cultural aspect includes: religion, norms, customs and beliefs. It is on this basis that the present study was designed to investigate psycho-social and cultural factors as predictors of women's participation in trade union activities in Oyo State, Nigeria.



## **1.2 Statement of the problem**

Participation in unionism and representation at the decision-making levels are still low among women. The number of women in union decision-making remains incredibly poor, while leadership at shop, state and national level is dominated by men. Despite the rise in the total female participants, women still have less top positions in unions. As a result of this weak trade union involvement, women would not reveal their opinions and desires (professional and other needs) unique to them for debates at labour union gatherings, congresses and conventions.

According to the details of how women have been involved in the trade union activities in Nigeria: at the NLC current dispensation, they have 26 members in their national administrative committee; only four (4) are female while 22 are male. Trade Union Congress (TUC) also have sixteen (16) members in their national administrative committee; only two (2) are female while 14 are male. (NLC2020)

According to the preliminary data collected from the NLC, Oyo State wing records (2018), women still constitute small percentage of those participating in trade union activities at the NLC executive level. For example, from the year 2016 to 2021, among the executives, only two (Treasurer and Welfare Officer) are women, while men take the larger share of eight, that is 20% and 80% respectively. This shows that women are underrepresented among the executives in Nigeria Labour Congress, Oyo State wing. These data show that the percentage of women among the executives against that of men is abysmally low. This, therefore, does not augur well for the position of women in trade union activities.

Many studies have been carried out on women's participation in trade union activities in NLC only and not in NLC and TUC together; they have not really considered the joint predicting effect of these variables (psycho-social and cultural factors) on women's participation in trade union activities, especially in Oyo State but focused largely on labour administration generally, women and central labour unionism. For instance there exist, Ali (2014), "An assessment of the factors affecting women's participation in NLC", Anyim, Kuye and Ekwuoba (2012), "Women's participation in Nigeria trade unions", Momoh (2003), "Analysis of gender participation in trade union activities", Folorunso

(2000), “The role of women in trade unions” and Olaniyan’s (1999) “Women’s involvement in the activities of trade union”, yet, none of these studies combined the psychological factors (perception, mindset, attitude and self- esteem); social factors (family background, social class, marital status and level of education) and cultural factors (customs, norms, religion and beliefs) as predictors of women’s participation in trade union activities. The few that attempted to deployed the non-empirical approaches. Therefore, there seems to be a dearth of research on the combination of the psycho-social and cultural factors as predictors of women’s participation in trade union activities in Oyo State, Nigeria, hence, the need for this study.

### **1.3 Objectives of the study**

The general objective of the study was to investigate the extent to which the psycho-social and cultural factors predict women’s participation in trade union activities in Oyo State, Nigeria. The specific objectives of the study were to:

1. assess the levels of participation of female members in trade union activities in Oyo State;
2. determine the influence of psychological factors (perception, mindset, attitude and self-esteem) on women’s participation in trade union activities in Oyo State;
3. assess the influence of social factors (family background, social class, marital status, and level of education) on women’s participation in trade union activities in Oyo State;
4. examine the influence of cultural factors (customs, norms, religion and beliefs) on women’s participation in trade union activities in Oyo State;
5. establish the various strategies the unions adopt to mobilise the female members for active participation in trade union activities, and
6. ascertain if the level of women’s participation in trade union activities impacts on the general performance of the women members.

### **1.4 Research Questions**

The following research questions were raised for the study:

RQ<sub>1</sub>: What are the levels of participation of the female members in trade union activities in Oyo State?

RQ<sub>2</sub>: What are the various strategies the unions adopt to mobilise the female members for active participation in trade union activities?

RQ<sub>3</sub>: What is the impact of the level of women's participation in trade union activities on the general performance of the union?

RQ<sub>4</sub>: To what extent do the psychological, social and cultural factors predict women's participation?

### **1.5 Research Hypotheses**

The following research hypotheses were tested at 0.05 level of significance

H<sub>01</sub>: There is no significant relationship between the psychological factors (mindset, perception, self esteem and attitude) on women's participation in trade union activities in Oyo State.

H<sub>02</sub>: There is no significant relationship between the social factors (family background, social class, marital status and level of education) on women's participation in trade unions activities in Oyo State.

H<sub>03</sub>: There is no significant relationship between the cultural factors (religion, norms, beliefs and customs) on women's participation in trade union activities in Oyo State.

### **1.6 Significance of the study**

This study examines the psycho-social and cultural factors as predictors of women's participation in trade union activities in Oyo State. The outcomes of the study would be of immense significance in the following ways: It would serve as a framework for stakeholders, policy makers, government, employers of labour and trade unions practitioners on the factors affecting women's participation in trade unionsm in Oyo State. The findings would serve as data base for the specialists or researchers in gender studies, industrial relations, women education, among others. This study would be an additional

literature for researchers in gender studies, industrial relations and women education among others. The female union members would have impetus for higher participation in trade unionism. It would encourage women to aspire to take their rightful place in decision making as regards matters affecting them. It would also encourage women to attend courses that would equip them with the skills necessary to be effective in union activities. The study would further encourage gender balancing in the Nigerian trade union movements.

Also, the data collected in the study would assist in establishing the psychological, social and cultural barriers affecting women's participation in trade union activities. The degree of the influence of International Labour Organisation (ILO) standard on women's participation in trade union activities would be established. The study would also establish the various levels and structures of trade union activities in Oyo State and Nigeria in general.

### **1.7 Scope of the study**

The study examines the extent to which the psycho-social and cultural factors predict women's participation in trade union activities in Oyo State, Nigeria. Therefore, the study was delimited to Oyo State. This is based on the importance of Oyo State as being one of the functional and very vibrant states in trade union activities. Besides, all the affiliates of NLC and TUC have their offices in Oyo State; hence, in terms of the target population, all are available in the state of study. Five unions from NLC and five unions from TUC were randomly selected.

### **1.8 Operational Definition of Terms**

The following terms used in this study are given operational definitions to avoid ambiguity, vagueness and misinterpretation.

**Cultural Factors:** In this research, it is connected to the culture of a particular society or group. These include: customs, norms, beliefs and religions.

**Psychological Factors:** There are certain variables that can constitute psychological factors. For the purpose of this study, they include: self-esteem, mindset, perception and attitude.

**Social Factors:** The word social has to do with issues pertaining to society or relating to the organisation of the society and the social system, including social behaviours. In this study, social variables include marital status, social class, family background and level of education.

**Trade Union:** This is the association of workers and employers, male and/female in work organisation to improve workers' (members') conditions of working life. These include all NLC and TUC affiliates.

**Trade Union Activities:** This entails the day- to- day running of the union, the easy flow of authority and responsibility, orderliness and discipline, with discrete unity of command and direction, free flow of information, equity, esprit de corps, professionalism, paper documentation and stability of tenure of personnel.

**Trade Union Administration:** This deals with the day-to-day activities of the trade union, like division of labour, orderliness, paper documentation, discipline, among others.

**Trade Union Structure:** This is the layout of an average union in Nigeria and their expected roles or functions. They are: local/grass root level, zonal level and national level.

## **CHAPTER TWO**

### **2.0 LITERATURE REVIEW**

This chapter reviews comprehensively the relevant literature relating to the cardinal issues pertinent to the study and the theoretical framework for the study. The areas of the review are the following:

- 2.1.1 The concept of trade union
- 2.1.2 The development of trade union in Nigeria
- 2.1.3 Functions of trade union
- 2.1.4 Features of trade union
- 2.1.5 Factors which influence the union growth and structure
- 2.1.6 Problems of union administration in Nigeria
- 2.2 Theories of trade union
- 2.3 Trade union structure and women's participation
- 2.4 Factors that affect women's participation in trade unionism
- 2.5.1 The concept of industrial relations
- 2.5.2 Issues and prospects of industrial relations in Nigeria
- 2.6 Psychological determinants of participation
- 2.7. 1 Cultural factors and women's participation in trade union administration
- 2.7.2 Psychological, social and cultural factors
- 2.8 Concept of glass ceiling
- 2.9.1 Concept of gender
- 2.9.2 Gender stereotype
- 2.10 Review of empirical studies
- 2.11 Appraisal of literature
- Theoretical framework**
- 2.12 Neo-classical occupational segregation theory
- 2.13 Feminist theory

### **2.1.1 The concept of trade union**

Trade union can be defined as an organisation of workers constituted to resist the exploitative tendencies of the employers of labour in relation to the conditions and terms of employment. There are various trade union interpretations based on the members' interpretation and meanings placed in other countries by specific writers and legal systems.

The syndicate is an active wage workers' movement to protect and improve their working standards. According to Sydney and Beatrice Webb (1920) says trade union is a continuous association of wage earners for the purpose of which is the maintenance of the working life. Yesufu (1984) defines the Union as an association of employees to promote and defend their members' working conditions and living standards.

Shabi (1998) avers that with or without job relations, the union is a tool for bringing together and defending the mutual interests of the employees. Many workplace groups name themselves as employers, Labour unions or senior employee unions, but they are also true trade union groups. Furthermore, the United Kingdom and Nigeria trade union legislation defines trade union as "any combination, temporary or permanent the main objective of the constitution of which is to control the relationship between workers, managers and employees or to define the stringent terms for some firms or sectors and also to give advantages to its members. Therefore, the appeal to business as a trade union of workers need not be irrelevant. However, trade unions should be differentiated from employers' unions, while in terms of legal desire or suitability, the latter description can be attractive, any mix, temporary or permanent, the main purpose of whose constitution is to govern the partnership between staff or masters and employees, or the imposing of restrictive conditions on the conduct of some company or sector and also to grant members advantages. Thus, it may not be meaningless to refer to industrialists as forming a trade union of employers. Nevertheless, labour unions should be separated from employers' union, although the above definition may have attraction in its legal desirability or appropriateness. An alternative view of the term labour union is a combination of employees with the aim of protecting and improving their members' wage

and employment conditions and to increase their social status and standard of living in the community (Momoh, 2003).

The sale and purchase of labour effort as a factor of production is emphasised by this definition. The insistence on service terms and conditions is probably the single dividing feature between labour and social associations and other civic groups or just a "community group". While these groups in the society may show interest in the welfare of the members, only trade unions can legally recognise themselves in negotiating the working conditions on behalf of their members.

The term trade union is ideationally different from unionism. A trade union, from the foregoing analysis, is necessarily an institution that has a certificate, an office structures, constitution and other visible paraphernalia that identify them. Unionism is, however, an ideological notion held by individuals or groups, located in the psyche, that is illustrated in a predisposition to collective acts that seem to further the protection of rights which are in turn perceived to be threatened by a higher level participant in a social setting. Consequently, unionism often exists especially at the abstract level even in the absence of a registered or recognisable group. Workers' union, as indicated by Clegg (1976), is a mix of representatives set to control the connection between the workers and businesses with the goal that the compensation and states of the representatives may improve. Such guideline can be achieved in three fundamental manners: one-sided guideline by the worker's guild, haggling with the business by the representatives, all things considered and through legal guideline.

In specific countries, the vital errand of trade guilds has been joint dealing over wages and advantages, with workers' organisation likewise attempting to settle a few debates inside the workspaces of specific delegates and local area parties. Flanders (1970) depicts aggregate bartering as a social instrument that continually changes over clashes into arrangements. Workers' organisations are by and large coordinated groupings of labourers that relate with managers on different issues identified with the states of work of their individuals. They emerged as an outcome of the modern unrest which prompted the advancement of mechanical private enterprise. The insurgency had brought forth quickened asset amassing and the subsequent development of enormous scope ventures. It,



hence, united huge number of representatives cooperating, driving at last to the production of the executives' issues for the business people. Basically, the modern upset affected on Britain in the accompanying manners:

- the breakdown in the homegrown arrangement of manufacturing;
- the development and advancement of entrepreneurship effort;
- the start of work relations between the owner and workers;
- the assembly of labourers at the work environment, which at that point encouraged the requirement for talking about their government assistance, and
- the general perspective of work as an item with a cost. This gave workers the information that they need
- something which they can use for negotiating with the end goal of their survival in focus (Zysman and Schwartz, 1998).

The workers' unions' activity is, thus,, framed as a class battle between the workers and the capitalist having restricting interests. While the entrepreneurs endeavour to expand their benefits by reducing wages and expanding the hours or power of work, the workers endeavour to build their wages and abbreviate their long periods of work. Workers' organisations have accordingly exuded from the activities of working individuals to endeavour to support their joint activity on current working conditions. A workers' organisation is, accordingly, an association of workers acting in the interest of employees (Visser, 1991; Kolagbodi, 1995; Adewumi, 1997; Kelly, 1998; Fajana, 2000).The Trade Union Act (1973) characterises a worker's union as:

Any combination of temporary and permanent staff or employees which is intended to govern the terms and conditions of jobs of employers, whether or not the combination in question is an unconstitutional combination on account of either of its objectives being in exchange restricted and whether its intention or not includes the provision of benefits..

Subsequently, the trade unions are meant to improve manager terms of administration for their representatives through the collective bargaining measure. The unions' capacities range from "financial, political, social government assistance, mental advantages and the chance to partake in administrative capacities in the organisations" (Fajana, 2000). However, of all the kinds of employee pressure groups that emerge in the industry, the trade union is perhaps the most important of them all. It is generally recognized that four basic conditions must exist for trade unions to emerge:

- 1) There must be widespread wage employment.
- 2) The individual person or potential worker must be legally and physically free to move around and have the ability to seek employment.
- 3) Wage earners or workers depend if not solely, but predominantly on their wages or salaries in order to aid survival.
- 4) There must be widespread grievances.

### **2.1.2 Development of trade unions in Nigeria**

The origin of trade unions in Nigeria is uncertain. A school of thought by Fajana (1995) considers guilds; mutual aids societies and carpenters unions and the like as trade unions. Although earlier guilds and societies may not have transformed into modern-day unions, they performed the same duties as they do today. They regulated their trades; they also served as social and political forums for their members, but the wage concept was not always a feature of the guilds .It is on records, however, that as early as 1897, there had been a 3-day strike by artisan workers in the Public Works Department (PWD) in Lagos to protest against the workmen's hours of work, while there is no evidence that a formal organisation of the PWD strikes existed at the time. The mechanic's mutual assistance supportive and development association organised in July 1883 was the first proof of a trade union.

According to Animashaun and Shabi 2000, there are two major views in explaining the developments of trade unions in Nigeria. The first view argues that the trade union development in Nigeria follows a mutual pattern, because the conditions under which Nigerians worked during colonialism were harsh enough to provide reactions. The second

position believes that trade union development is an external imposition on a relatively inexperienced and indifferent workforce having been modeled after the British unions. The view cannot be fully accepted for the development in the colonising country (Britain) trade unions presided Industrialisation in Nigeria. The employers, perhaps having being exposed to trade unions in Britain, were aware of the power of trade unions as potential agents of social-political change. The employers and the colonial government, therefore, both rejected the establishment of workers' unions on flimsy excuses that the authority desired by the unionist is already granted to natural rulers in the environment (Fajana, 1991).

Trade unions in Nigeria have traditionally demonstrated that the first union currently recognised as the 1912 Southern Nigerian Civil Service Union (SNCSU) was formed out of salary increases in government agencies. It was changed to Nigeria civil service union in 1914 following the amalgamation of both territories. It was the first well-established modern union of labour that formed the cradle of unionism in Nigeria. It seems that in Nigeria, the syndicate is a new trend. The reasons for this late development could be identified as follows:

There was minimal wage work, oppressive colonial labour policy, low level of economic activities, ignorance and social standards; for example the paternalistic employment relationship. Some causes, however, have contributed to the radical growth of trade unionism in Nigeria. These include: increased class consciousness, especially in the post-war period; increase in industrial development, favourable labour policy, external influences, such as from the neighbouring countries: political consciousness to fight for independence, emergence of a 2-sector economy, previously the public sector dominates employment.

Although formal organisation of workers into the union dates back to 1914, which is Nigeria Civil Service Union (NCSU) it was formed primarily as a forum for social interaction among African officers in the colonial service as was the case in the other British West African colonies. Nigerian native staff union which drew its membership from the clerical cadre was formed in 1912. These unions sought to promote the official interests and welfare of their members, although they remained inactive after the

achievements of the post-world war. No significant development in industrial relations took place until the 1930s; part of the reasons have been enumerated. Additionally, there was no legal backing to the formation of trade unions; in fact, under the common law as practices in the United Kingdom, the earlier unions were formed in spite of legal restraints on unionism, and as such were illegal organisations.

In 1931, two other unions were formed - the Nigerian Union of Teachers (NUT) and the Railway Workers Union (RWU). The RWU was part of NCSU until it broke off due to dissatisfaction with the tempo with which the NCSU was pursuing the industrial relations activities. The Nigerian union of teachers (NUT) was formed in 1931 by such eminent teachers as Rev. I.O. Ransom Kuti as the President; T.K. Cameron as the Secretary and E.E. Esua as the Assistant Secretary. The NUT merged the economic and technical roles from the very beginning. The unions have called for harmony in mission schools with those in public schools, which were considerably better than the foregoing, of the employment conditions for African teachers. The NUT tried to serve as a defender of public education and management policies and a high standard focused both on education quality and on the conduct of its leaders. It is also worth recalling that the NUT was the strongest and most successful of the Nigerian unions until the late 1970s.

The three unions - NCSU, the railway men and the NUT - dominated the industrial relations scene of the 1930s. A few developmental and conceptual issues should, however, be noted at this point. First, unlike the NCSU, both the NUT and the Railway Union best represented the ideas of trade unions as organisations whose purpose was the advancement of the employment interests of its members which explains a commitment to professionalism.

Younger organizations, such as the Nigerian Medical Association (NMA) and the Academic Staff Union of universities (ASUU), have been much more concerned with purely economic functions. Second, the unions that emerged before 1938 were all in the civil (public) service, reflecting the dominance of the public sector in employment. Indeed, up to the mid - 1940s, the private sector was at its infancy. Third, with the emergence of trade unions and their significant achievements, colonial anti-union policies became increasingly unrealistic. By the 1930s, strikes had become major concerns of the

administration which saw class action not only disruptive to economic policies, but also politically challenging of definite labour policy was, as some argue, a means of containing the growing militancy of the workers to unionise; their efforts were frustrated by colonial government which labeled them as saboteurs that were out to frustrate and disrupt the machinery for effective colonial administration. It is on record that the Nigerian Railway workers union led by Micheal Imodu mounted pressure on the colonial administration by organising rallies and demonstrations and denouncing the inhuman and frustrating conditions of service forced down their throats by the Railway Management.

The year 1938 was a milestone throughout the entire existence of the present - day trade unionism in Nigeria, for it saw the start of an intelligible public work strategy. Under tension from the British Colonial office in London, the pioneer organisation in Nigeria passed the trade union law, which officially legitimised trade unions and made arrangement for their organisation and outer guidelines. The aim of the law was to get Nigeria ready for the inescapable trade debates which would normally go with industrialisation. The British government in an effort to avoid blackmail and embarrassment by members of ILO approved the promulgation of trade unions ordinance NO. 44 of 1938. The law came into force on 1<sup>st</sup> April, 1939. The union ordinance NO. 44 of 1938 can be described as the charter of trade unionism in the country as it gave legal recognition to the trade unions and other actions in the field of industrial relations. The trade union ordinance of 1938 also provided for the information of trade union centers as an umbrella organisation for a member of trade unions. Based on the problems of co-ordination experienced by the registered trade unions between 1930 and 1941; the African Civil Servants Technical Workers Union (ACSTWU) which was formed in 1942 had 12 affiliate members.

Simultaneously, during the post-war period, a movement called Trade Union Congress (TUC) probably fashioned after the British TUC developed among the workers with the objective of improving the wages of workers. By 1943, the trade union congress and ACSTWU came together to form the trade union congress (TUC). By the end of 1949, there were factions in the TUC arising from the role trade unions should play in the nationalist movement. One group believed that trade unions should be neutral, while the

other, wanted a political trade union movement, hence, the split into Nigerian National Federation of Labour (NNFL) and the TUC proper. The NNFL affiliated with the NCNC, a political party. In the same year, TUC became the Trade Union Congress of Nigeria (TUCN). This fractionalisation continued until 1950 when the first NLC was born (Fajana, 1995). In 1951, the NLC chose to affiliate with the World Federation of Trade Unions (WFTU) and sponsored political candidates. In 1953, the All Nigeria Trade Union Federation (ANTUF) was formed and lived up to 1956. The NLC was quietly integrated into ANTUF.

In 1957, the National Council of Trade Unions of Nigeria (NCTUW) was formed to compete with the ANTUF on non-affiliation. This perhaps strengthened the voice of those who were marginalized; by 1959, however, the second TUC of Nigeria was formed with the NCTUW and ANTUF collaborating. A merger conference was held in March in 1959, and; it led to the formation of TUCN, with Michael Imoudu (of ANTUF) emerging as the president, while L.Bohra of (NCTUW) was elected as the Secretary. Simultaneously, a group led by Adebola (and members of the old NCTUW) held a conference in Kano and elected Adebola as the President, while Bohra was elected as the secretary of the new TUCN. These confusions marked the post-independence period, affecting the trade unions and their economic and political activities.

In 1962, a conference was held in Ibadan at the instance of the government to get the trade unions write and get the trade important roles in the development process. That conference led to the formation of the Adebola led United Labour Congress in 1962. The following day, the organisation broke into two: the ULC and the new IULC. The Imodu-led IULC changed its name to NTUC. The Nigerian Workers Council (NWC) was formed in the same year as an aftermath effect of the joint conference by Pan-African Workers Congress and the International Confederation of Free Trade Unions (ICFTU), and it was to serve as the umbrella for all the trade unions.

In 1963, the Labour movement was further balkanised along political and ideological lines. Due to the dissatisfaction within two of the best run unions the NUT and NCSU - they tried to serve as peacemaker by forming a peace committee to resolve the conflicts and bring about unity. The committee failed to unite the labour movement, but itself

became a centre. The Labour Unity Front (LUF), up to 1973, were thus four labour centres: the LUF, NWC, NTUC and ULC. In 1974, these functions of the four groups came together to attempt another unity. Thus, the Nigerian Trade Union Federation was formed. This was however not recognised by government. In the same year, at the burial ceremony of a veteran trade union activist at Apera cemetery in Lagos, the Labour leaders considered the issue of unity. They resolved to form the Nigeria Labour Congress (NLC) in 1975. Nevertheless, it was still not recognised by the government based on the thinking that the NLC did not enjoy the confidence of all factions in the Labour movement. Besides, government had already instituted an inquiry into the affairs of the trade unions and, thus, the recognition of the labour formed NLC (1975) might contradict or pre-empt the findings of the Adebisi Tribunal.

In 1976, a government-appointed administrator of the trade unions implemented the recommendations and created a single central labour organization; that is, the current NLC which was inaugurated in Ibadan in 1978. As at today, the trade union (amendment) act of 2005 has become another interventionist to regulate the practice of the process. Finally, government realised the importance of industrial relations within the economy. It took various steps to regulate the activities of the employees, their unions, the employers and their associations by making or providing a conducive legal environment for them to operate. Thus, industrial relations practice reflected the conditions and ideology of the various times, and were to a large extent determined by the nature of the administration in power. Most government administrations be it military or civilian, produced decrees and laws to protect the industrial relations practice which is aptly the essential function of the state in the tripartite relations (Dulop,1993).

### **2.1.3 Functions of Trade Union**

Trade union syndicates are the poor people's key control tools. The strength in this group of workers can help to resolve a variety of workforce problems. The pay and working standards are the primary feature of Labour unions, according to Carroll (1969). A syndicate is also a salary and salaries organisation established to defend and enhance jobs and working practices of its members and to increase the socioeconomic standing of workers and the living standards in society.

This concept stresses the economic goals of the union to control the selling and procurement of labour power as a production factor. The concentration on terms and conditions is probably the unique aspect that differentiates labour unions from the social clubs and other economic, social and political organisations. The role of trade unions involves, among others, fiscal, social, welfare, political and psychological benefits for management.

The offering of economic incentives to its stakeholders was among the most significant roles of the union. Trade union, being primarily concerned with the improvement of wage and working conditions of its member, is to a large extent an economic organisation. It ensured that the level or rate of pay is commensurate with the cost of living in a bid to accord its members acceptable living standards. The periodicity and methods of wage payment are also key issues that attract the attention of unions. Job security is also a fundamental issue as the state of the economy determines the stability of employment. Most of the issues under its economic functions are embedded in the role the union plays in the collective bargaining process. Many of the wage increases in the country, the allowances and bonuses were products of union activities. Unions have succeeded in getting car loans, housing loans and lots of things for their member.

Another function of union is the social benefit. It should be stressed that man is a social animal that grows by interaction. By conducting workshops, lectures, conventions and panel discussions, union members learn and grow academically and are a forum for social contact for their members. They are also mindful of the fact that the effects of work situation of environment are not limited to the workforce, but that they have repercussion upon the lives of the workers' household. For instance, the wages received may provide either good or poor standard of living for the families of the workers. Besides, where the working condition undermines the workers' health, their families will suffer, while irritation and discontent during working hours can lead to strain and tension at home. In order to forestall or minimise the foregoing problems, the trade union must strive towards improving working conditions and work relations.

As an association of wage employees or workers, the trade union wears a heterogeneous outlook in terms of religion, language, tribe and ethnicity. Despite these differences, the



trade unions have pursued unity of purpose in which lies their strength and “solidarity”. Akin to this, the trade unions in the present times have remained an indivisible entity which seems unshaken and has also manifested in self-actualisation of their corporate existence. Trade unions are also involved in various socio-economic projects, such as property holding, cooperative societies, printing press, travel agency, transportation, among others. The union also carries out social functions like organising burial ceremonies for deceased members. The union welfare services include the award of scholarships to the children of deceased members or their other dependents, establishing and operating co-operative shops where essential commodities are sold at regulated prices. The political benefits of union are include the opportunity for members to constitute a formidable pressure group to enhance bargaining power which influences, to a great extent, the employers’ and government policies. The unions have also launched some members on political trajectory such that they end up being chosen as commissioners or any other political post.

In some countries, unions are allowed to compete in political elections or to sponsor candidates. The role which the state player as a pace-setter in industrial relations consequently necessitates the trade union to take active interest in the politics of the workplace and industrial relations in general. There are instances where the trade unions have joined hands with the employers to lobby government for import licenses in order to ensure corporate survival of the enterprise. The trade unions from time to time express their views on national issues, state of the economy, electoral practice, insecurity, unemployment, power failure, corruption, fuel subsidy and the like; furthermore, the mass power in the lands of the trade union requires that their opinions and positions on national issues be respected and given recognition by the government and the political class.

Psychologically, union serves a dual role; first, the unions afford their members a feeling of job security, bearing in mind that the union will pursue cases of unfair dismissals of employers; second, the union provides a forum by which members satisfy the psychological needs of belongingness, leadership esteem, among others.

Trade unions also change the method of employment; from the individual contract of employment the unions negotiate contract of employment with the management on behalf

of all the workers. On the contrary, where there is no organised union, the management takes unilateral decision in contract of employment with the individual. Their roles in collective negotiation with the management therefore enable workers through their delegates to participate in the management of their organisation. Trade union also represents the interest of all unorganised workers in respect of the government. Also, they represent workers in inter-national conferences and other international forums. Hence, every leadership of all countries' labour movements, often, converge at Geneva to attend International Labour Organisation (ILO) convention where problems of workers are looked into with the aim of proffering lasting solutions.

Ogbeifun (2011) considers a union as a constant relationship of individuals with an history suffering injustice who join up with the superseding objective of improving the states of their working lives and the arrangement of government assistance and security for their future retirement. Toyo (1966) calls the extra-structural aspect of unionism as he claims that evidence shows that unions as groups are new partnerships, while at the same time there is little against them, either in the theory of the Trade unionism or in the reality, that limits them to strictly structural problems. Toyo claims that Nigeria's collective history of earliest unions is a proof of the dynamic jobs they have played in the struggle for independence in Nigeria. The whole narrative cannot recount Schilinger's (2005) characterisation of African Labour Unions as frail. It is a traditional knowledge that many of the benefits and privileges bestowed on the employees are gained by their strong loyalty to the managers and functionaries of the government.

Yusuf (1962) gives an alternate record where he argues that the creation of Civil Service Union was because of outer variables – the consequence of comparative advancement in Sierra Leone. Accepting without surrendering that this was the theme drive, it appears to be sensible to recommend that the surviving target states of immiseration contributed essentially to the arrangement of the union. Tokunboh (1985) says that the union's shortcoming lay in the way that it was noble to say the least, it loathed strikes, did not dare to proclaim one. The break to that went to the development of the Southern Nigerian Civil Service Union owing incompletely to its parentage, and more to its elitist beginning offered route to another activism in trade unionism in the last part of the 1930s. Various

variables accounting for these were very much archived in most scholarly writings (Fashoyin, 1996; Ubeku, 1983; Yesufu, 1984; Fajana, 2006; Tokunboh, 1985 and Adewunmi, 2007). This juncture of occasions included (a) the impacts of the World War I 1914 – 1918; (b) the worldwide sadness of the last part of the 1920s; (c) the Trade Union Ordinance 1938. The joined impacts of all these both in the rise of imperative cognisance, mindfulness, and the assembly of the working masses were the arrangement of the Nigerian Union of Teachers under Rev. Ransome Kuti and E. Esua and the Railway Workers Union under Michael Imoudu. To Yesufu (1984), the purposes behind the development of the NUT include:

- a) unsatisfactory state of administration
- b) absence of benefits and tips
- c) absence of security of residency
- d) teachers needed a say in arranging educational plans and schooling commonly in Nigeria
- e) to raise instructive and proficient norms of instructors in Nigeria

For the Railway Workers Union, the way of thinking behind its development was notably unique. It was assailant in direction and style; it did not lose time to enlist its essence in the chronicles of Nigerians Industrial Relations. Truth be told, it was the primary aim of the trade union to be formally registered in 1940, not long after the declaration of the Trade Union Ordinance in 1938. The Trade Union Ordinance, to all expectations and purposes, denoted a critical watershed and a defining moment throughout the entire existence of trade unionism in Nigeria. As though unions were holding up its potential growth, the expansion of unions that went ahead board from 1940 was just astonishing. The development of Nigerian Trade unions from 1940 onwards was outstanding. By 1940, there were just 14 enrolled relationship; by 1950, the number had expanded to 140, while by 1970, it had risen cosmically to 725 (Yesufu, 1984, Fashoyin, 1996, Adewumi, 2007). The mushrooming of trade unions may not really be by the virtue of the Trade Union Ordinance. Inner faults, ethnic-politico thought, administration awkwardness and penetration by specialists of the state were a portion of the reasons fingered by mechanical relations observers (Ikeanyibe and Onyishi, 2011;Schilinger, 2005).The combinations of all the above - listed functions are primarily the objectives and functions of trade unions.

#### **2.1.4 Features of trade union**

- It should be enlisted with the workplace of the registrar of trade unions.
- For the trade union of Labourers, 50 individuals should sign the recommended documents, while in any event two individuals on account of trade unions of employers.
- No representative perceived as a projection of the executives will be an individual from trade union of Labourers.
- The following bodies will not join the trade union: Members of the Armed Forces, Police, Customs and Excise Department, the Immigration Services, the Prison and other Federal Government foundations approved to carry weapons and others as the Minister of Labour and Productivity may determine every now and then.
- There will be no limitation on prejudicial ground on the enrolment of trade union; for example, clan, religion or political assessment.
- Persons indicted for specific offences will not hold office in trade unions, for example offences under crook and corrective codes.
- No individual will hold office in any way in more than one trade union simultaneously.
- Trade union assets will not be applied for political purposes.
- No individual will apply the assets of a trade union whether straightforwardly or through some other trade unions, affiliation or body with the end-goal of any legitimate procedures identifying with political decision or arrangement into any office in the trade union.
- All trade unions will satisfy obligations to be indicated every now and then to the focal work association
- All activities against a trade union in regard of any convoluted demonstration asserted to have been submitted by or for the trade union in examination of or in facilitation of a trade question will not be engaged by any court in Nigeria.
- Employers should perceive all enroled trade unions.

## **Types of trade union**

Trade unions have diversity of structure which has profound influence on the character of industrial relations. To understand the structure, it will be necessary to analyse the unions by reference to the categories of workers and other persons recruited into their membership, their industrial and geographical distribution and size. Furthermore, the classical analytical tools that will enhance the understanding of the structure of trade unions have been divided into four traditional types derived from their historical antecedents. They are:

### **1. Craft Unions**

This was strictly confined to craft workers who had served a recognised apprenticeship, exhibited vocational interest and organised in single or related occupations, such as: mechanics, electricians, plumbers, tailors, among others.

### **2. Industrial Unions**

Historically, they were formed in coal mining, docks, railways and gas. They have a spirit of common employment or occupation both skilled and in a particular industry. It is based absolutely on industrial leaning. That is the structure of unions currently operating in Nigeria.

### **3. General Union**

These are established through amalgamation among existing trade unions. These unions enrol all types of employees regardless of their occupation or industry.

### **4. Enterprise Union**

They are also called “House” or “Company Unions”. They are unions organised at the local level usually within a single company. Their composition and size depend on how diversified the operation of the company looks like; for instance, United African Company of Nigeria (UAC), Paterson Zochonis (PZ) and John Holt.

### **5. Professional Union**

These unions cater for the interest of professional associations. But in the strict sense, they are not trade unions, though they behave as such through negotiations and strikes; for example, the Nigeria Medical Association, Nigeria Bar Associations; and Nigeria Society of Engineers.

From the foregoing, we have seemingly four categories of union types: craft, industrial, general and enterprise. By this traditional classification, we can look at every trade union and ask what features each possesses to enable a classification into any of the four categories. This approach depends upon the availability of a pure set of characteristics which will enable the classifier to approximate each union to each type and label it, either as craft, industrial, general or enterprise union.

### **2.1.5 Factors which influence the union's growth and structure**

- a. The business cycle
- b. The level and rate pay and changes of unemployment
- c. The relationship between pay and changes in the general price level
- d. The attitudes and policies of employers and government towards the union's recognition, collective bargaining and trade unionism.

The most influential long-term external forces which bring about fundamental changes in trade union growth and organisation are the structural economic movement causing decline in certain industries and occupations and the growth and birth of others. Unions are forced to accept the consequences of the factors of forces in the long-term, though, they may seek to resist to mitigate them in the short term. For instance, if a union membership is based in a declining industry, it can do little more than fight a rear-guard action. Based on this viewpoint, no amount of strong, perceptive leadership or changes in natural structures can prevent a steady leakage of membership and bargaining power. Conversely, while declining industries and occupations usually result in falling union membership, expanding industrial and occupations may present other unions with opportunities for membership recruitment, employers' recognition and collective bargaining.

## **Levels and coverage of organisation**

Unions operate at three levels:

**Junior Staff Union:** It caters for the employees at the lower echelon of the organization; such as e.g., clerks, security men, cleaners and drivers; for instance, National Union of Banks, Insurance and Financial Institutions Employees (NUBIFIE).

**Senior Staff:** This covers middle-level management staff or those in the supervisory cadre or foremen. Staffs in this category are not seen as projection of management; for example, Association of Senior Staff of Banks, Insurance and Financial Institutions (ASSBIFI), among others.

**Employers' Union:** These are employers' associations which cater for employers within the same occupational jurisdiction. Just as we have unions for junior and senior staff, we also have unions for employers for the purpose of effective collective bargaining grievance and conflict resolution; for example, the Nigeria Employers Association of Banks Insurance and Allied Institutions (NEABIAI).

