



Motivation and Self-Confidence as Determinants of Women's Participation in Trade Unionism in Southwest, Nigeria

Prof. Osalusi, M. F.

osalusiflo2009@gmail.com

Department of Social Science Education, Faculty of Education,
Ekiti State University, Ado-Ekiti,

and

Ajibefun, M. B. Ph.D

boseajibefun44@gmail.com

Department of Social Studies, School of Arts and Social Sciences
Adeyemi College of Education, Ondo, Ondo-State

Abstract

The study examined motivation and self-confidence as determinants of women's participation in trade unionism in Southwest, Nigeria. Descriptive research design of the survey type was adopted in this study. The population consisted of all women who are civil and public servants in Southwest, Nigeria. The sample size for this study consisted of 2,352 women selected from 30 Ministries (MDAs) and three public tertiary institutions. The samples were selected using multi stage sampling procedure. A self-designed research instrument tagged "Women Participation in Trade Unionism Questionnaire (WPTUQ)" was used to collect relevant data for the study. The face and content validity of the instruments were determined by experts in Social Studies and Test and Measurements. The reliability of the instrument was established through test re-test which yielded co-efficient value of 0.79. The responses obtained were analyzed using descriptive and inferential statistics. All hypotheses were tested at 0.05 level of significance. The findings of the study revealed that women participate in trade unionism but not active in trade union's agitations and that motivation and self-confidence are not related to women's participation in trade unionism. Based on the findings of the study, it was recommended among others that trade union organisations should encourage women's participation and ensure that their rules and regulations favour active participation of women in union activities.

Keywords: Motivation, Self-Confidence, Women, Participation, Trade Unionism



Introduction

A trade union is an organisation whose memberships are made up mainly of workers. One of the trade union's main aims is to protect and advance the interests of its members in the workplace. According to Kester (2018), like its counterparts in different parts of the world, the Nigerian trade union movement has a glorious past, a past characterized by robust struggles and principled opposition to state policies that are inimical to the interests of the working people.

Although the Nigerian constitution (1999, as amended) provides all citizens with the right to participate in trade union activities or belong to other associations of their choice for the protection of their interests (Lawrence, 2010). The participation of women, especially in terms of vying for leadership positions has been minimal since the inception of the trade union movement in Nigeria. This might not be unconnected with the patriarchal culture which significantly aids gender discrimination against women at work.

It is a common belief that behind every successful man, there is a woman. However, over the years, there has been raging debates among diverse people over the participation or desire of women in Nigerian trade unionism and politics in general. Some argue that women are regarded as weaker sex owing to social values, norms and beliefs, which have placed them in a subordinate position to men in the nation's political system. This 'sexual division of labour' in the political

system is often traced to the beginning of colonialism in Nigeria (Abu, 2017).

Hughes, Ginnett and Curphy (2009) asserted that females are vital to national development but as a result of the negative attitude of the society about them, they have been described as the forgotten 50% of the population, the neglected human resource for development or the forgotten factor in economic development. In spite of all these, it is observed that many women are the caretakers or head of their households.

It is observed that Nigerian workers, like their counterparts in other developing countries, have witnessed fundamental changes in their conditions over time (Abu, 2017). And to a large extent, trade unions have played significant roles in this transformation. In most developing countries such as Nigeria, government is the largest employer of labour with private individuals employing a minimal proportion of the working class (Fajana, 2000).

Female workers' participation in trade union structures is crucial because it is at that level that decisions of organisations affecting their members are taken. It is at that level too that members are represented in decision making (Lawrence, 2010). However, there has been low participation of women in trade unionism in Nigeria. Research findings suggested that women are less competitive and hierarchical than men (Schwartz & Rubel 2005; Kaminski & Pauly, 2018).



Hence, the need to examine the extent of women's participation in trade unionism in Southwest, Nigeria.

In spite of the incremental progress towards women's participation in trade unionism, women have not been fully represented, which means that women have largely remained outside of formal leadership roles due to various factors among which is psychological factor. Psychologically, women appear to have more concern for the welfare of others. Thus, it is clear that since trade unionism is geared towards bringing improvement in the welfare of the working class, women appear to be very necessary ingredients towards maximizing the realization of the welfare objectives of trade unions. To discourage women from participating in trade union movement is to deprive the working masses, especially men, the much needed and vital feminine touch and colouration. Also, women seem to be more cooperative, interdependent, and concerned about the welfare of the entire group.

