Chapter One

Introduction

1.1 Background to the Study

Within the context of modern politics, the examination of women's role and their engagement in the labour market has emerged as a pivotal field of scholarly inquiry. Although significant advancements have been achieved in numerous nations with regards to gender equality, persistentchallenges remain, particularly within the realm of social exclusion. The primary objective of thisstudy is to provide a comprehensive analysis of the employment obstacles encountered by womenwithin two contrasting political contexts: Germany and Nigeria. Through the implementation of a comprehensive examination of social exclusion within these specific regions, our objective is to gain insight into the various obstacles that hinder women's ability to access employment opportunities. Additionally, we aim to investigate potential approaches that can be employed to foster gender equality within the workforce.

Germany, renowned for its robust economy and progressive social policies, presents a compellingsubject of analysis owing to the divergent encounters of women within its societal framework[1]. Despite Germany's perceived reputation for gender equality, women in the country still encounterchallenges in attaining equitable representation across different employment sector[2]. The researchexamines the fundamental elements that contribute to this phenomenon, including cultural norms, institutional practices, and systemic biases. Through an examination of the unique obstacles faced by women in Germany when it comes to accessing and progressing in the labour market, our objective is to offer valuable insights into the potential unintended consequences of current policies

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and societal frameworks, which may contribute to the perpetuation of social exclusion[3]. In contrast, the Nigeria exhibits a distinctive context characterised by a distinct array of social, cultural, and economic dynamics. Nigeria, being classified as a developing country, faces a distinct array of gender disparities and employment obstacles[4]. This study aims to examine the experiences of Nigerian women within the realms of politics and economics, considering various factors including cultural traditions, educational opportunities, and political representation. Through a comprehensive analysis of the distinct obstacles encountered by women in Nigeria, our objective is to enhance comprehension of the impact of social exclusion on their employment opportunities and broader societal progress.

This study aims to conduct a comparative analysis of the employment obstacles encountered by women in Germany and Nigeria, with the objective of identifying similarities and differences in these two contexts. This study aims to undertake a critical examination of the influence exerted by government policies, legal frameworks, and societal attitudes on the experiences of women within the workforce. Moreover, the primary objective of this study is to offer policy recommendations and potential strategies that can effectively foster gender equality and mitigate social exclusion in both regions. In general, this research undertaking carries substantial implications for policymakers, researchers, and activists who are dedicated to promoting gender equality and social inclusion in present-day politics. Through a comprehensive analysis of the distinct obstacles encountered by women in Germany and Nigeria, our objective is to make a scholarly contribution towards enhancing comprehension of the intricate dynamics that encompass women's employment encounters. This study aims to provide

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a thoroughexamination of social exclusion and its consequences, with the objective of offering insights into policy interventions that can promote increased inclusivity and equitable opportunities for womenin various societal contexts.

Hence, to enhance comprehension, the research is organised into five sections, with the preceding introduction serving as the first part. The introduction section of this study addresses statement of the problem, justification of the study, aim and objectives of the study, research questions, significance of the study, scope of the study, and operational definition of terms. The subsequent section of this study delves into the comparing perspectives regarding women and employment challenges in contemporary politics: an analysis of social exclusion in Germany and Nigeria. The subsequent section explores the conceptual reviews the variables inherent within the study. These variables are employment challenges, contemporary politics, social exclusion, and women in Germany and Nigeria.

1.2 Statement of the Problem

The present study delves into the employment obstacles that women encounter in modern-day politics. Specifically, it centres on the examination of social marginalisation in Germany and Nigeria. This study examines the various factors that contribute to the restricted involvement of women in political and decision-making roles, with a particular emphasis on the intersectionality of gender and socio-cultural contexts. The study endeavours to elucidate the obstacles confronted by women in attaining access to job prospects in the political sphere and proposes prospective remedies to augment gender parity in both nations. There has been several studies on gender inequality, gender pay gap in the workplace, challenges of working women, and

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other related studies there is yet to be a perspective that views women and employment challenges in contemporary politics from a social exclusion perspective aimed at comparatively analysing perspective from Germany and Nigeria.

Therefore, the aim of this research is to examine the obstacles encountered by women in present-day politics with a specific emphasis on the circumstances in Germany and Nigeria. Through an examination of the phenomenon of social exclusion, this study seeks to elucidate the barriers and constraints that impede women's access to employment opportunities within the political sphere. The objective of this study is to conduct a comparison and contrast of two countries, with the purpose of identifying similarities and differences. The findings of this analysis are expected to offer valuable insights that can be used to develop policy recommendations and strategies aimed at addressing the challenges identified.

1.3 Aim and Objectives of the Study

The aim of the study is to examine the employment challenges of women in contemporary politicsby a comparative analysis of social exclusion in Germany and Nigeria. However, specific objectives of the research study were to;

i. investigate the current status of women's political employment in the political sphere inGermany and Nigeria;
ii. examine the political employment challenges experienced by women in Germany and Nigeria;
iii. compare effectiveness of policies aimed at promoting women's employment in politics in both countries; and,

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iv. analyse the role of social exclusion in limiting women's participation in politics.

1.4 Research Questions

The research study seeks to answer the following questions:

1. What is the current status of women's political employment in the political sphere inGermany and Nigeria?
2. What are the political employment challenges experienced by women in Germany and Nigeria?
3. How effective are the policies aimed at promoting women's employment in politics in bothcountries?
4. How does social exclusion limit women's participation in politics?

1.5 Significance of the Study

With the objective of this research study being entitled "Women and Employment Challenges in Contemporary Politics: An Analysis of Social Exclusion in Germany and Nigeria" and its aim around on investigating and assessing the obstacles encountered by women in the realm of politics with a specific focus on employment, within the countries of Germany and Nigeria; this study is justified for a number of reasons, which are elaborated upon in the following sections.

The promotion of gender equality and women's empowerment is widely recognised as a crucial global priority[5]. Despite the considerable advancements made in recent times, women continue to encounter a multitude of obstacles and disparities, particularly within the realms of politics and employment. Through the implementation of this study, valuable insights can be gained regarding the distinct obstacles encountered by

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women residing in Germany and Nigeria. Consequently, this research endeavour will make a significant contribution to the continuous endeavours aimed at attaining gender parity and fostering the empowerment of women.

This study offers a valuable opportunity to conduct a comparative analysis of the experiences of women in Germany and Nigeria, enabling the identification of shared patterns and divergences inthe obstacles encountered by women within distinct socio-cultural and political environments. Theutilisation of comparative analysis facilitates a more comprehensive comprehension of the intricateelements that contribute to the social exclusion of women and their restricted prospects for politicalemployment. Political representation is a matter of great global concern, particularly with regards to the underrepresentation of women in the political sphere[6]. Examining the various obstacles thatimpede women's participation and progression in political professions is of utmost importance in order to effectively tackle this matter. The primary objective of this study is to shed light on the distinct employment obstacles that impede women's engagement and representation in politics, with a particular emphasis on the manifestations of social exclusion in Germany and Nigeria.

The socio-cultural dynamics in both Germany and Nigeria have distinct characteristics that influence the opportunities available to women in terms of employment and political engagement.Through the examination of these dynamics, this study can offer valuable insights into the ways in which cultural norms, stereotypes, and societal expectations play a role in the marginalisation of women within the political sphere. Comprehending these dynamics is of utmost importance inorder to formulate precise interventions and policy suggestions aimed at addressing social exclusion and

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advancing women's equitable involvement in political decision-making processes.

Policy Implications: The results of this study have the potential to provide valuable insights for the development of evidence-based policy recommendations aimed at addressing the employmentobstacles encountered by women in the field of politics. Governments, international organisations,and advocacy groups have the potential to employ research findings in order to develop and execute policies and initiatives that promote increased opportunities for women in political employment, thereby fostering a political landscape that is more inclusive and representative. In conclusion, the study is warranted in light of its potential to advance the overarching objective of attaining gender parity, fostering the empowerment of women, and augmenting political representation. This research endeavours to analyse the distinct employment obstacles encountered by women in Germany and Nigeria, with the objective of producing valuable insights, offering policy recommendations, and promoting constructive transformation in these nations and beyond.

The study will enhance academic literature and knowledge through a conduct of a thorough examination of the obstacles faced by women in the realm of political employment, with a particular emphasis on social exclusion. Additionally, this research will provide valuable insightsinto potential strategies for fostering gender equality and inclusion in political employment. Also, the study will help increase awareness and foster discourse regarding the significance of women's involvement in politics, as well as to surmount obstacles to their employment, with the ultimate goal of establishing inclusive and representative political structures.

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1.6 Scope of the Study

This study aims to investigate the challenges faced by women in the workforce within the context of contemporary politics. Specifically, the study will focus on social exclusion as it pertains to women's employment in both Germany and Nigeria. The scope of this research will include the following aspects;

The research focused on analysing the employment obstacles encountered by women in politicswithin the geographical boundaries of two discrete regions, namely Germany and Nigeria. The study endeavours to capture the experiences of women in varying political systems, cultural contexts, and socioeconomic circumstances by conducting an analysis of two countries. The temporal scope of this study will be centred on the contemporary era, with a particular emphasis on the years immediately preceding the research. This analysis will examine the contemporary state and trends of women's employment obstacles in the political sphere, while also considering recent advancements, policies, and endeavours that seek to mitigate gender-based inequalities and marginalisation. The present research aims to examine the various employment challenges that impede women's involvement in politics. These challenges encompass a broad spectrum of factors, such as restricted entry to decision-making roles, gender-based prejudices andpreconceptions, invisible barriers to career advancement, wage disparities, difficulties in balancing work and personal life, discriminatory policies, and social marginalisation patterns. The scope of the study will encompass challenges encountered across different levels of political engagement, such as party politics, legislative bodies, executive positions, and local governance.

The present study aims to examine the phenomenon of social exclusion and its impact

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on women's employment opportunities in the political sphere. This study aims to investigate the ways in whichsocial norms, cultural expectations, institutional barriers, and power dynamics intersect to perpetuate the marginalisation of women and restrict their opportunities for participation. The extent of social exclusion will encompass a wide array of elements, including gender norms, stereotypes, patriarchal structures, cultural biases, and discrimination.

This study will utilise a comparative methodology to examine the employment obstacles and socialmarginalisation patterns encountered by female politicians in Germany and Nigeria. Thestudy endeavours to analyse and juxtapose the encounters of women in the two nations, with the objective of recognising resemblances, disparities, and situational aspects that influence the political involvement and job prospects of women. The research will examine the current policies, initiatives, and strategies that are designed to enhance the participation of women in political employment in Germany and Nigeria. The study will encompass an evaluation of policy frameworks, legislative measures, affirmative action policies, gender quota systems, and other interventions aimed at mitigating gender disparities and fostering gender parity in political employment. The study will put forth policy interventions, reforms, and strategies to tackle the obstacles encountered by women in politics, drawing from an analysis of employment challenges and social exclusion.

The recommendations will encompass pragmatic approaches aimed at fostering gender parity, augmenting women's political participation, and surmounting patterns of social marginalisation in both Germany and Nigeria. Similarly, the research study will cover the period of 2002 to 2022.

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1.7 Limitation of the Study

One of the limitations encountered during this research is the potential cultural and contextual difference between the two countries, which may hinder a direct comparison. Germany and Nigeria have distinct political, economic, and social landscapes, which influence the nature and extent of gender inequality differently. While the study sought to identify common challenges, women face in both contexts, the diversity in societal norms, political structures, and employment opportunities may have led to a skewed analysis. Additionally, on the limitation of the study, the data sources and availability of information vary significantly between Germany and Nigeria, potentially influencing the comprehensiveness of the findings.

1.8 Operational Definition Terms

Employment Challenges: This refers to lack or shortage of opportunities for women within the realm of politics effected by social exclusions of women in politics. It also refers to challenges faced by women in attaining political relevance.

Contemporary Politics: This refers to modern-day politics which promulgates actions or activities concerned with achieving and using power in a country or society in tandem with modern policy of gender equality and rights.

Social Exclusion: Social exclusion can be described as a complex and multifaceted process that involves the severing of social connections, the restriction of access to various institutions, the denial of opportunities for social participation, and the undermining of social cohesion and solidarity. Exclusion can manifest itself not only through factors such as age, gender, sexuality, disability, poverty, unemployment, and other

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stigmatised categories, but also through cultural identities. Different facets of exclusion have the potential to intersect or accumulate across different temporal and spatial contexts.