In terms of coverage, there are three formal governmental bodies in most unions. This arrangement reflects geographical jurisdiction and any of the union types discussed and covers geographical areas of different sizes. Thus we have:

### **1. Branch Union**

This is an arm of the main union at the grass root level which could be a single company or an employer or a unit of operation; for examples First Bank Plc Unit of branch of NUBIFIE

### **2. National Union**

This is a union that has a national outlook; that is, the membership cuts across employees. For the junior employees, we have Nigeria Labour Congress (NLC), and for the senior staff, we have the Trade Union Congress (TUC).

### **2.1.6 Problems of union administration in Nigeria**

The economic recession appears to have added additional strain to the problems of unions' administration in Nigeria. Some of the problems are highlighted below:

- Dwindling financial condition due to manpower contraction which has tremendous effect on the union's ability to discharge its legitimate obligations to its rank and file membership.
- Economic recession seems to be eroding the bargaining power of the unions in the course of collective bargaining.
- The unions are unable to attract and retain qualified hands in its employment as paid officials.
- The problem of apathy by the membership made some of the unions to be dominated by active minority.
- At times, the unions allow their rank and file membership to be divided by recalcitrant employers.
- Lack of funds by the unions to mount educational programmes to sharpen the skills of their rank and file membership in a bid to match the sophistication of the management side during negotiations.
- Some of the legislations enacted by government need to be reviewed especially fines attached to breaches which to a great extent are now ridiculous and not in tune with economic realities.
- Some of the institutions created for disputes settlement are not keeping pace with time and emerging trends in industrial relations; for example, Industrial Arbitration Panel (IAP).
- Some employers vehemently resist the unionisation of their employees even where the employees show willingness to join unions.
- The practice of actualisation of labour and outsourcing by some employers portend danger for labour administration.
- The decentralisation of central labour organisations and set conditions for pursuance of grievance seems anti-labour.
- Deregulation and decentralisation of collective bargaining is also crises-prone.



## **2.2 Theories of trade union**

A theory is an idea or sets of ideas that are intended to explain an idea or a phenomenon (*Cambridge Learner's Dictionary*). According to Animashaun and Shabi (2000), trade union is a group with set of ideas which explains how trade unions work or function, what they stand for and what they should be concerned about. The development of trade unions differs from one country to another, and trade unionism grows in a particular environment when there is a need for the growth and if the laws of the environment permit such growth. For instance, in Nigeria, trade unionism grew as an elitist move to combat racialism employment and later as a political move to fight for independence before it assumes its present position of protecting the interest of its members.

According to Webb (1980), trade unionism is a product of the industrial revolution, the purpose of the unions are more than merely winning economic benefits for their members as the unions also have political goals of reconstructing the society and changing the status quo. Webb (1980) also asserts that because of the pressure put on the workers by the “haggling market” which gave the employers the opportunity to hold wages and other labour costs as low would enable them to maximise their profits. Onyeonoru (2001) states that the early trade unions which emerged in the first half of the 19<sup>th</sup> century in Europe came up in response to the adverse working conditions associated with the private enterprise system that developed with the industrial revolution and subsequent transition from craft cottage manufactories to monopoly capitalism. Based on above contentious reasons, Momoh (2003) examined four theories of trade union. These are:

- a. Evolutionary tradition
- b. The Economic school of trade unionism.
- c. The pluralist Theory
- d. Revolutionary perspective

### **Evolutionary tradition**

The evolutionary tradition conceives trade unions as the product of emergent ethical and moral values in the nineteenth century and so product of evolutionary developments in the wider culture of which an emerging opposition to the patent injustices and poverty of the period . In this tradition, emphasis was based on the ethical, idealist and moral or religious

factors. This was as a result of Christian socialist group which emphasised the brotherhood of man and development of mutual obligations. This school advocates for moral responsibility of trade unions and the encouragement of the producer co-operative movement. Central to this perspective was the compassion for the unfortunate and their belief that societal evils were products of incessant accumulation of riches interpersonal competition; in this regard; the trade union movement was seen as a “sword of justices”.

### **The Economic School of Trade Unionism**

According to this school of thought, workers come together because they feel alienated since they possess no power in the work organisation. The reason for this is because all conditions of work were mainly written and are the sole responsibilities of the management. This lack of power motivated the workers to form trade unions through which case collective bargaining becomes instituted. In Webb’s view, workers organised themselves into groups basically to improve their economic condition such as improvement in salaries and wages and the laws that affect them. He is, also, of the view that workers are interested in improving their powerlessness. In that, they feel alienated since they possess no power in the work organisation.

Tannebaum (1965) upholds the above view when he composes that "employees needed to unionize by attempting to re-make group and gathering mental emotions which will give a strong connection to the relationship among them and their employers". Generally, trade unionism is the significant instrument with which workers can accomplish their objectives.

### **The Pluralist theory**

Pluralism arose contrary to the unitary point of view. The pluralist view as depicted by Fox (1966) is that a mechanical association is a diverse community with common goal with multiple interest seeking harmony. Cavern (1994) considers pluralism to include an overall influence between two coordinated interests and an adequate level of trust inside the relationship (for the most part) for each side to shun pushing their premium independently to where it gets difficult to keep the show out and about".

Visitor (1995) believes that "the convention of dealing at the plant or even association level has fortified a pluralist idea". Armstrong (1999) in contrast sees that the ramification of the pluralist approach is that there must be some cycle of accommodating various interests. This can be accomplished through conventional arrangements by identified trade unions or staff affiliations.

### **Revolutionary perspective**

According to Akintayo (1996), the Marxist perspective views the employers and workers as belonging to two divergent and fundamentally antagonistic classes; that is, the property owners and non-property owners. This view is also upheld by Omole (1999), when he states that Marxism sees trade unionism as a product of industrialisation and the development of capitalism. His theory of labour movement is integrated with the theory of the eventual demise of the capitalism system. Beatrice and Webb also support the above view which brought about industrial revolution.

### **2.3 Structure of trade union and women's participation**

The constitution of a union explains its formal structure. The structure of the trade union is determined by the following:

- a. How decisions of the organisation are made.
- b. How members are represented in the decision-making bodies.
- c. How the membership is mobilised to confront problems.
- d. The extent to which women are represented in the decision-making organs, and
- e. The degree of the openness or exclusiveness of the movement.

The International Labour Organisation (ILO) sees trade union as an association of workers, normally related past the limits of one venture, set up for securing or improving, through aggregate activity, the financial and economic wellbeing of its individuals. As indicated by Hyman (1971), the name trade union suggests sectionalism, the internal looking solidarity of those with a typical specialty or ability.

As per ICFTU (1973), a trade union is a proceeding, perpetual association made by the Labourers to secure themselves at their work, to improve the states of their work through aggregate bartering, to look to better the states of their lives, and to give methods for

articulation to the specialists' perspectives on the issues of society. This definition suggests that before we can discuss a trade union, there should be the meeting-up of certain individuals motivated by specific activities or circumstances.

Sydney and Beatrice Webb (1920) say that trade union is a continuous association of wage earners for the purpose of which is the maintaining or improving of their working life. This view of union recognises the dynamic nature of the movement, that is, as a continuous association. Trade union purpose transcends the “terms of employment” to include “”conditions of working life”. The institutionalists on their part see a trade union as a bargaining actor. Political definitions of trade union as given by Hyman (1971) and Annuziato (1980) “conveyor belts” of the workers desire to put an end to wage slavery and radically transform the society.

It is important to mention that it is only trade unions that engage in collective bargaining, and only trade unions are expected to hold periodic elections and allow for full participation of all the members in the conduct of their affairs. Trade union is, therefore, seen as “a continuing, permanent and democratic organisation created and run by the workers with the view of protecting themselves at work, improving working conditions and seeking better working life in the society in general through collective bargaining” (Webb, 1980).

Trade union structure will allow people to appreciate the principles which underline the pattern of the union’s government and the criteria for participation by either male or female members. The structure of the union in the *Dictionary of Sociology* is defined as the underlying and relatively stable relationship among elements, parts or patterns in a unified or organised whole. A structured can be formal or informal. A formal structure is seen as that part or a social group that is defined by explicitly stated rules and expectations. The trade union structure can be classified into seven levels, and they are as follows:

**The branch executive:** The branch executive is the bedrock of union administration which comprises a chairman, secretary, treasurer and six elected shop stewards. The

committee offers leadership at the local level. A branch often carries the name of the establishment.

**The zonal council:** Most unions maintain zonal council structure for effective co-ordinations. A zone comprises a manageable number of branches. It meets periodically and often has an elected chairman, secretary and treasurer.

**The central working committee:** This is an important organ of the union's national government. Their powers include appointment and discipline of erring officers, the latter subject to the approval of the delegates' conference. In the case of emergency, it has the power to administer any crisis area and can also dissolve either a branch or zonal council. The committee comprises all the elected national officers, general secretary and its assistants.

**National Administrative Council:** This committee runs the day-to-day affairs of the union. The principal members of the National Administrative Council of a typical trade union include the President, Deputy/Vice President, General secretary, Assistant General secretary, Treasurer and Zonal Chairmen.

**National Executive Committee (NEC):** They are to run the affairs of the union in-between the triennial national delegates' conference. It carries out the decisions of the conference and issue directives for proper governance and administration of the union affairs. It sets up the department, such as education/research and committees on women and youth affairs. The committee membership includes the national officers, zonal chairmen and two other representatives elected from within the council, the general secretary and his subordinates.

**National Delegates Conference:** This is the supreme decision platform. It holds every three years (triennial) or every two years (biennial) as the constitution stipulates, and it is attended by branch delegates, national officers and the secretaries. The functions of the conference include the consideration and determination of internal questions of policy affecting the union. The union funds are accordingly disbursed between all these levels of union government.

**Negotiating Structure:** This is another vital organ of the union's structure. It is made up of elected and appointed national officers led by the President and the General Secretary. It is often an unusually large team that cuts across the branches, zones and national levels of the union. This allows for spread and participation during negotiation. The council signs collective agreements with the employers' association on those areas as wages and salaries, overtime payments, hours of work, annual leave allowances in general, housing and transport, gratuity, medical facilities, among others. The composition of the negotiating structure is dynamic as some members may be replaced during new negotiations.

**The National Labour Centre:** Nigeria Labour Congress (NLC) is a federation of autonomous unions. Aply described as a union of unions by Fashoyin (1985), NLC is at the head of trade union structure. Its objectives are similar to that of the industrial unions; the only difference is that the NLC constituency covers all unionised junior workers in the country. The NLC is affiliated to only two bodies, namely Organisation of African Trade Union (OATUU) and the Common Wealth Trade Union Congress (CTUC).

### **Functional departments**

The constitutions of most industrial unions vest the powers to create specialised departments or committees in the Central Working Committees (CWC). However, the constitution of the NLC is more explicit about the imperative and establishment of some departments. These departments include education and research, international affairs, co-operative and social welfare, legal and women affairs. For instance, the department of women affairs of the NLC is expected to:

- i) ensure equal value;
- ii) ensure non-discrimination on job opportunities based on gender;
- iii) give strict observance to International Labour Organisation (ILO) convention on women labour;
- iv) procure relevant vocational training facilities for women; and
- v) encourage active participation of women in trade union activities (NLC Constitution).

It can be seen that in the literature on labour, the role of women's labour is ignored, while in women studies, the participation of women through time in the labour movement is not given its due emphasis. It is high time this void was filled. This would be to the evident benefit of both labour history and women's studies. The high point of this understanding is that women workers face specific problem at work places. These problems include: maternity, unequal pay, sexual harassment, double burden of domestic work under the broad category of workers, thus making their identity invisible; it is argued that we should necessarily have a measured or underlined notion of female labour.

According to Olajumoke (1983), women constitute 50 percent of the world population and 15 percent of the total work force with only 2.5 percent of them participating actively in unions. She also observes that women have not been elected to the Nigeria Labour Congress (NLC) executive; they have not gone beyond Assistant General Secretaries in Industrial unions, and until recently, the women's department at the Nigeria Labour Congress was headed by a man. In the integration of women into Trade Union Organisation in textile, leather industries (ITGLWF) (1994) report that women are grossly under-represented in decision-making structures of the unions; few or no women presidents or general secretaries or even deputies of their union. In 1992, only two of the 95 chief executive of AFLCIO were women. One out of the twenty three presidents of Swedish labour centre was a woman.

In 1991, only one woman served as the Vice President of the International Confederation of Free Trade Union (ICFTU). At the local level, women tend to be more represented, but the report shows that the representation falls short to the core areas of union activity, namely bargaining structure or administrative structure which normally lead to career advancement in union. Women are found in particular types of positions which reinforce their traditional supportive caring roles, women's committees, education and research. Also, presently, out of the twenty five members of National administrative Council of NLC, only four are female members; this show that there is low participation of women in trade union leadership.

At the 1988 NLC Conference in Lagos, 10 out of 281 accredited delegates were women; three of whom were drawn from the Nurses' union. Male dominance still persists at the

individual union branch structure because it is obvious that women still remain invisible in the union structure at the national level.

#### **2.4 Factors that affect women's participation in trade unionism**

Participation is the act of taking part or sharing in an activity, it has to do with the involvement in an activity and policy and decision which affects individual or group directly. In the National Policy on population for Sustainable Development (2000), since Colonial days, development planning has not accorded women full participation in development of the country. There are so many factors that affect women's participation in trade unionism, among which are gender and culture. The philosophy string restricting sex and culture together is supposed to be man-centric society. The male-centric originations of women's part in the socio-political development of the nation straightforwardly considered the construction and activities of the origin of trade unions that arose in Nigeria.

These unions were the Nigeria Civil Service Union (NCSU) in 1912, the Nigerian Union of Teachers (NUT) in 1931 and the Nigerian Union of Railway-men (NUR) in 1932. Practically all the individuals from these unions were men with their authority being overwhelmed by men. As indicated by Benedith (2007), these trade unions were conformed to the male sex; subsequently, the name National Unions of Railway Men imply exacting investment of the male individuals from staff. As indicated by Walby (1990), male controlled society is an arrangement of social designs and practice wherein men rule, persecute and abuse women. Hartmann (1979) views patriarchy as a set of social relations which has a material base and in which there are hierarchical relations between men and solidarity among them which enable men to control women. According to Momoh (2003), patriarchy is the hierarchical relationship between men and women in which men are dominant and women are subordinate. Patriarchal society is assumed to be normal, and it is reinforced by various institutions like religion, economic, political, social, legal and culture.

Religiously, women are to be seen and not to be heard, women are dynamic actors but must not lead any religion. Traditionally, the role of women is in the home; women were regarded as child bearers whose activities were usually limited to home; this generally



prevented their active involvement in highly remunerated work. Economically, culture demands that women are subordinated to men within and outside the household. Women's accesses to material resources are restricted, leaving them dependent on men, this also explains why men dominate the formal economic sector. Politically, women were equally looked upon as a passive receiver of instructions. She was to be silent during public discussions because revealing her knowledge in public was considered unfeminine. Before the 19<sup>th</sup> century, women were generally said to have no political identity and were neither allowed to vote nor be voted for.

Legally, both statutory 1974 and customary laws section 54-56 discriminate against women. The application of section 54 of 1994 Labour Decree prohibits the employment of women in night work, in a mine, or in a public or private underground work, including agricultural undertakings. This decree excludes women from being employed in viable sectors, such as oil field; up till now, the tax laws do not allow children and dependants' tax allowances to women civil servants of all grades.

Culturally, leadership tends to be practised solely by men and women, and the male dominated society or union behaviour disincentives women's role in unionism. Another aspect is the animosity of citizens. In his results, Foner (1982) suggests that the aggression of men who saw staff more as threats and rivals than as spouses was related to vulnerability. Furthermore, because of the overlapping parental commitments and childcare services, women do not even have time to organise or partake in union activities. When they wish to become militant unionists, they also face resistance from their husbands or their relatives.

Long and odd hours of union meetings is another significant aspect limiting women's participation in union activities. Elected or named trade unionists have several uncommon hours' tasks at syndicate sessions and travels that would not be possible for women members of the union. They fear the reprisals of employers for joining syndicates (included losing their jobs) and do not understand and accept how syndicates would help them. However, many women ignore these preconditions that generate barriers for the female participation in union leadership, which are the products of the creation of electoral guidelines that prioritise the union experience and the training.

Ijere (1991) identifies the following as constraints to participation of women on general modern cooperation, and these can also be viewed as constraints to women's participation in trade union activities.

- a. Women are not educated as men and so as to the understanding of the importance of being actively involved.
- b. Society tends to frown at the traits of ambition and aggressiveness in women. This also inhibits women's desire to participate because they may not want to lose the approval of their friends and families.
- c. Probably, due to the established male dominated culture, women themselves often underestimate their own capacity to participate in leadership positions in unions. They neither vote for women candidates who want leadership positions nor put themselves for elective positions. They often prefer to leave all the leadership positions to men.

### **2.5.1 The concept of industrial relations**

Industrial relation is a term which works up various thoughts in the minds of numerous individuals. To the standard man in the city, the term is related to strikes, lock-out, arrangement among union and the board, government intercession in trade debate and other related issues.

Undeniably, these issues are pretty much identified with the regions of public activity, rotating around business and the guideline in its weight and rewards. More or less, it is associated with the creation of rules to control the activities of the gatherings in enterprises. Industrial relation is basically worried about individuals at work, consequently making business relationship vital to the idea. Individuals work for different reasons, one of which is that they should gain a salary for their occupation. The objective of industrial relations is to guarantee impartial sharing of the riches from the business, to guarantee that industrial harmony reigns so as to encourage the generation procedure, and, in this manner help the two gatherings to accomplish their destinations. With great industrial relation, the two gatherings would relate with one another agreeably and gains produce for the national economy and advancement.

Industrial relations had been a significant element of the present-day life. Notwithstanding, there has been no all around concurred meaning of the idea. The definition and extent of industrial relation shift among professionals. These definitions might be from their encounters, convictions and operational thought with which they are confronted.

Fajana (1995) characterises industrial relations comprehensively as the totality of direction, approaches, ideas, speculations, methods and sound acts of the executives' clashes at work. Fajana (2006) portrays modern relations as a control stressed over exact examination of all pieces of the business relationship. The definition lays on all exercises or relationship that happens in the middle of the period a representative takes up a vocation and ways out from the activity. Dunlop (1958) in his old style characterises industrial relation as a systematic sub-arrangement of the general public that includes the investigation of the issue presented by wages, business and states of administrations to which the two specialists and associations, the legislature and its offices and once in a while the overall population must discover arrangement.

Onasanya (1999) describes industrial relations as concerning the connection between trade unions and the organisations in the business and the intervention of government in that relationship. He thinks that the limit incorporates the relations and correspondences between supervisors or the board and delegates, either as individuals or as social events, among bosses and works and his trade union, and between one trade union and the other and spreads work issues and security conditions of work, remuneration, work and work, objection and discussions, level of government's assistance of trained professional; normalised investment funds and Labourer improvement. As indicated by Yesufu (1982), the term is just applicable with regards to the advanced market and industrialising financial matters. He characterises industrial relations as the entire trap of human collabourations at work which is predicated upon and emerges out of business contract.

Flenders (1965) considers industrial to be an arrangement of rules and the investigation of the foundations of employment guidelines. Derber (1984) sees industrial relations as an arrangement of rule making in which the standard creators create rules to control the working relationship between the gatherings. Stephen and Budd, (2009) argue that the

term industrial relations allude to the entire field of relationship that exists in the light of the fundamental cooperation of men and present-day industry. It is that piece of the board of big business, regardless of whether machine administrator talented specialist or supervisor. It manages either the relationship between the condition of businesses and Labourers association or the relation between the word related associations themselves.

To Poole (1986), industrial relations include a lucid way to deal with the issue of propelling and conditioning workers, of taking care of complaints and leading relationship with sorted out work. As indicated by Anyim (1981), most meanings of industrial relations will, in general, infer that the term alludes to the relations and connection between government, work managers in a directed way planned for cultivating industrial harmony and amicability in industry. Beside the choice impact which industrial relations has on the inventory 'and request of products and administration, it impacts on human qualities in the workplace. Furthermore, the entertainers in industrial relations are transmitters of different occasions, some of which lie outside the domain of industrial relations.

Industrial relations additionally include the examination, portrayal and investigation of the association of trade unions and their relationship with the administration (bosses) of an association inside the setting of set principles/guidelines in a specific situation. The term likewise broadens and influences issues which are national in character; for example, fuel shortage, awful street, power disappointment furnished theft, incendiary patterns, debasement, joblessness and the like. The term reaches out to the relationship between the single boss and its workers just as between people inside an association.

In synopsis, industrial relations manage work issues, both in substance and procedural terms, and these include: states of working hours at work, compensation, complaints, debates, level of generation, productivity of work, security of business, well-being, welfare at work, among others.

### **2.5.2 Issues and prospects of industrial relations in Nigeria**

During the pre-independence period, the Nigeria labour policy was based on the British model of industrial relations. At this time, the principal labour laws that influenced labour relations were:

1. The Trade Union Act of 1938
2. The Trade Disputes (Arbitration and Inquiry) Act of 1941

Primarily, the Trade Union Act 1938 gave legal status to union. It guaranteed unfettered associations and Trade Union rights. It made it compulsory for employers to recognise unions and required all unions to be registered with Director of Trade Unions in the then Labour Department.

The Trade Dispute (Arbitration and Inquiry)

Act of 1941, on the other hand, was directly concerned with the settlement of labour dispute. According to Fasoyin (1992), the ordinance was enacted to grant the state the right to intervene in labour dispute, when, in its judgment, the joint machinery for setting grievances and disputes had failed. For this purpose, the law made available such machinery as inquiry, conciliation and arbitration. However, in exercising this power, the Minister of Labour and Productivity was obliged to seek the consent of the parties, who were at liberty to submit themselves to settlement machinery or accept an award. In 1948, the Government set up the Whitley council with the sole purpose of ascertaining the workers opinion on the question of wages and conditions of service. The Whitley Council is a machinery for collective bargaining and such a similar bargaining exists in the private sector, although the scope was severely limited on the effectiveness of Whitley council, It appears to be odd that notwithstanding the foundation of the Whitley Council since 1948 for the arrangement among Government and representatives, for all intents and purposes, each significant interest by Labourers for wage increment or audits since the subsequent universal war has been settled, not through this aggregate modern hardware but rather by unique panels, commission or interventions.

In 1955, the pilgrim Government set up a pay commission headed by Mr. Gorsuci; its terms of reference incorporated a survey of pay rates and wages of all representatives in the public area. At this specific time, territorial government's representatives were

procuring distinctive compensation scales from their partners at the administrative level. Compensation sizes of the Federal Government representatives were higher than those of the Regional Government. One of Gorsuci Commission's terms of reference was accordingly to suggest a brought together compensation scale for all Government workers.

The time frame somewhere in the range of 1960 and 1975 denoted a critical advancements in government work's strategy. The Gorsuici Commission Wage Grant in 1955 left critical pay differential between the most generously compensated staff and the least paid staff in the public staff and the least paid staff in the public area. As indicated by Akintayo (1993), the proportion was 48:1 so the commission known as Mbanefo commission was selected in 1960 to amend the oddity. The Mbanefo commission of 1960 suggested a normal of 15 percent expansion in wages for Labourers in the public area. The honour was exceptionally disputable in the light of the fact that it left the compensation differentials in the public area. Akintayo (1993) goes further to say that Mbanefo's questionable pay grants and the ineffectualness to the trade debates and strikes during the 1960-1965. The time-frame 1965-1970 denoted the finish of the Laissez-faire government strategy and the start of the intercessions strategy period in Nigeria work strategy.

At the point when the military assumed control over the organisation of the country in 1966, all the current work laws were supplanted with new work orders. The first of these announcements was the Trade Union Disputes (Emergency Provisions) Decree of 1968. In 1969, the declaration was corrected as the Trade Dispute (Emergency Provision Amendment) Decree No, 53 of 1969. The pronouncement additionally expressed that the endorsement of the Federal Military Government is needed before a business can allow a general or rate wage increment to any gathering of representatives. With the end of the battle in 1970, the different governments zeroed in consideration on the battle in 1970; the different governments zeroed in consideration on the need to reestablish a stable modern air vital for agreeable financial reproduction. Significantly, government perceived that there had been an uncommon fall in the genuine pay of Labourers because of the swelling brought about by war consumption. During the 1970/71 financial year, government set up Adebo wage Commission to survey wages and pay rates of Labourers in both the private and the public areas. In 1973, the bureaucratic Military Government cancelled the 1968/69

Trade Dispute (Emergency Provision) Decrees and proclaimed the wages Board and modern Councils Decrees. The principal motivation behind this declaration was to help Labourers where the unions were feeble or non-existing.

Government likewise declared what it called a New Labour Policy in 1975. This new strategy restricted difficulty with all the unfamiliar trade union associations and prohibited those relationship from working in Nigeria. In 1974/75 financial year, the military government selected commission to survey the wages and compensations of Labourers in the conspicuous irregularities in the Adebo Commission grants which was that the public area representatives felt that they ought to have got a higher pay increment than their partners in the private area. They were not defensible. In regard of the private area, the commission made no particular suggestions by which wages were to be raised. It just suggested that expansion in the private ought to be like those of the public area. It was because of those different specialists' discontents that the national government delegated the Udoji Commission.

Between 1975 and 1978, a significant development in industrial relations occurred, reflecting a new socio-economic philosophy; emanating from this philosophy was the introduction of a new labour policy of December 4, 1975. In line with government's new philosophy for social order, the government revokes the certificates of the existing four central labour organisations and commissioned an administrator of trade unions to restructure the unions along industrial line. It was this exercise that produced the former forty two industrial unions and a single trade union centre, the Nigeria Labour Congress. By this exercise, the entire industrial relations system, and the collective bargaining machinery in particular, were completely transformed. Thus, the Federal Military Government in 1976 promulgated the Trade Dispute Act of 1976, which established the formal procedures for settlement of trade disputes. Two important institutions Arbitration Acts are:

- i. Industrial Arbitration Board (AIB) under segment 7 of the Trade Dispute Act of 1976 was set up. The priest is needed to allude to all questions for settlement to this board.

- ii. Under segment 14, the Act accommodated the foundation of a National Industrial Court for Nigeria, whose laws have conceded selective portrayal for the modern relations, and naturally unions have true option to make arrangements.

The non-attendance of these encouraging signals had caused endless emergencies in mechanical relations; however, their acknowledgment adds up to a significant achievement in aggregate bartering. Employers' associations grew quickly, particularly in ventures that until now had no such associations. The vast majority of the affiliations that are currently working are on business to accomplish great work relations in sharp difference to the negative enemy of union strategies among the different employers previously.

In the Nigeria industrial relations scene today, as indicated by Akintayo (1993), there is a principal primary change in aggregate haggling towards exchange between a modern union and the employers' relationship at the public or mechanical level. The exemptions are the couple of situations where employers related are non-existent in which case, the organization-based exchange happens. Along these lines, the current accentuation is on industry wide haggling, especially on required subjects. Olajide (1998) argues that government's apprehension with regards to industrial relations practice in Nigeria led to the promulgation of four (4) Decrees in 1996. These are Decree No. 4 of 1996, which restructured the 42 unions to 29 unions and decree No. 24 of 1996 cited as the Trade Disputes (Essential Services workers from participating in Trade union activities). Others are Decree No. 26 that made provision for, among other things, the new jurisdictional scope of each of the re-structured trade unions, and, lastly, Decree No 29 bans the Trade Unions from international affiliation and stipulating penalties for the contravention of its provisions.

As at today, the Trade Union (amendment) Act of 2005 has become another interventionist instrument to regulate the practice of the process. Finally, government realised the importance of industrial relations within the economy. It took various steps to regulate the activities of the employees and their unions and the employers and their associations by making or providing a conducive legal environment for them to operate. Thus, industrial relations practice reflected the condition and ideology of the various



times, and was to a large extent determined by the nature of the administration in power. Most government administrations, be it military or civilian, produced decrees and laws to protect the industrial relations practice which is aptly the essential function of the state in the tripartite relations (Dunlop, 1993).

## **2.6. Psychological determinants of participation**

Okenimkpe (2003:78) remarks that psychological characteristics which include feelings, emotions, attitudes, beliefs, values, interest, acceptance and rejection are related to the irrational elements of the personality. Such irrational elements are connected with emotion or feeling which have a marked influence on the adults motivation in any activity. People's interest, for example, change radically over time as a result of the modification of the personality and shifts in vocational and cultural expectations. Similarly, peoples' attitudes also change over time, while individual's needs, wants and drives are determined by varying situations of life. The tendency to participate in any activity commences with a persistent stimulus (drive) and ends with an appropriate adjustive response, the arousal, regulation and sustaining of a pattern of behaviour. This means that all behaviour is motivated and therefore for a woman to participate in an activity, she must have been motivated by a need or needs.

A woman will ask herself what she stands to benefit at the end of the programme. She will seek to know whether it will add to her social status, move her up the ladder in her workplace thereby increasing her income, make her an acceptable member of her community and the larger society and above all, enable her participate in taking decisions in issues that affect her, family members and her society at large. Personality involves those characteristics, abilities, emotional and social traits, interests and attitudes that together make an individual different from the other. It includes an individual's outward appearance, his qualities or attitudes, the way individual really is, general habitual behaviour – politeness, submissiveness, talkativeness and the like. An individual's personality could therefore be seen as an integrated and organised self-concept, self-attitudes, self-value, ambitions and all behavioural dispositions peculiar to an individual as a unique being.

Self-concept, according to Akponye (1998) is an individual's image or picture of himself/herself, that is, the individual's view of himself/herself as distinct from other persons or things. To Eheazu (1988), the individual self-concept is his/her picture or description of himself/herself as distinct from other persons or things at any given time. These definitions derive from the fact that every human being has a self which is a perceptual reflective object. This means that the individual through himself/herself is an object to himself/herself who may perceive himself/herself and have conceptions about himself/herself. The self-image incorporates the individual's perception of what he/she is really like (self-identity) and his/her worth as a person (self-evaluation) as well as his aspiration for growth and accomplishment (self-ideal), (Colman and Hammen, 1974, cited in Eheazu, 1988). To understand the self-concept, one needs to understand these three individually. One is not born with a sense of self. It is only when one grows, interacts with one social, psychological and physical environments that gradually "self" evolves. As soon as one achieves self-identity, one starts making value judgment about oneself. Thus, individuals may consider themselves as superior, valued or worthless, adequate or inadequate.

In early life, the child's self-evaluation is heavily dependent upon the way in which others, such as members of his family and immediate neighbour see him. If their own words and behaviour label him as inadequate and unworthy of love and respect, he has little choice, but to accept their negative evaluation, and, as such, tends to develop negative self-esteem. If, on the contrary, the attitudes of these others treat him as an individual who deserves love and respect and viewed as adequate and capable, his evaluation will probably be positive, and he will show a high level of esteem. Such early childhood experiences tend to be transferred to later life though events and situations may alter such experiences. The early evaluations of a child's capacity and worth have a continuing effect on his personality development. As he grows, culturally defined standards of social desirability increasingly provide the yardstick against which he now compares himself with, and this affects his self-esteem. Thus the low self-esteem person who lives in a society where having high self-esteem is given a high premium will have his self-concept greatly influenced for the worse.

Self-evaluation plays an important role on the subsequent development and behaviour of the individual. The individual's self-concept, identity and evaluation also includes his accomplishment and growth. This image will be of the person he will like to be and thinks he should be his self-ideal. It is important that one's level of aspiration be realistic; if it is too high, one will suffer inevitable failure and self-devaluation no matter one's actual performance; for the fact that the self is seen as the very core of man's existence, it becomes imperative that the self is maintained and enhanced. Thus, we find ourselves trying to maintain our existing frame of reference and protect our self-concept from devaluation. For without our assumptions concerning reality, value and possibility in relation to both ourselves and our world, we will have no reference points for guiding our behaviour which will lead to our inevitable loss.

Most often, human beings tend to resist dissonant information and relinquish an assumption only in favour of one that has equal or greater appeal; for example, one that raises our self-worth and self-esteem. In many ways, directly or indirectly, people try to maintain a favourable picture of themselves and to enhance it whenever possible. In the face of failure, they are quick to call on rationalisation or any other defence mechanism to protect themselves from hurt and maintain feelings of adequacy.

Some theories have evolved which portray the self as proceeding through development stages within a socio-cultural framework. Notable among the stage theories is Erikson's (1982) stage task theory which divides man's life cycle into eight stages or phases. The initial four phases identify with youth, the fifth to youthfulness, while the last three are identified with adulthood. Each stage in Erikson's hypothesis is set apart by a battle between two restricting propensities, the two of which are capable by the person. Each stage additionally includes an errand explicit to it. As indicated by him, the present and future conduct should have its root in the past since the later stages expand on the establishment laid in past ones.

During youthful adulthood (stage six), Erikson distinguishes the accomplishment of inner-self personality. The major formative errand of this stage closeness versus disengagement, includes building up a completely personal connection with another. With the approach of middle age, the following period of adulthood, the center movements from closeness to

worry for the cutting edge through reproduction and care over youngsters. This stage is worried about one or the other stagnation or age of humankind communicated in such things as parenthood, educating, giving products and enterprises to the advantage of society. The individuals who accomplish the expression explicit undertaking would build up a sensation of self-actualisation, while the individuals who neglect to achieve the generative assignment could participate in narcissist egocentrism. The last stage includes the issue of honesty versus depression and disappointment. This stage starts with a developing consciousness of the proximity of the finish of life. Erikson, nonetheless, comments that this stage is really finished by just few individuals. At this stage, the individual inspects and assesses his life and achievements to learn its weightiness. The individuals who have advanced effectively through before phases of life, feeling glad and supported, while the individuals who felt a feeling of futility experienced misery.

It has been observed that there are some factors that generate changes in individual self-concept in adults. Such factors include age, changes in social status, role and level of physical capability. In the views of Carl Rogers (1951), cited in Ehezuru (1988:136), every individual has a need for positive regard from other people, as well as positive self-regard. Whenever self and experience are incongruent, the individual tends to develop some anxiety and feelings of threat and disorganisation. This probably could be the reason why some adults, particularly women who having developed positive self-regard in the course of their interaction with others in their physical environment, discover how their positive self-regard get distorted. Most often, they are labelled inferior objects that can be used and discarded. This compels them to either devise a defence mechanism or try to better their lot by being active and participating in different activities.

### **2.7.1 Cultural factors and women's participation in trade union administration**

Santovec (2006) proposes the contention that at the base of the limitations that women face is the man centric framework where basic leadership powers are in the hands of males. Customary restrictions and social provisions about women's employment and standing in Africa are still widespread in the public arena. Numerous women are part of this system, finding it impossible to dispel this tradition and convention for which they are restricted. In spite of women's educational attainment and possessing necessary skills for

activity advertise, the women's job is still primarily regarded as that of homemaker. The man, then again, is the provider, head of family and has a privilege to public life (Sadie, 2005).

Though a few women had the option of rising above the social boundaries and ascending to places of administration, as a rule, it implies shuffling social desires with their positions of authority. In emerging areas, discrimination and stereotyping have frustrated women's entry into the administrative roles. For an official location, women were really marginalised. This is primarily attributed to the attitudes of the community against what is acceptable as men and women's work. On the hindrances women face in administration positions, Grove and Montgomery (2000) affirm that contrasting with men, women get almost no support to look for authority positions.

It has been argued that women often refuse to take up managerial roles themselves, and this is half-credited with psychological disabilities for women, talking in the open or at large. The struggle for the positions of the trade union authority requires that you move to different places in search of votes, leave homes at night, go to bars and meet men or women. Women who want to hold offices in trade unions need to take into account the possibility, and are socially stigmatised, of being branded "loose" or "unfit" as mothers and women and making many women frightened of trade unions and leadership roles that can place them in the public eye. According to Sadie (2005), leadership need work, time and similarly demanding leadership roles. This responsibility for women is combined with their responsibilities of caring for kids, their homes and family obligations, a situation dubbed "double shift."