The psychological factors considered in this study are motivation and self-confidence. Motivation is regarded to have an energising effect on human behaviour. Muchinsky (2006) opined that it addresses the choice of activities employees make in expending effort. Motivation, therefore, is seen as having a directing function. When a person carries out a task just for the purpose of being remunerated, the person is moved rather than being motivated (Muchinsky, 2006). Motivation seems

to be the reason individuals have for doing the things they do, when and how they do them. In society, as well as within the workplace, different factors motivate women to participate in trade unionism. Motivation is also considered to have a sustaining function as persistence pertains to sustained energy over time.

The researcher observed that most women are not participating in trade unionism because of lack of intrinsic and extrinsic motivation. Every individual has two sources of motivation, either intrinsic (inside the individual) or extrinsic (outside the individual). Just as people differ from each other in many ways, ranging from their age, attitudes, personalities, abilities, race and background, so is the kind of union they find intrinsically motivating. Intrinsic motivation is usually self-applied, innate and self-determination. Women seem to be intrinsically motivated to participate in trade unionism if they are given a sense of accomplishment and achievement. Performing a task and perceiving it as worthwhile are characteristics of an intrinsically motivated individual (George & Jones, 2002).

Extrinsic motivation, as opposed to intrinsic, emanates from outside, usually the environment (Muchinsky, 2006). This includes opportunities and threats, or any other variable, which might affect individuals in reaching their goals. It appears environment does not motivate women to participate in trade unionism. Several factors in the society such as gender



discrimination, superiority factor, esteem factor, among others, appear not to motivate women to have positive attitude towards trade unionism.

Self-confidence is a psychological factor that involves believing in one's self. The four dimensions of self-confidence comprise: (a) Union loyalty, reflecting a sense of pride and an awareness of the benefits of union membership; (b) Responsibility to the union, reflecting a member's willingness to fulfil daily obligations to the union; (c) Willingness to work for the union, reflecting readiness to partake in activities beyond what is normally expected; (d) Belief in unionism: reflecting general support for the idea of trade unionism (Muchinsky, 2006). It appears that self-confidence is the primary motivator of union participation. However, the researcher observed that women appear not to have self-confidence in actively participating in trade unionism because of the challenges handled by trade unionists. The study was therefore set to investigate motivation and self-confidence as determinants of women's participation in trade unionism in Southwest, Nigeria

Purpose of the Study

The purpose of the study was to examine motivation and self-confidence as determinants of women's participation in trade unionism in Southwest, Nigeria. Specifically, the study examined

1. The effectiveness of women participation in trade unionism;

2. the relationship between motivation and women's participation in trade unionism; and
3. the relationship between self-confidence and women's participation in trade unionism.

Research Question

This research question was raised for the study:

1. Do women participate in trade unionism?

Research Hypotheses

The following research hypotheses were generated:

1. There is no significant relationship between motivation and women's participation in trade unionism.
2. There is no significant relationship between self-confidence and women's participation in trade unionism.

Methodology

The descriptive research design of the survey type was used in this study. The design was considered appropriate because this approach allows information to be obtained from a representative sample of the population in the actual situation as they exist. A survey research studies a small sample from a large population from where inferences would be drawn about the characteristics of the defined population. The population consisted of all women who are civil and public servants in Southwest, Nigeria. The states in Southwest, Nigeria are Lagos, Ogun, Oyo, Osun, Ondo and Ekiti. The sample size for this study consisted of



2,352 women civil and public servants which were selected from 30 Ministries (MDAs) and 3 public tertiary institutions. The samples were selected using multi stage sampling procedure.

A questionnaire designed by the researcher tagged “Women Participation in Trade Unionism Questionnaire (WPTUQ)” was used to collect relevant data for the study. It consisted of three sections, namely: Section A, Section B and Section C. *Section A* sought for bio-data of the respondents. *Section B* consisted of 10 items to elicit information on motivation and self-confidence while *Section C* consisted of 7 items to elicit information on women's participation in trade unionism. The instrument is a 4-point scale of Likert type: Strongly Agree (SA) - 4, Agree (A) - 3, Disagree

(D) - 2 and Strongly Disagree (SD) - 1.

The validity of the instrument was ensured through face and content validity by experts of Tests and Measurement. The reliability of the instrument was determined through test re-test method. The data collected on the two tests were correlated using Pearson Product Moment Correlation Analysis which yielded a reliability coefficient of 0.79 which was considered high enough to make the instrument reliable. The data collected with the questionnaire were analyzed using descriptive and inferential statistics. The research question was answered using frequency count, mean and standard deviation. The two hypotheses were tested using inferential statistics involving Pearson Product Moment Correlation. All hypotheses were tested at 0.05 level of significance.

Results

Research Question 1: Do women participate in trade unionism?