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Endnotes

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Chapter Two
Literature Review

2.1 Conceptual Review

2.1.1 Conceptual Clarification of Women and Labour (Global View)

In numerous nations, spanning various income brackets, the level of female participation in labourmarkets has witnessed a notable increase in recent decades. The proportion of female individualsengaged in the labour force, expressed as a percentage of the total workforce, serves as an indicatorof the level of women's participation in economic activities. The labour force is defined as individuals aged 15 and above who contribute their labour towards the production of goods and services within a designated timeframe[1]. The labour force refers to the pool of available labour that can be utilised for the production of goods and services within an economy[2]. This category encompasses individuals who are presentlyengaged in employment, those who are actively searching for employment despite being employed, and individuals who are embarking on their initial job-seeking endeavours. However,not all individuals who are employed are encompassed within this category. Uncompensated labourers, individuals engaged in familial duties, and students are frequently excluded from consideration, while certain nations may choose not to include armed forces personnel in their calculations[3]. The size of the labour force exhibits fluctuations throughout the year due to the influx and departure of seasonal workers.

The data utilised in this study were derived from population estimates provided by the World Bankand labour force participation rate estimates provided by the International Labour Organisation (ILO)[4]. The estimates provided by the International Labour Organisation (ILO) are standardised in order to facilitate meaningful comparisons

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between countries and across different time periods.

This standardisation process considers variations in data sources, the extent of coverage,methodologies employed, and other factors specific to each country. The estimates primarily relyon labour force surveys that are representative at the national level. In cases where survey data is not accessible, other sources such as population censuses and nationally reported estimates are utilised[4].

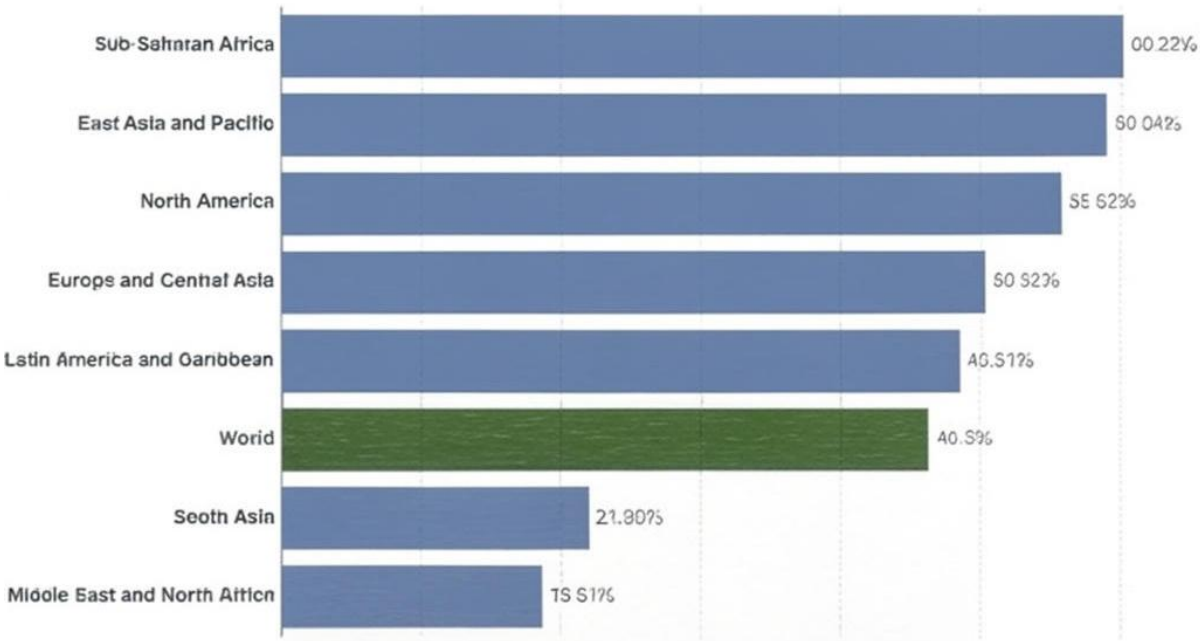

Fig 2.1: Female Labour Force Participation

Source[4]

The labour force participation rate refers to the percentage of individuals aged 15 and above who are actively engaged in economic activities, specifically those who contribute their labour towards the production of goods and services within a designated timeframe[5]. The ratio of female to malelabour force participation rate is determined by dividing the female labour force participation rate bythe male labour force participation rate, and subsequently multiplying the result by 100[6]. The International Labour

Organisation (ILO) gathers data on the labour force through various means, including labour force surveys, censuses, and establishment censuses and surveys[7]. However, it is important to acknowledge that there are limitations and exceptions associated with these data collection methods. Certain countries utilise a combination of these sources. Labour force surveys are widely regarded as the most comprehensive and reliable source of internationally comparabledata pertaining to the labour force[8].

The scope of coverage extends to encompass all non- institutionalised civilians, encompassing all branches and sectors of the economy, as well as encompassing all categories of workers, including individuals who hold multiple jobs. In contrast,labour force data obtained from population censuses frequently rely on a restricted set of inquiries regarding the economic attributes of individuals, thereby offering limited opportunities for in- depth exploration. The data obtained from censuses frequently exhibit disparities when compared to labour force survey data, and these disparities can vary significantly across countries due to differences in the scope and coverage of the respective censuses. Censuses and surveys conductedby official institutions primarily focus on gathering data pertaining to the employed population, thereby excluding information regarding unemployed individuals, workers in small-scale establishments, and those engaged in informal economic activities[9].

The temporal scope of a census or survey serves as a significant factor contributing to variations in data. In certain countries, the data provided pertains to individuals' circumstances on the exact day of the census or survey, or within a specific timeframe preceding the inquiry date. Conversely, in other countries, data is collected without any explicit reference to a particular period. In nations where the household serves as the

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fundamental entity of production and all members actively contribute to the overall output, albeit with varying levels of intensity or irregularity, it is plausible for the estimated labour force to appear significantly smaller than the actual number of individuals engaged in work[9]. The presence of divergent definitions pertaining to the age at which individualsare considered to be of employable age also has an impact on the ability to make meaningful comparisons. In the majority of nations, the designated working age is set at 15 years and above. However, it should be noted that certain countries incorporate children below the age of 15 who engage in either full-time or part-time employment into their statistical calculations. Likewise, certain nations impose an age ceiling. Consequently, computations have the potential to consistently either overstate or understate the true magnitudes of rates[9].

The labour force refers to the pool of available labour within an economy that is capable of contributing to the production of goods and services. The group encompasses individuals who arepresently engaged in employment, those who are actively searching for employment despite beingunemployed, and individuals who are embarking on their initial job search. However, not all individuals who engage in employment are encompassed within this category. Certain categories of individuals, such as unpaid workers, family workers, and students, are frequently excluded fromconsideration in certain contexts, while certain nations may choose not to include individuals serving in the armed forces in their calculations. The size of the labour force exhibits fluctuations throughout the year due to the influx and departure of seasonal workers[9]. The series is included in the estimates provided by the International Labour Organisation (ILO) and has been standardised to ensure that it can be compared across countries and over time.

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This standardisation takes into account variations in data sources, the extent of coverage, methodologies used, and other factors specific to each country. The estimates primarily rely on labour force surveys that are representative at the national level. In cases where survey data is unavailable, other sources such as population censuses and nationally reported estimates are utilised[9].

2.1.2 Women and Employment: (Nigerian View)

In this section, the common jobs of women in Nigeria 2022 are discussed. A survey conducted in Nigeria in 2022 reveals that approximately 30% of the female respondents reported being employed in the agricultural sector. Additional prevalent occupations among Nigerian women encompassed roles as traders, artisans, housewives, students, and skilled manual labourers, including professions such as electricians, mechanics, machinists, and skilled workers in the manufacturing sector[10].

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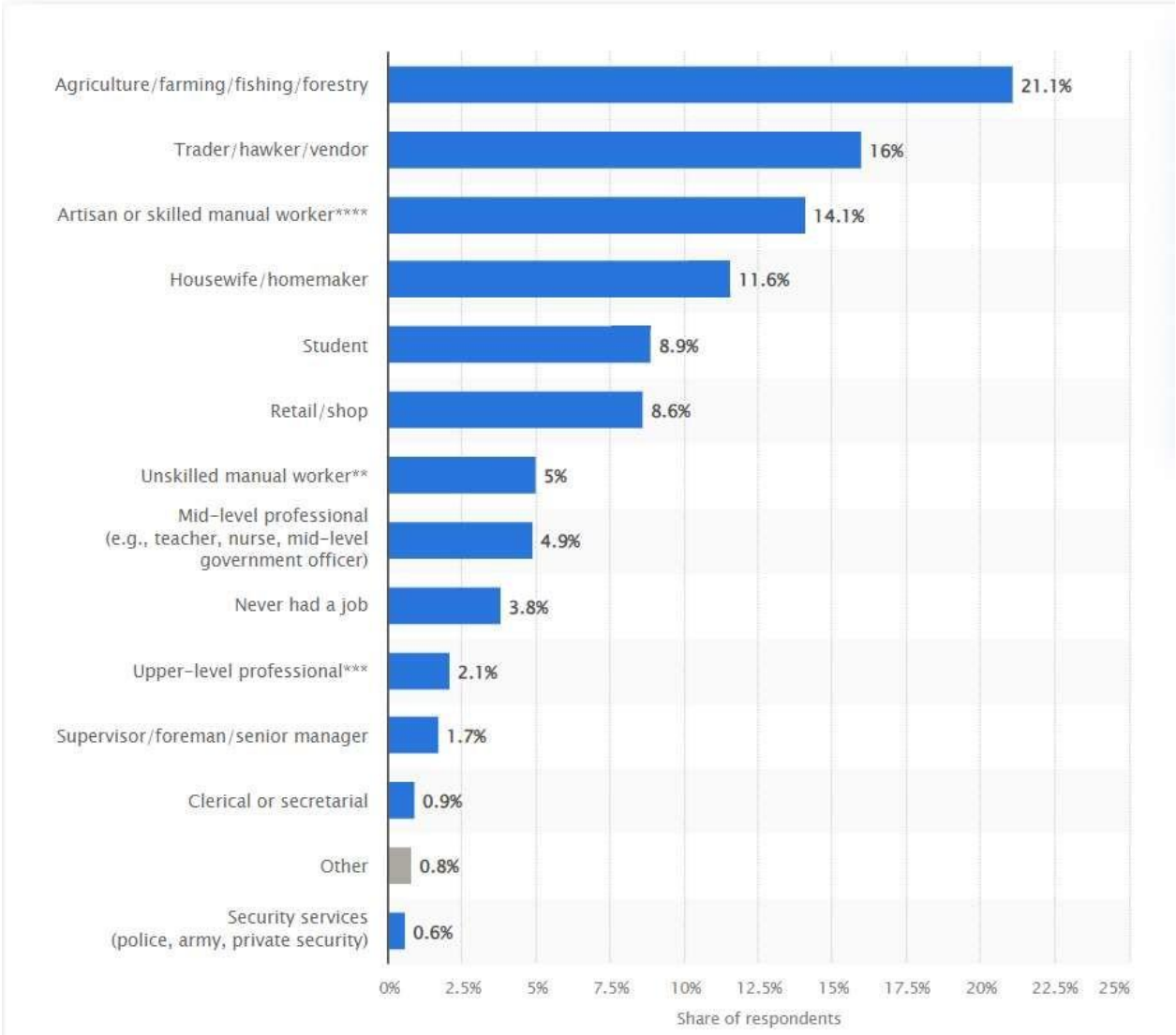

Fig 2.1: Women Prevalence Occupation

Source[10]

With respect to the graph above, within the Nigerian context, women are seen to be active, not lazy, and do participate in a wide range of occupational pursuits, thereby exemplifying the multifaceted functions they fulfil within the societal framework. Despite some advancements, there continue to be persistent challenges and disparities in various sectors regarding the participation of women in the workforce. These sectors include agriculture, trade, artisan work, household roles, student employment, retail

shops, and unskilled manual labour. The agricultural sector in Nigeria is significantly influenced by the active participation of women.The individuals partake in subsistence agriculture, engaging in the cultivation of various crops including maize, cassava, yam, and vegetables. In addition to men, women are also engaged in the activities of livestock rearing and fish farming. Nevertheless, small-scale farmers frequently encounter obstacles such as restricted opportunities for land ownership, limited financial resources, and a lack of access to modern agricultural practices, all of which can impede their ability to achieve high levels of productivity and generate substantial income[10]. The occupation of trading is prevalent among Nigerian women, particularly within the informal sector. Females participate in small-scale commercial activities, wherein they vend a diverse arrayof merchandise encompassing food products, garments, beauty products, and domestic commodities. These individuals engage in business activities within their respective local markets and participate in street vending, thereby making a significant contribution to the local economy. Nevertheless, women traders may encounter difficulties due to the absence of established frameworks and restricted opportunities to obtain credit and avail themselves of business support services[10].