In certain cultures, the socialisation of the girl is often the fault of women's supposed incapacity. Emmett (2001) argues that women's passages through their lives are not sacramentalised, lauded or even remembered. This illustrates how women's roles were attributed right from the moment the girl was born to her, relative to boy-child and the role of men in society afterwards. As pointed out by Emmet (2001), men are normally respected and encouraged by faith, whereas women have no such privilege and are often kept apart by the way positions are distributed. As women have no such privilege, women are often disempowered by the use of their faiths, arrangements and traditions.

### **2.7.2 Psychological, social and cultural factors**

Social factors: women have no equitable chances for education like the men. This is because of our cultural mindset in which the education of the girl-child is not the priority of parents. There are, however, more skilled and egalitarian women than some men, who contribute their quotas to the growth of the country if they have the chance.

People think that girls must become married, bring up children, handle the work of their husband and look after them. This is a significant issue because it is only politicians or high-ranked employment where this is permitted because they work against the equality of men and women in their employment. Women are the bulk of lower-ranking positions, such as cooks, primary school teachers and healthcare secretaries.

Women have poor willingness to participate in union operations. JS. Mills (cited in Held 1987). At other occasions, their socialisation and perception that the union's work is not for women is a product of women's lack of participation in the trade union.

#### **2.7.2.1 Cultural factors**

Women in underdeveloped countries have been under-spoken to in the work unionism, essentially in the light of the fact that the predominant social standards relegate them to the home. It should be noted that there are strict statutes here and there to enslave women. Islamic infusions are typically referred to as defence for limiting women in "purdah as is done in some parts of the African nations and to part with young ladies in early marriage and along these lines deny them of training and viable cooperation in their preferred worker's organization".

Women are refused access to transparent topics like labour unionism and are not encouraged to get involved in it. Some societies have confidence that women cannot yet lead but must be guided, and that women are diseases that follow men. There are separate jobs for people of African societies. The domains of women are at home and in households, and those of men have affected the building of countries from many points of view. In their aggregate war as unionism, women went to their husbands and fathers as wives and girls.

### **2.8.1 The concept of glass ceiling**

According to the Association of African Women for Research and Development (AAWORD, 2001, quoted in Barmao and Mukhwana, 2013), contemporary development is an example of how women lead to economic growth and social change. In almost all nations, multiple surveys have calculated the extent of participation of women in the production of capital. In some studies, the wealth produced by women in some countries has been quantified. However, women's contribution to growth was not equated with the transfer of capital they help produce. The mechanism has made the conditions of women around the world, in particular in developed countries, rather worse. In most African cultures, this is evident in male dominance over wealth management.

Economic and social growth has been influenced by gender inequality everywhere. Though there have been many countries of human growth, the capacities of women in the world remain unequal, and there is no equal opportunity for female like the men in any given society today (Barmao and Mukhwana, 2013). This unjust position continues to leave a wide difference between the contribution that women make to human progress and the contribution that they make to human advantages. When women are interested in changing the world, it would seem that they are not just women, but society in a world of distinction. Nevertheless, putting women at the frontline would entail significant shifts in the way cultures view sexes and the dismantling of decades of old theory and systems.

The Canada International Development Agency (CIDA, 1998, quoted in Barmao and Mukhwana, 2013), claims that women must engage entirely as equal partners in their societies' sustainable development. The strategy has two essential components-gender equity in all growth projects and women's inclusion in development work on equitable and committed partners. Barmao and Kukhwana (2013) assert women's position by controlling the atmosphere through family management, population reproductive actions and economic and political growth in the family and society. The distribution of women in the labour force appears to statistically represent a country's level of growth. However, the average participation rate can change purely because of the variation in methodological meaning, which means that women's activity rates can rise or decrease over time in developed countries without real difference in women's working outcomes. The

persistence of sexism constitutes a pervasive disparity in institutional equality between men and women, as well as practical equal status that they should be recognised by state, regional and international legal systems.

We might argue that without the involvement of the population, no nation can increase the standard of living and boost the well-being of its people. Some studies have shown that women are major players in a nation's development, and they maintain the capacity for economic growth (World Bank, 2004, cited in Barmao and Mukhwana, 2013). There are several reasons for this assertion, some of which are:

- 1 Women play a role in raising their families from poverty through the involvement of workers;
- 2 Women are more likely to engage in and assume important, lifelong roles for their daughters, as well. The mobilisation of women to decide the economic and survival of a country;
- 3 Women's presence in the labour force and the economic advantages associated with it contribute to the construction and growth of the country.

Improvement requires the destruction of sources of mistreatment, for example, gender and racial discrimination; social and monetary hardship, disregard of open offices; narrow mindedness or over-action of harsh states (Sen, 1999, referred to in Barmao and Mukhwana, 2013). These sources might be considered as hindrances that keep women from completely taking interest in the workforce of a country and adding to the improvement of such country as they advance to top places of the board and authority. This prompts the idea of 'biased based impediment'.

The unattainable rank is an expression used to mean the imperceptible and counterfeit obstructions that square women from progressing up the hierarchical stepping stool to top administration and official positions. It alludes to the impervious hindrances among women and these top positions. It symbolises an assortment of hindrances that keep qualified individuals from progressing higher in their association. It was first presented during the 1980s. In particular, in 1986, it was the Wall Street that authored the adage



'Unfair limitation' that has come to depict an assortment of hindrances looked by women and minorities as they try to improve their business status. Osumbah (2011) characterises it as 'a term that alludes to obstructions existing to foil a certified lady's ascent to the top administration of an association'. Barmao and Mukhwana (2013) consider the term 'discriminatory limitation' as a similarity used to portray the quietly straightforward obstruction that keeps women from accessing the senior jobs in their associations. According to Johns (2013), in 1991, regardless of a significantly developing nearness of women in work environment, the United States (US) Congress found that women and minorities remained underrepresented in the executives positions in business and that fake hindrances were restraining their progression. This achieved the foundation of the Glass Ceiling Commission in 1991 contained in Title II of the Civil Rights Acts of that year.

Neidhart and Carlin (2003), in Osumbah (2011), categorise the barriers to women's absence in leadership and decision-making positions as:

- i. Socialisation and stereotyping;
- ii. Individual barriers, and
- iii. Organisational barriers.

Osumbah (2011) classifies the barriers as:

- i. Individual barriers- These include lack of self-confidence, unwillingness to play the game or work the system, not applying for line positions, tendency to avoid taking risks, fear of failure, facing criticisms, fear of conflict, fear of receiving negative feedback, reluctance to voice their opinions and the like.
- ii. Organisational barriers- These include entrenched cultures and norms, selection procedures, lack of appropriate mentor schemes, exclusion from informal networks, failure of seniors leaders to assume accountability for women's advancement, job requirements, facilities, organisational climate and placement.
- iii. Socio-cultural barriers- These stem from the traditional roles and identities of women, such as parenting and caring.

She concludes that glass ceiling is an effect of individual, organisational and socialisation barriers and exists in its strongest forms denying women the opportunities to gain access into top management positions; she reaffirms the existence and persistence of glass ceiling by citing Cubillo and Brown (2003) who state that:

While it is true that more women, now than ever before, are slowly chiseling through the glass barrier to take on leadership positions, one can hardly claim to hear glass ceilings shattering around us. The question one asks is whether it is possible to shatter glass without hearing it break! (Osumbah, 2011).

These challenges prove to be at the centre of women's upward advancement into senior management positions today. Looking at women's lives and the statistics of those that want to expand their influence, one might infer that breaking the glass ceiling needs a strong awareness of the visible and implicit obstacles to women's development. In Osumbah (2011), Ernest (2003) says that "glass ceiling" is the key explanation for the female loss of leadership

### **2.8.2 Breaking the glass ceiling**

There is no doubt that imperative headway has been made in encouraging the purpose behind gender balance in the work-related circle lately. Women have been moving reliably into occupations, purposes for living, official and regulatory vocations saved for men, as of late. Their passageway to guidance and planning to improve and this outfit varies with the basic ability for senior organisation occupations and their advantage in power works out. Government, associations, trade unions and women's affiliations have submitted a ton of thoughts and essentialness to vanquishing the attitudinal and institutional isolation that gets women far from explicit occupations and thwarts their expert improvement. Their obligation to fight gender partition is moreover restored irregularly at worldwide get-togethers.

Be that as it may, women are at this point moved into all sorts of work all through the world. Traversing the 'impossible position' actually appears far off for everything aside from a few, not many. According to Johns (2013), breaking the 'one-sided based obstacle' is complicated and requires movement on a couple of fronts. She argues further that the

bureaucratic and state governments, administrators, educational foundations and women themselves are key parts in isolating the blocks that are holding women down.

Government has various gadgets accessible to address the preventions in affiliation that hold women down. It can go probably as a driver for propelling gender consistency perspectives and practices through raised awareness of gender unevenness, the benefits of gender value and the antagonistic impacts of gender dissimilarity on women, kids, families, organisations, the business division and the nation all in all. Johns (2013) avers that the authoritative course of action and establishment could dismantle severe practices and phony limits, while the ventures and endeavours of government could support the cognisance of the best interventions for isolating obstacles. What is more? She stresses that checking and needing for existing institution against gender partition would isolate deterrents that hold women down. In case organisations of work make eager steps towards obligation to gender arranged assortment and worth, the strategy of breaking the out of reach rank may be got.

Joining of fairness and objectivity at the same time and activities of affiliation is most likely going to expect huge occupation in breaking the impossible position. Howard and Wellins (2009) perceive various advances that affiliations can take to join objectivity with different tasks and make everything reasonable for women. They show them as:

**i. Formalisation of succession planning**

Planning the succession should start with the lowest employees' hierarchy. This means the objective detection and acceleration of high-potential entities. Howard & Wellins (2009) observe that in the structured succession plan in the U.S., far more women advanced to the top level than companies who had informally taken succession decisions as appropriate. When a balanced criterion is used to determine promotional or leadership prospects and preparation, latent gender biases and leadership limited differences will hopefully be removed. More specifically, implicit gender inequality would definitely be taken into account if the proposals are followed by effective controls. They note that the evaluation centre, where participants participate in regular simulations of leadership roles at a higher level than their current job, is "a particularly engaging way to establish promotion readiness."

**ii. Equal recognition of performance**

Study also shows that women have to do even more than their males to be deemed equally capable (Howard and Wellins, 2009). This becomes an obstacle to ascending to higher levels of management for the women. Women are likely to find it difficult to convince people about their competencies and abilities. Piterman (2008) observes that ‘while women increasingly embraces ambition, competition and success as part of the competitive world of office politics, many have difficulty managing overt competitive dynamics, particularly when it involves other women’.

**iii. Democratisation of development**

Growth initiatives will offer leaders high faith and ability. These services will have an absolute influence on women's employment if they are given the opportunity. The lack of fair access to services for women will lead to anger and dissatisfaction.

**iv. Provision of mentors for women**

Another way that women are deprived of development is traced to inaccessibility of mentors. Whether mentoring is formal or informal, women stand to benefit greatly from having a mentor (Anderson, 2005, cited in Howard and Wellins, 2009). If women are encouraged to be more proactive about seeking new positions, mentoring as a programme would go a long way to impact on the career of women.

**v. Internationalisation of women’s experience**

International assignments, a requisite for advancement, are considered men’s task. Male executives tend to assume that women do not want or like to take the international assignments, and if they do, they would not perform well. This assumption is based on women’s greater family responsibilities. Organisations should not assume that women would be rejected out-of-station. Howard and Wellins (2009) feel if the experience is important, it should be offered to women as often as to men.

**vi. Equalisation and enhancement of transition support**

Organisations ought to give more help to initiative changes for the two genders. Howard and Wellins (2009) find that the pioneers of the two genders showed an unmistakable

requirement for change support. Also, they opine that women are probably going to be forgotten about and along these lines, have more trouble with changes. A few associations were said to disregard women more than others. Organisations with excellent advancement programmes encourage administration advances among people to about a similar degree. In associations whose improvement programmes were commonly of low quality, women were more likely than men to get no readiness at all for advances. These gender contrasts vanish in associations with top-notch advancement programmes.

**vii. Making human resource policies more family friendly**

Organisational activities obliging families can improve the workplace for women as well as for men who look for work-life balance. Adaptable hours and youngster care remittances and leaves are models. Different approaches should be acclimated to suit the substances of family life, for instance, high-potential projects frequently center around the representatives between the ages of 28 and 35. If those criteria were expanded to incorporate time effectively utilised by the organisation, the projects could incorporate women who were out on maternity leave, which is now and again two years in Europe( Howard and Wellins, 2009).

**2.9.1 THE CONCEPT OF GENDER**

Gender alludes to the social characteristics and openings related with being male and female and the connection among people, young ladies and young men in the general public (Haman, 2001). He further clarifies that gender figures out what is normal, permitted and esteemed in men or women in a given setting. By this, gender alludes to jobs, duties, openings, benefits and desires attributed to male and female by the general public.

Gender applies to the collectively constructed roles and activities of individuals in the CIDA common understanding on gender equality (1996). The theory therefore combines the expectations of the two groups surrounding qualities, capacities and possible activities. According to Craft (1792), who was the first to perceive the social character of gender, the distinction between gender is the most social and not the regular. The value of gender is essentially extracted from cultural qualities, attitudes and preferred means of arranging the

life of both. William (1985) views sex as the non-physiological portions of sex that are deemed socially acceptable to men or women.

Oakley (1987) states that sex and gender disputes occur and is seeking to understand all concepts. She sees gender as an emotional and social organic one. The dispute with multiple realities is maintained. To start with, the anthropologists revealed the wide variety in the manner in which various societies characterise gender. She likewise opines that each general public uses organic sex as model for the remedy of gender, and there is no two societies that would concur totally on what differentiates one gender from the other.

Basow (1992) sees gender as abstract sentiments of maleness or femaleness, independent of one's sex. One's gender can be resolved from multiple points of view. For instance, conduct, in many social orders, modesty, accommodation, politeness, feeling and quietness are viewed as ladylike conduct, and, women are required to carry on that way, while men are relied upon to be prevailing, forceful, dispassionate and garrulous. Osteergard (1992) opines that gender division is not fixed naturally; however, it comprises part of the social division of work established by nature and its wide spread belief fortified by the social, strict ideological framework within a society.

### **2.9.2 Gender stereotypes**

Stereotypes are descriptive shortcuts for the classification of the poor and wealthy, black and white, women and men. Stereotypes are based on oversimplified generalisation, resulting in classified views on individuals, according to Klenke (1996). Although stereotypes are often built on a grain of fact, they are often more concealed than exposed. The stereotypes of gender identity rely on the belief that women are in short order on the efficiency, ability, experience and motivation needed by authority roles (Klenke, 1996). The stereotypes imply that men are better off and more fit than women in terms of initiative capacity. Women are related with collective characteristics which pass on a worry for the enthusiastic treatment of others. Generalisation alludes to the convictions and assumptions regarding individuals from a gathering on their enrolment in that gathering. Fundamentally, stereotypes about sexual orientation jobs produce sexism,

antagonistic demeanour and conduct towards an individual, depending on an individuals' sex.

Additionally, sex job stereotypes have likewise been characterised as the unbending nature and distorted convictions that male and female have particular and comparative mental qualities and attributes. The sexual orientation stereotypes keep up that the traits and practices ordinarily attributed to women are inverse of what is anticipated from a pioneer. Additionally, these regularly held generalisations infer that women who need to be fruitful pioneers ought to receive human characteristics and demonstrate leadership like males (Cuadrado, et. al., 2012).

According to a theory, prejudicial connections may arise from relations between people's characteristics at a social meeting and the conditions for the social jobs of individuals (Eagly and Karau, 2012). The preference for women leaders is the product of the disparity between the qualities of women and the necessities of managerial job. People believe that women's leadership does not favour managerial roles. The capabilities and achievements of women in any case, whatever they have accomplished the places of administration, they are frequently expected to carry on like men, rather than upgrading their jobs with the new and fluctuated abilities, along with the new viewpoints they may carry with them (Shavlik and Touchton, 1988).

### **2.9.2.1 Gender and human resource practices in Nigeria**

A contemporary designation for staff administration is gender and Human Resources Management (HRM). This function comprises five elements of the workplace management process: recruiting and selecting employees to work; management of the rewards system; staff formation and development; retention of employees by the administration of workplace security, safety and health policies and industrial relations. This role is part of the management process (Bratton and Gold, 1999). The problem of inequality based on sex is one of these components of the HRM (Berry, 1998).

### **2.9.2.2 Recruitment and selection**

Recruitment and selection applies to the practices carried out by companies, in which prospective workers are consulted, and whether one of them can be appointed (Bratton *et*

*al.*, 1999). The method of hiring workers into roles based on traditional job designations of men and women is a central feature of unequal segregation in recruitment. Moreover, roles reserved for females require the same sort of activities as wives and mothers in their households, replicating the rank hierarchy between the two sexes in the wider society. As a result, women are clustered in predictable low-level, low-paying, and under-educated occupations like washing, catering, serving, nursing, sewing, teaching, childcare, office and sales (Lindsey et al., 2000). In the same way, women's employments which require travelling and regular transitions are not approved by the organisations. The common reason for this is that women do not have the requisite period in such jobs, and that their family would have to leave before men in the same position. In reality, women have purposely excluded the female names in their curricula in order to increase their chances of obtaining employment (Sapiro, 1994).

Visibly pregnant women are hardly good at interviews (Ogunrin et al., 2012). In Nigerian background, census data on future Labour force consisted of individuals in the age group of 15 to 64 years. The sex percentage was 51.4 percent. Yet, 62.6 percent of the workers currently hired by men proposed that women should be discriminated against selectively. In comparison, the distribution by occupation of the workers shows that the males dominate every occupation, except advertising, where 65,1% of women were working against 34,9% of men (Yesufu, 2000). In the lower cadres of Nigeria, women are equally over-represented, and nearly 55% of places in levels 1 to 6 are held by women (Ogunrin *et al.*, 2012). A recent newspaper advertising to hire a government department told job seekers that "a woman candidate on the first appointment must be held for an initial two-year period, after which she could apply in writing for marriage" (*The Punch*, 2006). Similarly, men were not constrained.

Explaining the gendered stratification of the workforce, the fact that women began to engage in paying jobs had little other marketability skills than the household skills. This was partially due to the reason that women were actively removed from education from the 15th century until the early part of the 20th century (Fehr, 2003). Additional responsibility was pinned down for limits on personal evaluation methods, which require evaluators in evaluation circumstances to use gender-based facts (Ogunrin et al., 2012).



Also, due to lack of access to education, as well as prior conceptions of gender roles, which fostered nursing and teaching as the suitable occupations for few women who could afford to go to school, was the lop-sided portrayal of women in Nigerian jobs. Until the 1970s, these restrictions practically eliminated women in higher civil service and international corporations ( Ogunrin et al., 2012).

Reward systems: rewards are offered as part of an employment agreement to workers' financial benefits. Studies also showed that employers are more likely possibly because women's wages are viewed in comparison to those of their wives, to pay men with more paying households than women with families ( Entifi, 2009; Ogunrin et al., 2012). Also, if both men and women have equal qualifications and experience, women in all professions earn less than men. Moreover, in female work, the few men reap more rewards than women - a fact dubbed the 'glass escalator effect' (Lindsey et al. 2000).

Gendered pay discrimination: It is so serious that this problem of gender-based wage inequality is the focus of many philosophical models. The model of the human resource model, for example, applies compensation disparity to individual preferences in the occupation sector: women are less paid for preferring occupations that allow them more time to serve in the home (Lindsey et al., 2000). In order to fix the gender disparity in labour wages, many developing nations have had to implement 'fair pay for equal value jobs.' However, available evidence on the Nigerian working climate shows that gender-based pay parity is not normal (Ogunrin et al., 2012).

Training and development: Education applies to schooling, in which credentials are gained in an occupation, while progress is geared at potential needs and job advancement, and not immediate role results (Cole, 1993). Employers must show justice in providing equitable access for all employees to training without respect to race, sex, age or fitness. Training is also a real opportunity for the fitting of 'special needs staff' for careers. Three "special need employee" classes were described in that regard: disabled employees, unemployed workers whose talents need adaptation by re-training and women workers with management ability (Berry, 1998). Women are affected in the last two of the three 'special needs workers' groups, and are significantly affected by further schooling and growth, since technological advances and advancement in information technologies seem to

impact them harder than men (ILO, 1998), and, also, because they are over-represented in low skilled jobs (Berry, 1998).

There are only about 7 or 5 percent of female CEOs in Nigeria (*The NSE Fact Book*, 2003). Nigerian female managers are not only low in proportion but also concentrated in small-scale companies; few blue chip businesses have a female CEO. In the public industry, though, there are up to 9% of women staff in the 15th to 17th grades, which indicate that women are more likely to be in public than private management roles. Unfortunately, the involvement of women in management by token implies their virtual lack of participation in the development of policies, even policies that could have expanded their participation.

Leadership Styles of Women Executives: favoured female managers seem to feel forced to work harder than their male fellow managers for the sake of proving their worth, and following one of the four male-defined assumptions of leadership: the mother, the sex object, the mascot (Lindsey et al., 2000). In Nigeria, the female leaders follow a battle-axis (martinet), or women's (conciliatory) form in one of the two leading types. The combat-axis strategy is related to the pioneer women executives who follow an offensive style and find themselves in a male-dominated environment. The form of conciliation leadership strengthens women's managerial attributes and renders these women bosses explicitly trivial. Overall, it seems that women are unfit for senior management roles due to their heavily reliant and intuitive temperament. However, some scholars interpret these qualities as paradoxical, since certain attributes are power, which are, therefore, cognitive types that clearly mean different but not weaker ways to perceive and manage problems (Macionis, 2002).

Developing women for management roles: to improve the participation of women in managerial roles, concessionary treatments have been proposed, equivalent to positive acts or positive (reverse) discriminations, which explicitly increase the number of women to develop those positions. An order to increase women's management engagement and mentoring was proposed in particular. Unfortunately, it is impossible for women to locate a senior manager who is to tutor them because of a particular circular problem: the majority of senior managers prefer to be males; mentoring involves close contact between

the 'trainee' and the mentor, a method that the viewers are frequently amorously mistaken. Unsurprisingly, the few women in the executive offices themselves are reluctant to mentor the prospective mentee (Lindsey et al., 2000).

Safety, health and welfare policies: organisations must create a working atmosphere which satisfies organisational goals and is secured and healthy for workers at the same time. Where an aspect of the job influences the physical or mental health of the workers, tension is said to occur. Three forms of gender-related work stress have been identified.

Sexualisation of the workplace: for the woman workers, sexuality in the workplace, which imputes sexual significances into obviously a sexual practice, is one of the main types of stress in the workplace. These conducts, including sexual harassment, sexual bribery and gender-based jokes, degrade women and prevent the establishment as colleagues of fair work ties between the two sexes (Tallichet, 1995). Predominance of sweat-store women: certain export-based, hard-working industries, such as the textile and toy industry, are known for their staff, under circumstances defined as sweat-stores, of young female workers aged between 13 and 25 years (Lindsey et al., 2000). The stereotypical expectations of this work technique are that women should be paying less than men, while at the same time making them more relaxed than men in these positions (Barber, Gowthaman & Rose, 2004). The bad working conditions in such sectors concern the very essence of employment, as they are menial, low paying jobs, with a poor potential career outlook. They include exposure to hazardous chemicals and poor ventilation (Barber et al., 2004). It is said that these young women are now biologically wearing up and are regularly replaced by new lots of young people until they are about 35 years of age (Shah, 2001). The idea that corporate activity was primarily focused around the human being and his health needs is more significant than the above welfare problems. There is also a lack of social welfare policies explicitly addressing the needs of women, particularly those deriving from their reproductive roles. In that respect, women must consider any policy provided by employers about the length, compensation and effect on promotion of maternity leave; the absence of a child care allowance and others. Indeed, the challenges on female reproductive health are known to be unnecessary costs that can be minimised to keep cost systems lean. In reality, problems which border on women's reproductive health

are seen as unnecessary costs which are better avoided in order to retain slim costs. Women also have to choose between a job and a family (Ogunrin et al., 2012).

International relations: industrial relationships relate to the work relationship management mechanism in which an umbrella union of employers talks with management over conflicts impacting employees' work lives (Standard et al., 2012).

Three wide methods for labour relations: union acceptance, removal from union and opposition to the union are in operation. The three differ in the extent to which unions engage and are constitutional in regulating the partnership with work. Union acknowledgement is optimistic in that an entity assumes the positions of unions to control ties with workers. Opposition from the union is the other extreme which means that a corporation holds non-union business status (Bratton et al., 1999). The history of women in unequal representation in non-union work settings has been illustrated. As stated earlier, companies in the textile and toy manufacturing industries in the export production areas are thoroughly examined on their non-union practices and bad work conditions. These organisations have an overly large number of women, believing that the inherent docility of women will deter them from coming together (Shah, 2002).

### **2.9.2.3 Gender equality and the world of work**

Gender inclusion is the center of the ILO's Decent Work Agenda aimed to enhance opportunity for women and men in terms of rights, justice and human integrity for decent and effective work' (ILO, 1999). The ILO Fair Work Agenda aims at ensuring more decent jobs and wages for both workers – women and men. True decent work can be done only in a society which would allow Labour markets, regardless of their biological, socioeconomic, religious or political characteristics, to provide equal opportunity and equal wages for social classes. Racial barriers and inequality still exist in all countries to different degrees, since social conventions on gender roles remain that are much sluggish to shift. In fact, on gender inequality, despite considerable strides in fostering gender equality and reducing gender disparities in employment over the past half century, a major part of women's work in gender-stereotyping professions is now insecure and fragile, with less incomes than men, worldwide (ILO 2010a). As a result, respectable working difficulties affect women significantly more than men, and thus poverty. Women are also

the primary providers of treatment in society, but these jobs are mostly unpaid, scientifically unrecognised and not compensated for economically. There is evidence that women and girls' socio-economic position in such discriminated social classes is greater than their male counterparts. If a woman is an ethnic minority in a society, she is doubly discriminated against, facing more obstacles and challenges to find a respectable work and salary and access to different social services. In urban Brazil, for example, non-white women have the lowest wages, led by white and non-white men, and white men are at the highest level, spanning all the jobs and all the levels of education (ILO, 2003).

This is why it is important for women to boost their access to Labour markets and to decent and sustainable work and promote greater equity between women and men through society. The study of the new statistics from the 2012 ILO global women's job patterns suggests that, in 2011, the employment-to-population ratio between women was 47.8%, compared to 48.5% 10 years earlier. Globally, the rates of activity have not increased significantly, although the rate has dropped by one percentage since the global economic crisis. The recession has also influenced global women's unemployment, which is again marginally rising following a slow decline from 2004 to 2007. Women at the world level are more likely than men to be unemployed. The study clearly indicates that most regions have progressed in rising women in respectable jobs by 2007 prior to the global economic crisis (ILO 2012a). Globally, however, complete equality between the sexes has not yet been reached with respect to Labour market entry and the conditions of jobs.

**Gender and worker poverty:** There were already 383.8 million people around the world in 2012 who were not making enough money to raise themselves and their families above the \$1.25 a day poverty line, and 853.7 million workers did not earn enough to raise themselves and their families above the \$2 a day line. In the latest global slowdown, overall poverty mitigation rates have also slowed down. The number of females unemployed has grown from an estimated 75.8 million in 2007 to an estimated 82.7 million in 2010 (ILO, 2013). While poverty is calculated at household level and not readily separated by gender with respect to consumption and wages, women are estimated to be over-represented among the absolute poor of the world. In the wake of the global economic crisis, this situation has deteriorated.

### **2.9.3 Gender and decision to unionise**

It is an attempt to construct a theoretical context in which future issues surrounding worker's decision-making can be discussed in relation to the membership of the union and its participation. This is important if the major factors between men and women are to be established and the effects on the interactions between workers and unions assessed. It is necessary first to draw a distinction between supply and demand considerations when discussing the stresses on the choice of union membership, which at times are not recognised in sector literature. In other words, the existence of a trade organisation and those that influence citizens is not even clearly differentiated. This differentiation is nevertheless required to understand the propensity to create a union that influences this philosophy rather than the desire to do so. Many experiments were planned to examine the determinants of union membership among the employees of unionised and non-unionised companies (Sinclair, 1993). It is not, however, generally evident if the variables that are found dramatically related to the members of the union contribute to the desire of the person to join unions or his or her prospects to join a Labour union, while here assumptions were made about the role of these variables, such as gender, in the interests of unionists.

The study of the state of the union is the most significant factor in this literature. The vast majority of the research centered on the determinants of union participation in working samples of union and non-trade union companies and sectors. It is therefore not completely apparent that the variables described primarily concern union members, although it has been concluded here that there are variables, such as gender for trade union workers' sake. They are linked to their ability to become trade unions or their opportunity to join a union. It is also probably argue that it is the most useful element in this literature to determine the condition of the union.

Studies about the voting patterns of employees in union elections, regardless of the reasons influencing an employee's vote as a union candidate without taking into consideration the impact of the existence of a union on those influences, have been carried out. Studies should mostly involve the decision to become a part of the union of the citizen. This implies that as the appearance on the place of employment of a union

indicates, who enters a union and who decides to 'free ride.' The right to belong to the union is granted. In the literature, the tendency to unionise was used to suggest the willingness to participate in non-union workplaces, as well as the option to become a union member in a workplace with an approved trade union. Socio-economic variables, such as levels of employment and market growth and wage inflation, social consequences, such as shifts in occupation and distribution in the sectors (Sinclair 1994), and the economic policy climate are determinants of the probability of unionisation, debated in the literature and demonstrated by legal reform and government helping in industrial relations. This unionisation influences are well known, such that no more study of factors dependent on the potential and incentives of unions to unite is provided.

Economic conditions, such as unemployment, jobs and personal qualities, were the most widely debated factors on union attendance. It is impossible to differentiate these two last vector types. However, one way to divide the job characteristics is to take care of the variables that could be all correlated with one category of workers. However, personal attributes can be seen as such factors, which are often special in each employee's mix, independent of job. The variables that are often described as significant in literature include hours employed, the degree of sexual segregation of jobs, permanent work, earnings and size of the business. Women, age, marital status and / or household status, number of dependents, education and race, are the personal attributes that most studies contains. Area has also been described as having a major connection to membership in the union. This attribute, however, can calculate the residence or employer of the employee; that is, it can either be perceived as a personal or working function.

Kochan (1980) argues that employee support for syndicalisation may also impact attitudes towards employment, including satisfaction and dedication to work. The thesis also argues that trade union association's characteristics are critical for selecting union membership. However, in general, the literature has continued to ignore the role of the trade unions in the decision on membership of workers. In this respect, study has often focused on the value of union leadership (Undy et al, 1981) and hiring, to the exclusion of all considerations of the union as a whole (Kelly and Heery, 1989; Mason and Bain, 1990). For example, in a research concerning the possibility of syndical membership, it

does not appear that the actions and activities of the union and its ostensible objectives, which might logically be expected to have a certain impact on the decision-making processes of the various forms of employee grouping. Thus, it is important to look at the working conditions of the worker and his/her trade union characteristics and the working conditions of the employee in order to establish major factors on the tendency of the individual to unionise.

#### **2.9.4 Labour movement participation and engagement**

The subject of association cooperation shows incredible concern to researchers, social researchers, workers and exchange labour unionist (Barling et al, 1992). The significance of coordinated work association, specifically among worker's guild professionals, is by and large progressively perceived. It has been perceived that coordinated work associations need to build up effective manners by which their individuals support and protect their dedication to guarantee the continuation of their work. It is additionally declared that ambushed coordinated work associations need the help of a submitted electorate to adapt to the tempests of negative and horrible events (Jose, 2000). Coordinated work associations by and large face hindrances that imperil their proceeding with significance to the world's plan. Any of these issues are the regular inclination towards more noteworthy, monetary and political progression and the declining force of association bodies (Oikelome, 2014). This condition has constrained the organised work associations to dispatch new methodologies and strategies if the fundamental entertainers need to focus on different and evenhanded development. Their endeavours have been turned around, and their demonstrations are regularly switched. Gordon and Nurick (1981) endeavour to break down the possibility of association investment to characterize its significant perspectives. There have been four significant territories of center: loyalty, responsibility, party obligation, the will to work with the association and confidence in coordinated work. The four measurements are commonly legitimate, steady and employable, as the most accessible proof shows.

Comprehension of loyalty is significant for the coordinated work associations since inability to comprehend the activities of endorsers can demonstrate a grave and likely disappointment by the coordinated work associations (Kuruvilla et al, 1993). Competency



specialists recommend that the discernments and activities of people are not unbored (Clark, 2000). To advance their individuals' novel practices, coordinated work associations should initially characterise the right prerequisites for those ideal practices, remember them and develop them. To begin with, whenever coordinated work associations are to have an authentic and fruitful 'protection from' organisation, they need the faithfulness and backing of their individuals. Clark et al. (1993) contend that all our occupation execution is straightforwardly identified with advancing participation. The coordinated work associations need submitted and valuable participation from their partners to battle against the condition or at most moderate the impacts of old guideline by promising the best preferences for endorsers. In their dealings with the administration, the organisations should know that they have the certainty of a devoted member willing to help them. Your capacity to haggle mutually with great businesses essentially depends on your voting public's loyalty (Barling et al, 1992). Until Labourers show enduring solidarity, the skirmish of the trade association for significance in the flows of financial reality cannot be effective. Second, in the current case, the droop in mathematical strength of work force could affect the coordinated work associations as in the most noticeable pointer of association impact is the extent of representatives who are offshoots of an association (Oikelome, 2014). The fact is that disintegrating worker's organisation participation implies fewer representatives would be relied upon during political gatherings or aggregate strikes. Enormous assemblies, for instance, much of the time exhibit public help and show that influencing countless specialists can step by step become critical watersheds. Acknowledgment of the promise is imperative to coordinated work development, since the affiliation will demonstrate a critical and conceivable reluctance to think about the activities of the endorsers. Competency specialists recommend that the discernments and activities of people are not unbored (Oikelome, 2014). To advance their individuals' special practices, coordinated work development should initially characterise the right prerequisites for those ideal practices, remember them and develop them. The member can in this manner bring out a loyalty (disposition) and loyalty (consistence) whenever coordinated work development (1) perceive their connected conditions or factors, and (2) make a sensible move to set up or energise those circumstances.

Association action has a few angles that include coordinated works on, including participation at association gatherings, political decision and putting together of association workplaces and easygoing practices like discussions with colleagues of association concerns, inspecting association artistic works and backing for coordinated work activities (Oikelome, 2014). In approaching sections under writing audit, viable issues relating to the interest of the association will be managed in more prominent profundity. The significance of enrolment loyalty in the trade association ought to be adequately stressed now. The significance of enrolment loyalty in the trade associations ought to be adequately underlined now. Part inclusion for the accompanying reasons is pertinent.

### **Alleviating sectionalism**

To stop disruptiveness, it is vital for a functioning association of the cross-part of offshoots. Sectionalism may work at work environment level to vanquish the achievement of shared destinations. Frock's (1969) investigation of coal-excavators in the eastern segment was a solid show of this. Staff are each battling for single force in the middle of two restricting parts of association initiative. The association organisation business was generally hindered by the interests, plans and partners of the two camps and the coordinated work associations' situation with their administration.

Strategy activity and Legitimacy: trade associations rely on their participation in both enactment missions and executions, for benefit of their managers, work developments are impervious to arraignment. The labour movement ought to have the option to energise its members to reinforce its hand in talks in situations where Labourers object. In this regard, when a trade guild loses, its outer glory just as its arranging authority are undermined. Once more, the model cited prior on the Nigerian Labour Congress' bombed strike activity gets significant. The Labourers' apparent inflexible position towards the strike cast a pall over the administration of the organisations. This will undermine the validity and force of work development with a restricted level of enrolment interest. Moreover, this relies upon the degree a working association professes to address social and policy-centered issues for the benefit of its individuals. Cooperation can impact to some extent that its participation praises the social and political loyalty of an association.