Table 1: Mean and Standard Deviation of Women's Participation in Trade Unionism

S/N	ITEMS	N	Mean	Mean cut off	SD	Remark
1.	I am motivated when we come together to fight a common goal	2352	2.98	2.50	0.25	Accept
2.	I am proud to say I am a trade unionist	2352	2.55	2.50	0.50	Accept
3.	I mobilize people to join trade unionism	2352	2.63	2.50	0.51	Accept
4.	I participate actively in any act to fight for our rights	2352	2.94	2.50	0.25	Accept
5.	I participate in trade union election	2352	2.94	2.50	0.25	Accept
6.	I seek elective post in trade union elections	2352	2.63	2.50	0.51	Accept
7.	I actively participate in trade union agitations	2352	2.42	2.50	0.53	Reject

Mean cut off: 2.50



Table 1 showed women participation in trade unionism. Based on the mean cut-off mark of 2.50, 6 items (item 1 – 6) were accepted because the mean mark of each of the items was greater than 2,50 while 1 item (item 7) was rejected because the mean mark was less than 2.50. It was revealed that the respondents participate in trade unionism except that they do not actively participate in trade union agitations.

Testing of Hypotheses

Hypothesis 1: There is no significant relationship between motivation and women's participation in trade unionism.

Table 2: Relationship between Motivation and Women's Participation in Trade Unionism

Variables	N	Mean	Standard Deviation	r-cal	p-value	Remark
Motivation	2352	15.23	1.91	0.084	0.309	Not Significant
Women's Participation	2352	19.09	1.63			

$P > 0.05$

Table 2 showed r-cal (0.084) is not significant because the p-value of 0.309 is greater than 0.05 level of significance. The null hypothesis is not rejected. This implies that there is no significant relationship between motivation and women's participation in trade unionism. Hence, motivation is not related to women's participation in trade unionism.

Hypothesis 2: There is no significant relationship between self-confidence and women's participation in trade unionism

In testing this hypothesis, data on motivation sub-variable of psychological variable were collected from items under Section B of WPTUQ (item 1 – 6) in the questionnaire. And also, data on women's participation in trade unionism were collected from the responses of the respondents to items under Section C of WPTUQ (item 1 – 7) in the questionnaire. Both were compared for statistical significance using Pearson Product Moment Correlation at 0.05 levels. The result is presented in table 2.

In testing this hypothesis, data on self-confidence sub-variable of psychological variable were collected from the responses of the respondents to items under Section B of WPTUQ (item 7 – 10) in the questionnaire. And also data on women's participation in trade unionism were collected from the responses of the respondents to items under Section C of WPTUQ (item 1 – 7) in the questionnaire. Both were compared for statistical significance using Pearson Product Moment Correlation at 0.05 levels. The result is presented in Table 3.



Table 3: Relationship between Self-confidence and Women's Participation in Trade Unionism

Variables	N	Mean	Standard Deviation	r-cal	p-value	Remark
Self-confidence	2352	11.47	1.21	0.069	0.318	Not Significant
Women's Participation	2352	19.09	1.63			

$P > 0.05$

Table 3 showed r-cal (0.069) is not significant because the p-value of 0.318 is greater than 0.05 level of significance. The null hypothesis is not rejected. This implies that there is no significant relationship between self-confidence and women's participation in trade unionism. Hence, self-confidence is not related to women's participation in trade unionism.

Discussion

The study revealed that women participate in trade unionism but not actively involved in trade union's agitations. The result implies that women are members of most trade unions but they hardly participate in trade union's activities or agitations. This finding is in consonance with Folorunsho (2011) who concluded that women are very powerful when they come together to fight a common goal, only that many factors discourage them to come together or form alliance with men. He declared that women are powerful force except that they do not participate in union activities and agitation. The finding again supports the findings of Folorunsho (2011) who revealed that women show interest in trade, but the present finding contradicted the part of the findings where Folorunsho (2011) concluded

that women participate actively in any trade union's agitations.

The study revealed that there is no significant relationship between motivation and women's participation in trade unionism, likewise self-confidence and women's participation in trade unionism. The probable reason for this finding might be because motivation and self-confidence are more of internal factors that may not be easily manipulated to influence trade union's participation. In support of this finding, Fayomi and Igbelina-Igbokwe (2006) concluded that motivation and self-confidence have no correlation with women's participation in trade unionism.

Conclusion

Sequel to the findings of this study, it was concluded that women participate in trade unionism but not actively involved in trade union's agitations. In addition, motivation and self-confidence are not related to women's participation in trade unionism

Recommendations

Based on the findings of this study, it was recommended that trade union organisations must encourage and motivate women's participation in



union activities. Also, trade union's training should be designed to increase the political consciousness of women should be promoted.

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