The realm of artisan work in Nigeria encompasses a diverse range of crafts and trades, in which women play a significant role. These crafts include weaving, pottery, beadwork, fabric dyeing, and craft-making. They play a significant role in the conservation of traditional cultural practices and produce artisanal goods for both domestic and global markets. Nevertheless, the constraints of limited market access, inadequate training opportunities, and challenges in expanding their enterprises can hinder the economic empowerment of these individuals[10].

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Housewives: A significant number of Nigerian women assume the responsibilities of being housewives and caregivers within their households. Although lacking formal employment, their contribution to the household and family welfare holds considerable importance. Housewives areresponsible for the management of domestic tasks, including childcare, and contribute to the overall functioning of the household. Nevertheless, certain housewives may encounter challenges such as a dearth of financial autonomy and restricted prospects for personal growth[10].

Nigerian female students frequently partake in part-time employment as a means of financial sustenance or to acquire practical work experience. Individuals have the option to pursue various employment opportunities, including roles such as tutoring, babysitting, or engaging in the retail or hospitality sectors. The engagement of students in employment opportunities can yield supplementary financial resources and foster the acquisition of significant proficiencies. However, it can also present difficulties in effectively managing the equilibrium between occupational obligations and academic commitments[10].

Retail Shops: Women play an active role in the retail industry, either as proprietors of their own small-scale establishments or as employees in larger retail enterprises. The company offers a diverse assortment of merchandise, encompassing groceries, apparel, electronics, and various household goods. Nevertheless, women entrepreneurs may encounter challenges due to the highly competitive nature of the retail market, restricted access to capital, and a deficiency in business skills. Unskilled manual labour is commonly undertaken by women in various sectors, including construction, manufacturing, and informal labour. They are employed in occupations such as janitors,

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domestic aides, agricultural labourers, and construction labourers. Nevertheless, these individuals may encounter challenges including inadequate remuneration, hazardous occupational environments, and restricted availability of social welfare provisions[10].

2.1.3 Women and Employment: German's View

Similar to numerous other nations, the existence of women in Germany is intertwined with a vastarray of diverse encounters. These experiences are influenced by various factors such as personalvalues, upbringing, social interaction across different stages of life and diverse contexts, educational opportunities, employment, political legislation, access to healthcare, safety considerations, familial and interpersonal relationships, among others. The gender distribution of the German population is nearly equal, although as of 2021, there was a slightly higher proportion of women compared to men. Approximately 22% of female individuals in Germany receive a net income ranging from 500 to 1,000 euros. Remarkably, there has been a consistent downward trend in the unemployment rate for women in the nation since 2005, culminating in a recorded rate of 5.4 percent in 2021. The lack of significant changes observed in the current year (2023) can be attributed to the probable influence of the coronavirus (COVID-19) pandemic.

However, Germany still lags behind in terms of the representation of women in leadership roles. In the year 2022, the health care industry achieved a near 40 percent rate, distinguishing itself as the sole sector to reach such a level of performance. Indeed, upon conducting a comparative analysis of countries on a global scale, it becomes evident that Germany exhibited one of the most minimal proportions of female

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entrepreneurs. Recent surveys suggest that women and girls in Germany identify a range of issues that they perceive as significant and essential. The concerns encompass a range of topics,such as gender pay parity, instances of sexual harassment, and various forms of violence. Germany is among a number of European nations that hold the belief that domestic abuse represents a significant challenge for women[11].

2.1.4 Number of Employees Worldwide from 1991 to 2022 by Gender

The global workforce experienced a substantial growth from 2.27 billion individuals in 1991 to approximately 3.3 billion individuals in 2022, reflecting an increase of more than one billion people. In the year 2022, the number of individuals who were employed consisted of an estimated 2.02 billion males and 1.3 billion females. This goes to show that women are generally underrepresented in virtually every sector of the economy in the world.

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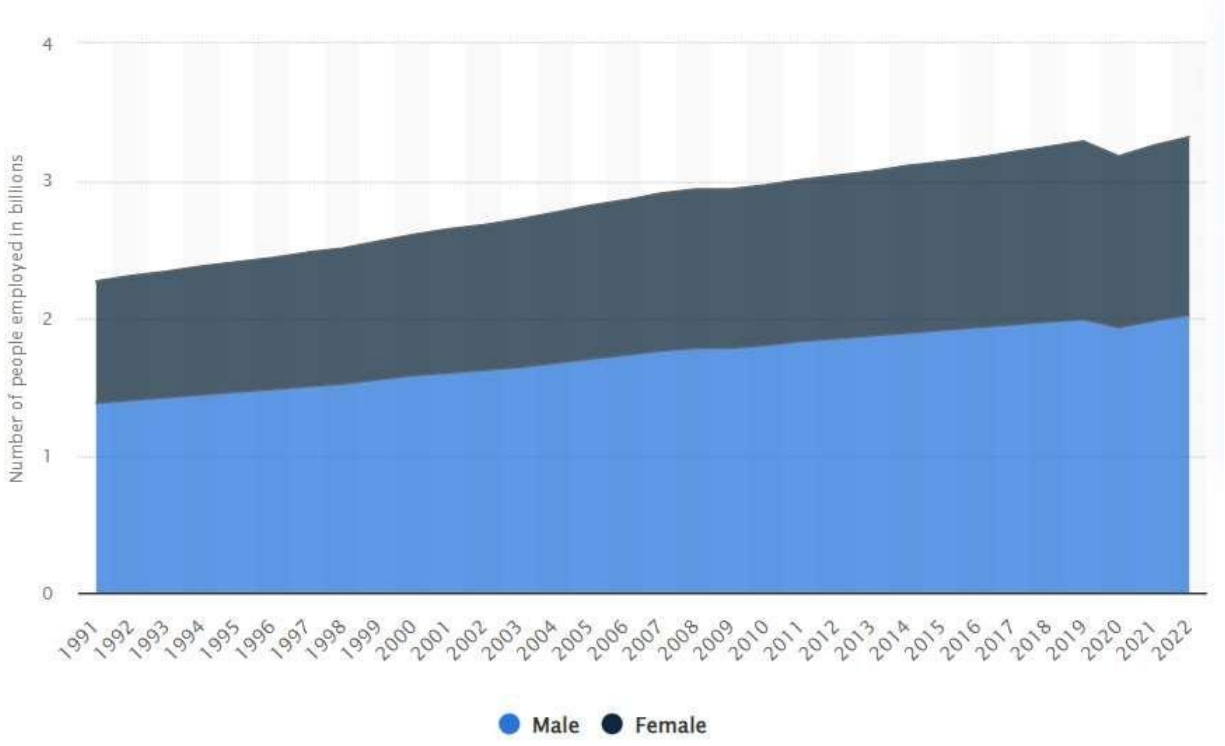

Fig 2.1: Number of People Employed
Source[12]

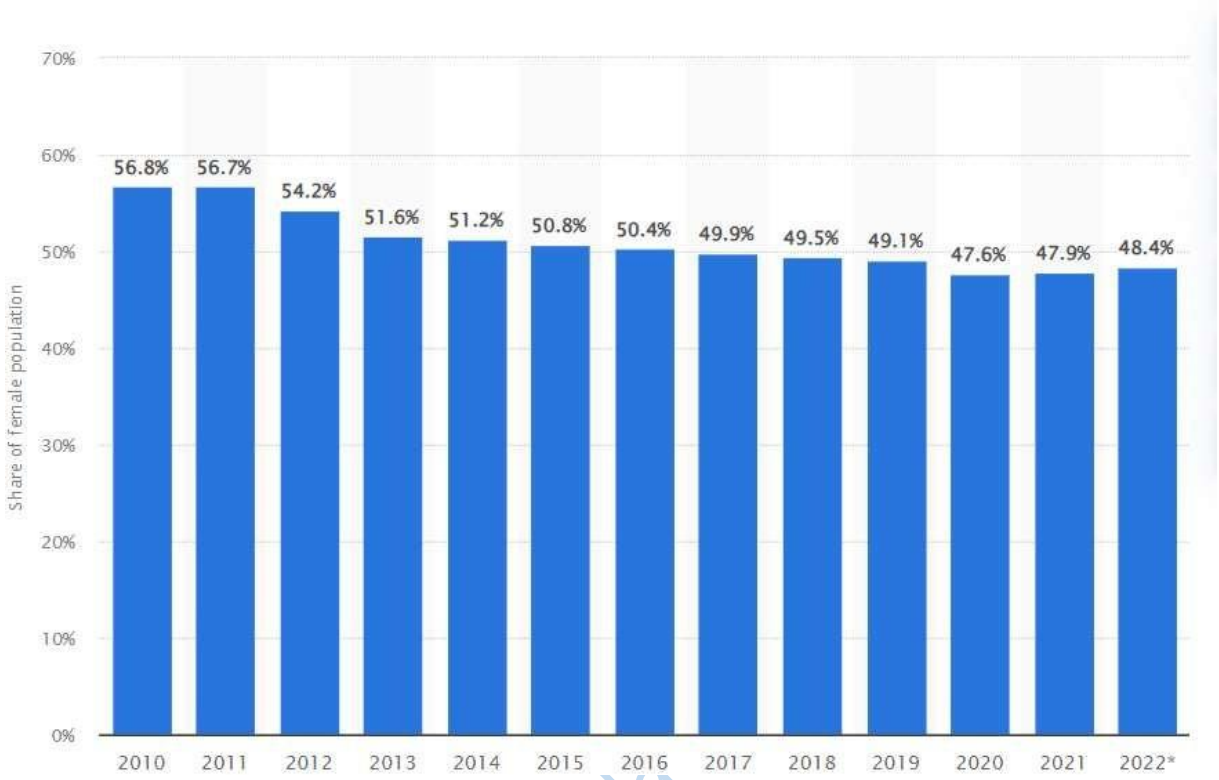

Fig 2.2: Number of Employees Worldwide from 1991 to 2022 by Gender

Source [12]

Since the year 2010, there has been a general decline in the rate. In that particular year, the labour force participation rate for women aged 15 years or older approached approximately 57 percent. It was projected that the labour force participation rate for the female population in Nigeria in 2022would marginally surpass 48 percent. This data suggests that approximately 50% of women aged 15 and older were estimated to be actively participating in the workforce. Nevertheless, it is crucialto acknowledge that this rate is susceptible to multiple factors and can be impacted by economic circumstances, societal conventions, educational prospects, and cultural elements. In the preceding decade, Nigeria has witnessed a decrease in the rate of female labour force participation. The decrease implies that there is a reduced percentage of women

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who are actively engaged in the pursuit of employment or involved in activities that generate income. In the year 2010, the unemployment rate among women aged 15 and above approached approximately 57 percent, suggesting a considerable proportion of women faced challenges in obtaining employment prospects[12]. Multiple factors contribute to these observed trends. A significant determinant pertains to the constrained availability of high-quality educational opportunities and skills development programme for women in Nigeria. The presence of disparities in educational opportunities can impede women's capacity to access the labour market and attain employment that is considered desirable. Moreover, it is frequently observed that cultural and societal conventions tend to give precedenceto conventional gender roles assigned to women, thereby imposing limitations on their engagement in official employment and discouraging their pursuit of professional progress[12].

Poor and Unregulated Working Conditions

The current state of low political representation and employment of women exhibits a persistent deterioration notwithstanding supposed women inclusion index. The current state of employment exhibits a persistent deterioration. Although Nigeria has experienced some advancements in socio- economic aspects in recent years, the development of human capital continues to be inadequate due to insufficient investment. Additionally, significant challenges persist in terms of reliance on oil, governance concerns, inadequate infrastructure, and gender inequality. In Nigeria, women encounter significant disparities in terms of economic empowerment, as well as obstacles that hinder their ability to express their opinions and exercise agency[13]. When women are provided with equal opportunities as men, they actively participate in

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and sustain their presence in the labour force, thereby enhancing the economic growth and facilitating overall development. Gender equality is additionally linked to improved development outcomes, including reduced instances of vulnerable employment and extreme poverty among female workers.