Directing theocracy: Trade associations are anyway assaulted in the light of the fact that they are non-vote based elements that need to communicate the reasons and aspirations of an uproarious, assailant minority while overlooking the genuine longing of most of their individuals. Investment of participation is, accordingly, utilised as a proportion of homegrown popular government. A few researchers have depicted the country's association chiefs as having totalitarian conduct, frequently not permitting individuals' political portrayal in dynamic. Investment of association governmental issues has exhibited mellow syndical theocracy. An association which can clarify expanding participation numbers would then be able to profess to be anything over a fascism.

Opposing invasion: Low enrolment inclusion would profit minority gatherings, strikingly during the association political decision to attempt to assume responsibility for the larger part positions inside the coordinated work administrative constructions. On the off chance that individuals may not exercise their entitlement to cast a ballot or disdain the constituent interaction in them, a few association activists will actually want to direct labour movement relations (Oikelome, 2014).

Great initiative: If normal residents with the skills, capabilities and other high administration characteristics are not keen on driving positions, the Labour movement comes up short on all important effects on its loyalty. The most grounded applicants would constantly be probably not going to be chosen for office. The absence of skilled association pioneers has been noted in the Nigerian work development (Otobo, 1995).

Help to association organisation: work development relies widely upon lay representatives to guarantee that the interests of their individuals can all the more likely be reflected at the working environment level to limit antagonism and dissuade baffled individuals from moving to another association. It likewise brings the responsibility down to adequate levels for full-time staff.

Assisting with creating individuals: Engagement inside undertakings of the labour movement permits members to acquire the essential experience, ability and confidence to address strategy progression inside the labour movement in a more prominent detail. After this experience, members can turn out to be more aware of, and be more set up to add to

the popularity based interaction by and large (inside and outside the Organized work associations). To decide the determinants of the coordinated work contribution and investment of partner individuals in the locale, a painstakingly formed model of request will be proper. The mental coordinated work inclusion model was proposed in Barling, et al. 1992. From this structure, the creators thought about points of reference or explanations behind the contribution of the Labour movement with its effects. In request to decide determinants of the coordinated work inclusion and investment of partner individuals in the locale, a deliberately formed model of request will be fitting. The examination recognised 25 factors under the seven significant segment classes, character/work esteems, perspectives/certainties, duties, mastery, foundational and natural highlights. In the association between this foundation and the association vow, the outcomes have been set up.

### **2.9.5 Antecedents of organised labour involvement**

Several precursor reasons for labour movement participation were recognised (Oikelome, 2014) and included the characteristics of the labour force segment, personal values, labour movement qualities, working sessions, the fundamental qualities and the atmosphere of industrial relations.

#### ***Demographic / Personal characteristics***

A few investigations found no enormous connection between age and reliability, while others discovered a critical positive affiliation (Oikelome, 2014). Loyalty researchers have demonstrated that more experienced specialists are currently more obviously dedicated to their connections in the light of their hypotheses and their quest for a serious level of development over the long haul (Meyer and Allen, 1997). In these lines, the more significant level of support for more senior individuals could intrigue their possible goals to challenge authoritative positions which have been in association any longer. Gordon, et al (1980) locate that the presence of ladies as association specialists is more certain than men, however "individuals are more intrigued by association exercises. This obvious distinction cannot be basically a result of sex, yet rather due to differences between individuals corresponding to various factors, like the more grounded working/family foundation, absence of possibility or a division among working ladies. The conventional

family obligations of ladies could impede their opportunity to work with the association, while the way wherein the incredible lion's share of originators of the association are men's restriction of the perceivability of ladies' genuine models (Oikelome, 2014). For instance, an investigation of pioneers in the United States demonstrates that ladies in senior association jobs are under-addressed (Oikelome, 2014).

As a rule, conjugal status was not reviewed for the coordinated work contribution examinations (Barling et al, 1992). Regardless, conjugal status has no fundamental connect to the loyalty of one affiliation or relationship between 'familial status' (a composite record on conjugal status and the inclusion of the youngsters in the family) (Oikelome, 2014). It is not prudent to discard intimate status as insignificant. Concerning arrangement, revelations will in general be mixed. Some have found no basic association among guidance and coordinated work inclusion, while others set up a negative relationship (Barling et al, 1990).

Ethnicity is a significant factor, in Nigeria, that has impacted in the beneficial experience and topographical area of the members (Oikelome, 2014). The nation is to a great extent a multicultural local area with assorted tongues and groups that all live as a country. Accordingly, a couple of inquiries inspected by syndicates could be characterised by the ethnically isolated and colonised (Oikelome, 2014). Coverall's (1969's) examination showed that about 36% of his interviewees said they needed senior work pioneers from their Igbo locale.

#### **2.9.6 Individual beliefs, personal characteristics and political inclinations**

A few investigations show that individuals who are made by organisations who have reasonable presumptions about their benefits are more reluctant to go deliberately than if they have useless discernments (Wanous, 1980). There is an additional proof that the greatness of meeting targets about new associations has a direct however little impact on contribution (Oikelome, 2014). For uncommon representatives (for example, Labourers confessed to structure), Fullager and Barling (1989) assert that their diligent effort mentality anticipated their constancy with the Labour movement.

The dedicated methodology is only one of the numerous builds of conviction (Oikelome, 2014). Others, for instance, could liken the construction for Marxism and the humanistic system of conviction with coordinated work contribution, specifically on the grounds that association mindsets are predicated (Oikelome, 2014). Additionally, a psychological conservatism which addresses the fear of progress might be especially surprising taking everything into account. To begin with, mental conservatism predicts Labour movement points of view (Barling, et al, 1990). Oikelome, (2014) says that the connection among achievement and loyalty is a trademark. The accomplishment is firmly identified with the premium of people voicing high speculation models for elements, accomplishment and mindfulness. Interest can be deluded in the association for people whose achievements and development conditions are generally weak.

A few records are connected by nationality to the significance of occupations and association loyalty (Barling, et al, 1990). Among the white "affluent" workers, dedicated mentality feelings are more huge determinants of coordinated work inclusion. Oddly, among the dim baffled workers, Marxist-related work feelings are more grounded markers of coordinated work inclusion. The sign here is that more noticeable individual vibes of distance and misuse, and a strong progression of class comprehension, cause more vital dedication to the association among less unique zones of the normal Labour force.

As for administrative concerns, surveying attempted by American coordinated work associations has shown that a lot of people affirm the fuse of their associations into the political decision cycle. Nonetheless, the comparable to investigate has additionally discovered that 20 to 45% of the people in the Labour movement commonly negate the participation of their coordinated work associations in these exercises (Oikelome, 2014). Clark (2000) claims that if the political activities of an organisation are to engrave regard for labour movementised resistance legislators and to establish the association, it should initially promise its people that drawing in them in administrative issue is a veritable and significant endeavour for the association.

The investigation by Fields et al's (1987) of the connection between the association's inclusion and backing of people in the mission advisory group of their public area association unveils a helpful and huge association between the association's loyalty and

political help of people. This examination moreover finds a comparative association between the people's impression of their close-by association instrumentality (impact on money-related and non-monetary issues in the workplace) and sponsorship for association relationship in administrative issues. Finally, the investigation finds that the female workers are more consistent of association political relationship than are male workers. Different assessments have exhibited that a lot of association people vote for labour movement<sup>7</sup> upheld candidates. One of such assessments suggests that all around, American association people vote for upheld candidates a rate 15 to 20 rate centers higher than non-people (Oikelome, 2014). This is changed, in any case, by the way that endless people disregard their association's uphold, on occasion giving the edge of win to contenders repudiated by work (Oikelome, 2014).

### **2.9.7 Labour movement characteristics and perceptions**

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### **2.9.7.1 Labour movement attitudes: general and specific attitudes**

The complement of appraisal on association perspectives is obviously dependent on a clarification of social science that people are not conveyed into the world with their mentalities and sentiments set up, yet are truly, in immense part, the eventual outcome of encounters to which individuals are uncovered and data they get from a plan of sources. This suggests that an individual's perspectives about coordinated work associations can be influenced either immediate or in an aberrant way by an association or by single association activists. An ability is made between wide perspectives and express attitudes towards coordinated work associations. General perspectives towards association merge how people see the foundation of encouraged work, its objectives, accomplishments, and administration, in the speculative (Oikelome, 2014). Another report finds that these overall perspectives about coordinated work associations will generally speak based on two issues - "the gigantic work picture" and "association instrumentality". The picture of coordinated work associations as 'tremendous work' consolidates how much individuals consider coordinated work associations to be association pioneers as self-entranced, renouncing to change, absolutist, pointlessly dependent on administrative issues and "genuine" in heading. Oddly, "association instrumentality" mirrors individuals' assessments of the work improvement's capacity to give or to give individuals their cash's worth for the loyalty they pay. This may consolidate how much the coordinated work associations can win higher wages, better working conditions or positive approval. The two parts of general perspectives towards coordinated work associations were reflected in explicit reviews which showed that around 69 percent of the general Labour force think workers are all the more impressive in getting issues settled with their managers when they bring these issues up as a social event as opposed to as people. Nevertheless, under 43 percent said they would or more than likely decision for an association at whatever point given the opportunity (Oikelome, 2014). Direct investigation suggests that overall emotions routinely have critical roots and that once set up, they are not supportively changed. Evaluation likewise recommends that these sentiments are basic and expect a fundamental part in moulding related perspectives all through an individual's life (Oikelome, 2014).

Perspectives about express coordinated work associations rotate around how an individual perceive the particular association that addresses, or is endeavouring to address them. Examination on labour unionism has recommended that particular association sentiments can be accumulated into three basic assessments - "instrumentality", "association fulfilment" and "saw association help". Unequivocal association instrumentality proposes how much people feel that a given association can win certain expansions considering an authentic worry for its kin. Evaluation has discovered sentiments about the association's instrumentality to be a solid pointer of the two attitudes of loyalty to the association and social interest in association exercises. For example, Bamberger, et al (1999) perceive association instrumentality as a critical envoy of coordinated work inclusion; their outcomes propose that instrumentality acknowledges a fundamental part in building consistent of association sentiments.

However, unequivocal association fulfils several likeness to instrumentality, it likewise addresses people's emotions concerning the portrayal that a part gets from the association in their work space. The evaluation suggests that part fulfilment is not only an issue of coordinated work associations passing on certain augmentations at the bartering table, yet besides consolidates, how much the association's administration keeps individuals thoughts, gives them a say in running the association and is receptive to their tendencies (Oikelome, 2014).

Significantly, more of late, research here has in addition recommended that individuals' particularr outlooks towards the association reflect the sum they recognise that their association administration respects individuals' loyalty and considers their prosperity. Utilising information from a blueprint of a massive steelworker neighbourhood association, two analysts discovered affirmation that a solid positive relationship exists between individuals' impression of association help and their degrees of loyalty to the association (Oikelome, 2014). A few examinations show that particular association emotions may apply huge effect on the labour movementisation relationship of Labourers in Nigeria (Oikelome, 2014).

### **2.9.7.2 Early labour movement socialisation**

Participation with set-up association and different level of individuals is the crucial road whereby it covers the fathomed moves of the authoritative or association environment and refine their essential assumptions concerning the connection and their positions (Oikelome, 2014). Early socialisation encounters have been discovered to be constantly and positively connected with all bits of loyalty to the association. Positive socialisation encounters in the rule year (for example how much the new part is kept up, empowered or dismissed, regardless of whether the objections of the association were unquestionably set out) were distinctly associated with all the four segments of the association's loyalty. Building up the overall examination on socialisation and on the 1980 association evaluation, a more noteworthy, public assessment of early socialisation encounters in an association setting was composed during the 1990s (Clark et al, 1993). In this assessment, individuals who had joined the association during the previous four months were concentrated with an extreme target to gather data about their basic formal and agreeable socialisation experiences. Information was besides amassed about their degrees of loyalty to the association. Among this party of new individuals, formal socialisation encounters were depicted as created heading programmes drove by association trained professionals and wanted to acquaint the new individuals with the association. Nice socialisation encounters include contacts or encounters with more senior individuals from the association that were not created by the association, at any rate offered data to the new individuals about the connection, its qualities, objectives and customs also as its notions for the premium.

The deferred outcomes of the appraisal displayed that basically having a standard socialisation experience (a coordinated new part bearing task for the current condition) with no other individual didn't speedy higher loyalty with regards to the new part. Or then again conceivably, it was the possibility of the suitable socialisation experience that formed the loyalty level. In particular, the assessment shows that the range and extent of data introduced both verbally and in made construction, impacted individuals' loyalty. Another piece of this finding was that formal and nice socialisation encounters each made a loyalty to organisational loyalty.

Around the day's end, formal heading get-togethers and following nice socialisation encounters each strikingly impacted individuals' commitment to the association. This proposes that the association can greatly influence loyalty and involvement by giving both positive formal and accommodating socialisation encounters. One assessment displayed that new individuals with cynical attitudes towards the association regularly were similar individuals who objected that they infrequently saw their association steward or specialist. One of such new parts suggested that his mentalities toward the association had been astoundingly influenced by how it was a half year before he discovered who the association steward was in his piece of the plant (Clark and Gallagher, 1992).

It has also been discovered that responsiveness to coordinated work associations without a doubt before an individual changes into a piece of an exchanging unit would altogether be able to impact the perspectives toward coordinated work associations. This assessment found that youngsters who are made mindful of their kin's activism and relationship in labour unionism unquestionably will without a doubt have an uplifting attitude toward coordinated work associations than kids who had no such responsiveness. Two particular evaluations offer indirect help for the relationship between the association's socialisation and coordinated work inclusion.

Oikelome, (2014) reveals a variable called "social connection" anticipated association dependability. All of the four things that make up this social loyalty and involvement scale focus on how much respondents assisted individual topic specialists and thus association individuals. Through such affiliations, some socialisation may have happened.

### **2.9.7.3 Work experiences**

Past examination has perceived a relationship between different highlights of the work and reformist loyalty and involvement (Mathieu and Zajac, 1990), the contention being that positions more unnecessary in self-organisation, assortment, degree and challenge (Hackman and Oldham, 1980) are undoubtedly going to incite a really satisfying encounter of work and more grounded loyalty and involvement. Appraisal on coordinated work inclusion has a large part of the time neglect to discover a particularly certain relationship, dismissing the way that found a positive relationship between 'work impact' and coordinated work association (Oikelome, 2014).

#### **2.9.7.4 Job dissatisfaction**

A couple of examinations discover that position satisfaction is determinedly related to organised labour involvement, while others really find a negative relationship . Some find it to be a gigantic marker of legitimate engagement, anyway not of organised labour involvement (Oikelome, 2014). Fullager and Hester (1998) find that the association between work satisfaction and organised labour involvement is coordinated by clear mechanical climate, with all the more badly arranged climate being connected with an inside and out negative relationship and the reverse way around.

A possible explanation for this is that, in hostile conditions, work satisfaction may surmise as a general shortfall of agent objections, hence, disregard to maintain for the labour movement (while baffled workers go to the labour movement). Work satisfaction may be credited to the achievements of the labour movement and therefore help build organised labour involvement (and some baffled experts may believe to be as insufficient) . In an examination, Gordon et al (1980) find that working class workers who were frustrated with outward pieces of their positions were more ready to be adequately drawn in with the labour movement. Basically, the confidence in the perspective of facilitated work was more grounded among those experts who felt that their outward necessities were not being satisfied. Satisfaction of intrinsic necessities was not related with either feelings in facilitated work or availability to work for the labour movement.

Gordon et al (1984) discovered that though labour movement faithfulness is basically associated with unessential and intrinsic satisfaction in an illustration of experts, a similar connection is not found among engineers. Additionally, while work dissatisfaction and organised labour involvement were inside and out related in the United States and South Africa, this was not actually the circumstance in Canada (Oikelome, 2014). This infers that the association between organised labour involvement and superfluous/trademark occupation satisfaction is not coordinated by an essential regular versus working class capability. A couple of factors, for instance, the possibility of the support and the sort of labour movement under investigation, appears to affect this relationship. Barling, et al (1990) established that while the overall work satisfaction had foreseen the association's engagement, it did not anticipate the labour movement's devotion, and suggested that the

situational components may address this. The lesser school educators they considered had actually been dissenting and were managed back to work. Nonetheless, the extent of the overall frustration used in that survey rejected the specific disillusionments the labour movement people had been experiencing, after a long time after week educating load. Additionally, the wellspring of the failure was likely seen much the same as the main gathering of authorities, rather than work essentially or direct oversight.

In the examination by Kelloway, et al (1990), normal and superfluous disillusionment applied genuinely different effects on the four parts of organised labour involvement. Common occupation disillusionment applied a quick effect on the labour movement's dependability, capacity to work for the labour movement and trust in labour unionism. Outward occupation dissatisfaction applied no prompt effects, yet influenced these identical three engagement estimations in an indirect manner through its ramifications for the clear instrumentality of the labour movement in settling the labour movement people's failure. Hence, these examinations complement factors that ought to be considered in understanding the association between work disillusionment and organised labour involvement. Barling, et al. (1990) disclosures recommend that the possibility of the mistake ought to be considered. Moreover, the likelihood that mistake applies atypical effects on organised labour involvement is similarly raised.

A new report looks at why workers become excited about labour movement depiction. To uncover knowledge into that issue, the assessment uses the data from a past examination wherein the agents who have been locked in with a labour movement political race were met at two concentrations true to form. The essential gathering was driven after the political race was pronounced; the ensuing gathering happened following the political choice. The 1,239 discretionarily picked delegates met in the examination were drawn from a wide grouping of territories and geographic zones and tended to different organised labour associations and assorted managing unit sizes. The assessment found that the hidden interest in ruling for a labour movement was enlivened by work disillusionment. Specifically, the examination discovered that it was frustration with working conditions rather than the possibility of the genuine work that incited a premium in labour movementisation. A second assessment of the data in this examination showed that a

resulting factor, the evident occupation vulnerability, similarly makes workers vote in favour of labour movement depiction (Brett, 1980). Promotion and electives open positions. Better advancement openings may add to a more prominent hierarchical engagement. In any case, they may possibly subvert the labour movement's engagement to the degree that the advancement offers an elective course to improved compensation and conditions as opposed to the collectivist methodology offered by the labour movement.

#### **2.9.7.5 Pay equity**

Satisfaction with remuneration is insignificant to the labour movement's engagement; differential associations may exist between clear pay worth and labour movement's engagement across the moving levels of word-related status and differentiating sorts of occupations. For example, the evident irregularity in wages is distinctly and basically related to the capacity to unionise among basic workers (Oikelome, 2014). Thus, dissatisfaction with pay is by and large related to the assistance of the labour movement. Along these lines, it might be that the association between the obvious worth and organised labour involvement may not simply fluctuate among the different sorts of workers in anyway that the effects of target wage levels and conceptual impression of pay are similarly extraordinary.

#### **2.9.7.6 Job Alienation**

Fullagar and Barling (1987) suggest that experts might be more disposed to get resolved to work associations if they are in separating work conditions which outfit the worker with no power or control. This shortfall of power or control may arise on account of the workplace being controlled and mechanised or isolated to unravel the work collaboration. Various reasons may be because the workplace does not give sufficient information to the expert to plan and predict their working environment, does not satisfy their social prerequisites and does not offer the worker the opportunity to self-actualise. The effects of both occupation dissatisfaction and distance, in any case, are apparently coordinated by the impression of the work development's instrumentality in improving conditions of work where the affiliation has been torpid (Oikelome, 2014). Studies exhibiting an association between work affiliation and the work development's attitudes or loyalty and involvement have been driven in India and South Africa (Fullager and Barling, 1989). In tentatively

exploring the association between work affiliation/distance and work movementisation, Pestonjee, et al (1981) develop a basic negative connection between work incorporation and viewpoints towards coordinated work associations ( $r = - 0.58$ ) in an illustration of 200 normal material experts in Northern India.

In an illustration of basic workers in South Africa, Fullagar and Barling (1989) identified that the association between occupation's loyalty and involvement and work development's steadfastness was coordinated by race (reflecting different levels of word related). Rich, white work development people who were dedicated to the work development showed more huge degrees of occupation relationship than dim subject matter experts, for whom work offence foreseen unwavering quality to the work development. Oikelome (2014) regardless found no association between position's consideration and work development's loyalty and involvement and the past attributed this to situational factors. Where the association among the chiefs and work is poor, the work affiliation would achieve less importance than current lead stresses as a marker of work development's relentlessness.

Besides, the work affiliation would be less critical as a pointer of the work development devotion among workers of lower word related status who are more separated from decision-making measures. A further situational explanation of disclosures from these assessments stay in the public setting where these examinations were driven. Regardless, no relationship emerges between work incorporation and coordinated work inclusion among Canadian models (Oikelome, 2014).

#### **2.9.7.7 Life dissatisfaction**

It has been realised that market setting and socio-political components are useful for affecting loyalty and involvement to work affiliations (Oikelome, 2014). Since the rates of extending, joblessness, purchaser cost document and so on have the restriction of affecting the constraint of Labourers to manage the cost of sensible managing, convenience, clinical thought and direction for themselves or/and their family, there could be a relationship between fulfilment with different life and coordinated work association levels.



### **2.9.7.8 Structural characteristics**

Diverse fundamental qualities have been seen as being associated with loyalty and involvement to work affiliations. These join size, length of control, degree of formalisation, utilitarian reliance and decentralisation of the association (Oikelome, 2014). Certain fundamental attributes of the work development are thought as fit for influencing the level of the work development's lion's offer guidelines structure and interest. These wire not just such factors as size and length of control; in any case, correspondingly the level of open affirmation framework, level of decentralisation of complete overseeing and ordinary openness to political cooperation.

Gallagher and Wetzel (1990) propose that the apparent steadfastness of affiliation could affect the work development's loyalty and involvement. This is on the grounds that the four coordinated work associations they thought all had a work development shop understanding. They could not address their speculation direct, so they focussed on the undeniable perseverance of affiliation, seeing whether they would have joined on their own volition. Labourers who ordered being in the work development thus uncovered less reliability, energy to work for the work development or loyalty and involvement to the work development. Despite the way that Gallagher and Wetzel could not separate the loyalty and involvement of individuals working in open versus shut or work development shops obviously and issues of review may have darkened specialists' memories, the reasonable and judicious meaning of this issue recommends that it is absolutely a locale which warrants further evaluation.

### **2.9.8 Industrial relations climate / environmental characteristics**

Distinctive shrouded qualities have been seen as being associated with loyalty and involvement to affiliations. These wire size, extent of control, the degree of formalisation, supportive reliance and decentralisation of the alliance (Oikelome, 2014). Certain fundamental attributes of the work development are battled as ready for influencing the level of the work development's larger part administers system and cooperation. These wire not just such factors as size and extent of control, regardless, additionally the level of open affirmation technique, level of decentralisation of all out overseeing and standard openness to political joint effort.

Gallagher and Wetzel (1990) suggest that the unmistakable endurance of affiliation could affect the work development's loyalty and involvement. This is considering the way that the four coordinated work associations they thought all had a work development shop plan; they could not address their hypothesis obviously, so they focused on the clear wilful mentality of union, seeing whether they would have joined on their own volition. Labourers who uncovered being in the work development normally separated less faithful quality, status to work for the work development or loyalty and involvement to the work development. Despite the way that Gallagher and Wetzel could not separate the loyalty and involvement of individuals working in open versus shut or work development shops direct and issues of study may have clouded agents' memories. The speculative and utilitarian meaning of this issue suggests that it is undeniably a zone which warrants further evaluation.

### **2.9.9 Dual loyalty and involvement**

Specialists have since quite a while earlier showed an interest in whether it is workable for workers to be remarkably dedicated to both their work development and their chief at the same time, a miracle known as 'twofold loyalty and involvement', twofold consistent quality or 'twofold loyalty and involvement' (Oikelome, 2014). Magenau, et al. (1988) give three prospects. Regardless, representatives may believe to be circumstance as a key entire, with association and work development as parts of this entire instead of as unquestionable segments (Oikelome, 2014).

Individuals who see their general work condition well will by then show twofold loyalty and involvement. Two or three evaluations have pursued for this by surveying the uniqueness of the real and coordinated work contribution develop, usually by driving a factor assessment of the pooled loyalty and involvement things (Oikelome, 2014). The finding that conclusive and coordinated work inclusion are explicit makes with various envoys invalidates this idea and recommends that there are two clear attitudes in different leveled and coordinated work contributions.

In like manner, 'insightful consistency hypothesis' recommends that when relations among the board and the work development are accepted to be positive, workers will envision that it is conceivable to focus in on the two affiliations and work development, at any rate

that these loyalty and involvement become conflicting where relations between the two are seen as being immediate repudiating. The disclosures of a relationship between sure mechanical relations and the two sorts of loyalty and involvement advance some help to this view (Oikelome, 2014).

Thirdly, exchange hypothesis recommends that loyalty and involvement to connection and work development are generally free, maybe with evident harbingers and are coordinated by how much people see an obliging exchange with each. The exposures that different leveled loyalty and involvement is influenced by worthy impression of the work, and coordinated work contribution by an ideal examination of the work development's show sponsorship such a view (Magenau et al, 1988). This recommends that the association and work development are not really seeing for the agent's loyalty and involvement, since it might be attainable to have compensating exchange relationship with both. A few assessments have proposed that conclusive loyalty and involvement is a positive pointer of the work development's loyalty and involvement (Bamberger et al, 1999; Iverson and Kuruvilla, 1995). This is reliable with a twofold steadiness perspective on the relationship between the reformist and the work development's loyalty and involvement and again proposes that the work development's loyalty and involvement is not a disclosure of negative mentalities towards the alliance. Regardless, while most of studies do give proof of twofold, several appraisals have discovered a negative relationship between the reformist and coordinated work contributions (Oikelome, 2014).

This variation from the norm may reflect contrasts in the institutional and current relations settings of the different models. It could be, for instance, that in relationship with an establishment set apart by antagonistic present-day relations and calculative, low trust work development association associations, specialists will pass on loyalty and involvement either to connection or to work development and decipher these as clashing loyalties, according to academic consistency hypothesis. Reed, et al (1994) discover some help for this at the national level, with Japanese evaluations showing a more grounded relationship among real and coordinated work association than that appeared in western considers, conceivably reflecting what has been a less restricting mechanical relations environment in Japan.

The encounters with the work and administrator could be summed up with factors like real loyalty and involvement, work fulfilment (both normal and outward) and mentalities towards the boss. The work relations environment is showed up by factors, for example, the viewpoint on the expert about work the board relations and the representative's mentalities towards the protesting approach. The work development encounters that sway an expert's coordinated work contribution join socialisation measures, information on the course of action, viewpoints on the work development steward, and past work development affiliations.

Past observational assessments show keep up for twofold loyalty and involvement. Occupation fulfilment was discovered to be strongly identified with the affiliation's loyalty and involvement and outward occupation fulfilment showed an unequivocal positive relationship with the work development's loyalty and involvement (Gordon et al, 1984), yet the relationship between brand name occupation fulfilment and coordinated work contribution was questionable. Cautious help exists for the view that a worker with a weak relationship with a chief may believe the to be as a defender, and, accordingly, show higher coordinated work association levels.

A positive relationship has been found between the apparent thought of Labour the bosses relations and coordinated work contribution levels, attributing further help to twofold loyalty and involvement (Oikelome, 2014). Furthermore, it was discovered that when agents see coordinated effort programmes as improving work inclusion levels increase. Fulfilment with the current protesting structure was found to have a positive relationship with the work development's loyalty and involvement. Independent of whether unidimensional or multidimensional degrees of loyalty and involvement were utilised, socialisation encounters expected an essential part in picking loyalty and involvement levels. This relationship is trustworthy with the hypothesis in genuine section. Information on the game plan in like way unequivocally affects loyalty and involvement levels (Oikelome, 2014).

### **2.9.10 Consequence of the labour movement's participation and involvement**

The piece on the after-effects of the work development's loyalty and involvement has spun essentially around individuals' assistance in the work development's exercises. In this

segment, the assessment-based evaluation is checked on nearby quantitative assessments of the elements influencing the work development interest. Loyalty and involvement to the work development has been seen as a fundamental model of the accessibility to take an interest reasonably in the work development (Oikelome, 2014). Comprehensively, the making endorses that loyalty and involvement to the work development goes before cooperation, since loyalty and involvement is major in giving the principal inspiration to take an interest (Oikelome, 2014).

Adventure joins formal exercises, for example, going to the work-development parties, projecting a surveying structure in races and holding work-development office, and in addition nice exercises; for example, talking about work development issues with accomplices, analysing work development arrangement and aiding in Labour development's missions. Cooperation connects with bigger part rule at work development's social gatherings goes likely as a watch out for oligarchic propensities inside the work development's authority and gives the methods for teaching the work development supervisors about the interest's requirements.

A few sorts of interest, for instance, going to get-togethers or talking about accessories, require little exertion or activity, while others, for instance tending to work development office, require a huge load of maintained exertion and individual activity. This raises the issue of the dimensionality of interest. Thus, McShane (1986) sees three assessments: 'meeting adventure', which consolidates going to work development get-together, 'projecting a surveying structure' , including projecting a democratic structure in Labour development's decisions and 'complete investment', which held office or sitting for a work development's admonition gathering. What is more, these assessments were found to have various predecessors. Kelly and Kelly (1994), utilising a substitute measure, locate a two-factor structure, one dependent on routine ordinary kinds of adventure and the other on truly referencing 'lobbyist' practices. Others, in any case, locate some restricted help for an unidimensional strategy battle for a reformist methodology, with assistance moving inside and out from decently simple to extra-referencing structures.

Several evaluations analyse real lead, for instance with individuals reacting to demands on their rehash of support in different work development exercises throughout the most

recent a year, accomplishing a retrogressive looking degree of help. Another option many have taken is a gander at respondents' suspicion to take an interest, say over the coming year. This passes on a degree of social point and is forward-looking, which is obviously a more immense ward variable in a cross-sectional assessment. Moreover, it might reflect an opportunity rather than affinity to take an interest, while a lead point measure may zero in on limit alone.

Klandermans utilises a focal useful decision hypothesis - trust respect theory - to build up a model of work development action. As exhibited by this way of thinking, work development premium is a piece of the material, social and target related expenses and inclinations of adventure and the undeniable appraisal of the outcomes of help. Precisely, when the advantages of work development movement are seen as high and the costs low, then energy to take an interest will be high. Klandermans's revelations keep up examinations that have utilised an identical reasonable decision theories to anticipate a work development accreditation projecting a surveying structure lead (Oikelome, 2014).

Assumption respect hypothesis similarly with its accentuation on insightful fragments, has expansive utility in clarifying not actually why people vote in favour of coordinated-work associations, offer loyalty and involvement to their overseeing units, and feasibly take part in them, yet besides why they decide to decertify them. Assumption hypothesis besides has expansive adaptability in that it addresses separating pieces of information and assumptions across various kinds of enrolment, work development and condition. Along these lines, work development speculation is viewed as fluctuating over the long haul and conditions, rather than being a predictable wonder.

In a longitudinal report, reviewing the predecessors and the delayed consequences of the work development's steadfastness, Fullagar and Barling (1989) show that the undeniable work development instrumentality impacts the work development's endeavour constantly. In any case, saw work development instrumentality impacts work development coordinated effort directly. Second, seen work development instrumentality goes most likely as an appointed authority of the impact of work development steadfastness on labour association support.

### **2.9.11 Women, labour markets and trade unions**

People have astonishing physical encounters of paid work. Generally, male workforce maintain a steady labour rates said to be around 75–90 percent and are truly unsurprising, ladies' fluctuate due to their life stages as they move through the work market (in and out); work part-time or full-time, maintain two or three second-rated jobs and low-support occupations as customary everyday family duties allows them. This resigns the women to a limited degree of occupations which reflect and imitate their credited family part of care giving and redesigning. Most ladies dominate the five Cs of care-giver, cashiering, cooking, administrative and cleaning, dominatingly in assistance zones and in public domains in customary work markets, and the thing is quickly changing into the prevalent kind of work: unsafe work in both formal and agreeable zones. Contrasts in the sexual orientation of the labour market can be traced back to the recorded and contemporary respect of men and their jobs, their work as caregivers, the concerns of family pay, the core affiliation/duty of men to work, their dominance in the workplace and at home, and the coercion of women far and wide. Involvement rests in the exhaustive designs of a man-controlled society in which men dominate, harass and experience women, even in class evaluations. They can be seen slightly more strongly in Walby's 6 intertwined man-driven sex structures of family formation, paying jobs, society, male benevolence, sexuality and social institutions; for example, socialisation and religion (Kirton, 2015). These shape women's responsibilities and family duties, cover their role, and inscribe their places, jurisdictions and determine the time period of women's flexibility in the labour force and within their employer' organisations.

Since workers' organisations are critical to work markets, it follows that word-related and present-day gender plans are domesticated in the organised Labour, driving gender equality, yet leading to different shades of and to unequivocal kinds of ladies' support.

Obviously, male exchange unionism can follow its fundamental establishments back to the shut shop of the expert; its strategy of apprenticeships and understudies, request over the stock and cost of work, and by the customs of enrolment and homosocial grit. This was in like way the model for the exchange unionism which made during the bleeding edge disobedience in the coalfields, the shipyards, the early factories, among the ones who

worked there, and less noticeably among the modern, open organised labour associations, the less and more uncomfortable for whom the influence was in their population strength. In many instances of these, the ladies were excluded, predictably compelling them to establish their separate unions. In the United Kingdom, only the textile unions extended membership to ladies; they negotiated pay subject to the standard of job and not to the rate of sex of the worker, achieving work – as most others have done: 'male exchange unionists if anything else, fails to prevent the condition from having female workers'. All through the twentieth century, the sexual orientation battles for and against joining proceeded. This contest among people's inclinations truly lie 'under the outside of the workers' organisation battle for balance. Obviously, ladies' more undeniable presence in the Labour force and in their workers', organisations have actuated expanded activism and perceptible quality. Consequently, ladies have extended the campaign for sex rights in associations, for new kinds of democratic enjoyment and frameworks of social rights that recognise all social segments without exclusion (Kirston, 2015). Putting all these together with the central concerns of organised Labour seeking out new Labour forces into venture as a strategy for rebuilding and organisation under the banner of common goal and comradeship. The influence has been seen in the broadening of alliances to take up these complaints and to propose adjustments to their laws, advancements and regulations among the established unions.

### **2.9.12 Women's trade union enrolment**

All over the place, the quick feminisation of work markets and associations raise the trial of incorporation, that is, enlistment. Moreover, affirmation and depiction of these budding, energetic, women affiliated based on common interest. Associations as of now do not address the particular of male strength and more prepared men who in any case continue driving associations, yet possibly could wrap the new work-powers containing an immensely different extent of social orders, ethnicities, sexualities, transient workers – huge quantities of whom are ladies. These are tremendous issues, notwithstanding association rot and philosophies for rebuilding and re-energising, and offering paradigm shift to social orders to evolve to an extensive democratic structure which is gender inclusive. To endeavour to address these issues, association plans are regularly based on three guideline points: frameworks of figuring everything out those as of late kept away



from, sex mainstreaming and administrative strategy with respect to minorities in the public eye gauges; for instance, saved seats, sums and relating depiction for ladies, and, in some cases, other assortment bundle people. To stimulate, back and execute these measures, associations have to some degree in like manner adjusted their resources by setting up ladies' authorities, ladies' chambers, gatherings, undertakings of training and tutoring and planning. Both and solo organised Labour, create an overwhelming proportion of the content and guiding and action plans for the most suitable approach to achieving gender balancing (ILO, 2006). Of late, a couple of late amalgamating associations have acknowledged the open entryway of the situation of progress to arrange on sexual-orientation plans, setting up new gender mainstreaming structures. The verification exhibits that the more sex and assortment reasonableness measures are set up, the better ladies' depiction and detectable quality is most likely going to be (Kirton, 2015). Nonetheless, but basic, these are at this point not satisfactory to pass on certifiable sex mainstream government. 'By and large, sex balance frameworks stay separate from enlistment progression procedures', she closes (Kirton, 2015). Furthermore, abroad, especially in some African countries, overseas funding, primarily from the European organised Labour affiliations, have pushed for gender mainstreaming initiatives. In Ghana, for instance, different steps have been put in place and major strides have been made by women. However, whenever these efforts were done, the power of the native customs of misogyny made it impossible for Ghanaian ladies to keep pushing things forward (Britwum, 2010). The lack of sexual identity in the initiative is of the same importance. Women may not necessarily address 33 per cent of individuals among the most influential distinctive structures across the world. (Kirton, 2015). In this way, we can assume that ladies are tended to as people, yet not seen as pioneers. Improving the sex balance in association administration and dynamic developments remains a focal test for the workers' guild advancement'.

### **2.9.13 Male dominance of trade unionism**

Institutionally, at that point, there are different techniques forward for ladies in workers' guilds. At any point, income is still poor and the way of life of masculine organised labour is still a reliable influence. The force of masculinised working environment culture was identified by Willis (2004). He found that genuine work is suffused with manly ascribes

and given certain mixing signs, whereby maybe the most trite in any case shocking part' is the 'explanation of real work power with sure male sexual orientation definitions' (Kirton, 2015). Furthermore, cynical perspectives and practices are characteristic of male-dominated work settings. Indeed, even in light of labour associations, in automated plants, with blended sex Labour forces, where the weightiness of a meaningful task is already degraded for a long time, to the level of 'the impressionistic representations of masculine power and bravery" influencing the atmosphere of work space,' and its impact shapes the worker's organisation struggle in the fundamental propensities. He recommends that both cognizant and thoughtless manly plans have assisted with building up an awareness of the organised labour social image of – Acker's "forbidden gender". Since foundations of unionism were produced using the cauldron of such working environments, from the "masculination of labour", making it less difficult why workers' guilds "masculine nature" arose as a force in its own right (Willis, 2004).

Without a doubt, in different nations' organised unions today, keep up the term 'Brotherhood' in wordings of the statute and nomenclature. As Cockburn (1983) sees this as the "consensus of men" designed to confront their employers. Ladies' involvements are acknowledged to cripple this masculine boldness and comradeship. For the two reasons, organised labour unionism from the beginning of industrialisation wanted to sidestep women (Kirton, 2015). While such idea seems negative and may not be communicated uninhibitedly today, the gender relations they embody continue on till date. Exclusionary powers of this sort have been discovered to be particularly solid in the pieces of the Australian work headway. Claire Williams explored the unavoidable manly culture in her study, where being a 'union man' suggests militancy, being bold and manly.

The negative implication of male hetero-sexual occupation keeps influencing ladies' inside attitude. As Kirton sees of association employees, female members of a union uncovered the pressing components they encountered to follow the male model, of being 'hard and savage's, while at the same time per-illustrating in their upheld method for being fragile and broad. In a later assessment in the UK and in eastern European associations, ladies are discovered to be more staggering than men to portray themselves as pioneers, regardless of whether they really stood firm on such situations (Kirton, 2015).

Ignoring how associations are correct now deficient to deny ladies from selection, influential men are now set up to keep up their territory, shutting the passageways of capacity to ladies through those moves under. In all actuality, even feminised and common association administrations are overwhelmed by men who emerge from the manly social orders and plans which have their fundamental establishments in such an 'affiliation' perceived previously. Especially significant are the amenable political periods within alliances in the re-energising of projects – usually in the sense of current pioneers. Possible association activist groups and impressive leaders are 'marked' by current pioneers and are locked in or accepted, retained, and those not deemed suitable are 'persuaded' (Kirton and Healy, 2013). Since men rule existing administrative roles, it follows that male supervisors will without a doubt engage different men, and ladies where it suits sexual orientation correspondence rules – such ladies are constantly recommended as tokens paying little notification to their genuineness and reasonableness. Ladies and men may make political collusions which clearly may have little to do with sexual orientation, in any case which can impact ladies' achievement in after races (Kirton and Healy, 2013). In conditions where ladies' association leaders are moderately not many, the dangers of perceivable quality are high; after all they are usurping the standard points of interest of workers' guild men to be leaders (Kirton, 2015).

#### **2.9.14 Women, culture and unionism**

Like men, women join and become dynamic in trade unions through both their situational experiences and from their gender character set-up they would say and feelings. This is where the gender contrasts lie: women experience, know and see, interestingly, rather than men. Effects come from gender frameworks in the family, informative and work experiences, and other social and political groupings. In their examination, Feminising the Unions, Cunnison and Stageman inspect what they insinuate as a 'culture of social polish', an elective culture, gotn from the mien of their lives as women and experiences of careful and coercion, and how women's lives are grounded in community comparably in paid work. Women's trade unionism is depicted as focusing heavily on sentimental, rather than functional relationships, zeroing cultural over solely numerical considerations, creating the connection among home, company and neighbourhood, affirming the assortment and the

conviction that everyone's voice should be understood, repulsion of traditions, decision-making and confidence in ease of quality and sense. (Kirton, 2015).

As women are consistently explorers in a male world, they are more extraordinary than men to have been drawn nearer to join a union, and are less content with getting their local union representatives (Kirton, 2015). Women typically join unions for security and sponsorship even with issues at work. For the people who continue to get dynamic, there are triggers, for instance, genuine near and dear experiences and injustices to women coalitions, goading and bothering, conflicting pay and confined opportunities for planning and upskilling (Kirton, 2015). Moving into activism can in like manner be an experience of check and dismissal as women are accepted to unstick 'incredible men'. While a couple of women are engaged by their male accomplices, many are certainly not (Kirton, 2015).

Other exclusionary procedures included: 'they regularly "neglected to recall" to send me minutes and dates of social affairs', and when women went to male governed get-togethers, 'the branch secretary would put his arm around you and say: " . . . you don't need to chat if, despite everything that you don't require, surely it's better you don't present requests" . . . ' (Kirton, 2015). Nonetheless, huge quantities of the women in UNISON in the United Kingdom also find its new gender decency centered constitution and genuinely steady organisations lock in. Also as women are not equivalent to one another, and class, political and character, contrasts between women can isolate, they can moreover combine. Women's assistance for one another is fundamental. As a couple of assessments have found, women's grit even with male sexist resistance has been enormous in encouraging them to take on positions and progress. In the Ghanaian assessment, each woman trade union pioneer met referred to powerful assistance of a more settled female union leaders (Kirton, 2015). Australian women union pioneers association, board and blend together in different trade union social affairs and with a more broad association of women's lobbyist and socialist women (Kirton, 2015). A central principle for them is inventive and exhaustive trade unionism. Notwithstanding the way that their prevalent culture could be depicted as credible, working individuals and male, logically this is being tried. In their own business systems, their working class unions especially deliberately reflect the working terms and conditions that they either have or are trying to achieve for their people

at the workplace, for instance, versatile working blueprints. In any case, as Watson's union authorities (1988) found and, as Franzway (2001) argued, unions are unquenchable foundations, the profound exceptional weight and 'valiant culture' taking a particularly generous expense for women and their association with regular day-to-day existence.

### **2.9.15 Women Organising Themselves**

Against the greatness of male power, women's independent or separate affiliation has become a basic procedure for women's own guts and reinforcing, notwithstanding the way that it continues raising strong resistance similarly as help. As Linda Briskin (1999) opined, there is a fundamental harmony to be kept up between self-rule inciting dismissal or underestimation, ghettoisation and delicacy, and blend in with its risk of takeover and absorption provoking shortcoming. Various researchers have shown how these can happen, and, yet in like manner how autonomous, figuring everything out, working for example in women's get-togethers, people of shading's get-togethers, women's tutoring and doing combating gives a fundamental space to the reinforcing of women, similarly as the improvement of total political and women's dissident strategies to pass on into the norm to change plans and social orders (Kirton & Healy, 2013). Similarly as giving detectable quality and voice and a spot to make conviction, discernment and capacities (Kirton & Healy, 2013), such spaces uphold women's total exercises. These may go from now and again little, anyway immense changes, for instance, enabling systems of co-driving, rotating occupations, buddying, shadowing and mentoring, re-figuring out social event strategies from shows of stage talking which many find startling, to setting everything straight small assembling work at round tables which is then joined for entire discussion. A basic decision by UNISON public women's warning gathering was to restrict addressing political choice to two terms of four years. It was the singular public body to do in that capacity and zeroed in on relentless re-energising, to enable new women to contribute and for those moving off to be a resource back in their close by unionism (Kirton, 2015). These are such an inclusionary systems that much standard trade unionism immovably contradicts, and which lead to the blocking of novel considerations and new people – regularly women and other assortment activists. While a couple of women are clashed about discrete developments and independent setting everything straight, various women, comparably white, have believed them to be both imperative and major.

Furthermore, in view of the express space apportioned for LGBT people, activists felt that their sexual character was ensured, oftentimes surprisingly (Kirton, 2015). At the point when such progression is observable for what it is worth, weighty contemplations snowball. The participative shop-floor total wheeling and dealing systems made by Poland's Solidarity shipyard workers were thusly changed by authoritative and specific workers at Harvard University in the United State of America. Managing plan gatherings were composed with gigantic amount of little gatherings working on unequivocal issues subject to the step-by-step genuine elements of people's lives. Results made enormous compensation gains, and new youth care and family-leave draw near (Kirton, 2015). These are not a long way from the irrefutably all over neighbourhood grass-roots approaches driven by women working in home clinical consideration and organisation work in lodgings and work environments (Kirton, 2015). A part of these are denied from legitimate work rights, requiring inventive conspiracies and strategies by unions and neighbourhood strict affiliations and transient rights advancements: social improvement assembling.

Central here too is women planning women. This methodology of figuring everything out 'like' with 'like' has been made by unions in a couple of anglophone countries, and contacts dim unionists assembling dull people, and the like, developing shared social understandings and essential characters. A far stretch from standard restricted, select masculine trade unions.

## **2.10 Review of Empirical Studies**

Several studies have been conducted by authors on women's participation in trade union activities. Olaniyan (1999) "Nigerian Women in Trade unionism" investigates the extent of women's participation in trade union activities. This was to determine women's leadership role in selected industrial unions. The study revealed that the herculean task of combining family, employment and trade unionism have seemingly deprived women of representation in trade union activities as only 2.5% of the women in workforce participated actively in union affairs. The study recommended that women should be

encouraged to participate at all levels of trade union affairs as a way of promoting their leadership role.

Momoh (2003) explores the analysis of gender participation in trade union activities in South-West Nigeria. The discoveries indicated the proof that male are fundamentally progressively supported in the positions held in unions. The proposal was on the approach of government that will empower women's interest in Unionism in Nigeria.

Folorunsho (2000) “the Role of Women in Trade Unions and Nation Building” talk on different endeavours at advancing sexual orientation equity, all through trade unionism, jobs that some striking women have played being developed of their networks and unions, the boundaries for the most part experience in their administration interest, particularly in Trade Unions.

Anyim, Kuye and Ekwoaba’s (2012) “Women Participation in Nigerian Trade Union Movement” analyses the investment of women in trade unionism in Nigeria, the nature of the contraction and components of trade unionism, world of politics, double pretended by women/man-centric society, underestimation through male mastery and religion imperatives. The discoveries uncovered that women’s investment in trade union development is a solid improvement and ought to be supported in the entirety of its consequences, yet included that women ought to be permitted to hold authoritative positions.

In Kenya, Onyiang'o (2013) explores women's inclusion in the leadership of trade unions. The inquiry was focused on vital information obtained by way of surveys. In the examination, majority share of respondents were found happy to select females for top roles, while financial officers, not director or chief scribe, were the most suitable position. The findings suggest that fewer women than men have two reasons for KNUT executive positions: firstly, only few women are selected as candidates, and secondly, very few women contested for positions.

According to Okeimkpe, (2003) in “Adult Education Trends, methods, principles, procedures and techniques” psychological characteristics which include feelings,

emotions, attitudes, beliefs, values, interest, acceptance and rejection are related to the irrational elements of the personality. The tendency to participate in any activity commences with a persistent stimulus (drive) and ends with an appropriate adjustive response, the arousal, regulation and sustaining of a pattern of behaviour. This means that all behaviour is motivated and therefore for a woman to participate in an activity, she must have been motivated by a need or needs.

*Gavin, et. al, (2020)*, using a mixed-method approach, examined how the tangled combination of women's paid work, union participation and family/domestic responsibilities (the 'triple burden') affect women's roles as unionists among a sample of Australian teachers. The findings demonstrated that while demands of 'work' and 'life' can stifle union participation, it is specifically the cultural and historical legacies in unions that hinder women's participation. The findings offer new insights around issues affecting the participation of women in female-dominated unions, and the intersection between union organisation and operation and the member-workers whom they represent. It has been reported elsewhere (Australia and internationally) that women take on disproportionate responsibilities for family and domestic duties. Compared to men, women spend less time in paid employment and more time on housework and caring responsibilities (Wilkins & Lass, 2018).

*Tinuoye, et. al; (2021)* discovered that due to socio-cultural constraints, women have faced difficult obstacles and unequal treatment at work, resulting in less rights and freedoms and economic and psychological hardship. *Tinuoye, et. al; (2021)* stated that the beginning step is recognising that women are disadvantaged in most workplace indicators—earnings, job quality and participation. They identified that Trade unions are critical to safeguarding workers' interests, and creating strong unions can help to eliminate workplace discrimination. In their analysis *Tinuoye, et. al; (2021)* observed that despite women's increased engagement in paid employment, women workers in Nigeria are frequently left out of the union scheme of things in terms of participation and representation at the upper echelons. Even in professions where women are known to be in the majority, there are few of them on the affiliate unions' decision-making bodies (*Tinuoye, et. al; (2021)*).



Regardless of women's access to more good employment possibilities and the adoption of various policy instruments, legislations, conventions and the like, the rule of thumb remains that the higher up one goes in both union and work hierarchy, the fewer women one meets. Despite the importance placed on gender equality and the opening up of more legislative, senior and other managerial positions, as well as formerly male-dominated endeavours to women, disparities between the sexes remain starkly clear. *Tinuoye, et. al;* (2021) provide concrete methods and issue-based ideas to promote the cause of gender equality, solve the gender power imbalance at work and encourage women's involvement.

Dutta (2021) explored the everyday organising strategies of women resisting their 'disposability' in the workplace, specifically, looking at the conditions under which women come to imagine, and come to, build labour unions drawing attention to women's stories. Greater attention to the process by which seemingly 'disposable' women come to see themselves as agential labour activists would complement the ongoing, multi-disciplinary scholarship that demonstrates how women workers, households, local institutions and communities co-constitute labour relations and workplace politics, women's everyday micro-scale and the significance of the places – rooms, homes, the shop floor – in which struggles play out (Dutta, 2021). Dutta (2021) discovered that on paying close attention to the contexts within which women live and labour, their own perception of themselves, their experiences and motivations scientifically identified the multiple ways in which women resist and collectivise. Crucially, the narratives illustrated the double burden of capital and patriarchy that women have to confront as they try to assert their political, economic and social autonomy. She found out that women opposed the way the representatives of a trade union negotiated an understanding with the management to end the strike by approaching only the men in the factory. The women not only opposed the men making the decision on their behalf, but also proactively reached out to a women-led union (PTS) to form their own union in the factory. Similarly, she dismissed that the women had to fight back against the sexual harassment by a male union leader, even as they organised to oppose the arbitrary actions of the management, ultimately leading to the formation of a new-women led union. In retelling of these stories,

it was apparent that for women's class struggle is often a gendered process where women become active protestors against the double burden of capital and patriarchy.

## **2.11 Appraisal of Literature**

In the reviewed literature, it is established that women are neither to be seen nor heard; that their role is in the home; they are regarded as child bearers whose activities are usually limited to home (Momoh, 2003). Patriarchy is the hierarchical relationship between men and women in which men are dominant and women are subordinate. Legally, both statutory and customarily laws discriminate against women. Culturally, the assumption is that leadership belongs to men, and women are just to follow, the male-dominated culture or activities of the union discourage women's participation in unionism.

According to Ramsey (2011), marital status affects the leadership of women in the sense that if they have understanding partners, they drain their leadership skills; at the same time when their partners nag, biker and become petty, they drain their energy. Therefore, their relationship with the spouse will also affect their quality of the leadership.

The review has also established that leaders are alike and genderless. Grove and Montgomery (2000) define leaders as people who provide vision and meaning for an institution and embody the ideals toward which the organisation strives. Besides, women leaders are better at conflict management; they have better listening skills and show more tolerance and empathy. Grove and Montgomery (2000) indicate that since female leaders see gender as a hindrance, they are compelled to lead the way men do as it is considered the norm, hence making their participation in leadership minimal.

Summarily, it could be deduced from the body of literature that though a considerable efforts have been made in the area of participation of women in trade union, only in NLC and not in NLC and TUC together, and not on psychological, social and cultural factors as predictors on their participation in trade union activities in Oyo State, Nigeria. The study therefore fills this gap and contributes to the body of literature in this regard.

## **THEORETICAL FRAMEWORK**

A theoretical framework is a collection of interrelated concepts like a theory. The theoretical framework which is suitable and explains the wide concept situations and relationship is used in this study. Therefore, occupational segregation by sex and the feminist theories guided this study. The theory which is related to occupational segregation by sex is Neo-Classical Occupational Segregation Theory.

### **2.12 Neo-Classical Occupational Segregation Theory**

George Elton Mayo is the originator of Neo-old style hypothesis in 1920 (Gupta, 1992). On work supply, Neo-traditional hypothesis focuses on the lower levels of female human capital as far as what women bring to work advertisement (for example less instruction and less significant field of study), just as what they require subsequent to joining the work advertisement. They do not have the experience as men in view of the irregular or shortened work showcase cooperation because of marriage and other family unit obligations. Neo-old style speculations additionally stress the way that women are only liable for housework, youngster bearing and childcare around the globe (United Nations, 1991; UNDP, 1995). These family obligations cause numerous women to increase less work understanding than men.

On work request, a significant number of the components impacting people's inclinations for specific occupations likewise impact boss's inclination for male or female specialists. This activity requesting elevated level of training is bound to be offered to men than women. Women additionally are regularly viewed as of significant expense due to reasons that as far as anyone knows, higher work costs are related with women's Labourers. For example, women are said to have higher places of non-appearance on account of family duties which cause them to miss work so as to deal with the family issues; likewise they are said to have higher work turnover rates which can be a significant direct expense for bosses who need to utilise and prepare new Labourers once more. For this hypothesis, this influences the kinds of occupation managers offer women relying upon the overall significance of every-one of these components for every occupation. Women are said to be adaptable with respect to having the option to remain late or to take a shot at authentic leave days.

### **2.12.1 Relevance to the Study**

According to this theory, women do not have experience as men in view of irregular work showcase because of marriage and other family obligations, that women were only liable for housework, bearing children and childcare around the globe. This influences the kind of occupation managers offer women. Therefore, women cannot function as men in trade union activities because of their responsibilities and their ways of life in the society. However, according to Momoh (2003), several problems would arise if this theory is adopted as the only explanation for occupational segregation by sex. Firstly, women labour force commitment has increased greatly in recent decade with more women taking up paid employment.

Secondly, women's amount of household and family-based work which needs to be done has reduced in many countries in recent years due to increasing age in marriage and older women who do not have to take care of babies, as well as the use of household maids in higher income countries.

According to Buvni (1995), the increasing incidence of female-headed households all over the world implies that women ever more need to work continuously simply to earn a living, therefore, women are gaining greater labour market experience, which, according to neo-classical theory, should lend to major changes in types of occupation and roles being played in trade union administration. Despite all these changes, occupational segregation by sex remains very high all over the world

### **2.13 Feminist Theory**

Women's right has a long history getting back to eighteenth century and created by early liberal feminist advocates, for instance, Mary Wollstonecraft and John Stuart Mill. The concept "feminism" was initially developed in France during the 1880s and spread to the whole of Europe in the 1990s (Freedman, 2002). The phrase is a mixture of the French word "femme" and "-isme" meaning "social or political creation" (Freedman, 2002). The philosophy of feminism is the spread of feminism into fictional, anecdotal or abstract literature. Through the lens of feminist theorists, the definition of gender inequality is being understood. Feminist theory mostly centers around breaking down gender disparity.

The feminist theory sees the unpreventable effect of gender bias and patriarchy on freedom and growth of women as necessary to understanding women's abuse and the designs in the social sphere that reinforces this maltreatment and coercion. The women's activist viewpoint accepts that ladies and men have huge potential for specific improvement.

The subterranean inquiries about women are contained in two major accounts: (a) Are women and men socially or organically different? In addition (b) Are women and men similar, or are they unique? (Marinucci, 2010). The theory of feminism interrogates the role of identity at the person level, sex/human/social, hierarchically and culturally. The theory of feminism explores advantages and access presumptions which undermine the success of women in society. The major concept of feminism centres around the following concepts:

### **Patriarchy**

Patriarchy is a social context in which males own vital power and authority, and where they dominate in positions, such as political, spiritual, social and property management in society. Additionally, many patriarchal social systems are patrilineal, meaning that male genealogies inherit land and rights. A Patriarchy is linked with a group of ideas; a patriarchal ideology that clarifies and legitimises this force and makes it a feature of usual male and female parallels. Patriarchy is extensively debated by feminist scholars as either a central driver of female maltreatment or an aspect of a social system (Lerner, 1986). Firestone (quoted in Lerner, 1986), regards hegemony as an arrangement for women's violence. Feminists agree that the organic imbalances between women and men are behind the patriarchy; for example, women bear children, while men do not. Women can address reproduction in order to be free of exploitation (Lerner, 1986). as the primary force of the mistreatment of women, Patriarchy. This is done through separating women from own bodies, the major framework of patriarchy. Interactive framework theorise that patriarchy and private enterprise associate together to abuse women. Interactionist and Marxist feminists utilise the terms patriarchal private enterprise or industrialist patriarchy to portray the interactive relationship of private enterprise and patriarchy in creating and recreating the abuse of women. The term patriarchy diverts the focal point of mistreatment from the work division to a good and political obligation at risk straightforwardly to male

as a gender (Lerner, 1986). Some feminist theorists accept that patriarchy is an out-of-line social framework that is unsafe to two men and women (Richards, 2014). It frequently incorporates any social, political or financial system that inspires male strength over women. Numerous feminists (particularly researchers and activists) have called for culture repositioning as a technique for deconstructing patriarchy. Culture repositioning identifies with culture change. It includes the reproduction of the social idea of a general public. Feminists accept that individuals have gendered predispositions, which are propagated and upheld across ages by the individuals who profit by them. Walby distinguishes six covering structures that depict patriarchy in various settings:

1. The state: women are probably not going to have formal force and portrayal
2. The family: women are bound to do the housework and bring up the youngsters
3. Violence: women are more inclined to being mishandled
4. Paid work: women are probably going to be saving money
5. Sexuality: women's sexuality is bound to be dealt with adversely.
6. Culture: portrayal of women in media and mainstream society is "inside a patriarchal look".

### **Oppression**

Female inequality hypotheses go beyond theories of gender comparison and gender difference, claiming that women are not only special in comparison or contradictory with men, but are systematically oppressed, exploited and astonishingly misused by males. In explaining gender inequality, authority is the essential variable

Oppression is an interaction in which people in society are undervalued by certain characteristics, as seen through an extraordinarily sophisticated and stunning frame that holds power systems in place. The ideology is also based upon Marxist views of domination by private companies, and socialist feminists even see patriarchal and private structures as interwoven, with the equality of the working class characteristic of the freedom of reduced identities. Most feminists today mainly concentrate on the likelihood

of women being inconsistent with men and effectively subject to patriarchal culture. Perhaps mistaken with the assumption that all men effectively mistreat women independently, the concept more sees the system within which women face cultural and societal challenges and disadvantages. That incorporates the misogynist tendencies that the media promotes, the inevitability of the culture and violence of assaults and women, and the limitations that women face in their workplaces. It is the thought that the cards are stacked in the kindness of men (especially the individuals who are cisgender, white and straight) and against women and non binary individuals. The gender pay difference, which reveals consistently that women are paying not as much as men for equal labour, is a decent example of primary inequality. An exhaustive multi-faceted view of underlying inequality takes into account the co-operation of systems of oppression: a clear pay disparity based on race is illustrated, and colourful persons and shading women receive far less cash into the dollar for a white male than a white woman.

### **Structural Oppression**

Structural theories of inequality state that the oppression of women and imbalances are the result of private ownership, imperialism and bigotry. Socialist feminists agree with Karl Marx and Freidrich Engels on the fact that both the working class and sex are being exploited as an outcome of private business. A range of facets, including ethnicity, gender, colour, nationality and age, are clarified by diversity theorists. They offer the significant knowledge that not all women experience oppression similarly, and that the very powers that work to abuse women and young ladies additionally mistreat ethnic minorities and other underestimated gatherings. One way primary oppression of women, explicitly the financial kind, shows in the public eye is in the gender wage gap, which shows that men regularly acquire more for similar work than women. An interconnected perspective on the present circumstance shows that women of shading and men of shading as well, are significantly additionally punished comparative with the profit of white men. In the late twentieth century, this was reached out to represent the globalisation of free enterprise and how its techniques for creation and of gathering abundance focus on the abuse of women Labourers around the globe.



## **Objectification**

Objectification is the demonstration of treating an individual, or once in a while a creature, as an item or a thing (Nussbaum, 1995). It is the demonstration of repudiating the humankind of others. Sexual objectification, the demonstration of regarding an individual as a simple object of sexual longing, is a subset of objectification, as is self-objectification, the objectification of one's self. In Marxism, the objectification of social connections is talked about as "reification". Objectification is a thought vital to feminist theory. It may be generally characterised as the seeing and additionally treating an individual, typically a lady, as an article. In this section, the attention is principally on sexual objectification, objectification happening in the sexual domain. Nussbaum (1995) distinguishes seven highlights that are associated with an individual as an article:

1. instrumentality: the treatment of an individual as a device for the objectifier's motivations;
2. denial of self-governance: the treatment of an individual as ailing in self-rule and self-assurance;
3. inertness: the treatment of an individual as ailing in office, and may be additionally in action;
4. fungibility: the treatment of an individual as exchangeable with different items;
5. violability: the treatment of an individual as ailing in limit uprightness;
6. ownership: the treatment of an individual as something that is claimed by another (can be purchased or sold);
7. denial of subjectivity: the treatment of an individual as something whose encounters and sentiments (assuming any) need not be considered.

Rae Langton (2009: 228–229) adds three additional highlights to Nussbaum's rundown:

8. reduction to body: the treatment of an individual as related to their body, or body parts;
9. reduction to appearance: the treatment of an individual fundamentally as far as what they look like, or how they appear to the faculties;
10. silencing: the treatment of an individual as though they are quiet, deficient with regards to the ability to talk.

Butler (1999) further contends that gender is constantly being reconstituted by a scope of tedious and administrative demonstrations that work outside of oneself. Sex is nothing for which a person is brought into the world; it is gender dependent on societal guidelines and traditions that relinquish men and women with inflexible manly and feminine occupations. However, the evolving contrasts between the sexes have led to abusive behaviours, such as refusing to vote, a disapproval of the choice to choose reproductive practices (and prophylactics), and the presumption that women are responsible for neglected child-raising and family work. These awkward natures give an establishment to see how society battles around gender balance and oppression are recreated in the working environment, with an end-goal to adjust the disparity Acker (1990) (in Kimmel, 2004) offers five gendered measures that make gender qualifications and imitate a gendered request. These cycles are as the follows:

- (a) The creation of gender divisions, or the manners by which hierarchical practices produce gender examples of occupations, pay, progressions, power and subjection;
- (b) The development of pictures that recreate, propose, clarify and build up gender divisions; these pictures, for instance, repeat these gendered divisions by portraying fruitful supervisors or chiefs as male;
- (c) The interactions, incorporating and particularly regarding language, among men and women, that support power and control; for instance, interferences, sentence fruitions and setting the theme for discussion;
- (d) Examples of discourse, dress and individual introduction, which have the assumption for gender suitable standards and
- (e) The continuous rationale of authoritative life itself, which is described by apparently gender-unbiased theories of administration, hierarchical elements and advancement standards, which are gendered models taking on the appearance of "objective." The exactness set out by Acker's worldview is especially helpful on the grounds that it explains ways that gender works as an abusive instrument across different settings. It is essential that feminist theory questions different types of advantage and that it projects a wide hug in its endeavours to name, and afterward preferably destroy, oppression.

The key explanation of feminist theory is that females' negative circumstance in the world of work is achieved by man-driven society and ladies' subordination in the overall population and family (Coonell, 1987; Hondegeneu – Sotelo, 1994). Topics frequently investigated in feminist theory incorporate separation, mistreatment, male-controlled society, male-domineering leadership style, generalising, craftsmanship history and contemporary workmanship. Feminist theory recommends an endeavour to build up a far-reaching record of the subjection of women, including their guesses pith and birthplace. It is essential for creating successful systems to free women and recognise the fundamental reasons for women's subjection.

Shulemith's (1980) assessment shows that man-controlled society relegates women and made them unprotected against oppression and marginalization, and that, accordingly, they have been oppressed since the start. This shows that an individual's social circumstance is influenced not actually by their skills anyway but by the manner of the social relationship under which individuals got themselves which set limits.

*Tayena, et. al;* (1990) state that ladies are seen by their overall population as possibly not totally human since what is human for, by far most of these social orders, is that ladies are here to serve men. Human world are essentially male driven; simply man and his ideas and tendencies are regarded, while lady takes the optional parlour. In general, social orders, nuclear family errands and childcare are seen as ladies' essential commitment, while men's standard obligation is being the supplier.

Gender theory makes a significant commitment to clarify world-related isolation by sex by indicating intently the qualities of the female jobs which reflect the normal generalisations of women and their alleged capacities.

Feminists advance three expansive viewpoints when attempting to clarify the nonappearance of women from leadership positions. The primary viewpoint is the individual factor which incorporates mental credits; for example, character, qualities, perspectives and conduct abilities of women themselves. It is seen that absence of confidence and fearlessness, and absence of inspiration to acknowledge demands are considered as explanations behind women's quandary. Ladies are assumed to have low potential for initiative; they are less unequivocal, less truly consistent and need ability to

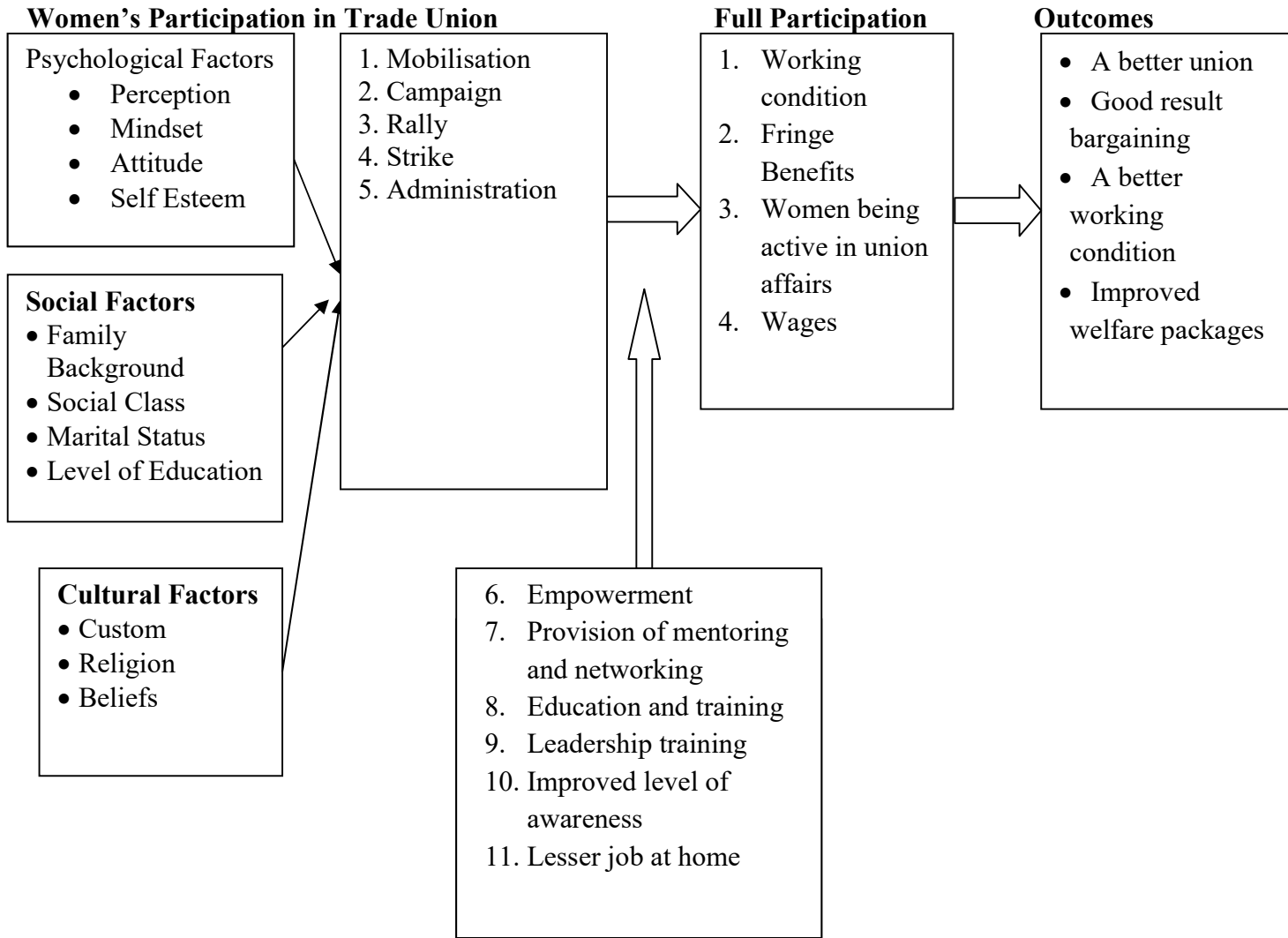
manage crises (Bond 1996). Regardless, ladies also have a positive side included endurance and constancy which can help them move to administrative roles.

The subsequent viewpoint is the underlying or the institutional component. According to Bond (1996), ladies end up in a hindered circumstance in the legitimate development, and this would fit as a fiddle to their destiny. They are uncommon; they have little power and have confined induction to resources. The fix, therefore, is to execute wrong isolation in institutional plans and practices. Male security from ladies in administrative roles, nonappearance of plans and order to ensure participation of ladies and limited opportunities for initiative getting ready are by two or three components. The last perspective, as shown by Smulders (1998), the social responsibility of sexual orientation and the undertaking of unequivocal positions, obligations and suppositions to individuals is the center of the matter for the present circumstance. The sexual orientation based positions which is unnecessary to the workplace are passed on into the work space and kept set up because the experts included both common and subordinate to social and definitive realities. The social setting, the view that authority is shielded for men, commits ladies to assistant positions. The highlight is put on ladies' work as mothers, parental figures and nurturers.

#### **2.14 Relevance to the study**

Feminist theory is relevant to this study since it endeavours to build up a thorough record of subjection of women. Feminist hypothesis endeavours to depict women's abuse, to clarify its causes and outcomes and to recommend the methodologies for women's freedom. According to the study, it intends to investigate why women are at the back seat of the trade union's administration.