Nigeria's performance on the Women, Business and the Law 2021 index is evaluated at 63.1 outof 100, suggesting that while advancements have been achieved, further efforts are required to address remaining challenges. The score is comparatively lower than both the average score observed in the Sub-Saharan Africa region (71.0) and the global average score (76.1)[14]. The Mobility indicator assesses the legal aspects that impact the degree of freedom individuals have in terms of their movement. The concept of mobility has a significant impact on various aspects of a woman's life, particularly in relation to her professional endeavours. The presence of limitations in this particular domain restricts the potential for women to establish connections with fellow entrepreneurs and engage in the exchange of crucial information pertaining to market opportunities[15].

Consequently, this hinders their ability to fully realise their capabilities and potential. The enhancement of women's mobility, which encompasses the ability to commute to and from a workplace beyond their residence without constraints, can facilitate women's access to improved employment prospects. Nigeria's score on this indicator is 50, as there exists a disparity between men and women in terms of their ability to exercise choice in determining their place of residence. Additionally, the passport application procedures in Nigeria lack clarity regarding the specific documentation requirements for married women. In the past, the Nigeria Immigration Service implemented a policy

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that specifically mandated married women to submit a consent letter from their spouse and a marriage certificate as part of their passport application process, while not imposing similar requirements on married men. The constitutionality of this practice has been contested in legal proceedings, yet thus far, no legislation, regulation, or other form of administrative guidance has been enacted to standardise passport application procedures for married women nationwide[16].

The magnitude of the gender gap in this context surpasses that observed in most other nations. Moreover, although there is progress in terms of financial inclusion for both genders, the disparity between men and women is growing. On the other hand, it is worth noting that comparator countries in Africa, namely Kenya, South Africa, Tanzania, and Uganda, demonstratea discernible decline in the gender gap. The gender disparity in Nigeria poses a significant challenge that must be addressed in order for the country to attain the objectives outlined in its National Financial Inclusion Strategy (NFIS).

The disparity in gender representation in this context surpasses that observed in the majority of other nations. Although there is progress in terms of financial inclusion for both genders, the gap between men and women is expanding. On the other hand, countries in Africa that serve as comparators, namely Kenya, South Africa, Tanzania, and Uganda, demonstrate a notable decline in the gender gap. The gender disparity in Nigeria poses asignificant challenge that must be addressed in order for the country to attain the objectives outlined in its National Financial Inclusion Strategy (NFIS)[17].

Residing within a capitalist and internationalised milieu entails that certain nations

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persist in advancing and attaining an improved societal state, whereas individuals residing in developing nations encounter escalating challenges in maintaining their prevailing standard of living. The prevalence of high levels of unemployment, substandard working conditions, instances of workplace discrimination, and disparities in wages pose significant challenges for the majority ofindividuals and households residing in developing nations. The International Labour Organisation (ILO) asserts that the primary global employment challenge is the presence of inadequate working conditions. Approximately 2 billion individuals, accountingfor approximately 61% of the global workforce, are currently engaged in informal employment, which deviates from the prescribed regulations set forth by governmental authorities.

The absence of labour laws governing the terms between employees and employers gives rise to various concerns, such as inadequate social protection, excessive overtime and unfavourable working hours,insufficient health and safety protocols, hazardous working conditions, and the potential for termination without prior notice. The informal sector constitutes the primary source of employment for the majority of individuals in developing nations. Consequently, it is imperative for governments of these countries to prioritise the Sustainable Development Goals, which offer a pathway for individuals to break free from the cycle of poverty[18].

2.1.5 Wage Gap and Gender Discrimination in the Workplace

The phenomenon of wage gap and gender discrimination within the workplace has been a subject of significant academic interest and research; the wage disparity between genders stands as a prominent social injustice within the realm of employment[18]. Research has demonstrated that female employees, who possess identical skill sets, job

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responsibilities, and job titles, experience a wage disparity of 20% compared to their male counterparts, and in conjunction with the observation that women are disproportionately employed in involuntary part-time positions, the aggregate labour force participation rate for women remains significantly lower compared to that of men[19]. The issue at hand poses a significant challenge for women in the labour force within developing nations, particularly those characterised by patriarchal social structures. In certain circumstances, women may be compelled to assume the role of homemakers, attending to domestic duties, while men engage in income-generating activities[20]. This phenomenon not only results in the exclusion of a significant portion of the population from employment opportunities, but it also carries substantial ramifications for the overall economic development of the nation. It is imperative to pursue strategies that promote female empowerment and implement regulatory measures in order to enhance literacy rates and foster the active participation of young girls and women in the labour market.

2.1.6 Social Exclusion

Social exclusion is a phenomenon characterised by the restriction of individuals, groups, or communities from participating in the essential functional domains of a society; it hindersindividuals from engaging in the economic, social, political, and cultural activities of a dominant society, thereby isolating them from the ability to access various rights, opportunities, and resources. In various social contexts, individuals within a community or society may experience varying degrees of exclusion, whether it be partial or complete[21]. Individuals are prevented fromfully participating in the activities that are considered normative within a particular society.

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This exclusion results in a lack of access to various elements such as information, resources, social interactions, recognition, and the formation of identity. Consequently, this marginalisation undermines an individual's self-respect and diminishes their ability to attain personal objectives. The implementation of such a systematic approach to impede individuals from accessing their rights, resources, and opportunities result in their increased susceptibility to poverty, social isolation, deprivation, and vulnerability[22]. The issue of inequitable allocation of resources and opportunities among individuals can be addressed through the provision of said resources and opportunities. However, the effectiveness of such measures is contingent upon the specific form and characteristics of the governing system.

Nevertheless, the challenges faced by socially marginalised individuals persist unless their inclusion is ensured and their entitlements, akin to those enjoyed by others, are safeguarded. Social exclusion is a phenomenon that manifests in various instances. Three primary dynamics of exclusion have been identified, namely micro-level exclusion, meso-level exclusion, and macro-level exclusion. Micro-level social exclusion is commonly referred to as the individual level of social exclusion. Social rights have a substantial impact on the trajectory of individuals' lives[23]. The notion of social exclusion has undergone changes and adjustments in response to various national circumstances[24]. While poverty is closely associated with this phenomenon, it places significant emphasis on the dynamics of social maladaptation or social disqualification[25]. The European Platform against Poverty and Social Exclusion has established a primary objective of diminishing the population of individuals who face the risk of poverty and social exclusion by a total of 20 million[26]. The concept of social

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exclusion is often associated with poverty, social inequality, marginalisation, discrimination, and the emergence of an underclass within the social structure[27]. The presented approach is a simplified one, as poverty may not be solely considered a cause but rather an outcome of social exclusion. Moreover, the definition of social exclusion is often contingent upon disciplinary perspectives, contextual factors, and political endeavours aimed at mitigating disadvantage[28].

Women who are less educated or lacking in financial resources or "connections", face exclusion from political activities, thereby facing significant challenges in engaging in politics resulting in their exclusion from the overall discourse and activities concerning political participation or evenrepresentation. Within the context of social exclusion, there exists a classification of individuals at the meso-level. The categories encompass individuals who are illiterate, unemployed, belonging to lower castes, women, poor, vulnerable, disabled, and others. Each of these categories exhibits distinct cultural values that often diverge from one another, resulting in the exclusion of out-groupsfrom accessing opportunities and resources. One illustration of the exclusionary nature of the job market is the marginalisation experienced by individuals who lack literacy skills. The macro-levelexclusion refers to the process of policy-making at the national level. The example provided pertains to a governmental policy that involves the certification of individuals as either eligible or ineligible to apply for an official position[29].

It has been effectively explored the complex nature of exclusion but does not clearly identify the specific indicators of social exclusion. However, it has also been acknowledged the dynamic natureof the concept, recognizing its ongoing evolution. The

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concept of social exclusion is characterised by its lack of clarity, multiple interpretations, and ongoing debates, which result in its adaptable and versatile usage across various contexts, albeit at the expense of conceptual accuracy. The meaning of the term is contingent upon the context in which it is used. Therefore, when studying or analysing social exclusion, it is advisable to prioritize the examination of underlying structural factors rather than focusing solely on the characteristics of the socially excluded groups[29]. The social objectives outlined in Agenda 2020 aim to ensure equitable access to resources, rights, and services necessary for individuals to actively participate in society.

Additionally, these objectives seek to prevent and address instances of exclusion, enabling individuals to attain a level of well- being that aligns with societal norms. The agenda also emphasizes the eradication of all forms of discrimination that contribute to exclusion, while promoting labour market engagement and ensuring inclusive decision-making processes that impact people's lives. There are individuals who express dissatisfaction with the recent shift towards prioritising inclusive growth and social investment[29].

2.1.6.1 Women in Germany and Nigeria

The female population in Nigeria encompasses a heterogeneous cohort, characterised by a multitude of experiences and diverse backgrounds. They encompass various roles within society, including that of mothers, daughters, sisters, wives, entrepreneurs, professionals, and activists[30]. Women in Nigeria encounter a multitude of obstacles, encompassing gender disparity, impoverished conditions, and limited opportunities for education and healthcare. Despite the numerous obstacles faced, Nigerian women are

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making notable progress across various domains and are experiencing a growing sense of empowerment to assert agency over their lives and aspirations. Nigeria's lack of development in relation to the position of women can be attributed to a prolonged history of colonial exploitation and oppression. This has resulted in a significant disruption of Nigeria's economic, educational, religious, cultural, social, ideological, and social frameworks. Nigeria has a protracted historical record characterised by instances of gender inequality and the systematic marginalisation of women. Women in Nigeria encounter various obstacles, such as restricted opportunities to obtain education, access healthcare services, and engage in economic activities. Women are subject to a disproportionate impact of poverty, violence, and various other forms of discrimination[31]. The Nigerian government has implemented measures to tackle these challenges; however, the pace of progress has been sluggish. The presence of women in political and decision-making positions remains insufficient, resulting in their underrepresentation. Additionally, women frequently encounter exclusion from economic prospects. Moreover, the potential of women in Nigeria is still constrained by traditional gender roles and cultural norms[32].

The social role of women in Nigeria exhibits variation based on religious, cultural, and geographic factors[33]. Nevertheless, numerous Nigerian cultures perceive women exclusively in the roles of mothers, sisters, daughters, and wives[34]. For example, it has been observed that women residing in Northern Nigeria exhibit a higher tendency towards seclusion within their households[35] in contrast to women in Southern Nigeria who are more inclined to actively engage in public activities. In the southern region of Nigeria, widows are subjected to various forms of mistreatment by their extended

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family members. These mistreatments include compelling them to consume the residual water used to bathe their deceased husbands, requiring them to sleep on the floor without any bedding, mandating them to wear black attire as a symbol of mourning, and depriving them of their rightful share of their late husband's estate[36]. Modern challenges faced by women in Nigeria[37] encompass issues such as child marriage, female genital mutilation, rape, and domestic violence[38]. Gender inequality in Nigeria persists as a prevailing concern, as evidenced by the country's placement at 168th out of 191 nations on the Gender Inequality Index[39].

2.1.7 The Engagement of Individuals in Political Activities

The Women in Nigeria organisation originated from a collective of lecturers specialising in sociology and political science at ABU. It purports to be a cohesive group with the primary goals of organisation, coherence, and well-defined objectives. The researchers utilised a rational approach by conducting comprehensive research and analysis to gather data on the status of Nigerian women. This enabled women to effectively advocate for their rights, supported by empirical evidence. The research group dedicated a significant amount of time to conducting research for publications that, upon being published, proved to be of immense value in comprehending gender-related matters in Nigeria. The Women's Initiative for Nigeria (WIN) also organises a platform known as the Nigerian Feminist Forum (NFF), which was established in the year 2008. The organisations NFF and WIN have effectively impeded the enactment of legislationthat aims to ban the use of condoms, establish dress codes, and require female students at a privateuniversity to provide evidence of their virginity before enrolment. This achievement has been accomplished through strategic press conferences and the

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mobilisation of Nigerian women who have actively protested against the proposed bills[40]. Another recently established group of this nature is the Feminist Coalition, which was formed in July 2020[41]. The establishment of The ElectHer organisation serves as a response to the prevalent issue of women's underrepresentation in electoral processes throughout Africa. The objective is to attain a 50% level of female representation in African governments by the year 2050[41].

In the pre-colonial era, Nigerian women actively participated in the political sphere. Women played a significant role in the administration of the Bornu Empire. The establishment of the city of Zaria is attributed to Queen Bakwa Turuku, who initiated its foundation. Subsequently, her daughter undertook the construction of a fortified wall encircling the city, with the primary objective of defending against potential invasions. Ancient Yorubaland consisted of a hierarchical structure comprising eight prominent chieftains who played a crucial role in assisting the ruler in governing the kingdom[42]. During this particular era, the Igbo women residing in Nigeria exhibited significant political engagement within their respective communities. One prevalent political system in this context was the dual-sex system. Within this particular system, both women's organisations and men's organisations functioned in tandem. Several instances of these organisations led by women included secret societies and courts specifically established for women. The allocation of authority was distributed equitably between both genders with the aim of fostering cohesion.