## A Conceptual Framework of Women's Participation in Trade Union Activities



**Figure 2.1:** 2017 Research (2017)

The above chart IS explained for a better understanding thus:

The independent variables of this study are psychological, social and cultural factors, while the dependent variable is women's participation in trade union activities. The framework is based on the fact that if a better understanding of the psychological, social and cultural factors affecting women's participation in trade union activities is achieved, there would be full women's participation in trade union. This theory dwells on the attempts to develop a comprehensive account of women's oppression and subordination, try to explain its causes and consequences, investigates why women's are at the back seat of the trade union administration and attempts to prescribe strategies for women's liberation which will lead to a better union and yield good result bargaining. When women are empowered, receive education and training, improve their level of awareness, also, when their working conditions are improved, it will lead to their full participation in campaigns, rallies, strike actions, administrations, mobilisations and modifications of salaries. They will be more active in union's affairs, and this will bring a better union, good result bargaining, better working conditions and improved welfare package.

## CHAPTER THREE

### 3.0 METHODOLOGY

#### 3.1 Research Design

The research design adopted for this study was the descriptive survey design of the *ex-post facto* type. This research design was deemed appropriate because the researcher cannot manipulate the independent and dependent variables as the event had occurred.

#### 3.2 Population

The target population for this study comprised both male and female members of the trade unions in Oyo State: NLC and TUC, and their affiliates.

#### 3.3 Sample size and sampling techniques

A total no of 1,025 respondents of the population served as the sample size from the affiliates by using the formula below by Cochran (1976) for the sample size determination.

$$\left( \frac{Z^2 * P(1-P)}{e} \right) \div 1 + \left( \frac{Z^2 * P(1-P)}{e^2 N} \right)$$

N= population = 72,073

Z score (confidence level) = z=99% = 2.58

P= 0.5

Margin of error = e =4% = 0.04

$$\begin{aligned} & \left( \frac{(2.58)^2 * 0.4 (1-0.5)}{0.04} \right) \div 1 + \left( \frac{(2.58)^2 * 0.5(1-0.5)}{(0.04)^2 * 72,073} \right) \\ = & \left( \frac{6.65648 * 0.25}{0.0016} \right) \div 1 + \left( \frac{6.6564 * 0.25}{0.0016 * 72,073} \right) \end{aligned}$$

$$\begin{aligned}
&= \left( \frac{1.6641}{0.0016} \right) \div 1 + \left( \frac{1.6641}{115.3168} \right) \\
&= \left( 1040.0625 \right) \div 1 + \left( 0.0144306813924 \right) \\
&= \left( 1040.0625 \right) \div \left( 1.01443068 \right) \\
&= 1025.2672 \\
&= 1,025.3 \\
&= 1,025
\end{aligned}$$

This study adopted multi-stage sampling procedure to select the sample size. This involved the combination of cluster, stratified, purposive, random and proportionate representation to select the sample size.

Stage 1: Randomly, five unions were selected from the affiliates of NLC and TUC in Oyo State

Stage 2: This involved stratified sampling from junior and senior cadres. The following unions were selected (five unions from NLC and five unions from TUC).

From the NLC:

1. Nigeria Union of Teachers (NUT)
2. Nigeria Union of Local Government Employees (NULGE)
3. National Union of Banking, Insurance and Financial Institutions Employees (NUBIFIE)
4. National Association of Nigeria Nurses and Midwives (NANNM)
5. National Union of Electricity Employees of Nigeria (NUEEN )

From TUC:

- 1 Association of Senior Staff of Banking, Insurance and Financial Institution (ASSBIFI)
- 2 Food, Beverages and Tobacco Senior Staff Association (FOBTOB)
- 3 Association of Senior Civil Servants of Nigeria (ASCSN)
- 4 Hotel and Personal Services Senior Staff Association of Nigeria (HAPSSSAN)
- 5 Petroleum and Natural Gas Senior Staff Association of Nigeria (PENGSSAN)



Table 3.1: Population of the Trade Union that was used for the research

	<b>MALE</b>	<b>FEMALE</b>	<b>TOTAL POPULATION</b>	<b>SAMPLE CHOSEN</b>
<b>NLC</b>				
<b>NUT</b>	11,755	25,738	37,493	562
<b>NULGE</b>	4,518	7,862	12,380	186
<b>NUBIFIE</b>	760	320	1,080	16
<b>NANNM</b>	311	980	1,291	19
<b>NUEEN</b>	4,240	2,210	6,450	98
<b>TUC</b>				
<b>ASSBIFI</b>	120	80	200	3
<b>FOBTOB</b>	1,210	1,840	3,050	47
<b>ASCSN</b>	1,420	599	2,019	30
<b>HAPSSSA</b>	850	1,700	2,550	38
<b>PENGASSAN</b>	3,810	1,750	5,560	83

SOURCE: NLC AND TUC OYO STATE 2017.

The total population of the unions is 72,073; 1,025 of the population served as sample size by using Cochran sample size formula.

### **3.4 Instrumentation**

For data collection, both quantitative and qualitative methods were used for this study. For quantitative instrument, a set of questionnaire served as the main instrument for the study. This includes the following scale: women participation assessment scale, psychological factors questionnaire, social factors questionnaire and cultural factors questionnaire.

#### **3.4.1 Women's Participation Assessment Scale**

The women's participation assessment scale is a self-structured questionnaire that elicits information on levels of participation of female members, various strategies the unions adopt to mobilise female members and the level of women's participation impact on general performance of the women. The questionnaire was designed on a combination of the four-point Likert scale format of Strongly Agree (4), Agree (3), Strongly Disagree (2), and Disagree (1). The questionnaire was subjected to face, construct and content validity. For a proper check, the questionnaire was given to the researcher's supervisor and other experts in the labour education, and behavioural sciences who verified the validity of the instrument. The questionnaire was pre-tested among 50 union members in Ogun State; and all necessary corrections made and incorporated before the questionnaire was administered finally on the participants. The reliability of the instrument was determined at 0.89 cronbach alpha. The test-retest reliability after 2-weeks was  $r = 0.72$ .

#### **3.4.2 Psychological factors questionnaire**

Psychological factors scale is a self-structured questionnaire with four sub-scales which was designed to elicit information from respondents on the mindset of the women, their perception, attitude and their self-esteem. The questionnaire contains 13 items designed on the four-point scale format of Strongly Agree (4), Agree (3), Strongly Disagree (2) and Disagree (1), while it was be subjected to face, construct and content validity. For proper check, the questionnaire was given to the researcher's supervisor and other experts in the behavioural sciences who verified the validity of the instrument. The questionnaire was pre-tested; all necessary corrections were made and incorporated before it was administered finally on the respondents. The test-retest reliability after 2-weeks was

$r = 0.85$ . The reliability of the instrument was determined using cronbach alpha, and reliability co-efficient of 0.72 was obtained.

### **3.4.3 Social factors questionnaire**

Social factors scale is a self-structured questionnaire with four sub-scales which was designed to get information from the respondents on family background, social class, marital status and level of education of the women. The questionnaire contained nine items designed on the four-point scale format of Strongly Agree (4) Agree (3) Strongly Disagree (2), Disagree (1). All the questions were subjected to face, construct and content validity. For a proper check, the questionnaire was given to the researcher's supervisor and other experts in the behavioural sciences who verified its validity. The questionnaire was pre-tested; all the necessary corrections were made, incorporated and pretested before it was administered finally on the participants. The questionnaire was pre-tested among 50 union members in Ogun State; and all the necessary corrections were made and incorporated before it was administered finally on the respondents. The reliability of the instrument was determined using 0.87cronbach alpha. The test-retest reliability after 2-weeks was  $r = 0.72$ .

### **3.4.4 Cultural factors questionnaire**

Cultural factors scale is a self-structured questionnaire with four sub-scales which was designed to elicit information on customs, norms, religion and beliefs of the women. The questionnaire contained nine items on four-point scale format: Strongly Agree (4), Agree (3), Strongly Disagree (2), Disagree (1). It was subjected to face, construct and content validity. For a proper check, the questionnaire was given to the researcher's supervisor and other experts in the behavioural sciences who verified the validity of the instrument. The questionnaire was pre-tested among 50 union members in Ogun State and all necessary corrections were made and incorporated before it was administered finally on the respondents. The reliability of the instrument was determined using 0.91cronbach alpha. The test-retest reliability after 2-weeks was  $r = 0.75$ .

**3.4.5 Qualitative method, Focus Group Discussion (FGD) and Key Informant Interview (KII)** were used to complement the quantitative method for this study. Both

quantitative and qualitative instruments were subjected to validity and reliability test before they were administered.

#### **3.4.6 Focus group discussion (FGD)**

There was a focus group discussion with a small group of female and male members separately from the NLC and TUC to get more information for the study. This group comprised six female members and six male members. Two (FGD) sessions were held, one for the female and one for the male members from all the unions used. The importance of this was to create opportunities to have a direct physical contact with the target group in order to have a robust deliberation on significant issues to be encountered or anticipated in the course of the qualitative research.

**Table 3.2; Schedule of Focus Group Discussion**

<b>S/N</b>	<b>Names of the Unions</b>	<b>Date of interview</b>	<b>Number of Female/Male members</b>
1	NUT	20/8/18	6/6
2	NULGE	20/8/18	6/6
3	NUBIFIE	20/8/18	6/6
4	NANNM	20/8/18	6/6
5	NUEEM	20/8/18	6/6
<b>Trade Union Congress</b>			
6	ASSBIFI	20/8/18	6/6
7	FOBTOB	20/8/18	6/6
8	ASCSN	20/8/18	6/6
9	HAPSSSA	20/8/18	6/6
10	PENGASSAN	20/8/18	6/6

Source: Author's compilation (2017)

### **3.4.7 Key Informant Interview (KII)**

The key informant interview comprised oral sessions conducted with 10 key executives (Chairman or Secretary) of all the unions selected for the study. The interview was with a view to eliciting more facts that were not captured by the questionnaires and which were very useful for the study. The key informant interview took the form of face-to-face interview. According to Goren (2012), this approach is best adopted when the researcher is interested in obtaining information about challenges in any social system or in the society at large. The Key Informant Interview (KII) assisted in getting authentic, comprehensive and rich data in relatively easy and inexpensive manner. It also assisted the researcher the opportunity to establish close relationship with participants and get issues clarified (Goren, 2012).

**Table 3.3: Schedule of Key Informant Interview**

S/N	Name of the Union	Date of interview	Key executives (Chairman or Secretary)
<b>Nigeria Labour Congress</b>			
1	NUT	20/8/18	1
2	NULGE	21/8/18	1
3	NUBIFIE	22/8/18	1
4	NANNM	23/8/18	1
5	NUEEM	24/8/18	1
<b>Trade Union Congress</b>			
6	ASSBIFI	27/8/18	1
7	FOBTOB-SSA	28/8/18	1
8	ASCSN	29/8/18	1
9	HAPSSSA	30/8/18	1
10	PENGASSAN	31/8/18	1

Source: Author's compilation (2017)

### **3.5 Validity of the Instruments**

Validity manages the degree to which an instrument estimates what it should quantify. Validity depends on the view that a specific instrument in reality gauges what it indicates to quantify, or that it precisely speaks to those highlights that it is expected to depict, clarify or hypothesise (Winter, 2000). In subjective information, validity might be tended to through the trustworthiness, profundity, extravagance and extent of information accomplished, the members moved toward the degree of triangulation and the impartial or objectivity of the scientist (Winter, 2000). In quantitative information, validity may be improved through cautious testing suitable instrumentation and fitting measurable treatment of the information. The face content validity of the instruments was set up by a basic survey specialists, including the project supervisor and other two academics in the Faculty of Education, University of Ibadan, who are experts in labour relations. The proposals from these researchers on lucidity, importance and explicitness were incorporated into the surveys.

### **3.6 Reliability of the instruments**

Reliability in its own case is essentially a synonym for dependability, consistency and replicability over time, over instruments and over groups of respondents. It is concerned with precision and accuracy. It means if the research were to be carried out on a similar group of respondents in a similar accuracy and in a similar context, then similar results would be found. The instrument, especially the structured questionnaire and the KII, were subjected to experts and advice, particularly the researcher's supervisor and two other lecturers in the Department of Adult Education, University of Ibadan, who are experts in Industrial Education. Their inputs were incorporated in the production of the final draft to ensure that the items correlated with the expected and accurate information; efforts were made to ensure that the content, face and construct validity of the items are adequate.

The instruments were subjected to trial-testing. The reliability of the instruments was conducted using test re-test method at two weeks' interval. A test re-test method was used to ascertain the authenticity of the instruments. The pilot study was used in Ogun State,



and the union that is different from the actual population of the study was used; two weeks later, it was repeated to test the consistency and reliability of the instruments.

### **3.7 Administration of the instruments**

A letter of introduction was collected from the Department of Adult Education, University of Ibadan, by the researcher to the respective unions to facilitate easy and prompt distribution and collection of data. The researcher participated in the distribution of copies of the questionnaires with the assistance of four (4) trained research assistants and some of the union executives in each of the selected unions for data collection. For qualitative instruments, Focus Group Discussion (FGD) and Key Informant Interview (KII) were conducted by the researcher with the chairmen and secretaries of the selected unions.

### **3.8 Procedure for data analysis**

The data collected through the questionnaires (Quantitative and Qualitative) were coded and analysed using the descriptive statistics of simple percentage and frequency counts for personal data, while multiple regression and ANOVA were used for research questions, and Pearson Product Moment Correlation was used for hypotheses at 0.05 level of significance. Content analysis was used for the qualitative data collected through FGD and KII.

#### **3.9.0 Ethical consideration**

Ethical approval was obtained from the Social Sciences and Humanities, Ethical Review Committee, University of Ibadan, in conjunction with Collaborative Institutional Training Initiative (CITI PROGRAM). The process of data collection for the study was guided by ethical principles that apply to human subjects.

**3.9.1 Confidentiality:** All responses given by the respondents were handled with strict confidentiality. The researcher did not reveal any information collected in the process of the research work to any-one for whatsoever reason.

**3.9.2 Beneficence:** The researcher tried to maximise the benefits, which is value added to the privacy, mental health and well-being of individuals, groups and the society. The

researcher ensured that the study avoided and did not expose the respondents to any form of danger.

**3.9.3 No harm to respondents:** This confers on the respondents immunity from any danger or abuse whatsoever. In the execution of this research work, the researcher ensured that the respondents were protected from all forms of danger during the research or as a consequence of the study.

**3.9.4 Voluntariness:** The involvement of respondents in the study was absolutely voluntary. Verbal informed-consent was obtained for voluntary participation in the research. This is imperative because the consent serves as evidence that the process actually took place, and respondents voluntarily gave authorisation for their involvement in the study. At the same time, the respondents had the right to refuse to participate and when they deemed it fit, they were free to pull out from the research at any point without such act attracting any sanction.

**3.9.5 Informed Consent:** Informed consent was used to obtain information from the members and the executives of the 10 selected trade unions used for the study.

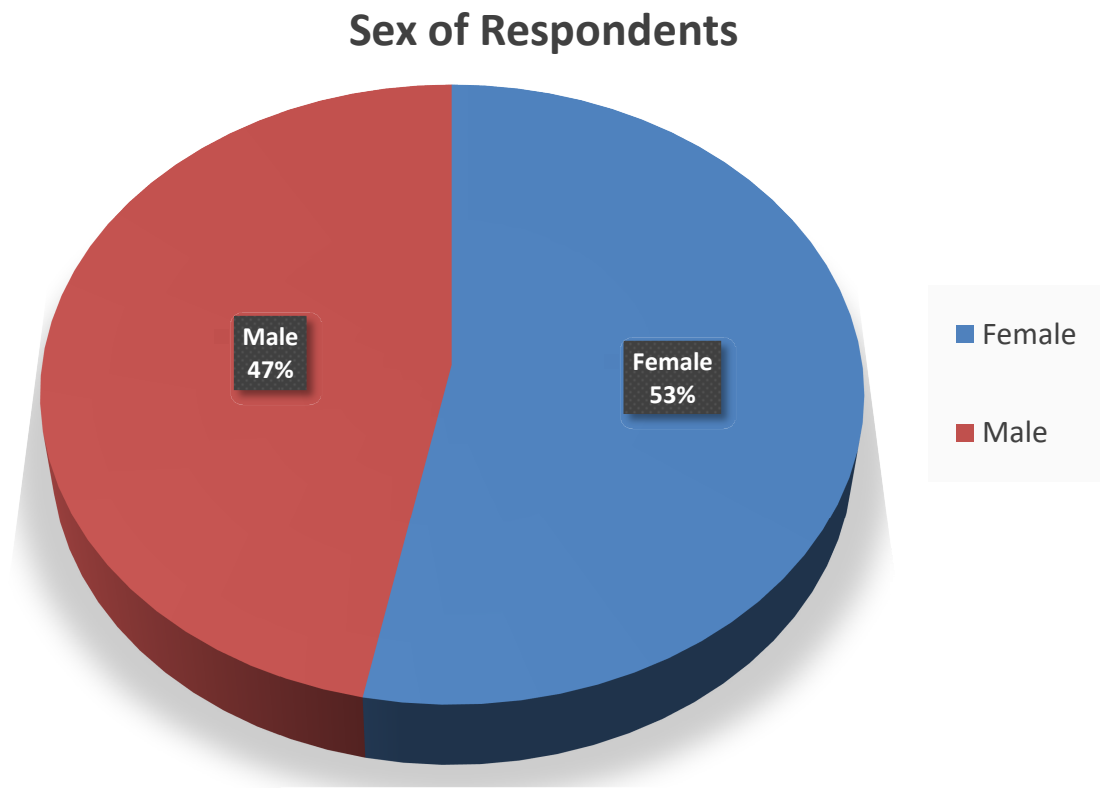
## **CHAPTER FOUR**

### **4.0 RESULTS AND DISCUSSION OF FINDINGS**

This chapter presents the result of the data collected from the field. The analyses of the data were done in two phases. Out of 1,025 copies of the questionnaires administered, only 875 were retrieved and analysed. This represents 85.4% response rate. The first phase dealt with the analysis of the socio-demographic characteristics of the respondents, while the second dealt with the analysis of the research hypotheses.

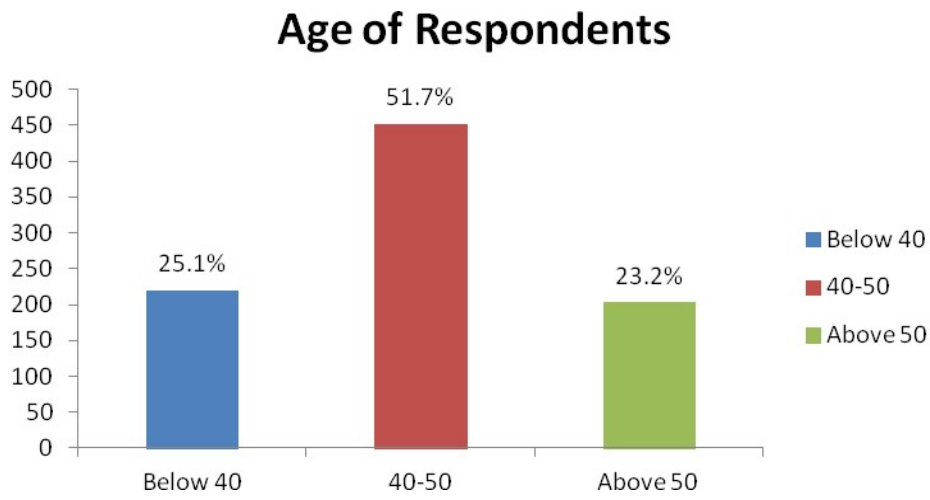
The data were obtained from 875 respondents and were therefore analysed as presented below:

#### 4.1 Socio-demographic characteristics of respondents



**Fig. 4.1a: Frequency distribution of respondents by sex**

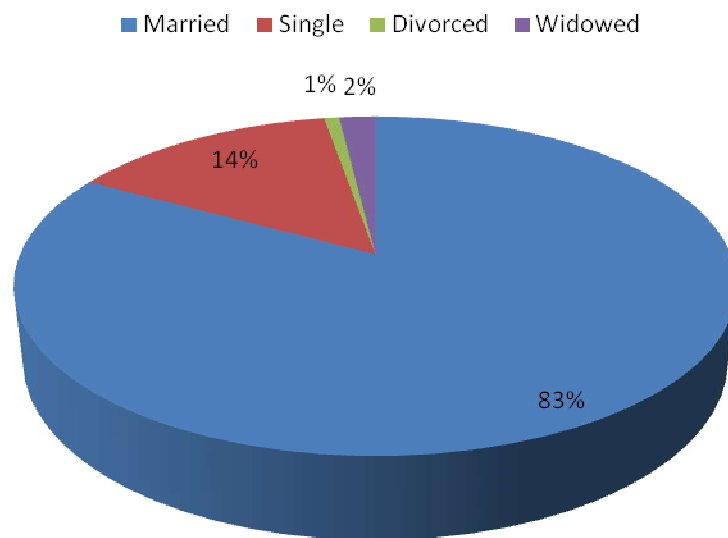
The pattern of the distribution by the sex of the participants shows that larger percentage of the participants, 53.1%, were female, while 46.9% were male. This implies that every labour union has female members, and their numbers have increased with their participation, and some organisations are female dominated; for example nursing.



**Fig 4.1b** Frequency distribution of the respondents by age

Table 4.1b shows that 51.7% of the respondents were in the age range of 40-50 years; 23.2% were above 50, while 25.1% were below 40. This implies that all the respondents used were adults who could make informed judgment without necessarily depending on any external influence.

## Marital Status of Respondents

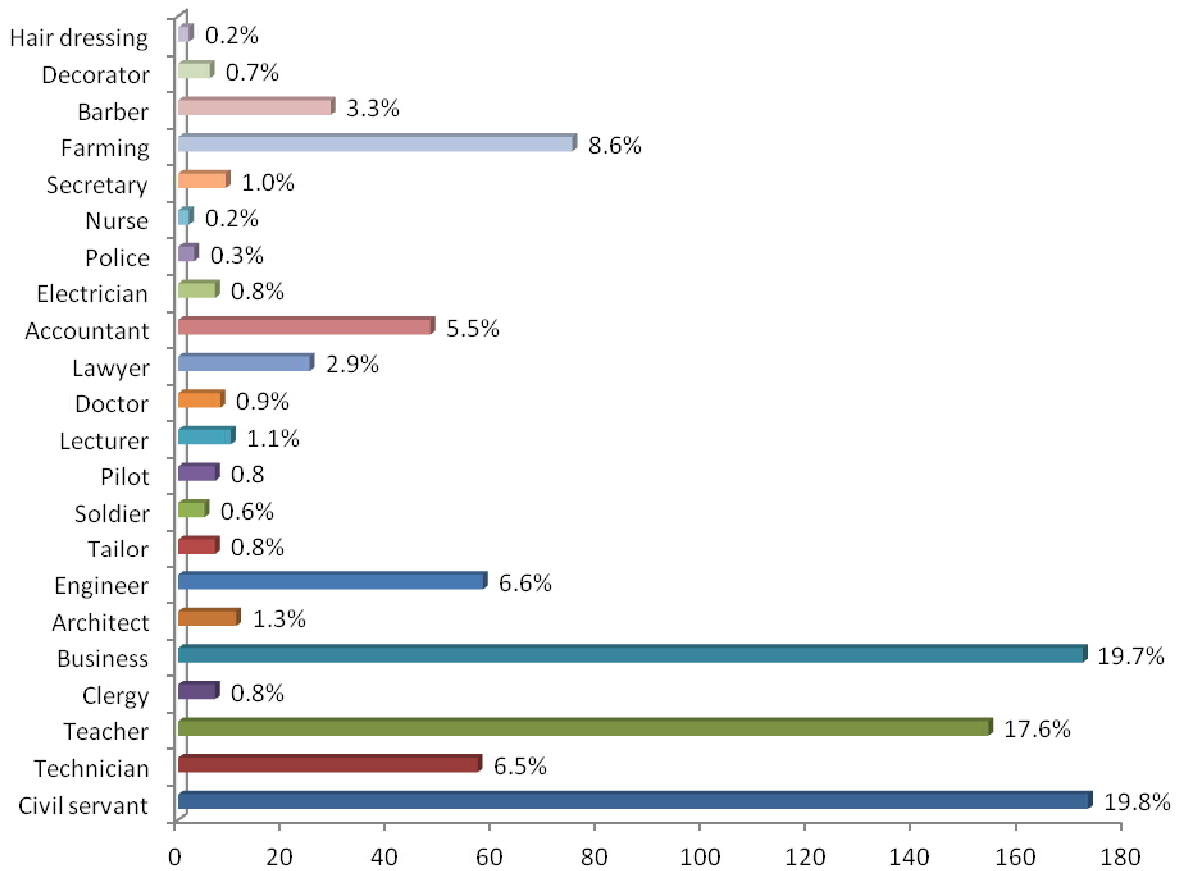


**Fig 4.1c: Frequency distribution of the respondents by marital status**



Fig.4.1c shows that 83.0% were married; 14.3% were single; 0.8% were divorced, while 1.9% were widowed. This showed that majority of the respondents of this study were married.

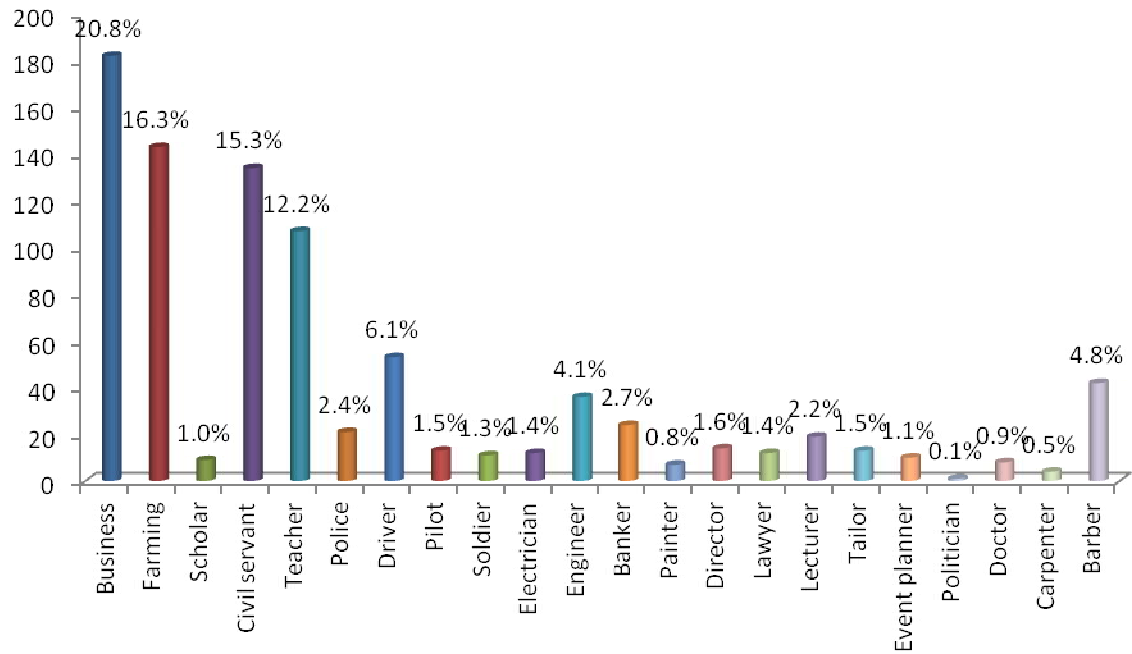
## Respondents' Spouses' Occupations



**Fig4.1d: Frequency distribution of the respondents by spouse's occupation**

Figure 4.1d shows that 19.8% of the respondents were civil servants; 6.5% were technicians; 17.6% teachers; 0.8% clergies; 19.7% into business; 1.3% architects; 6.6% engineers; 0.8% tailors; 0.6% soldiers; 0.8% pilots; 1.1% lecturers 0.9% doctors 2.9% lawyers; 5.5% accountants; 0.8% electricians; 0.3% police; 0.2% nurses; 1.0% secretaries; 8.6% farmers; 3.3% barbers; 0.7% decorators, while 0.2% were hair dressers. This implies that majority of the respondents were businessmen and women, and civil servants.

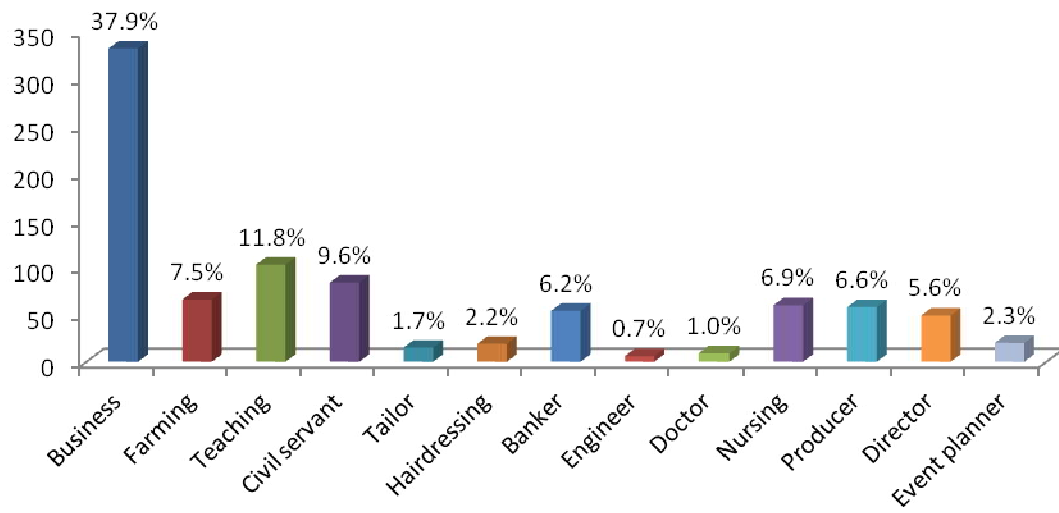
## Respondents' fathers' occupation



**Fig 4.1e: Frequency distribution of the respondents by father's occupation**

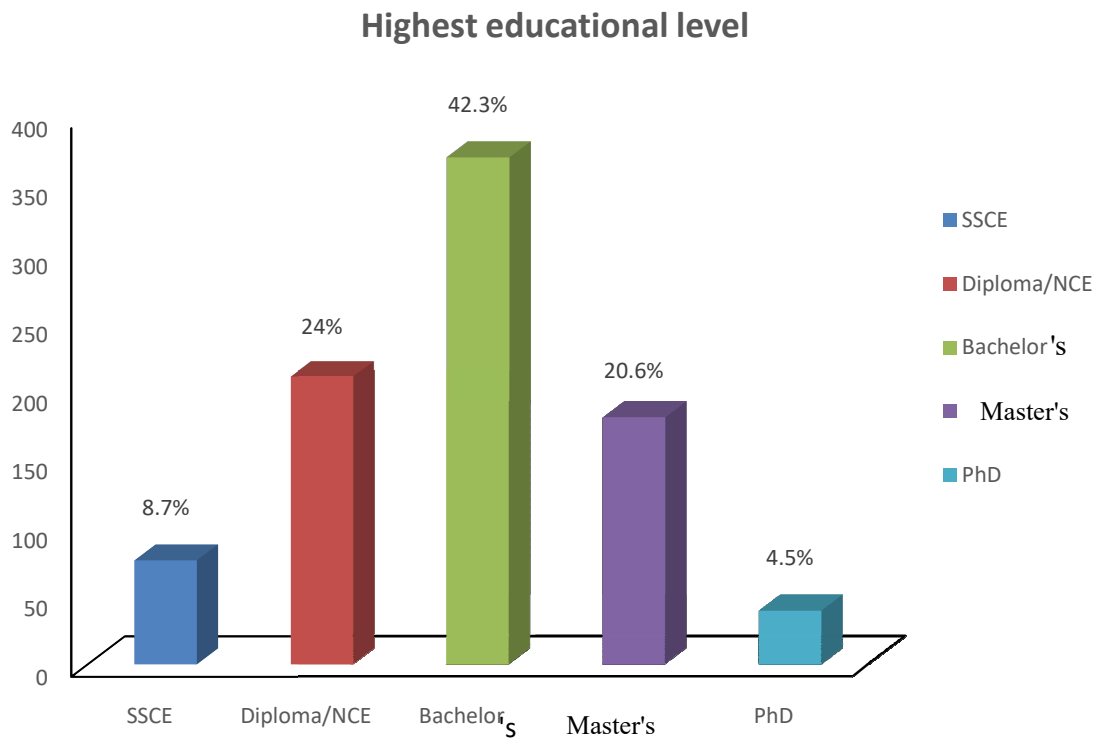
Figure 4. shows that the larger percentage of the respondents, 20.8% ,were into businesses; 16.3% farmers; 1.0% scholars; 15.3% civil servants; 12.2% teachers; 2.4% police; 6.1% drivers; 1.5% pilots; 1.3% soldiers; 1.4% electricians; 4.1% engineers; 2.7% bankers; 0.8% painters; 1.6% directors; 1.4% lawyers; 2.2% lecturers; 1.5% tailors; 1.1% event planners; 0.1% politicians; 0.9% doctors; 0.5% carpenters; 4.8% barbers. This shows that the larger percentage of the respondents were into business and also civil service. Coming from the family like this will motivate the women to be involved in union activities due to the knowledge and tutelage by their parents. They will know how to handle workers and unions' activities.

## Respondents mothers' occupations



**Fig 4.1f: Frequency distribution of the respondents by mothers' occupations**

Figure 4.1f shows that 37.9% of the respondents were into business; 7.5% farmers; 11.8% teachers; 9.6% civil servants; 1.7% tailors; 2.2% hair dressers; 6.2% bankers; 0.7% engineers, 1.0% doctors, 6.9% nurses, 6.6% producers, 5.6% directors while 2.3% were event planners. This implies that the largest percentage of respondents' mothers were into business, but more importantly, it shows that respondents' mothers were engaged in one occupation or the other.

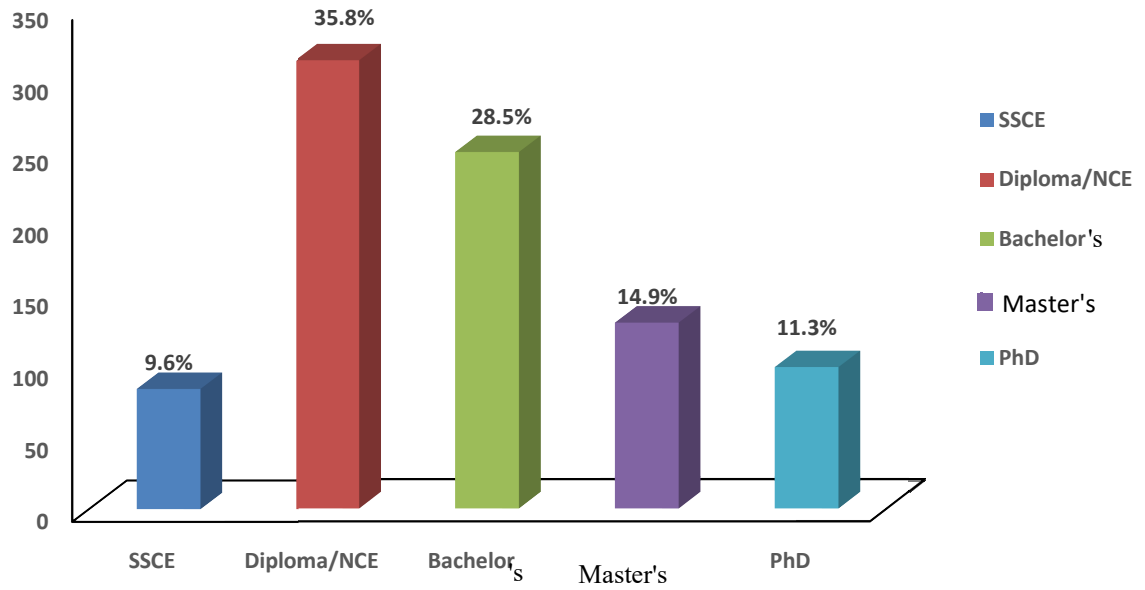


**Fig4.1g: Frequency distribution of the respondents by educational qualifications**



Figure 4.1g shows that 42.3% possessed bachelor's degrees; 24.0% possessed diploma certificates; 20.6% possessed master's degrees and 8.7% possessed ordinary "O" level certificates, while 4.5% possessed Ph.D. This shows that majority of the respondents holds bachelor's degree. Having higher qualification will allow them to be more involved in the unions' activities.