One notable role held by Igbo women within this societal structure was thatof the Omu, a title that can be translated as "mother of the society"[44]. Individuals who achieved this position did so autonomously, without relying on their male relatives. The Omu made

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decisions that were applicable to individuals of both genders. She held the responsibility of supervising and governing the market place through the resolution of market prices and disputes. The Omu held the position of council leader responsible for overseeing local trade activities[45]. Both she and other women were required to participate in assemblies for the purpose of discussingsignificant matters concerning the populace. The individuals possessed the authority to exercise discretion in significant affairs, such as engaging in warfare.

The Igbo community also embraced a corporate political system, wherein social and political dynamics were shaped by interpersonal connections and exhibited a male-centric structure. Igbo women assume positions of authority within this societal framework by virtue of their familial tiesto male relatives. However, despite this, these women continued to occupy positions of influence.For example, the eldest daughter, referred to as the Isa Ada, held the position of women's leader and served as the maternal figure of the lineage. She actively participated in decision-making processes in certain regions[46]. During this period, various other organisations exerted significant influence within communities as well. Several organisations that emerged during this period included the "Society of Daughters of the Lineage," the "Association of Lineage Wives," and the "Women's Assembly". The primary objective of their role was to exercise control over women andensure their adherence to prevailing societal norms[47]. The Society of Daughters of the Lineage was entrusted with various responsibilities, such as engaging in mediation and serving as the highest court of appeal for matters specifically concerning women. Conversely, the consortium of consorts from noble families served as a subordinate judicial body[49].

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2.1.8 Women in Northern Nigeria

Women residing in the northern region of Nigeria encounter a range of obstacles, encompassing restricted availability of educational resources, healthcare services, and economic prospects. Women are also susceptible to experiencing gender-based violence, such as instances of early andcoerced marriage, female genital mutilation, and honour killings. Furthermore, individuals belonging to this group are frequently marginalised in terms of their involvement in decision-making procedures and face inadequate representation within governmental bodies[49]. Notwithstanding these obstacles, women residing in northern regions are progressively advocating for their entitlements and endeavouring to enhance their own well-being as well as that of their respective communities.

The individuals in question are actively participating in grassrootsactivism, wherein they are establishing connections and establishing various entities to provide mutual assistance, while simultaneously advocating for alterations in policy. The changes observedin the societal role of women in the northern region primarily stem from the influence of colonialism, as well as the introduction of Salafism and Wahhabism ideologies into a traditionally Sufist area[50]. The process has resulted in a decrease in the attainment of formal education, particularly among adolescents residing in rural regions. Additionally, it has led to a prevalence ofearly marriages, primarily observed in these rural areas. Furthermore, individuals, predominantly women, are often confined to their households, which are frequently characterised by polygamous relationships[51]. However, occasional departures from the household are permitted for familial visits, ceremonial events, and, if authorised by the girl's family or husband, for employment purposes. In

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general, Hausa women were not engaged in agricultural activities, whereas Kanuri women actively participated in field work. However, both groups contributed to the harvesting process and assumed the responsibility of household food processing. The inclusion of a citation is necessary to support the information provided.

In urban areas, women engaged in the sale of cooked foods, often employing young girls to carryout street vending or managing small-scale food stands. The research findings suggest that this particular practice emerged as a prominent factor contributing to the opposition of urban women towards providing education for their daughters[52]. In affluent households characterised by well-educated spouses, the participation of women in social gatherings was either conspicuously absent or significantly limited. In contemporary times, a notable presence of women can be observed across various sectors, encompassing offices, banks, social services, nursing, radio, television, as well as the professions such as teaching, engineering, environmental design, law, pharmacy, medicine, and even agriculture and veterinary medicine.

The emergence of this phenomenon can be attributed to the establishment of women's secondary schools, teachers' colleges, and an increase in the number of women occupying universitypositions, which rose to approximately one-fifth during the 1980s, representing a twofold increase compared to the previous decade. The research conducted during the 1980s revealed that in theMuslim north, access to education beyond primary school was limited to the daughters of theaffluent business and professional classes; furthermore, it was observed that in nearly all instances, the selection of academic disciplines and career paths was determined by the family rather than the girl. In recent years, there has been a noticeable rise in the rate of women's

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employment, attributed to the increased participation of women in the contemporary workforce. They can be observed fulfilling the role of cashiers within banking institutions, educators within both public and private primary and secondary educational establishments, healthcare professionals within hospitals, and presenters within various television programs. The persistent challenge of women's underrepresentation in top leadership positions persists across various sectors throughout the country, as men continue to dominate these roles while women face limited opportunities despite possessing comparable qualifications[54]. Furthermore, in certain households,particularly in the southern region of the country, young women possess complete autonomy in selecting their courses and professions. Nevertheless, the northern region continues to exhibit slower progress in relation to these observable transformations, primarily as a result of cultural legislation.

2.8.1.1 Women in Southern Nigeria

In the southern region, women historically held significant roles in interregional trade and marketactivities, served as crucial labour contributors on farms, and occupied influential positions withintraditional systems of local governance. Similar to the northern region, the southern region of thecountry had practiced polygyny in the past. As of 1990, this practice still persisted in numerous households in the south, even among those who identified as Christians[55]. Women in the southernregion of the United States have been recipients of Western-style education since the nineteenth century, thereby enabling them to secure positions within various professions and, to a certain extent, engage in political endeavours. Furthermore, the issue of women-headed households has been inadequately addressed in Nigeria's development plans[56]. These

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types of households were more prevalent in the southern regions, although their prevalence was increasing across all areas.

2.1.9 Nigerian Women and Education

Since the 1948 ratification of the Universal Declaration of Human Rights (UDHR), women in Nigeria have been granted the fundamental human right to education[57]. According to a 2014 report, giving girls access to education has been found to be a major factor in the development of a stable, prosperous, and healthy nation state, which in turn fosters the growth of active, hardworking, and self-assured citizens[58]. It has been demonstrated that educating girls can reduce social inequalities, support female children's development of independence, and accelerate economic growth rates. Additionally, it has been proposed that women with higher educational levels are more likely than women with only a primary school education to engage in formal wage work[58].

There is an encouraging association between the enrolment of girls in primary school and both the gross national product (GNP) and the increase in life expectancy. Due to this observed correlation, the enrolment of individuals in educational institutions constitutes the most substantial element of investment in human capital within any given society[59]. The correlation between the quality of women and their education within a country has been found to significantly impact the pace of socioeconomic development[60]. Education instils in women a predisposition towards the continual pursuit of knowledge, the cultivation of values and attitudes, the development of competence and confidence, the fostering of independence, and the acquisition of skills that endure throughout their lives[61].

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The National Policy on Education asserts that every Nigerian child has the right to access education, irrespective of their gender, religion, or disability, in order to promote equal opportunities in education[62].

2.1.10 Nigerian Women and Agriculture

The agricultural sector in Nigeria significantly contributes to the country's economy, accounting for approximately 25% of the Gross Domestic Product. The Nigerian government has made a commitment to allocate 10% of the annual budget towards the agricultural sector; however, it hasfailed to fulfil this promise. Despite comprising 70% of the workforce and being responsible for producing 60% of the food that Nigerians rely on, women smallholder farmers are disproportionately neglected[63]. These women are instrumental in mitigating significant risks, suchas the preservation of resources and the prevention of food scarcity, all while ensuring the sustainability and functionality of the ecosystem. The individuals in question experience substandard living conditions and possess limited agency in the context of development initiatives.

Frequently, women in such circumstances find themselves dependent on men for the purpose of enhancing their social standing, despite being the ones actively contributing to Nigerian economy[64]. One contemporary illustration of achievement, nevertheless, can be observed in the Smallholder Women Farmers Organisation in Nigeria. Through collaboration with the International Budget Partnership, an organization dedicated to advancing inclusive and sustainable development while advocating for equity and justice, these women achieved a notable accomplishment by securing an 18.5% augmentation in the national government's allocation of funds towards the agricultural sector. Consequently, a total of 111,000 female smallholder farmers were provided with

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new or enhanced seeds and fertilizer to cultivate crops, along with the provision of advanced machinery for augment their efforts[63].

2.1.11 Gender and Politics

Gender studies and politics are related fields of inquiry that look at the roles, experiences, and difficulties that people with different gender identities confront in political settings. Women's political representation, obstacles to women entering the political sphere, and the influence of gender on political decision-making are only a few of the many subjects covered in the literature on gender and politics. The goal of this review of the literature is to give a thorough overview of the major ideas and empirical research in the area of gender and politics. The intersection of gender and politics has been of focus in local academic publications and the European journals[65,66].

A prominent focal point within the field of gender and politics revolves around the patriarchal marginalisation of women from political spheres. This phenomenon, while prevalent throughout history and across various cultures, is not universally observed[67]. The 20th and 21st centuries witnessed a notable rise in the participation of women in public affairs, prompting a corresponding surge in scholarly interest regarding the evolving political role of women. One prevalent subject of inquiry within the realm of gender and politics pertains to the involvement of women in the political sphere, encompassing their roles as politicians, voters, and activities within a specific nation[68]. Given the existence of participation within a political framework, numerous scholars specializing in gender and politics undertake the examination of political mechanisms that facilitate orhinder women's involvement in political affairs. The level of women's social participation can be influenced by various factors such as political institutions,

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governmental policies, or societal occurrences. Another frequently examined area of research pertains to the effects of specific social policies on women. This includes investigations into the discourse surrounding women's rights, the implementation of quotas for women in government, and policies addressing violence against women[69]. Scholars specialising in the intersection of gender and politics have also examined the status of women within the field of political science. This analysis reflect the larger societal pattern of growing inclusivity and female involvement, particularly during the latter half of the 20th century[70].

The field of gender and politics examines the ways in which individuals' gender influences their engagement in and perception of political phenomena, as well as the manner in which political institutions incorporate gendered concepts[70]. This study is situated within the broader context of historical and cross-national dynamics, wherein gender has consistently played a central role in shaping resource allocation, policy formulation, and political participation[70]. Due to its extensive scope, this subfield encompasses various domains within the field of politics, including international relations, comparative politics, political philosophy, and public policy. Moreover, it incorporates and expands upon concepts from feminist political theory, such as intersectionality and contemporary understandings of gender[71]. The examination of the relationship between gender and politics encompasses the examination of how various elements of individuals' social identities intersect with their political engagement and encounters. Scholars place particular emphasis on the intersectional nature of the interplay between gender and politics, highlighting its reliance on factors such as race, socioeconomic status, and gender presentation[70]. The field of inquiry

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concerning the intersection of gender and politics is commonly known as "gender in politics". It is closely associated with the study of "women and politics" or "women in politics", which can also be used interchangeably to denote the relationship between gender and politics[72].

2.1.12 Women's Political Representation

The issue of women's underrepresentation in governmental and institutional settings has been observed in numerous countries. The historical trend continues to endure, albeit with a growing number of women being elected to serve as heads of and state government[73]. Data from October 2019 suggest that the worldwide representation of women in national- level parliaments stand at 24.5%[74]. In the year 2013, the representation of women in national leadership positions amountedto 8% of the total, while their presence in presidential roles constituted a mere 2%. Moreover, it isworth noting that within the last twenty years, a significant proportion of female prime ministers and presidents, specifically 75%, have assumed their respective positions of power[75].

Women encounter various obstacles that impact their capacity to engage in political activities andassume leadership roles within the political sphere. Numerous nations are currently examining various strategies aimed at enhancing the representation of women in governmental bodies across all tiers, ranging from local to national and even international levels. Nevertheless, an increasing number of women are actively seeking out and striving for leadership roles in contemporary society. The global presence of female leaders has experienced an increase, albeit their representation in the upper echelons of governmental leadership, the occurrence of women assuming the role of

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prime minister surpasses their representation as presidents. One of the distinguishing factors between these paths to attaining political power lies in the manner of selection. Specifically, prime ministers are elected by members of their respective political parties, whereas presidents are elected by the general public. In the year 2013, the representation of women in national leadership positions amounted to 8 percent, while their presence in presidential roles constituted a mere 2 percent. Moreover, a significant proportion of female prime ministers and presidents, amounting to 75 percent, have assumed their positions within the last twenty years[75]. Between the years 1960 and 2015, a total of 108 women has ascended to positions of national leadership in 70 distinct countries.

Notably, a greater proportion of these women have assumed the role of prime minister as opposed to president[75]. Typically, female executives at the individual level exhibit elevated educational attainment and may establish affiliations with politically influential or affluent households. The correlation between the overall societal position of women in a given country and their likelihood of attaining executive positions is not a reliable predictor. Paradoxically, female executives have consistently risen to positions of power in countries where women's social status is comparatively lower than that of men [75]. Throughout history, women have encountered significant challenges in their pursuit of attaining the highest political office of president or prime minister in more developed nations. In 1969, Israel achieved a significant milestone by electing its inaugural female prime minister. However, subsequent to this historic event, Israel has not replicated the election of a female prime minister, in contrast, the United States has not yet had a female president[77]. Sheikh Hasina holds the distinction

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of being the longest-serving female non-royal head ofgovernment and the longest-serving female leader of a country[78]. The individual in question holds the distinction of being the prime minister with the longest tenure in the recorded history of Bangladesh, having fulfilled this role for a cumulative duration of 19 years and 218 days[79]. As of July 5, 2023, she holds the distinction of being the elected female head of government with the longest tenure globally.[80]. In the year 2021, Estonia achieved the distinction of being the first nation to concurrently hold the positions of a female elected head of state and a female elected head of government[81]. If we limit our analysis to countries where the head of state is directly elected, it can be observed that Moldova became the first country to have both an elected female head of state and an elected female head of government in 2021[82].

While a significant proportion of nations, specifically 86%, have achieved a minimum representation of 10% women in their respective national legislatures, a considerably smaller number of countries have surpassed the thresholds of 20% and 30%. As of July 2019, a mere 23% of sovereign nations exhibited parliamentary representation exceeding 30% for women. The majority of English-speaking democracies are predominantly positioned within the upper 40% ofcountries in terms of their ranking. New Zealand is positioned at the fifth rank globally in terms of parliamentary representation, with women constituting 48.3% of its parliamentary members. The United Kingdom, with a representation of 32.0% in the lower house and 26.4% in the upper house, is positioned at the 39th rank among a total of 189 countries. Similarly, Australia, with a representation of 30.5% in the lower house and 48.7% in the upper house, holds the 47th rank in the same global ranking. Canada is positioned at the

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60th spot in terms of representation in its lower house, with a 29.6% composition, and in its upper house, with a 46.7% composition. On theother hand, the United States holds the 78th position, with a 23.6% representation in the lower house and a 25.0% representation in the upper house[74]. Not all lower and/or upper houses in national parliaments are subject to direct elections. A case in point is Canada, where members of the upper house, known as the Senate, are appointed rather than elected.

2.2 Theoretical Framework

2.2.1 Social Exclusion Theory

The concept of social exclusion has undergone a broader interpretation in recent times, encompassing individuals facing disadvantages. This expanded understanding has gained significance both within and beyond France, emerging as a prominent topic in contemporary social discourse across various nations. The prevalence of exclusion poses a significant challenge, thereby elevating its importance in current societal debates[83]. The term "social exclusion" gained prominence in 1974 in France when René Lenoir, the Secretary of State for Social Action at the time, introduced it to describe individuals who were physically disabled, mentally disabled, or socially maladjusted. Lenoir acknowledged the necessity of enhancing the circumstances for those marginalised by the economy and fostering social cohesion.

Basic Assumptions of Social Exclusion Theory

As postulated by the social exclusion theorist, the followings are some of the basic assumptions ofthe social exclusion theory[83];

i. **Multidimensionality:** Social exclusion is a complex and multidimensional concept. Itencompasses not only economic factors but also social, cultural, and

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political dimensions. It recognizes that exclusion can manifest in various ways, such as poverty, discrimination,limited access to resources, or lack of social networks.

ii. **Structural Causes:** Social exclusion theory emphasizes the structural causes of exclusion.

It acknowledges that societal structures, institutions, and policies can create and perpetuateinequalities that lead to exclusion. For example, unequal distribution of wealth, inadequatesocial policies, or discriminatory practices can contribute to social exclusion.

iii. **Dynamic Process:** Social exclusion is seen as an ongoing and dynamic process. It is not astatic condition but rather a result of interconnected factors that interact and reinforce eachother over time. This perspective recognizes that individuals can move in and out of exclusionary situations, and that social policies should aim to prevent and address exclusion at different stages.

iv. **Agency and Power:** The theory acknowledges the agency of individuals and recognizes that power dynamics play a significant role in social exclusion. It highlights that individualshave varying levels of agency to resist or challenge exclusion, and that power imbalances can limit their ability to overcome exclusionary conditions.

v. **Contextual Specificity:** Social exclusion theory recognizes that the experience of exclusion is context-specific. It varies across different societies, cultures, and historical periods. The factors contributing to exclusion can differ based on geographical location, social norms, and cultural practices. Therefore, interventions to address exclusion should consider the specific context in

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which it occurs.

vi. **Intersectionality:** Social exclusion theory emphasizes the intersectionality of different forms of inequality. It recognizes that individuals can experience multiple dimensions of exclusion simultaneously, such as gender, race, ethnicity, disability, or age. Intersectionality highlights the importance of understanding how different forms of oppression intersect and compound each other.

vii. **Holistic Approach:** Social exclusion theory promotes a holistic approach to understandingand addressing exclusion. It calls for comprehensive strategies that address the economic,social, cultural, and political aspects of exclusion. It advocates for inclusive policies and interventions that aim to enhance social cohesion, equal opportunities, and the participationof marginalised individuals and groups[83].

2.2.2 Social Exclusion Theory and Women and Employment Challenges in Contemporary Politics

The theory of social exclusion offers a framework for comprehending the processes through whichspecific individuals or groups are marginalized or deprived of access to resources and opportunities within society. In the context of examining women's employment in Germany and Nigeria, it is imperative to apply this theory in order to analyse the manifestation of social exclusion.This entails an examination of the various structural, cultural, and institutional elements that contribute to the restricted access women have to employment opportunities and their marginalisation from positions of decision-making[83].

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2.2.3 Theory of Intersectionality and Employment

The field of inquiry concerns the examination of the interplay between various social identities and the corresponding structures of oppression, dominance, or discrimination[84]. The concept of intersectionality, also known as intersectional theory, was initially introduced in 1989 by Kimberli Williams Crenshaw, an esteemed scholar of critical race theory and prominent figure in the American civil rights movement[84].

Intersectionality theory assumes that social identities, such as race, gender, sexuality, disability, and class, are not separate and distinct, but rather interconnected and mutually constitutive. It recognizes that individuals have multiple social identities, and these identities cannot be understood in isolation[84]. One of the core assumptions of intersectionality theory is that power operates through social hierarchies. These hierarchies are based on intersecting systems ofoppression, and they shape individuals' experiences and opportunities. Intersectionality theory seeks to understand how power dynamics operate within these intersecting systems.

Intersectionality theory also assumes that individuals can experience both privilege and oppression simultaneously, depending on their intersecting social identities. For example, a white woman mayexperience sexism but also benefit from white privilege, while a black woman may experience both racism and sexism simultaneously. Another assumption of intersectionality theory is that social categories, such as race or gender, are not fixed or static. They are socially constructed andcan change over time and in different contexts. This perspective challenges essentialist notions that assume fixed characteristics for individuals based on their social identities[83]. Intersectionality theory emphasizes the importance of lived experiences and recognizes that individuals'

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experiences are shaped by their intersecting social identities. It emphasises the need to listen to and centre the voices and experiences of marginalised groups who are often excluded from mainstream narratives.

The theory also assumes that social justice movements need to adopt an intersectional perspective to address the complexities of oppression. It encourages individuals and communities to recognise their own privileges and work together to challenge intersecting systems of oppression[83]. Intersectionality theory acknowledges the limitations of single-axis approaches to social justice and calls for an inclusive and holistic understanding of oppression. It recognises that addressing one form of oppression without considering its intersections with other forms may perpetuate existing power imbalances[84]. Similarly, intersectionality theory assumes that social change requires an intersectional approach to activism, policy-making, and research. It urges individuals and institutions to adopt an intersectional lens in order to create more inclusive and equitable societies.

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2.2.3.1 Theory of Intersectionality and Women and Employment Challenges

The concept of intersectionality theory has emphasised the interconnections between different social identities and their influence on individuals' experiences, particularly in relation to employment. The utilisation of an intersectional framework is imperative in the analysis of how the convergence of gender with additional variables, including race, ethnicity, and socio-economic status, influences the distinct nature of women's employment obstacles in both Germany and Nigeria. This facilitates a comprehensive comprehension of the various facets of social exclusion experienced by a wide range

of women.

2.2.4 Theory of Institutional Analysis

Institutional analysis is a field within the social sciences that examines the behaviour and functioning of institutions, which are structures and mechanisms that govern social order and cooperation among multiple individuals[85]. The theoretical framework places emphasis on the significance of both formal and informal structures, rules, and practices in influencing the behaviours and outcomes of individuals. This analysis considers both empirical rules, such as informal rules-in-use and norms, as well as theoretical rules, including formal rules and laws. This discipline pertains to the study of how individuals and collectives establish institutions, the operational dynamics of institutions, and the reciprocal impacts of institutions on one another, as well as on individuals, societies, and the broader community[85].

Basic Assumptions of the Institutional Analysis

i. Institutions are Important: The institutional analysis theory assumes that institutions play acrucial role in shaping human behaviour and the outcomes of social and economic interactions. Institutions can be formal (e.g., laws, regulations) or informal (e.g., norms, customs), and they provide a framework within which individuals and organizations operate[85].

ii. Rational Actors: The theory assumes that individuals are rational actors who make choices based on their own self-interest. Rationality implies that individuals have well-defined preferences and strive to maximize their utility or benefits while minimising costs. However, the theory acknowledges that individuals may have

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bounded rationality, meaning that their decision-making may be limited by cognitive constraints.

iii. Transaction Costs: Transaction costs are an important concept in the institutional analysis theory. They refer to the costs associated with making and enforcing agreements, such as negotiation costs, monitoring costs, and enforcement costs. The theory assumes that institutions emerge and evolve in response to transaction costs, with the goal of reducing these costs and facilitating economic and social interactions.

iv. Path Dependence: The institutional analysis theory recognizes the concept of path dependence, which suggests that historical events and initial conditions can have a lastingimpact on the development of institutions. Path dependence means that once certain institutions are established, they can be difficult to change or replace, even if they are no longer efficient or effective.

v. Collective Action Problems: The theory addresses the issue of collective action problems, which arise when individuals have incentives to free-ride or not contribute to the provisionof public goods or the enforcement of social norms. Institutions can help overcome these problems by providing mechanisms for collective decision-making, coordination, and enforcement.

vi. Power and Interests: The institutional analysis theory acknowledges that power andinterests shape the formation and functioning of institutions. Power refers to the ability toinfluence outcomes and impose one's will on others. Interests refer to the goals, preferences, and motivations of individuals and groups. Power and interests can shape thedesign and implementation of institutions, as well as the

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distribution of benefits and costs associated with them.

vii. Feedback Mechanisms: The theory recognizes the importance of feedback mechanisms inthe evolution and adaptation of institutions. Institutions can create incentives and feedback loops that influence individual behaviour and shape the outcomes of social and economic interactions. Feedback mechanisms can help institutions adjust to changing circumstances and improve their performance over time.

viii. Multiple Equilibria: The institutional analysis theory suggests that there can be multiple equilibria or stable outcomes in social and economic systems. Different institutional arrangements can lead to different outcomes, and the choice of institutions may depend onhistorical, cultural, and contextual factors. The theory emphasizes the need to understand the underlying dynamics and contingencies that shape institutional outcomes.

ix. Interactions between Levels: The institutional analysis theory recognises the interplay between different levels of analysis, from individual behaviour to organisational dynamics to broader social, economic, and political contexts. Institutions can emerge and evolve through interactions at multiple levels, and changes at one level can have ripple effects on other levels.

x. Context Matters: The institutional analysis theory emphasises the importance of context inunderstanding institutions and their effects. Contextual factors such as culture, history, geography, and institutional complementarities can influence the functioning and outcomes of institutions. The theory encourages a contextualised analysis that takes into account the specific conditions and dynamics of each case[85].