### Respondents' Spouses' Academic qualifications

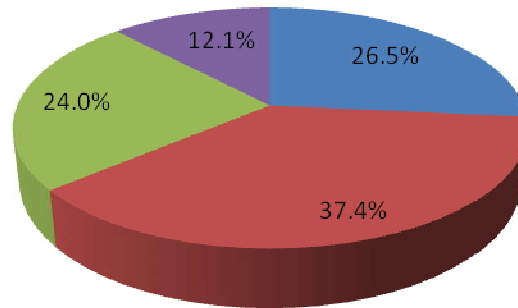


**Fig4.1h: Frequency distribution of the respondents by spouses' academic qualifications**

Figure 4.1h shows that 35.8% possessed diploma certificates; 28.5% possessed bachelor degrees; 14.9% possessed Master's certificates; 9.6% possessed ordinary "O" level certificates, while 11.3% possessed PhD degree. This shows that majority of the respondents were well educated.

## Working experiences

■ 0-10 years ■ 11-20 years ■ 21-30 years ■ 31-35 years

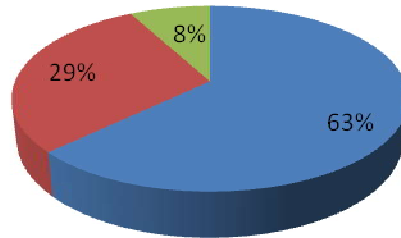


**Fig4.1i: Frequency distribution of the respondents by working experiences**

Figure 4.1i shows that 37.4% of the respondents spent between 11-20 years; 26.5% spent between 0-10 years; 24.0% spent between 21 to 30 years, while 12.1% spent 31-35 years. This implies that most of the respondents' working experiences fall within the range of 11 and 20 years.

## Religion

■ Christianity ■ Islam ■ Traditional religion

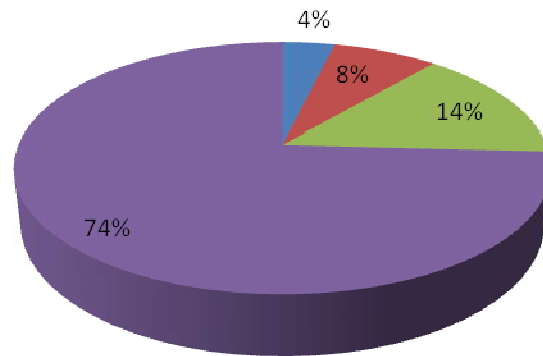


**Fig 4.1j: Frequency distribution of the respondents by religion**

Figure 4.1j shows that 62.8% were Christians; 29.3% Muslims, while 7.9% traditional worshippers. This shows that majority of the respondents were Christians. Religious background may not allow some women to be actively involved in union activities.

## Income level

■ Under 10,000 ■ 10,000-30,000 ■ 30,000-40,000 ■ 40,000 and above



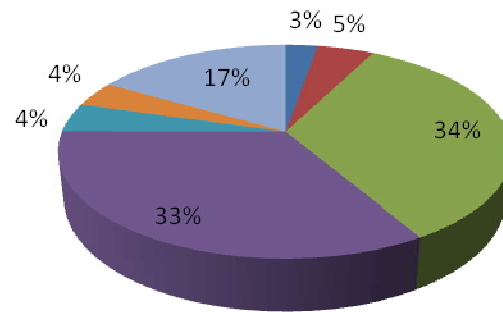
**Fig 4.1k: Frequency distribution of the respondents by income level**



Figure 4.1k shows that 74.2% of the respondents earned ₦40,000 and above; 14.5% ₦30,000 - ₦40,000; 7.5% ₦10,000 - ₦30,000, while 3.8% earned 10,000. This shows that majority of the respondents earned ₦40,000 and above.

## Occupations

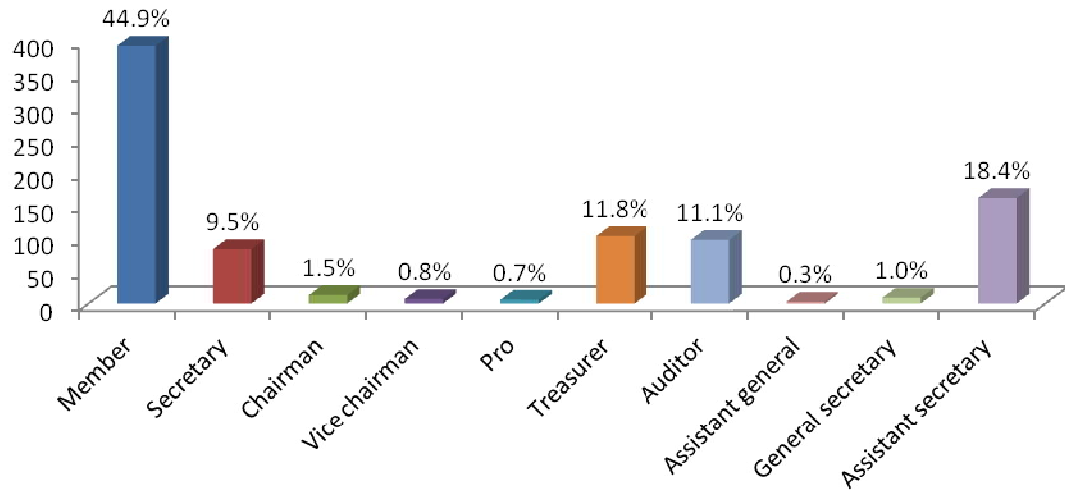
■ Engineering ■ NLC ■ Teaching ■ Nursing ■ Civil service ■ Insurance ■ Local government service



**Fig 4.11: Frequency distribution of the respondents by occupations**

Figure 4.11 shows that 33.6% of the respondents were nurses; 33.9% teachers, 16.7% local government workers; 4.3% civil servant; 4.8% NLC; 3.9% property insurance, while 2.7% were engineers. This implies that majority of the respondents were nurses and teachers; that is why there were more women among the executives of the nurses and teachers than in other unions.

## Positions held in the Union



1  
union

Figure 4.1m reveals that the largest percentage of the respondents- 44.9% were members; 9.5% secretaries; 1.5% chairmen; 0.8% vice chairmen; 0.7% P.R.O; 11.8% treasurers; 11.1% auditors; 0.3% assistant generals secretaries; 1.0% general secretaries; 18.4% assistance secretaries. This implies that majority of the respondents were union members.

## Research question 1

RQ<sub>1</sub>: What are the levels of participation of female members in trade union activities in Oyo State?

**Table 4.1: Respondents based on levels of participation of female members in trade union activities**

	Our union have women leaders and members who.....	SD	D	A	SA	Mean	SD
1.	provide reliable and useful source of advice on rights as a worker	57(6.5%)	216(24.7%)	467(53.4%)	135(15.4%)	2.78	.68
2.	prove to be open and accountable to its members	187(21.4%)	156(17.8%)	192(21.9%)	340 (39%)	2.78	.69
3.	know how the union is run and they have no say on union affairs	187(21.4%)	246(28%)	134(15.3%)	308(35.2%)	2.64	.86
4.	take the union and its activities seriously	279(31.9%)	178(20.3%)	197(22.5%)	221(25.3%)	2.41	.93
5.	always take up and responds to members' problems and complaints seriously	61(7%)	174(19.9%)	294(33.6%)	346(39.5%)	3.06	1.20
6.	are powerful and influences management decisions	129(14.7%)	116(13.3%)	228(32.9%)	402(46%)	3.03	.77
7.	participate in union's performance in negotiating for better pay, benefits, and conducive work environment	77(8.8%)	158(18.1%)	294(33.6%)	346(39.5%)	3.04	.91
8.	participate in union's performance in protecting its members against unfair workplace practices and treatment at the place of work	147(16.8%)	188(21.5%)	276(31.5%)	264(30.2%)	2.75	.90
9.	participate in making the workplace a better place and improving job security	108(12.3%)	151(17.3%)	276(31.5%)	340(38.9%)	2.97	.86
10.	participate in increasing and retaining membership	138(15.8%)	203(23.2%)	244(28%)	290(33%)	2.78	.81
11.	participate in promoting equal opportunities for all its members	57(6.5%)	216(24.7%)	467(53.4%)	135(15.4%)	2.78	.98
12.	participate in negotiating work condition with management to improve performance	187(21.4%)	156(17.8%)	192(21.9%)	340 (39%)	2.78	.89
13.	participate and stand against undemocratic tendencies by management and government	187(21.4%)	246(28%)	134(15.3%)	308(35.2%)	2.64	.97
14.	support and enable workers to know and defend their rights.	279(31.9%)	178(20.3%)	197(22.5%)	221(25.3%)	2.41	.89
15.	participate in awaken the consciousness of workers on the need for collective efforts to defend their interests at work and to solve problems in the community	61(7%)	174(19.9%)	294(33.6%)	346(39.5%)	3.06	.88
16.	participate in the decisions of the union as an organisation	129(14.7%)	116(13.3%)	228(32.9%)	402(46%)	3.03	1.04
17.	Stand as representative in the decision making organs of our union;	77(8.8%)	158(18.1%)	294(33.6%)	346(39.5%)	3.04	.98
18.	help mobilise to confront problems,	147(16.8%)	188(21.5%)	276(31.5%)	264(30.2%)	2.75	.84
19.	have high degree of openness of exclusiveness for the union.	108(12.3%)	151(17.3%)	276(31.5%)	340(38.9%)	2.97	.94
20.	participate in the day-to-day activities of the union,	138 (15.8%)	203(23.2%)	244(28%)	290(33%)	2.78	.87
21.	participate in day - to- day running of the union.	57(6.5%)	216(24.7%)	467(53.4%)	135(15.4%)	2.78	.87
22.	participate in ensuring easy flow of authority and responsibility	187(21.4%)	156(17.8%)	192(21.9%)	340 (39%)	2.78	.88
23.	ensure a clear division of labour among the members of the union with them.	187(21.4%)	246(28%)	134(15.3%)	308(35.2%)	2.64	.85
24.	see to the orderliness and discipline with discrete unity of command and direction,	279(31.9%)	178(20.3%)	197(22.5%)	221(25.3%)	2.41	.97
25.	ensure free flow of information with a view to achieving the union's common goals	61(7%)	174(19.9%)	294(33.6%)	346(39.5%)	3.06	.88
26.	displays high level of professionalism,	129(14.7%)	116(13.3%)	228(32.9%)	402(46%)	3.03	.66
27.	involve in paper documentation of the union management	77(8.8%)	158(18.1%)	294(33.6%)	346(39.5%)	3.04	.88
28.	ensure stability of tenure of personnel	147(16.8%)	188(21.5%)	276(31.5%)	264(30.2%)	2.75	.89
29.	Grand mean					2.82	0.88

## 4.2 Analysis of Research Questions and Hypotheses

Table 4.1 shows that above average percentage, 68.8% of the respondents, agreed that they had women leaders and members who provided them with reliable and useful source of advice; 60.9% agreed that they had women leaders and members who proved to be open and accountable to their members. An average percentage of 50.5% reported that they had women leaders and members who knew how the union was run and they had no say on union affairs; 52.2% disagreed that they had women leaders and members who took the union and its activities seriously; 73.1% reported that they had women leaders and members who always took up and responded to members' problems and complaints seriously. A larger percentage of 78.9% reported that they had women leaders and members who were powerful and could influence management decisions; 73.1% agreed that they had women leaders and members who participated in union's performance in negotiating for better pay and benefit; 61.7% reported that they had women leaders and members who participated in union's actions in protecting their members against unfair workplace practices; 70.4% agreed that they had women leaders and members who participated in making the workplace a better place and improving job security; 61.0% reported that they had women leaders and members who participated in increasing and retaining membership; a larger percentage (78.1%) agreed that they had women leaders and members who participated in promoting equal opportunities for all their members.

About 60.9% reported that they had women leaders and members who participated in negotiating work condition with management to improve performance; 63.2% reported that they had women leaders and members who participated against undemocratic tendencies; 57.2% agreed that they supported and enabled workers to know and defend their rights; 73.1% reported that they had women leaders and members who participated awakening the consciousness of workers on the need for collective efforts to defend their interests at work; a larger percentage ( 78.9%) reported that they had women leaders who participated in decisions of the union as an organization; 73.1% also reported that women were represented in the decision-making organs of their unions; above average ( 57.2%) reported that they had women leaders and members who helped mobilize to confront their problems; 73.1% agreed that they had women leaders and members with high degree of openness; 78.9% reported that they had women leaders who participated in day-to-day activities of the union; 73.1% reported that they had women leaders who participated in

day-to-day running of the unions; upward average percentage of 60.9% agreed that they had women leaders and members who participated in ensuring easy flow of authority and responsibility; average percentage of 50.5% reported that they had women leaders and members who ensured clear division of Labour among the members; 61.7% agreed that they had women leaders and members who saw to the orderliness and discipline; larger percentage (70.4%) reported that they had women leaders and members who ensured free flow of information with a view to achieving the union's common goals; 61.0% agreed that they had women leaders and members who displayed high level of professionalism. Also 61.7% reported that they had women leaders and members who were involved in paper documentation of the union management, while a larger percentage (78.9%) of the respondents reported that they had women leaders and members who ensured stability of tenure of personnel, among others.

The grand mean of the items listed on the perception of women's participation in trade union activities was 2.84. This demonstrates that items 5, 6, 7, 15, 16, 17, 19, 25, 26, 27 and 28 were the most potent positive items towards the perception of women's participation in trade union activities. The respondents demonstrated positive and more favourable attitude towards women's participation in union activities. Women were perceived as effective in tackling union members' problems and complaints; influencing management decisions; negotiating for better pay, benefits and work environment; awakening the consciousness of workers; participating in the decisions of the union as an organisation; being represented in the decision-making organs of our union; openness in the activities of the union, ensuring free flow of information; displaying high level of professionalism, and documenting the union's activities.

These results shows that there is an improvement in women's participation in trade union activities, but the participation is still low. Today, women are contending by words and activities that, "what men can do, women can likewise improve". This is because of access to education which is currently available to both men and women in the nation.

As documented in earlier studies predisposition can rise up out of the relations that people see between the ascribed role of people from a get-together and the necessities of the social positions that people have or were included (Eagly and Karau, 2012). By virtue of ladies and authority, the inclination towards female pioneers follows from the incoherence



that people see between the credits of ladies and the necessities of pioneer occupations. People feel that the female sex occupations dislike pioneers' positions. The capabilities and achievements of women, regardless, whenever women have accomplished the places of leadership, they are regularly expected to act like men, rather than upgrading their parts with the new and shifted abilities, along with the new viewpoints they may carry with them (Shavlik and Touchton, 1988). However, despite these constraints, women have become more prominent as it was identified that women's participation has increased up to 15% or more away from the 5% baseline identified from the earlier years before 2010. From the interview granted, women were believed to actively participate in both unionism and leadership roles within the unions. This was corroborated by one of the participants in a Focus Group Discussion session

Women are participating fully in NUT, but if I want to ratio it, I will say it is between 80% and 20%, the population of women is as low as 20% to the male members. They are very low (FGD/NUBIIFE/MALE/2018).

Another member also said:

The participation of female members is very low in terms of union guiding and union election and I feel it affects a lot in Oyo State (KII/ASCSN/MALE/ 2018)

From another union member:

Well, it is like the thing is improving, before, the female participation in the unionism is very low though in Nursing majority of us are women so if you use NANNM perception to look at it you will think it's an increase but when you look at the general perception of NLC which is the parent body of all association you will discover that the contribution of women in the union is about 5% for some years back but recently I think it has increased to 15 to 20% because we have unions now where women is their leader. INC Joensu, a woman is the leader in Oyo State presently I think the change is improving, years back women has not emerged as NANNM president in Oyo state but in the present administration we have women as NANNM president that is why I said it is improving. If you compare it to 5 years back the number is not the same to what is happening presently so it has started progressing for the past few years back (KII/NANNM/FEMALE/2018).

Women, from literature, have been identified to have low interest in leadership positions and participation in trade union (Momoh, 2009). For instance, there is yet to be a female national president of any of these unions - Nigeria Labour Congress (NLC), Trade Union Congress (TUC), Academic Staff Union of Universities (ASUU), Nigerian Union of Local Government Employee (NULGE) and Nigeria Union of Teachers (NUT) since 1999. However, other trade unions like Non Academic Staff Union (NASU) and professional groups have been superintended by women in the last 10 years. In the last decade, there is a great change in attitude with women ascending leadership roles in these organisations. It is said that women accepted social welfare job as opposed to key positions. A look at the number of women in leadership position in Oyo State is presented in Table 4.2.

**Table 4.2: Labour/Trade union and percentage ratio of female to male in the leadership of the union**

NAME	TOTAL EXCO	FEMALE	MALE	% Number of women ExcOs	% Number of Men ExcOs
NLC	10	2	8	20	80
NUT	34	7	27	21	79
HAPSSAN	10	2	8	20	80
NULGE	9	1	8	11	89
NANNM	38	28	10	74	26
ASCN	10	1	9	10	90
TUC	6	1	5	17	83

Source; Field survey, (2018)

The analysis of the ratio of women to men in leadership positions among trade/labour unions in Oyo State reveals that except for the unions dominated by women or seen as women profession, such as Nursing (NANNM) and Teaching (NUT), majority of the unions had women occupying less than 20% of the key leadership positions in these unions. Nursing (NANNM) has about 74% and Teaching (NUT) about 21% of their leadership positions occupied by the female members. The participation was believed to have also been due to increasing gender mainstreaming activities in the unions with active support from the national and international bodies like the ILO. The composed workers' guilds have underscored the requirement for women's support in approach and basic leadership overall the levels of government to guarantee feasible advancement of Nigeria. For example, In the Trade Union Congress of Nigeria (TUC), Women Commission consists of women from the unions affiliated to the Trade Union Congress of Nigeria (TUC). The Commission coordinates and encourages women's participation in the activities of the Congress in particular and trade unionism in general. There is general campaign for equivalent interest in varying backgrounds with the men folk. Labour union leaders had advised women to get engaged with each movement that would promote their course. The Press for Progress" was expressed to incite and guide women to distinguish their qualities and capacities, despite the hindrances set by culture and the general public.

### **Research Question 2:**

RQ<sub>2</sub>: What are the various strategies the unions adopted to mobilise their female members for active participation in trade union activities?

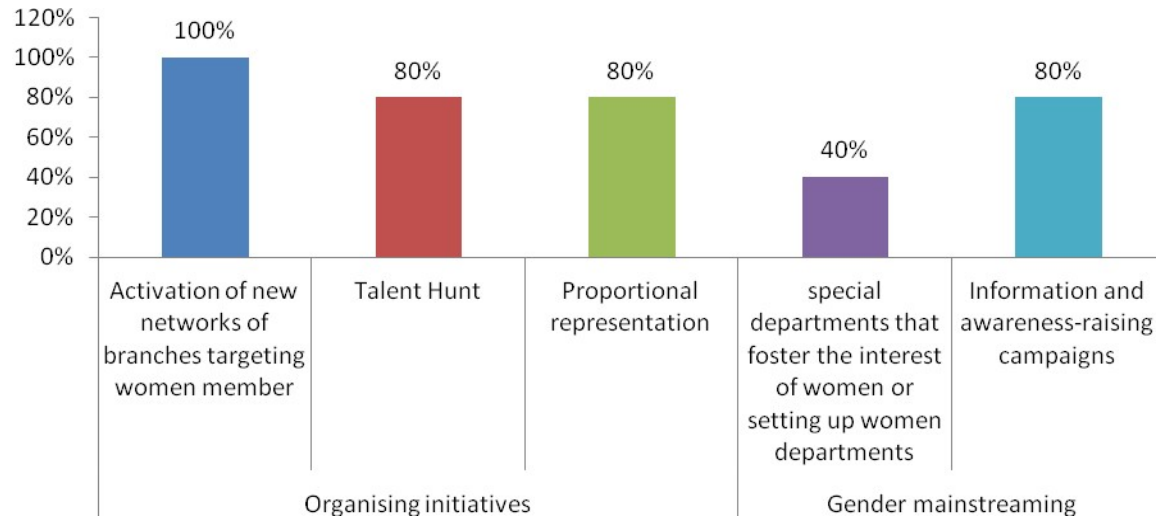
The analysis of the trade union initiatives aiming to increase union women membership; different types of strategies were analysed from the Key Informant Interview with the union leaders. Several examples of these strategies and approaches were outlined below. In general, all types of initiatives can be simultaneously present in each of the different unions interviewed in the study.

**Table 4.3: Pattern of recruitment strategies aimed at increasing women’s participation**

Strategies	Activities eLabourated under the strategy	Frequency	%
Organising initiatives	Activation of new networks of branches targetting women members	10	100%
	Talent Hunt	8	80%
Gender mainstreaming	Proportional representation	8	80%
	Special departments that foster the interest of women or setting up women departments	4	40%
	Information and awareness-raising campaigns	8	80%

**Source: Field survey (2018)**

All the unions are involved in organising initiatives at the local or branch level that seek to involve workers through the creation or activation of networks of workers and sometimes of associations, which mobilise around collective goals, and thereby recognise the existence of collective interests and identities. The initiatives formally integrated the representation of female workers; such initiatives aim to underline the systemic or collective functions performed by trade unions in recruiting females through gender advocacy, fighting gender discrimination and sexual harassment as the motivation for female participation in union activities. For example, the nurses union targetted the female nurses to fight female discrimination in the hospital settings. The second set of initiatives is targetted towards gender mainstreaming. A bigger normal case of activities at the hierarchical level is the foundation of exceptional boards or bodies inside trade unions which have an illustrative job for specific gatherings of Labourers. As far as expanded participation, the suspicion for this situation is that the affinity to join a trade union among explicit gatherings of Labourers is legitimately connected to the importance of the interests of such gatherings in the basic leadership procedure of that specific union (and with the impacts this produces on their working conditions).



**Fig 4.2:** Bar chart showing the pattern of recruitment strategies aimed at increasing women's participation

The establishment of women's offices and similar open-door consultative groups was an extraordinary event. Similar protocols can often be used to explain the critical meetings with employees, such as the mainstreaming of the social emphasis and the importance of the sums in the workplace control structures. Systems which rely on having an internal 'speech' to those workers' meetings are generally applicable in different nations. Trade unions supported these practices, as they were at local and government levels, to create distinctions of women within sectoral unions. The syndicates introduced an egalitarian gender strategy aimed at a balanced proportion of women in their structures. Labour unions had successfully carried out a fair, quantitative process to involve women in unions. They demanded that women candidates participate, with the goal of introducing women in elective organisations.

Trade unions are divided extraordinarily by the creation of uncommon authoritative structures for women intriguing portrayal of special workers' meetings, for example women. A common way of having a vote to determine staff meetings is when confederations develop their Labour union platform or their alliance with employees in new branches or where trade unions revamp their organisational framework and their spaces to represent all the more often the economic environment and the working view. The 'mainstreaming sorting out' of the union is an unequivocal model in such manner, which likewise incorporates explicit enlistment focuses for union activists and plays out a proper evaluation of results. Action-based sorting out does not perceive part enrolment as a particular part of trade union portrayal. Getting sorted out is considered as a major aspect of trade unions' day-by-day exercises. As such, getting sorted out is not viewed as an autonomous movement of any standard portrayal errand and joint guideline of business relations. Routine contacts with Labourers to talk about their issues and working conditions, the checking of the use of understandings, the accommodation of requests to businesses, arrangements and different types of joint-guideline or participatory practices are all viewed as critical variables to keep up and extend trade union's enrolment. Data and mindfulness raising efforts are other methods for verifiably concentrating on the job and exercises of trade unions and their viability as far as portrayal is concerned. By promoting the upsides of aggregate portrayal and anticipating ordinary work rehearses in the battles focused at potential individuals, the trade unions attempt to expand the quantity



of individuals who join the unions. These patterns of strategies were identified in the interview with union officials. This was identified with union umbrella body. An NLC official has this to say:

To now solve the problem of low recruitment, the leaders in our union now decided that certain percentage of female should be in the midst of executive, that is why you will see most of them, they might say that “if your chairman is male, your executive is male, you should have a female to join them, that is the best strategy. The unions have now said that women should participate in the union level even among the committee. In Oyo State we have women’s wing whether you like it or not a woman must be the president that is another strategy to know that the female members do participate in union level (KII/NLC/MALE/2018)

This was identified with the union’s umbrella body, A NLC official described their effort of gender mainstreaming and activities based effort at female recruitment into their unions.

They give them full fledge operations to come out with their full executives that women want to operate in through their parent body that is NLC so that they will encourage them, they will see to their activities and in most cases they present things, they go out to encourage people to come and participate that we should be gender balanced and thank God for these people that have advocated for women liberations which has really criticized the act of many women to see that we must take our right. Women and children are both variable and if we are being put at risk at all times it will definitely affect the decision that is taken over us so that they will not be a change. Thank God for the federal government too they have encouraged women by putting them in various positions so that they will be experienced and at the end of it they will be able to have a mind of their own and they will be friendly with us so that negotiation will be easy.(FGD/NLC/MALE/2018)

A member of the medical union identified the activity-based pattern and gender mainstreaming as major motivations spurring the drive to make women major activists and stakeholder in the union activities. The official observed as follows:

It is because of that, a lot of things that belongs to women have been advocated for, various meeting that men will just go being given opportunities to address issues that pertain to

women's issues and this is helping us with the general appearance of women member (KII/NUT/FEMAL/2018)

A member of the NUT also commented that:

Well, they give them orientation, we organize seminars for them and then at times we do vocational training for them so that everybody will feel belong in the union activities(KII/NUT/FEMALE/2018)

Micro-level approaches attempt to sway the individual motivation to join the unions. Motivation is obtained either via the mobilisation and engagement of employees at workplace level so that attendance becomes a benefit rather than being deemed an expense or by applying specific benefits to membership. Special programmes are commonly provided to the employees that are not covered by the union's negotiations or agreements, as it is the case of the marginalised female workers, when the organised labour are seeking to extend membership to workers who are not. Such schemes typically also have direct focus on dealing with problems, like providing better wages and work conditions can be triggered through trade union interference or pressures from employees who are stakeholders working in the organisation. Many of these actions were concentrated during interactions at work to reach negotiated agreements. ColLabourative agreements were reached. It occurs generally as employees neglect wages and working standards and seek Labour union action. One of the NUT executives said:

The trade union have been moving from organisations to organisations, schools to schools to encourage the females to join, different seminars have been organised to show them the reason why women need to join trade unions and we believe with all these though it is not enough but as at now we have close to 20% women in the trade union and I still believe that as time goes on it is going to be 50/50. The strategies are there like seminars to encourage them, different posters, appearances in the social medias, to see how women are participating in other countries, in other states, this is what trade union adopted to mobilize female members. (KII/NUT/MALE/2018)

This supports the trend in literature which identifies increased gender mainstreaming activities by NLC/TUC which seek to improve female's workforce engagement by strengthening the ability of the unions to combat female employees' problems. The deliverables include seminars, strategy development,

essential sponsored labour education, collective bargaining, ICT and awareness campaigns. A variety of concerns, including women's rights, were adopted by the ILO conventions and were discussed jointly.

**Research question 3:**

RQ<sub>3</sub>: What is the impact of the level of women's participation in trade union activities on the general performance of the unions?

The analysis of the impact of the level of women's participation in trade union activities on the general performance of the union is presented below. Several benefits of women's participation in the union activities were identified from the interview and observation of the researcher. In general, different types of initiatives can be simultaneously present in each of the different unions interviewed in the study.

Majority of the union leaders interviewed said there were increased women's participations due to the presence of women leadership. The increased women's participation has led to increased agitation for equal rights and equal pay, such as increase in demand for maternity leave and women's access to organisational leadership. Other major improvements were reduction in sexual harassment, and development of union home-grown social welfare development programmes for union members. The unions also experienced increased women's representation in social awareness and political gathering, and tension reduction/ better conflict management. This pattern of responses was evident in the responses among the union leaders. The union leaders among the bankers observed that:

The level of their participation has a very good impact and has been helping the union to move forward so they are not just ordinary women, they are responsible women with interest, they knew the reason why they joined the union and they ensure that union is moving forward, they are doing very well  
(KII/NUBIIFE/MALE/2018)

In addition, involvement of females helped to reduce the excessive aggression of male, that at times can also wreck and severely damage instead of creating room for committed trade unionism. The popular assumption is that there is a woman in the context behind any productive man. The participation of women alongside men in the labour movement motivates men to contribute to their overall well-being and benefits. Based on practice, male unionists may have carried out other swift and disruptive acts and decisions,

but only to offer prompt guidance and advice to their less militant members. Since unionism is about problems and conflict-solving, trade unionists may not necessarily be good problem-solvers or managers of crises and be good trade union handlers. It is known that women are better peace-builders and have a general negative risk-taking attitude compared to men. This vulnerability could serve as a major hurdle in advancing to leadership positions in trade union hierarchy. However, women with radical views and being in high-ranking managerial roles in the trade unions offer the opportunity for womme to display their greater ability in managing conflict situations than men. Radicalism as well as risk-taking is necessary for the sustainability and advancement of trade unions, particularly in the process of collective negotiations.

In order to achieve the objectives, trade unionism is based on risk-taking and hardline radicalism. Considering that a significant percentage of working-class people are female, a potential cause of issue may possibly be understood as married women partook in the union activities. Pregnancy and childbirth are some of such issues. At these times, female members of the labour unions could not fully partake or give complete and productive services.

The pattern was also observed among the civil servants' labour unions. Women's participation was demonstrated to improve the union activities. A senior member of the union observed that:

Yes, it does a lot, if women can try to participate in trade union activities it will have positive impact in the women performance in general because they will be able to fight for what concerns women, they will be able to tell us the power of women so that the union will not go against their wish because if women are not there their male counterpart will not make a decision that will affect them in their work because they may say that everybody should close by 6 0' clock neglecting that the women will go and pick their children at school but if women are there they will be able to tell the leader that the decision will be impossible because they will pick their children in school so the women should take active roles in the unions activities to make a positive impact on the women's role (FGD/ ASCSN/MALE/ 2018).

This is from another member interviewed:

Yes, they are being invited to every union activity so when they are being invited they will develop interest  
(KII/NUT/MALE/2018)

In fact, involvement of women indeed reduced the intensity of men's aggression that is growing, at times spilled out and ruined, instead of making space for constructive unionism. Based mostly on the past, male unionists had taken a variety of reckless and disruptive acts and judgments, but for timely intervention of their less militant female members who gave advice before things would have gone out of hand. The presence of women showed that it improved union leadership, reduced cases of marginalised interaction, included the female-centered requirements in the union struggles, created public platforms which addressed private-public workers' grievances, and solved critical issues facing the trade unions.

**Research question 4:**

RQ<sub>4</sub>: To what extent do the psycho-social and cultural factors predict women's participation in trade union activities in Oyo State? This research question was analysed using multiple regression analysis, and the result is presented in Table 4.4a.

**Table 4.4a: The Joint Effect of Psycho-social and Cultural Factors on Women’s Participation in Trade Union Activities.**

	Sum of Squares	Df	Mean Square	F	Sig.	Remark
Regression	102846.588	12	51423.29	510.047	.000 <sup>b</sup>	Significant
Residual	87814.776	861	100.82			
Total	190661.364	873				
R= .73, R <sup>2</sup> = .54, Adj. R <sup>2</sup> = .54 SEM = 10.04095						

**(Source; Field survey, 2018)**

**Table 4.4b: The relative contribution of psycho-social and cultural factors on women’s participation in trade union activities.**

Model		Unstandardized Coefficients		Standard ized Coefficients	T	Sig.	Remark
		B	Std. Error	Beta			
1	(Constant)	<b>7.734</b>	<b>1.945</b>		<b>3.976</b>	<b>.000</b>	
	Mindset	<b>1.576</b>	<b>.054</b>	<b>.512</b>	<b>29.042</b>	<b>.000</b>	<b>Significant</b>
	Attitude	<b>.462</b>	<b>.090</b>	<b>.279</b>	<b>5.123</b>	<b>.000</b>	<b>Significant</b>
	Self-esteem	<b>.219</b>	<b>.101</b>	<b>.489</b>	<b>2.167</b>	<b>.031</b>	<b>Significant</b>
	Perception	<b>.376</b>	<b>.054</b>	<b>.289</b>	<b>3.042</b>	<b>.000</b>	<b>Significant</b>
	Marital status	<b>.572</b>	<b>.090</b>	<b>.231</b>	<b>3.123</b>	<b>.000</b>	<b>Significant</b>
	Family background	<b>.219</b>	<b>.101</b>	<b>.198</b>	<b>-2.177</b>	<b>.031</b>	<b>Significant</b>
	Level of education	<b>.576</b>	<b>.054</b>	<b>.109</b>	<b>2.742</b>	<b>.000</b>	<b>Significant</b>
	Social class	<b>.322</b>	<b>.090</b>	<b>.204</b>	<b>3.123</b>	<b>.000</b>	<b>Significant</b>
	Cultural norms	<b>.439</b>	<b>.101</b>	<b>.209</b>	<b>3.167</b>	<b>.031</b>	<b>Significant</b>
	Cultural belief	<b>.356</b>	<b>.054</b>	<b>.333</b>	<b>4.042</b>	<b>.000</b>	<b>Significant</b>
	Religion	<b>.442</b>	<b>.090</b>	<b>.213</b>	<b>2.123</b>	<b>.000</b>	<b>Significant</b>
Customs	<b>.519</b>	<b>.101</b>	<b>.232</b>	<b>2.667</b>	<b>.031</b>	<b>Significant</b>	

(Source; Field survey, 2018)

## Interpretation and Discussion

Table 4.5a shows that the joint contribution of the independent variables (psychological, social and cultural factors) on perceived levels of participation of female members in trade union activities was significant ( $F(12,861) = 510.047$ ,  $R = .73$ ,  $R^2 = .74$ ,  $\text{Adj. } R^2 = .54$ ,  $p < .05$ ). From the above, it is evident that the linear combination is significant. The adjusted  $R^2$  value of 0.54 indicates that the joint effect made by all the independent variables is 54%. About 54% of the variation in the reported perceived levels of participation of female members in trade union activities was accounted for by the independent variables. This indicates that psychological, social and cultural factors had cumulative effect on perceived levels of participation of female members in trade union activities. Further results shows that psychological factor mindset ( $\beta = 0.51$ ;  $p < .05$ ), attitude ( $\beta = 0.28$ ;  $p < .05$ ), self-esteem ( $\beta = 0.49$ ;  $p < .05$ ) and perception ( $\beta = 0.29$ ;  $p < .05$ ); social factor: marital status ( $\beta = 0.23$ ;  $p < .05$ ), family background ( $\beta = 0.20$ ;  $p < .05$ ), level of education ( $\beta = .11$ ;  $p < .05$ ); and cultural factors; norms ( $\beta = -.21$ ;  $p < .05$ ), belief ( $\beta = .33$ ;  $p < .05$ ), religion ( $\beta = .21$ ;  $p < .05$ ) and custom ( $\beta = .23$ ;  $p < .05$ ) significantly predict women's participation in trade union activities.