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2.2.4.1 Theory of Institutional Analysis, Women and Employment Challenges

Institutional analysis is a theoretical framework that places emphasis on the significance of both formal and informal structures, rules, and practices in influencing the behaviours and outcomes ofindividuals. Within the realm of women's employment, an examination of institutions can yield valuable perspectives on the various policies, laws, organisational cultures, and societal norms thatexert influence over gender equality within the labour market. An analysis of the institutional context in Germany and Nigeria enables the identification of the mechanisms by which institutions either sustain social exclusion or promote women's participation in the labour market[85].

2.3 Review of Empirical Studies

This study conducted a critical analysis of the representation of women in Nigerian politics, specifically focusing on their presence in elective and ministerial roles. The primary aims of this study are to determine whether there has been an enhancement in the representation of women in political positions, assess whether the current representation of women in political positions has achieved the goals of affirmative action, and identify the factors that hinder the advancement of women's representation in political positions in Nigeria. The theoretical framework employed foranalysis was the liberal feminist theory. The data were obtained from secondary sources utilising the documentary method, and data analysis was conducted using content analysis and the simple percentage method. The study findings indicate that there has been no discernible progress in the representation of women in both elective and ministerial positions.

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Furthermore, it is evident thatthe level of women's representation in politics has not achieved the intended goals of affirmative action. Furthermore, it has been observed that various factors such as funding constraints, securityconcerns, cultural barriers, and male dominance within political parties' present significant challenges to the advancement of women's representation in Nigerian politics. The paper proposesvarious strategies to promote women's involvement in politics, including the encouragement of women's participation, raising public awareness and support for women's representation in politics and addressing the issue of electoral violence[86].

The second half of the 20th century saw the emergence of the idea of social exclusion as a methodfor analysing the structural obstacles that individuals must overcome in order to participate in society. The phenomena quickly acquired popularity over the span of just twenty years, essentiallyobliterating other themes that were being discussed in the areas of development and underdevelopment. A paradigm that examines and categorises different cultures in accordance to the extent to which they engage in practices of exclusion or inclusion has emerged over the courseof time. Although many academics have largely focused on one or a small number of aspects of social exclusion, the application of social exclusion theories in the analysis of societies has received a substantial amount of attention. This is despite the fact that many of these theories focuson social exclusion in general. It is a widely held idea that in order to conduct an accurate analysisof a society that is multifaceted and stratified, one must adopt a perspective that takes into accountmultiple dimensions. The purpose of this study is to conduct an in-depth analysis of pertinent theories of social exclusion and to summarize the key arguments that are derived from those theories[87].

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This study's primary objective was that of analysing the social exclusion from the theories of poverty within the framework of novel perspectives and methodologies. The research methodology employed in this study is exclusively qualitative and is grounded in the existing literature. This study examined among others the theories, a range of theories such as the social exclusion theory, classical, neoclassical, Keynesian, Marxist/radical, monetary, cultural, ecological, economic, political, and social capital. The study opined that several policy measures have been proposed to address the issue of poverty. These measures include ensuring that economic growth benefits all members of society by implementing progressive tax systems, improving access to education, healthcare, and employment opportunities, enhancing infrastructure and promoting competitiveness in local industries. Additionally, increasing transparency, enforcing regulations more strictly, and strengthening institutions to prevent corruption are recommended. The study suggested that encouraging political participation through voter education, fostering political parties, and promoting debate is also suggested. Furthermore, promoting trade, investment, renewable energy sources, and self-help strategies are seen as potential means to reduce poverty[88].

This empirical study considers a book which characterises gendered institutions as societal frameworks, conventions, and behaviours that perpetuate gender disparities and stereotypes, frequently benefiting males. The study holds that numerous political systems prevalent in Africa exhibit a patriarchal nature, wherein traditional leadership frameworks are predominantly governed by male individuals. The study examines the formal and informal political institutions that pose challenges for African women in their pursuit of political power and the recognition of their voices within the African

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political establishment.

Moreover, it is noteworthy that numerous regulations and traditions within African political establishments exhibit gender bias, often imposing prerequisites such as educational attainment or financial independence that may pose greater challenges for women to fulfil. The presence of gendered institutions has played a role in the limited representation of African women in the political sphere. Despite some advancements made in recent years, the representation of women in African decision-making bodies, such as African National Parliaments, continues to be significantly inadequate. The book comprises of eight chapters, each of which serves as a distinct case study focusing on a different African country. The study primarily examines eight African nations, namely South Africa, Tanzania, Malawi, Zimbabwe, Nigeria, Kenya, Ghana, and Botswana[89].

This study explores various cultural, sociological, and contextual factors that impact women, including their social roles and opportunities for political participation. Although women have been engaged in the public domain since ancient times, their influence has consistently been limited. This assertion holds validity within the realms of politics, society, economics, and culture. This chapter centres its attention on the portrayal of women in the realm of formal politics, as theact of representation carries substantial implications that extend beyond the confines of the political sphere. The portrayal of women within political institutions can function as a reflective

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tool, shedding light on and providing insight into the overall position and standing of women within other societal domains. The examination of women's involvement and portrayal in official political arenas provides an opportunity to explore topics that pertain to women and their societal standing in Israel as a whole, extending beyond the realm of politics[90].

The present study aims to investigate the phenomenon of political participation among women inPakistan. The political history of Pakistan reveals a notable disparity between the population size of women and their limited involvement in politics. This research paper examines the extent of women's political participation and representation within the political landscape of Pakistan. The examination of women's participation in the political process will be undertaken through an analysis of both historical and contemporary contexts. Throughout history, the participation of women as representatives in the legislative assemblies of Pakistan has been notably restricted. Over the past two decades, notable efforts have been undertaken to improve the level of women'spolitical representation within the nation. In the context of Pakistan, the participation rate of women in voting has consistently exhibited lower levels in comparison to their male counterparts across all general elections conducted in the country.

The examination of female voter participation will be investigated in the upcoming national elections. The study further examines the variables that influence women's engagement in political activities within the nation. The research paper highlights the social barriers that have presented obstacles for women in their efforts to actively participate in Pakistan's political system. Political participation extends beyond the sole

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objective of securing representation within legislative assemblies. The concept encompasses a diverse array of political engagements, including participation as a voter and affiliation with a political party, among other activities[91].

This study centres on the discourse surrounding the requirement for Women's Representation of a minimum of 30% in the nomination of legislative members as stipulated by Law No. 7 of 2017 pertaining to Elections. In this scholarly article, the author presents two significant discussions. The first pertains to the fundamental rationale behind advocating for a minimum 30% representation of women in legislative nominations. The second discussion focuseson the legal ramifications associated with implementing such a rule. In order to address the two discussions at hand, the author employs a normative juridical legal methodology by examining legal materials and literature sources pertaining to the chosen theme. The study's findings revealed a number of pressing concerns pertaining to the regulation of women's representation in legislative nominations, specifically with regards to achieving a minimum threshold of 30%.

Participants in elections who fail to adhere to these regulations face disqualification from the electoral process within the relevant electoral district. Furthermore, these regulations also function as a legal safeguard against the exclusion of women from the political process. The regulations pertaining to the representation of women in Indonesian politics have demonstrated a beneficial influence. However, it is imperative to subject these regulations to a comprehensive evaluation and refinement process in order to ensure the continued enhancement of women's representation. The present study aims to investigate the extent of political participation among women in Pakistan. The political history of Pakistan reveals that despite their significant population size,

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the involvement of women in politics has been relatively limited. The present research paper focuseson the topic of women's political participation and representation within the political landscape of Pakistan. The examination of women's participation in the political process will be undertaken with consideration of both historical and contemporary contexts. Throughout history, the participation of women as representatives in the legislative assemblies of Pakistan has been notably constrained.

Over the past two decades, substantial efforts have been undertaken to improve the level of women's political representation within the nation. In the context of Pakistan, the participation rate of women in general elections has consistently exhibited lower levels compared to their male counterparts. The examination of female voter participation will be investigated in the upcoming national elections. The study further expounds upon the variables that influence the level of women's engagement in political activities within the nation. The research paper highlights the social barriers that have presented obstacles for women in their pursuit of meaningful participation within Pakistan's political system. Political participation extends beyond the mere objective of securing representation within legislative assemblies. The concept encompasses a diverse array of political engagements, including participation as a voter and affiliation with a political party, among other activities[92].

This study took a methodical strategy to gathering data for the current investigation, and one of those approaches assessed how important it was to see occurrences in order to gain personal viewpoints for the study. Information provided by the author suggests that the first stage of the investigation procedure entails the researcher making an effort to amass a collection of evidence that may be used to improve one's knowledge of the

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study subject. "Data" is the term that is mostfrequently utilised within the sphere of academic study to refer to this particular category of information. It is essential for the evidence examined by qualitative researchers to precisely reflectthe inherent qualities of phenomena within their particular real-life settings. This is referred to as the contextual situatedness of qualitative data, and it is one of the most significant characteristics of qualitative data. As a result, the gathering of prototype qualitative data requires active participation in real-world situations, which are the only places where events may be witnessed and recorded in their raw form. The collection of contextualised data through active participation and observation is regarded as an effective method in the field of qualitative research on languageeducation. This method is used to answer a variety of research questions that are founded in the real-world activities and encounters of language students and teachers. As a result, the primary focus of this chapter is on the method of data collecting, which involves monitoring language teaching and learning activities, particularly within the context of classroom settings[93].

Since it is widely acknowledged that women are a valuable resource for the country, their insights, original ideas, and concern for the social fabric's cohesion have a substantial positive impact on improvements in people's quality of life and society as a whole. However, gender inequality and discrimination against women have long afflicted Nigeria's political system, as they do in many other nations throughout the globe. The study's main objective was to describe how widespread gender discrimination is in Nigerian politics. The study found that the reality of Nigerian politics and political arrangements have excluded much of female legitimacy, leading to

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women's politicalpowerlessness and low participation in power and decision-making. This finding was based on In-Depth Interviews (IDI) of Key Members of Women Advocates Research and Documentation Centre (WARDC). Women have prospered, albeit modestly, in holding appointive roles in the country's leadership and political landscape despite the dark undertones of male chauvinism[94].

The prejudice experienced by female politicians is a big global topic. In Nigeria, women are underrepresented in politics despite making up over half of the country's population. They are alsonot equally represented in positions of political leadership. Despite calls from a variety of advocates, civil society organisations, and international organisations to increase women's political participation by giving them equal access to elective and appointment positions, there is still a lack of women in political leadership positions. So, this essay looked at the effects of continuing to discriminate against women in the political sphere. Nigerian women face a variety of difficulties, including discriminatory sociocultural practices, a lack of resources, underrepresentation, an unsafe political environment, party discrimination, an incorrect perceptionof women in politics, and a lack of support from their families, other women, and the media, to name a few. Therefore, it is advised that political parties, governments, and civil society organizations raise the level of women's awareness and sensitize them to the importance of participating in the leadership affairs of the nation at all levels as well as the true meaning of politics. More importantly, men should work to support Nigerian women's political aspirations[95].

Women have been underrepresented in both elected and appointed positions in Nigeria. Many Nigerians are becoming more worried about this. Government and non-

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governmental organisations have, nevertheless, undertaken concerted attempts to raise the degree of female participation in politics in keeping with the Beijing Declaration from the Fourth World Conference on Women, which called for 30% affirmative action. The patriarchal practices that are ingrained in our society and were prevalent from the pre-colonial era till today contributed to the underrepresentation of women in political engagement. The challenges Nigerian women still face in actively participating in politics were examined in this paper based on secondary sources of information.

These challenges included discriminatory socio-cultural and religious practices, a lack of funding, the underrepresentation of women in governance, an unhealthy political environment, political party discrimination, and a misperception of women in politics, among others. In order to guarantee women's active engagement in politics in Nigeria, this report proposed that socioeconomic constraints that limit women's political potential be appropriately addressed. In particular, governments, non-governmental organisations (NGOs), development organisations (local and international), and women's organisations in Nigeria should make conscious efforts to free women from the shackles of culture, religion, the male-dominated party system, poverty, and illiteracy, among other things[96].

Politics is the process by which people communicate ideas and take part in activities aimed at earning and using power as members of a group. In Nigeria, politics over the past eight years havehighlighted the declining status of women. The purpose of the essay is to critically examine the institutional and social hurdles to successful women's representation and engagement in politics. For data gathering, the critical ethnography methodology included government statistics, historical sources, mass media, and

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participant observation. As a result of their numerical advantage and higher voting power, women in Nigeria hold around 20% of the country's elective political positions, which contributes to their invisibility[97].

The study looked at trends in women's political involvement in Southwest Nigeria from 1999 to 2015 and identified variables that undermined and hampered that participation. It also looked at the impact of women's level of participation on Southwestern Nigerian politics between 1999 and 2015, established a link between women's political engagement and effective constituency representation, and identified the necessary policy changes to ensure that women in the South West of Nigeria continue to play an active role in politics well after 2015.