These findings are in agreement with the studies which have demonstrated the need to balance resources, skills, structures and context in order to make a significant change in the area of women's involvement in trade unionism (Kaminski & Yakura, 2008; Osalusi & Ajibefun 2017). There is the need to blend the psychological, social and cultural factors in such a manner that favours women's involvement and better outcome for women's labour leadership. For example, increment in women's participation suggests the need for women to acquire more effective ethical leadership skills and exhibition of greater dedication to work and welfare of colleagues, and union members to be able to negotiate the slippery world of union leadership (Kaminski and Yakura, 2008). Thus, the greater benefit of involving women in labour union leadership is seen in women's ability to be more resistant to immoral labour market activities and unscrupulous negotiating strategies, which align with contemporary male-dominated trade union goals (Kaminski and Yakura 2008). Women have a better opportunity than men in being better role models, motivating



others, innovating and promoting growth in the enterprise if the psycho-social environment and support are conducive (Kaminski and Yakura, 2008).

Osalusi and Ajibefun (2017) supported by the findings who identify an important link between socio-cultural variables like matrimonial, age-associated variables, socio-economic and participation by women in organised labour. The findings also agree with Nurse (2004) that gender affects how members feel about and identify with their unions; their willingness to get involved in union affairs and their voluntary participation in informal union activities. In the same trend, Kirton (2015) shows that female labour unions involvement's history is influenced by a background of class and male-domination beliefs. The author describes many facilitators: a fair representation level of women over a long period of time; the efficacy and effectiveness of gender equity strategies, an ideology and job ideals that support unionism were motivating factors in female's participation in high echelon of union activities. She discovered that intensely stressed work culture, aggressive labour relations, job insecurities, a work-life gap and time insecurity were major barriers to women's involvement. She also observes that the culture of gender discrimination in small unions were considerably less compared to male domination of larger labour unions. It is obvious that the widespread understanding of women's inclusiveness is based on the persistent and consistent participation of women in leadership and decision-making, owing, in part, to the durability of their approaches in gender equality. In addition, the findings of Ghosh, Ragini and AlkaRai, (2015) show that women's employees who gain ease and acceptance from their colleagues, bosses and close relatives are more inclined to engage actively in union-related events.

### **Hypothesis I**

H0<sub>1</sub>: There is no significant relationship between the psychological factors (mindset, perception, self-esteem and attitude) and women's participation in trade union activities in Oyo State. This hypothesis was tested using Pearson Product Moment Correlation, and the result is presented in Table 4.6

**Table 4.5: Pearson Product Moment Correlation showing the relationship between mindset, perception, self-esteem and attitude**

	Mean	S.D	Pearson r	Sig.	Remark
Participation in union activities	<b>62.57</b>	<b>14.77</b>			
Mind set	<b>11.56</b>	<b>3.04</b>	<b>.70<sup>**</sup></b>	<.05	Significant
Perception	<b>4.92</b>	<b>1.44</b>	<b>.30<sup>**</sup></b>	<.05	Significant
Self esteem	<b>10.17</b>	<b>2.70</b>	<b>.70<sup>**</sup></b>	<.05	Significant
Attitude	<b>4.54</b>	<b>1.59</b>	<b>.23<sup>**</sup></b>	<.05	Significant

**\*\***. Correlation is significant at the 0.05 level (2-tailed).

### 4.3 Discussion of Findings

The results of the analysis overall displayed on Table 4.5 reveal that there was significant positive relationship between women's participation and mindset ( $r = .70$ ,  $p < .05$ ), perception ( $r = .30$ ,  $p < .05$ ), self-esteem ( $r = .70$ ,  $p < .05$ ) and attitude ( $r = .23$ ,  $p < .05$ ), indicating that mindset, perception, self-esteem and attitude were significantly associated with female's participation in activities. The null hypothesis is rejected. The findings support Onyango (2013) who found the majority of the respondents willing to elect women to top leadership positions, but the most suitable position being that of a treasurer, not chairperson or secretary general. The results indicate that the reasons for fewer women than men in union leadership positions are in two-fold: first, not too many females are voted to positions of authority and, secondly, not many females are competing for positions.

Married women's perceptions as trade union leaders have demonstrated that many have a somewhat myopic perspective about what labour movement is about and how they could be of service to them (Tomlinson, 2005). This is relevant to the debate of females' leadership so far as refusal to associate with the grass-root level labour strategy can stop women from taking part and being interested, in the first instance, much less advancing to leadership positions (Wirth, 2001). This is also where strong female characters or, perhaps better, a sufficient number of local people members may actually make an impact by having women on the ballot and directly inspiring other women to get engaged (Kirton and Healy 1999).

On the issue of gender, the role in leadership in labour unions was traditionally the notion in masculinity, and the belief that men often retain stronger leadership position today than women. While the number of female leaders has grown, they are still named after reflection. Hearing from gender and leadership positions in Labour unions in culture, according to Højgaard (2002), top leaders have traditionally been stripped of the societal standards and are treated as male. In addition, Højgaard claims that social leadership creates a distinction and that is only recreated or contested as women become directly exposed to leadership positions. In African societies, men are assumed to lead and women

follow (Ngcongong, 1993, Award, 2005). In rural villages in Africa, it is not unusual to encounter a man walking in front of women. There may be various reasons; however, this actually confirms the deep-seated idea of male supremacy. From an FGD session, one of the union members said:

In a situation like this, to be sincere some of the women are discouraged because of the violence in the trade union as at now and when it has come to a violence, women don't like to participate in this kind of situation all what they need most is a round table discussion, but when government prove stubborn, men can handle it, but for women, they can't withstand the situation (FGD/ASSBIFI/ MALE/2018).

An executive of a senior civil servant union said:

In Oyo State when it comes to elections, the leaders and the people at the head it affects prefer to take male members than female members. They think that male members will have time and when it comes to meetings they feel that the male members will have more time than female members, that is why an upper percentage is given to the male members than female members (KII/ASCSN/ MALE/ 2018)

A female member among the nurses said:

Yes, attitude of unionism is rarely a Nigerian or context, both even in political parties it is full of violence, night meetings, you have to do so many things that a decent woman would consider not too fair, that would not give you time to attend to your home, it will not give you time to see yourself as a responsible person when you're been seen at odd hours at 11:30pm, 12 midnight saying you are waiting for someone to come for meeting, you know a responsible woman will think that "why would I continue in this kind of a thing?" when everything looks like hooliganism you have to use force, training yourself to be a thug before you can fight for things so you will feel like "No, I don't need to be here" but if the system is okay. Look at the Nigerian politics too, Nigerian politics is full of hoodlums, they behave like touts so if unionism continue to behave like a tout, a responsible woman will not show forth except we turn it back into a normal negotiation level where you express yourself and we have respect for women's feelings and understanding then women will participate fully. Even some of those women that I said are improving to 50 even some of them are just coming out of advocations of women's liberations that people think that we must do this thing that is why some women are coming, most of their husbands are

politicians that encourage them to continue that's a way forward because they know they are having a mind (KII/NANNM/FEMALE/2018).

A female executive said;

Very well because they want to be part of it and they want to see the way forward for the union so that is why most of us are participating in the union activities in Oyo State (KII/NULGE/FEMALE/2018)

Not all women have the ability of being into the union zone but some men do not allow their wives to participate the way it should be so as a result of this there is reduction in trade unionism for women due to their marital status (KII/NUEEN/FEMALE/2018)

One of the male executives said:

We value the self-esteem, we encourage them to be a part of the trade union because they are also important, men cannot do without them (KII/ASSBIFI/MALE/2018).

A member from the senior civil servants said:

There are some posts in the union level that females think that they cannot get into, like that of chairman of any union, females think that they cannot be there that it is for powerful people. Females do downgrade themselves that they cannot get into high posts even if they want to participate they will go for lower posts like Executive post. (FGD/ASCSN /MALE/2018)

This is one of the respondents from the Nurses:

Yes, self-esteem is yourself actualization, the peak of it is self-esteem and self-actualization when you have self-esteem is when you have self-actualization and in a situation where you are interacting with people that they give you haywards today, tomorrow is another thing, your integrity is being tampered with automatically, women of self-esteem will look at it and say " will I just go and tarnish my integrity just because I want to fight for some people" because even the people you are fighting for they will not understand you, they will think you've been bribed. You begin to tarnish your integrity and people will begin to look down on you. People that knows their self-esteem to be maintained will not fully participate in unionism because you will look at it as you don't want something to spoil your image, until people that you're leading comes to understand that

these people are meeting people and those people are decision making people. (KII/NANNM/FEMALE/2018)

Another union member said:

Well, we men in the trade union activity hold the women in high esteem so that is why when they see that o k, this is what we are doing and they too are trying to be part of it so that is why many of them are now eager to be part of the struggle in the unionism. (FGD/NULGE/MALE/2018)

Another respondent opined that:

Women are bold in every area assigned to them, they are being distinguished at their place of work in the sense that we know them to be a union member, we know them to be an activist so every area assigned to them in their branches and in their state, they are very active and bold (FGD/NULGE /MALE/2018).

As identified in religious factors additionally uncovered an association that did not support women in trade unionism. Anifowose (2004) and Bari (2005), for example, describe a strong theological and social coalition that relegated females to family roles, as well as a split-way exclusion of females in politics and policies. In Nigeria, Nmadu (2000) shows that culture was profoundly fragmented into unlikely religious / social traditions hostile to the emancipation of women. Bari (2005) observes that the structure of the male-centered unionism systems is ruled by patriarchal partnership, marriage, male mentorship and the mechanism of gender role restricting female membership to co-operation with males and less visibility females during meetings. In Oyekanmi (2004), men have been encouraged to govern females; from now on, men are permanent leaders of women. Adeniran (2006) calls for a reform to be made in such patriarchal social and gender role to emancipate women from need and deprivation. Anifowose (2004) also says that the general public is slowly seeing these convictions with this point. Among the five factors, the period of women has the most elevated critical relationship, while dimension of instruction comprises minimal indicator in this examination.

## **Hypothesis II**

H0<sub>2</sub>: There is no significant relationship between the social factors (family background, social class, marital status and level of education) and women's participation in trade

unions activities in Oyo State. This hypothesis was tested using Pearson Product Moment Correlation and the result is presented in Table 4.6;

**Table 4.6: Pearson Product Moment Correlation showing the relationship between family background, social class, marital status and educational background**

	Mean	S.D	Pearson r	Sig.	Remark
Female participation	<b>62.58</b>	<b>14.78</b>			
Family background	<b>7.85</b>	<b>2.50</b>	<b>.22<sup>**</sup></b>	<.05	Significant
Social class	<b>2.65</b>	<b>1.06</b>	<b>.22<sup>**</sup></b>	<.05	Significant
Marital status	<b>7.73</b>	<b>2.06</b>	<b>.27<sup>**</sup></b>	<.05	Significant
Level of education	<b>2.71</b>	<b>.82</b>	<b>.13<sup>**</sup></b>	<.05	Significant

**\*\***. Correlation is significant at the 0.05 level (2-tailed).



## **Interpretation and Discussion**

The results of the analysis overall displayed on Table 4.6 reveal that there was significant positive relationship between female's participation in union activities and family background ( $r = .22, p < .05$ ), social class ( $r = .22, p < .05$ ), marital status ( $r = .27, p < .05$ ), level of education ( $r = .13, p < .05$ ), indicating that family background, social class, marital status and level of education were significantly associated with female's participation in union activities. This hypothesis is thus rejected. According to Okeimkpe (2003), in psychological characteristics which include feelings, emotions, attitudes, beliefs, values, interest, acceptance and rejection are related to the irrational elements of the personality. The propensity to take part under any interaction starts with a consistent stimulation (motivation) and finishes with an effective adaptive reaction, the anticipation, control and preservation of a behavioural cycle.

The findings rather point towards the importance of contextual variables like union instrumentality which moderate this relationship. Female workers can be less involved in the union, not because they may lack the endorsement of their colleagues, employers and relatives, or as result of limitations such as time or distance, but because of their low understanding of union immanence. This has important implications for literature related to union participation as a whole. If female workers interpret collective bargaining activities as being pivotal in achieving advantages in job-related matters, their fulfilment with Labour activities may also be strengthened, and, therefore, they may be able to redirect some of their time from family commitments and involvement in Labour-activism related activities. According to Kirton (2015), participation in unionism can be a downside for people who juggle jobs, union and family commitments, as it can imply, for example, that more travelling is required than is possible in a big union, and this alone may serve as a disincentive to keeping of offices. This means that all behaviour is motivated and, therefore, for a woman to participate in an activity, she is motivated by strong desire and support from family and relatives. This support is buffered when supported by gender mainstreaming activities within the unions; thus, women are more likely to participate in union activities. If there is a strong desire to change the situations, there must be adequate

support from family and friends. Women must have been motivated by a need or needs.

This is a response from a study participant:

No, all these has nothing to do with it, we have some named women amongst the women in the trade union. We have the Doctors, we have PhD holders but what matters is interest when there is no interest there is nothing that can be done with the background. Background has nothing to do with trade union neither does level of education. There is no difference within the class either whatever but what matters most is the interest and dedication, without interest one cannot be a member, so all these does not affect someone to be a member of trade union (KII/ASSBIFI/ MALE/2018).

Another participant also said:

Yes, it does affect them especially the background and the social class, some people will tell us that “no, the post is too big or when it comes to marital status the husband of the female member will tell her that “for you to get to such a high post, you must have been befriending one of the male members” so this scares the female members to participate and they have a feeling that it will affect the family. In Nigeria of nowadays female members have a feeling that they belong to the second class in the community so they do not know that they are part and parcel of Nigerian members so they do not know that what affects politics affects the union level. (KII/ASCSN/MALE/2018)

This is from another participant:

Well, family background, if you look at it the way things are going even in Nigerian politics. People that come from politicians house, you will see them falling into it because their background have been groomed with unionism, they been used with getting things hard, rough and address anybody anyhow so it will be convenient and more comfortable for them to participate compared to a daughter of a professor that lived all her life in a cage coming out to come and expose herself realize that it is ridiculous I can't continue like this so our family background has a lot. Our social status at times people think unionism is people that have high social status because you will be able to use it to mediate between your union and the government, you will be able to use your influence to connect with the association. If you are married to someone important, some people look at someone who participate in union as harlot they see them as people who everybody use, anytime they go in for negotiation, they use their body to lure them, this also discourage many people. Our level of education

should affect us positively and bring a change to unionism.  
(FGD/NANNM/MALE/2018)

A member is of this opinion:

Well, as I am concerned it doesn't but if it is then it is in a positive way because in Oyo State we still have some people that are not Yoruba among us and they are doing well (FGD/NULGE/FEMALE/2018)

From another participant:

No, it doesn't because most women in the union are happily married with children. (KII/NUEEN/ MALE/2018)

In conclusion, it was identified that despite the challenges of union participation, support from family and friends and changing cultural attitude is improving women's participation. Women juggling work, union and family responsibilities being giving assistance to women in union work is a selling point in promoting women's participation in union activities. This means that all behaviour is motivated and, therefore, for a woman to participate in an activity, it is motivated by strong desire and support from family and relatives. This supports the work of *Ghosh, et. al.* (2015) that working women who are confident and accepted by their colleagues, bosses and relatives are much more likely to be interested actively in labour-related activism.

### **Hypothesis III**

H0<sub>3</sub>: There is no significant relationship between the cultural factors (religion, beliefs, norms and customs) and women's participation in trade union activities in Oyo State. This hypothesis was tested using Pearson Product Moment Correlation ,and the result presented in Table 4.7

**Table 4.7: Pearson Product Moment Correlation showing the relationship between religion, beliefs, norms and custom**

	Mean	S.D	Pearson r	Sig.	Remark
Female participation	<b>62.58</b>	<b>14.78</b>			
Religion	<b>2.49</b>	<b>1.01</b>	<b>.22**</b>	<b>&lt;.05</b>	<b>Significant</b>
Belief	<b>7.20</b>	<b>2.26</b>	<b>.34**</b>	<b>&lt;.05</b>	<b>Significant</b>
Norms	<b>3.25</b>	<b>1.26</b>	<b>.27**</b>	<b>&lt;.05</b>	<b>Significant</b>
Customs	<b>10.60</b>	<b>2.53</b>	<b>.22**</b>	<b>&lt;.05</b>	<b>Significant</b>

\*\* . Correlation is significant at the 0.05 level (2-tailed).

The results of the analysis overall displayed on Table 4.7 reveal that there was a significant positive relationship between women's participation in trade union activities and religion ( $r = .22, p < .05$ ), belief ( $r = .34, p < .05$ ), norms ( $r = .27, p < .05$ ), and custom ( $r = .22, p < .05$ ), indicating that religion, belief, norms and custom were significantly associated with female's participation. This hypothesis is thus accepted.

In several sub-saharan communities, boy child-related traditions and transit processes groom them for leadership roles for industry, political life, or civil service, whether at local or international forms of decision-making. Such mores continue to be cemented by beliefs. As Emmet (2001) notes, many faiths have conventional standards for males and females, where women are portrayed to be unequal to men, sometimes completely excluded in the assigning of positions. Emmet (2001) investigated the ceremonies conducted by mostly people in different faiths (including Hinduism, Islam, and Christianity) in her study of women's experience with faith, noting that men are simply revered and motivated by religion in many respects. Girls, marginalised by religions and rituals, do not possess such luxury. One of the executives said:

For this one with the cultural factors, you know in Oyo State we are one either you are a Muslim or a Christian we believe we are one and there has never been a time when you will hear that union are fighting either on the religion or the custom so all these cultural factors influence it positively hence the women who have interest to join have the right to do so all these affects it positively, the customs, the norms, religion and beliefs even among the unions we have some that practice the third religion those that are worshipping shrines, we have Christians, we have Muslims but we are working together as one while we are moving together. That is why you see that most of the times the union will say united we stand and all these affects it positively and it encourages women to join the union because there is no partialities between men and women based on these religions and beliefs (KII/ASSBIFI/MALE/2018).

Another participant said;

The cultural factors and the belief of our people especially in this part of the world even in the churches and mosque you will see the male members at the front while the females will be at the back watching even in some churches, in addition they do not permit females to lead in the mosque and they believe that a church that is led by a woman the members will fail and this

does a lot of havoc to the female members in the union level. (FGD/ASCSN/MALE/2018).

One of the executives among the nurses observed thus:

Yes, especially in Nigeria, Yoruba in particular our culture does not give women the opportunity to be a spoke person, our culture dictates women. Even our norms and belief dictate women to be a subordinate to receive an higher authority from men which affects us, if you get to mosques today it is men at the front while the women at the back, infact in some mosques you'll not see women entering because they've been given a separated place to worship even in the church you'll see women worshipping, you'll see the men heading while the women's support even in the traditionalist house you can't see a woman being a traditionalist because that is the orientation in average Yoruba culture. Our customs and beliefs does not permit women in politics or unionism. (KII/NANNM/FEMALE/2018)

The opinion of a male member is as follows

Well, as far as am concerned nothing like that affects us because we have Muslims, Christians, Igbo, Hausa ... amongst us and they have the same goal to achieve so that is why most of them are coming together even though at times most of them are struggling more than we men at times because where we men are lacking, the women can easily block that area and enter into any office in order to make our dreams become a reality. (FGD/NULGE/MALE/2018)

A female member's response is that:

Any women who wants to be a union member will put aside all those things that is; norms, cultural, religion and beliefs they will have to put it aside and face the union so in Oyo State most of the women in the union it is through their interest, anybody that has interest in whatever he or she wants to do you'll see it that it is this person that has interest in the union not that they are being imposed to the post they hold. (FGD/NUEEN/FEMALE/2018)

According to Musandu (2008), women who involved in labour unionism do not believe in cultural tradition and female's involvement in politics, except for females who are brave, who understand what they desire and have special skills that apply to both females and males. It is clear that cultural tradition is an obstacle to women's participation in trade

union activities because some women opined that they had what it took to be leaders just like their male counterpart; hence, cultural beliefs and traditions were long gone.

### **Theoretical Discussion of Findings**

The results reinforced the neo-classical hypothesis of socioeconomic disparities, which highlighted the fact that females are almost entirely liable for house chores, caregiving and care for children throughout the globe (UNDP, 1991). Many of such family commitments have proven to be influential barriers for many females to take part in Labour union functions as parents and home caretakers.

In view of this argument, this influences the kinds of jobs that job providers give to people, based on both the relation in each aspect of the work because women cannot operate as males in labour unions considering their ways of life in society. However, according to Momoh (2003), in the last decade, the commission on Women's Employment reported that female labour participation has risen dramatically, with far more females taking up paying jobs. The amount of domestic and household chores that need to be completed by these people has fallen dramatically in several nations which is caused by an increase in age in married and older women who do not have to take care of babies, as well as the use of household maids in higher-income countries.

In the same trend, the findings are in agreement with the postulations of the feminist philosophy that the unequal status of women in the Labour force is the product of sexism and the inferior status of women in culture and in the home (Coonell 1987; Hondogeneu-Sotelo 1994). According to the theory, the cost of women's participation and functioning in the work-place is the unpaid household chores which take the larger percentage of women's time and resources. The cost of women's poor participation and functioning in trade unions is the distability of the homes and well-cared children. If the institutionalised barriers are removed, women's participation in trade union activities will be more effective. The philosophy aims to define the subjugation of women, clarify the possible implications, and suggest methods for the emancipation of women in order for them to participate effectively in Labour union operations.

## **CHAPTER FIVE**

### **5.0 SUMMARY, CONCLUSION AND RECOMMENDATIONS**

#### **5.1 Summary**

The study investigated the psycho-social and cultural factors as predictors of women's participation in trade union activities in Oyo State, Nigeria. The study was presented in five chapters using the university approved format. This chapter centers on summary, findings, conclusion, recommendations, limitation of the study, contributions of the study to knowledge, as well as suggestions for further studies.

The first chapter focuses on general introduction, which covers the background to the study, statement of the problem, objectives, research questions, significance of the study and scope of the study. Also, some terms are clearly defined in relation to the study under operational definitions of terms for better understanding of the variables and concepts in the study. Four research questions were raised as a guide to the study and three hypotheses were generated and tested at 0.05 level of significance.

In the second chapter there is a comprehensive review and appraisal of the past but relevant literature on both independent and dependent variables used in the study. This was to reveal the relationship between the present and past studies in order to show clearly the gap filled by the study. To further understand the significance of some variables that predict women's participation in trade union activities in Oyo State, Nigeria, a theoretical framework was developed for the study.

Chapter Three presents the methodology: the descriptive survey design of ex- post facto type was adopted in analysing the data on the focus of the study from 1,025 respondents across the ten unions in Oyo State, Nigeria, sampled for the study. The study would serve as a data base for the specialties or researchers in gender studies, industrial relations, women education, among others. Psychological, social and cultural factors as predictors of women's participation in trade union activities were established. Self-developed



questionnaires were used in data collection. This was complemented with a section (one session each for one union) of Focus Group Discussion and Key Informant Interviews with some union chairmen and secretaries. The results of the data collected through the questionnaires were analysed and presented using both descriptive and inferential statistical methods of simple percentages, bar and pie graphs, multiple regression, mean and Pearson product-moment correlation.

Trade union movement has made effort to encourage more women's participation through reserving roles and functions in trade union; enlightenment programmes to sensitise women to take active role in trade union, efforts towards equality in the workplace must be equal to trade union power, fostering the cultural and professional development, provision of training programmes to women unionists would build up their self confidence; provision of transiting programmes to women would train them in crucial area; while they encourage women to get to the position of authority. There was a significant joint contribution of the independent variables (psychological, social and cultural factors) on the perceived levels of participation of female members in trade union activities. Further results show that psychological factors, social factors and cultural factors significantly predict women's participation in trade union activities. There was a significant positive relationship between women's participation and mindset, perception, self-esteem and attitude. There was a significant positive relationship between women's participation and family background, social class, marital status, and level of education. There was a significant positive relationship between women's participation in trade union's activities and religion, beliefs, norms, and customs indicating that religion, beliefs, norms and customs were significantly associated with female's participation in trade union activities.

## **5.2 Conclusion**

The place of the Nigerian women in the developmental process of trade union activities cannot be overemphasized, as positive relationship between women's participation in the trade union activities and family background, social class, marital status and level of education indicates that family background, social class, marital status and level of education was significantly associated with women's participation in trade union activities. Married

women who are union members faced varying challenges in combining house chores and above the full day's paid employment. The prevalent attitude towards the trade unions is that it involves some degree of rascality which is one of the reasons why some married women do not participate in trade union's activities.

The responsibilities of trade unionists involve long unusual hours in union meetings and travelling which married women union members may not be able to cope with. Women may also not understand how unions can benefit them; many women also lack experience, training and education which are the prerequisites of the union and may create obstacles for the female membership in unions' leadership. Religion, norms, beliefs and customs influenced women's participation in trade union activities. In some religions, women are to be seen and not to be heard, and they must not lead in any religion. Traditionally, the role of women is in the home; women were regarded as child bearers whose activities were usually at home; this generally prevented women's active involvement in trade union activities. Also, the male-dominated culture of the union discourages women's participation in unionism. Self-esteem, attitude, mindset and perception influenced women's participation in trade union activities. This means that self-esteem, attitude, mindset and perception influence women's participation in trade union activities; the level of some women towards the unions was very low; they do not know the importance of the trade union. The awareness of what is being done in the union is not known; some women believe they do not have the capacity to be leaders; that is why they sit at the back seat.

Women should be able to know that the union belongs to both male and female members; they must create time to attend unions' meetings. Also, elected women trade union leaders were too few to have much impact on trade union policy formulation and implementation. It was observed that majority of women who sought offices and got elected were usually ambitious, dynamic and dedicated individuals who were deeply committed to trade unionism. Finally, low women's representation in trade union activities means that women's views will often be ignored or poorly presented, and few women will continue to be elected as leaders.

### **5.3. Recommendations**

Based on the findings, in this study, the following recommendations are offered:

1. Women should be more involved in key areas in trade union activities.  
Women should be part of the members of delegates of their unions and should be given functional responsibilities among the executives.
2. Male and female members of unions should see themselves as equal in terms of their rights, duties and benefits in the unions and that they are not competing with each other.
3. Both male and female members should have access to training and retraining on trade union activities.

### **5.4 Contributions to knowledge**

The essence of any research is to contribute and improve existing knowledge. This study made the following contributions to knowledge:

- This study has provided a framework the policy makers, Government, employers of labour and trade union practitioners that psycho-social factors (perception, attitude, mindset, self esteem, social class, level of education, family background, and marital status) and cultural factors (norms, beliefs, customs and religion) influence active participation of women in trade union activities.
- This study revealed that women cannot be marginalised in achieving success in trade union activities based on their knowledge, demands and activities in trade unions.
- The study highlighted that the contributions of women's check-up system and involvement in labour activities sustained all the unions.

### **5.5. Limitations of the study**

The study focused on psycho-social and cultural factors as predictors of women's participation in trade union activities in Oyo State, Nigeria. There were some limitations to the study. It was limited to only one state in Nigeria because it was capital intensive and not easy administering questionnaire on union members, especially the union leaders who were very busy to fill the

questionnaire. Also, retrieving copies of the questionnaire given out was a limitation that led to delay in the field work. A larger sample size was utilised to make-up for the limitation to a single state. Also, the assistance of the principal officers of the elected unions was sought in the administration of the questionnaire which allowed greater access to members in other locations.

#### **5.6. Suggestions for further research**

The focus of this study was to investigate psycho-social and cultural factors as predictors of women's participation in trade union activities. The research covered only ten trade unions. Studies of similar nature can be made to cover other unions in Oyo State.

Further research should be conducted to cover trade unions activities of women in other states of the federation in order to give the subject of the study a national outlook.

Other variables ,apart from the identified variables, must come together and be researched into in order to see swifter progress concerning women's participation in trade union activities.

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## APPENDIX

### UNIVERSITY OF IBADAN DEPARTMENT OF ADULT EDUCATION

Dear Sir/Ma,

#### PSYCHO-SOCIAL AND CULTURAL FACTORS AS PREDICTORS OF WOMEN'S INVOLVEMENT IN LABOUR UNION ENDEAVOURS IN OYO STATE, NIGERIA

A study is being conducted on psycho-social and cultural factors as predictors of women's Involvement in Labour union endeavours in Oyo State, Nigeria, Your support will be warmly welcomed in providing sufficient details for the analysis accurately.

Thank you.

Yours Faithfully,

Victoria Olukemi AASA.

### QUESTIONNAIRE

#### SECTION A

#### PERSONAL DATA INFORMATION

INSTRUCTION: Please fill or tick ( ) as appropriate.

1. Sex (a) Female ( ) (b) Male ( )
2. Age (a) Below 40 ( ) (b) 40-50 ( ) (c) Above 50 ( )
3. Marital Status (a) Married ( ) (b) Single ( ) (c) Divorced ( ) (d) Widowed ( )
4. If married, your spouse occupation.....
5. Your father's occupation.....
6. Your mother's occupation.....
7. Your highest educational qualification: (a) Diploma/NCE ( ) (b) Bachelor ( ) (c) Masters ( ) (d) Ph. D ( )
9. Your spouse's academic qualification: (a) Diploma/NCE ( ) (b) Bachelor ( ) (c) Masters ( ) (d) Ph. D
10. Working Experience (a) 0-10years ( ) (b) 11-20years ( ) (c) 21-30years ( ) (d) 31-35
11. Religion: (a) Christianity ( ) (b) Islam ( ) (c) Traditional Religion ( ) (d) Others ( )
12. Income Level per month. (a) Under 10,000( ) (b) 10,000-30,000( ) (c) 30,000-40,000( ) (d) 40,000 and above ( )

13. Occupation.....

14. Your position in the union.....

**SECTION B**

INSTRUCTION: Please tick ( ) as appropriate in the column that tallies with your level of agreement or disagreement using the following keys:

SA (4) - Strongly Agree; A (3)-Agree; D (2)-Disagree; SD (1) – Strongly Disagree.

S/N	Question	SA	A	D	SD
<b>A</b>	<b>FEMALE PARTICIPATION ASSESSMENT SCALE</b>				
1	We have women leaders and members who provide reliable and useful source of advice on your rights as a worker				
2	We have women leaders and members who proved to be open and accountable to its members				
3	We have women leaders and members who know how the union is run and they have no say on union affairs				
4	We have women leaders and members who take the union and its activities seriously				
5	We have female leaders and functionaries who always takes up and respond to members’ problems and complaints seriously				
6	We have female leaders and functionaries who are powerful and influence management decisions				
7	We have female leaders and functionaries who take part in union’s performance in negotiating for better pay, benefits, and work environment				
8	We have female leaders and functionaries who take part in union’s performance in protecting its members against unfair workplace practices and treatment				
9	We have female leaders and functionaries who take part in making the workplace a better place and improving job security				
10	We have female leaders and functionaries who take part in increasing and retaining membership				
11	We have female leaders and functionaries who take part in promoting equal opportunities for all its members				
12	We have female leaders and functionaries who take part in negotiating work condition with management to improve performance				
13	We have female leaders and functionaries who take part and stand against undemocratic tendencies by management and government?				
14	We have female leaders and functionaries who support and enable workers to know and defend their rights.				
15	We have female leaders and functionaries who take part to awaken the consciousness of workers on the need for collective				

	efforts to defend their interests at work and to solve problems in the community				
16	We have women leaders who take part in decisions of the union as an organisation				
17	Women are represented in the decision making organs of our union;				
18	We have female leaders and functionaries who help mobilise to confront problems,				
19	We have women leaders and members with high degree of openness of exclusiveness for the union.				
20	We have female leaders and functionaries who take part in day-to-day activities of the union,				
21	We have female leaders and functionaries who take part in day - to- day running of the union.				
22	We have female leaders and functionaries who take part in ensuring easy flow of authority and responsibility				
23	We have female leaders and functionaries who ensured clear division of labour among the members of the union with them.				
24	We have women leaders and members who see to the orderliness and discipline with discrete unity of command and direction				
25	We have female leaders and functionaries who ensured free flow of information with a view to achieving the union's common goals, We have women leaders who ensure esprit de corps ad equity				
26	We have women leaders and members, who displayed high level of professionalism,				
27	We have female leaders and functionaries who are involved in paper documentation of the union management				
28	We have female leaders and functionaries who ensure stability of tenure of personnel among others.				
<b>B</b>	<b>PSYCHOLOGICAL FACTORS QUESTIONNAIRE</b>				
29	The fear of losing one's job is a strong factor responsible for low participation of women in trade union activities.				
30	The fear of unknown is probably the key factor hampering the active participation of women in trade unionism				
31	More women are not active in trade union activities because they are not assertive enough.				
32	Women are easily subjected to stage –fright, and may not easily serve as a good choice for trade union activities.				
33	Often times, most women would prefer their male counterparts to be at the fore front of the trade union activities.				
34	If confronted with very unpalatable situation, women often cry more easily than male folk.				

35	Women feel less competitive to be at the fore front of trade union activities.				
36	Women are too sensitive to personal insults and slights which is prevalent to trade unionism.				
37	Women do not possess self-confidence to pursue union objectives.				
38	Women are too emotional and timid to take interest in the affairs of the trade Union.				
39	In the midst of competing variably, women in leadership would prefer a male partner as a successor.				
40	Women in position of authority hardly want to see any other women rise.				
41	The attitude of most men to women has debarred women in involvement in trade union affairs				
<b>C</b>	<b>SOCIAL FACTORS QUESTIONNAIRE</b>				
42	Women would be better home makers than their election to leadership position.				
43	Women who are single guardians experience issues paying for sitters so they can go to trade union exercises.				
44	The groups of numerous women don't bolster their inclusion with trade union exercises.				
45	Most women are less inspired by the union than men on the grounds that their principal responsibility is their family.				
46	A lady who is dynamic in her trade union for the most part has the triple weight of family obligation, her work and union.				
47	Low level of women can be attributed to their low Involvement in Labour union endeavours.				
48	Marital status of women often affects the rate of their Involvement in Labour union endeavours.				
49	These arise because married men have a strong attitude against their spouse Involvement in Labour union endeavours.				
50	The time spent on caring for children and the home has been an obstacle for women's ambition of Involvement in Labour union endeavours'				
<b>D</b>	<b>CULTURAL FACTORS QUESTIONNAIRE</b>				
50	The age-long tradition of trade unionism as men dominated vocation remains a key factor in the low-level participation of women in trade union activities.				
52	The traditional role of women as home keepers is the most important factor hindering effective women Involvement in Labour union endeavours.				
53	If more women take interest in the affairs of the trade Union, there is the tendency that their traditional role in the home will suffer and these involve their low level of participation.				

54	The religions, taboos and culture inhibitions make it difficult for women to be involved in trade union activities.				
55	Women position at work and in the family disadvantaged them to take interest in the affairs of the trade Union.				
56	Women have difficulties in attending trade union activities in the evening or after work because of their family.				
57	The culture puts the place of women in the kitchen and denies them more time to take interest in the affairs of the trade Union.				
58	The existing male culture and practices of trade unionism tend to intimidate the women folk in participating in trade unionism in Nigeria.				
59	The society look at women that is vocal on the fore front of an activity as against the tradition because they believe women should sit at the back and their voice should not be heard.				

## QUESTION GUIDE FOR KII AND FGD

1. What is the degree of Participation of female individuals in trade union practices in Oyo State?
2. How do outlook and dispositions of women influence their support in trade union practices in Oyo State?
3. How do the dispositions of the unions influence women's interest in trade union practices in Oyo State?
4. How do observation and confidence of women impact their investment in the trade union practices in Oyo State?
5. Do family foundation, social class, conjugal status and level of instruction influences women's investment in trade which practise in Oyo State?
6. How do social factors, for example, customs, standards, religions and convictions impact women choice to take an interest in trade union?
7. What are the different systems that the unions receive to activate female individuals for dynamic investment in trade union practices?
8. Does the level of women's participation in trade union activities impact on the general performance of the women members?