These were the objectives of the investigation into women's involvement in politics in Southwest Nigeria between 1999 and 2015. Participants were purposefully chosen from the six states in Southwest Nigeria for semi-structured interviews as part of the study's qualitative research design. To make the overall samplesize of 48, a total of 8 volunteers from each state were chosen. Participants were chosen for inclusion based on their familiarity with the study's topic. Thematic content analysis was used to examine the data. Results indicated that women's entry into politics in Nigeria, and particularly in the Southwest, has been difficult, difficult, and constrained. Factors like religion, cultural beliefs, patriarchy, traditions and customs, as well as a lack of resources, education, and the nature of dirty politics, among others, have hampered and undermined women's political participation in Southwest Nigeria. The findings also indicated that the level of women's political participation hasproduced few or no positive results, and that their political engagement does not necessarily equate to adequate

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constituency representation because most female legislators ended up gratifying their own needs at the expense of the constituents they were elected to represent. Results also indicatedthat policies such as the quota system, where a specific number of seats or elective positions are reserved for women, empowerment of women, improved education for women, protection from intra-party discrimination, elimination of excessive conditions for women's political participation, among others, would significantly increase the number of women who participate in politics in Southwest Nigeria. Findings suggest that the Southwest area of Nigeria and Nigeria as a whole will experience more rapid socioeconomic development if more women are included in and participate in politics[98].

Poor representation of women in politics is a major global topic. In Nigeria, women's political participation does not correspond to the roughly 50% of the country's population that they represent, nor has it resulted in equal representation in positions of political leadership. Despite calls from advocacy groups, activists, civil society organizations, governments, and international organizations, there is still a lack of active participation by women in politics and other facets of public life. This is due to the fact that they are underrepresented in both elective and appointed positions. Despite efforts to reverse this tendency, the number of women in political posts in Nigeria is also increasing slowly. Although Section 42(1) of the 1999 Constitution of the Federal Republic of Nigeria guarantees Nigerian women the right to actively participate in politics and governance, there is still widespread discrimination against women and a lack of representation of women in politics and governance when compared to their male counterparts. The challenges that Nigerian women still face in actively

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participating in politics were examined in this paper based on secondary data. These challenges include discriminatory socio-cultural practices, a lack of funding, the underrepresentation of women in governance, a toxic political environment, political party discrimination, the incorrect perception of women in politics, and a lack of support from family, other women, and the media, among others. It recommended, among other things, that political parties, governments, and civil society organisations raise the level of women's awareness of politics and educate them about the importance of participating in the leadership of the nation at all levels. Men should be educated on the need of supporting women in politics and the necessity to have an accurate view of their place in the political system[99].

This study's primary objective is to examine the intensified comeback of the Ambazonia separatistmovement in Cameroon within the framework of the pursuit of political development and to investigate the potential repercussions that this movement could have for Nigeria. The narrative labels the political unrest in Cameroon as the "error of 1961" and connects the unfavourable effects of activities taken in support of Ambazonian independence to the imbalanced combination of Anglophone and Francophone regions in the country. This merger does not preserve the colonial past of the former, but rather it results in the latter assimilating the former's cultural practices. In order to investigate the Social Exclusion Theory, this article makes use of Anglophone analysis and pulls qualitative information from secondary sources. It proposes that operations supporting Ambazonian independence have substantial repercussions for Cameroon, which then extend to Nigeria due to the porous nature of the border security, resulting in unfavourable outcomes. It is recommended that a

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dialectic table conversation be held, with the participation of political, religious, and legal leaders from both camps, with the intention of attaining long-term political development and stability through the revision of the constitution[100].

In Nigeria's political system, patriarchal culture and gender inequality have made room for women's underrepresentation and lax engagement. This essay investigated the barriers that women in Benin's capital face while entering politics. The survey design was based on the cultural lag hypothesis, and results were gathered by combining three quantitative and qualitative techniques. In particular, 450 respondents were polled using an 18-item Likert scale questionnaire, and 10 in-depth interviews were done. While content analysis was used for qualitative data, descriptive statistics (frequency, percentages, and mean) were used for data gathered by questionnaire. The research found that most women were not involved in politics.

The main barriers women cited to participating in politics were financial resources, sociocultural inhibitions, family obligations, childbearing, a lack of family support, and a lack of enabling possibilities. Few women who holdinfluential positions in politics have acknowledged that their involvement in politics had a positive impact on their communities. This essay argues that if some of the issues stated above can be resolved, Nigerian women's prospects in politics are positive. In order to increase their contribution to a viable political development in Nigeria, particularly at the grassroots level, women should be given more political authority[101].

Women's involvement in politics has historically been marginalised due to allegedly discouragingsocial, cultural, and religious factors. These elements allegedly influence

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how actively involved women are in politics. However, because there are currently few women involved in politics, numerous attempts to change this underrepresented group's situation have failed. This study evaluated women's political engagement in Nigeria with a focus on Enugu State during the currentFourth Republic in light of this difficulty. The study used the Ambivalent Sexism hypothesis put forward as its analytical framework. This hypothesis suggests that men and women have a certainbond that causes intense ambivalence. Additionally, it claims that both hostile and benign sexism work together to sustain patriarchal social institutions in which women are subordinate to men. The primary source of data for the study was a questionnaire, while the secondary sources were books, journals, and online resources. The linear regression method was used to examine the acquired data. The study found that women's active political engagement in Nigeria, particularly in Enugu State, is significantly hindered by the perception of women and their traditional roles insociety (=.258; t=4.589; p0.01). However, the study advocated for the complete abolition of all traditional, cultural, and institutional barriers prohibiting Nigerian women from actively participating in politics[102].

The patriarchal society of Nigeria is marked by severe marginalisation, inequality, and impunity.These characteristics have to do with gender inequality problems. This study addresses the subjectof the full participation of women in Nigerian governance, a topic that has received little attention in the Nigerian political system, particularly in Adamawa State. This study offers several approaches that can be used by the government, decision-makers, and women themselves to fullyintegrate women into the political system in Nigeria, and specifically in Adamawa State. It is appropriate to

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concentrate on this significant area of political development in Nigeria. Additionally, the researcher provided a theoretical framework and analysed several comparable works that are consistent with women and democratic administration. Any contemporary democratic state cannot develop politically or economically without the necessary and indispensable contribution of women. The degree to which women participate in Nigerian politicsand the country's progress is examined in this essay. Secondary data were used in the study as information sources. In Nigeria, the limitations on women's political engagement are a barrier to the country's progress. This study clearly shows that significant impediments to women actively participating in politics are related to culture, the environment, education, and gender. Realising active women's engagement in national political life for long-term national development is one ofthe goals of this endeavour. In order to encourage more women to embrace and pursue education, which is a catalyst for active female participation in politics, government at all levels should launchan education campaign. Additionally, coercive legislation against all forms of discrimination against women is advised to be made at all levels[103].

The possibility for women to fully participate in Nigerian politics is examined in this essay alongwith the likelihood that the country would eventually achieve gender equality. It has been noted that women's active participation in governance in Nigeria has the potential to lessen marginalisation and offensive laws that limit women's roles to the home or other rooms. The study is predicated on the idea that, given the chance to participate more actively in governance in a multicultural society like Nigeria, women naturally possess a passion for leadership and would undoubtedly make a

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substantial contribution to the socio-economic and political growth of the nation. The article operationalises women's political engagement to include free party nomination forms for elective positions, complete execution of women's 35% affirmative action, including appointments as chairs of election tribunals and heads of electoral commissions. The report emphasised that the few women who had the chance to serve in a variety of roles for the sake of achieving development in a democratic setting in Nigeria had performed above and aboveexpectations. Conceptualisation was done of the women's political struggle in Nigeria up to this point. In order to achieve gender equality in Nigeria and meet one of the Sustainable Development Goals (SDGs), it is therefore advised that a constitutional amendment be used to set aside a specific percentage of elective positions at the Federal, State, and Local Governments for female candidates[104].

This study looks at how well women do in elections and in the political sphere. In 1999, Nigeria adopted democracy after 16 years of continuous military rule. One of the characteristics of democracy is universal suffrage, which guarantees that all individuals who are qualified take part in the process of choosing a leader. Using information gathered from in-depth interviews and keyinformant interviews in a few chosen states in Nigeria, this research utilises a qualitative methodology. The findings suggest that more women are attending political party events and campaigns and registering to vote, but their participation is not reflected in the proportion of women who are elected to office or appointed to political positions.

The study finds that, despite the large number of women who are registered to vote in

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general elections, they lack the identification consciousness to support female candidates in order to close the gender representation gap in government. Religious, cultural, economic, and psychological issues may have contributed to the preference for male candidates over female candidates. The research comes to the conclusion that women's lack of identity consciousness has made their marginalised status in government worse. Therefore, emotional issues and a lack of identity consciousness, in addition to cultural, socioeconomic, and religious variables, account for the low participation of women in democratic administration in Nigeria[105].

Women's political exclusion has traditionally been viewed as the result of structural, functional, and individual reasons that differ in various sociocultural situations. Prior to the colonial era, women had co-ruled as heads of state and administration in historical African contexts with men. But in Nigeria, this is no longer the case. Studies already conducted revealed that, despite the country's growing female population, women's political engagement is worse in Nigeria. In order to better understand the factors influencing women's political engagement at the local level and inthe Ekiti South Senatorial District, a study was conducted. The study is qualitative and uses a research design based on story analysis. Twelve focus group discussions and six in-depth interviews with individuals who had been specifically chosen were held to examine the opinions and experiences of women in politics. The findings indicated that the gender gap in political engagement in the Ekiti South Senatorial District is still very large. Women participate in politics largely to address their practical gender needs rather than to question their inferior status in society, so their level of political activity is consistent with the gender roles that society has established.

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In order to change their political status quo, women's freedom and access to resources are restricted by the sex-gender system and the public-private division. The study comes to the conclusion that patriarchy, influenced by the sex-gender system, results in women being relegated to political rolesthat correspond with their socio-cultural expectations. Therefore, there is a need to step up effortsto improve women's political engagement through the implementation of gender-affirmative quotas, increased community awareness of gender equality policies, and improved return on women's political commitment[106].

Observational research is a qualitative research methodology that has been employed for more than a century across a range of disciplines within the Social Sciences, with a particular emphasison anthropological (ethnographic) investigations. The technique employed in this study entails a methodical process of observing and documenting the actions and conduct of individuals with theintention of providing a comprehensive description of said behaviour. Observational research is commonly employed in investigations pertaining to individuals, procedures, and societies, as it has demonstrated its suitability in examining social phenomena within their authentic settings. This approach facilitates a comprehensive comprehension of nuanced communications and other occurrences, surpassing alternative research methodologies. Nevertheless, in contemporary times, the utilisation of observational research techniques seems to have diminished, despite its inherentcomparative advantages. This paper is thus focused on providing a description of observational research and its methodology. The objective of the paper was to conduct a thorough examination of the observational research technique. This paper posited that a comprehensive examination

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of the observational research technique would be more effectively conducted by delineating the different methods of observation and subsequently appraising each of these methods individually.Based on the information, three overarching categories of observation were identified and subjected to critical evaluation. The classifications encompass participant and non-participant observations, structured and unstructured observations, as well as controlled and uncontrolled observations. The paper posited that, overall, observational research possesses the advantage of investigating social life within its natural environment, thereby yielding a more profound and comprehensive comprehension of social phenomena.

However, this method also presents methodological and ethical challenges. Observation as a research method presents methodological challenges, namely the potential for observer bias. This bias arises from the subjective interpretation and perception of the observer, which may influence the accuracy and objectivity ofthe observations made. Additionally, ethical concerns arise in relation to the violation of the normof informed consent. This norm entails obtaining the explicit consent of the individuals being studied, ensuring they are fully informed about the purpose, procedures, and potential risks involved in the research[107].

The phenomenon of social exclusion involves a dynamic interplay among multiple individuals, although existing scholarly investigations have predominantly concentrated on the adverse consequences experienced by those who are targeted. What strategies can individuals on the opposing side (i.e., sources) employ to mitigate the adverse consequences and safeguard their personal standing? In order to stimulate scholarly investigation into the dynamic aspects of exclusion, we put forth the

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Responsive Theory of Social Exclusion. The theoretical framework posited that the preservation of targets' and sources' needs is enhanced when sources employ unambiguous and explicit verbal communication. In this proposal, we suggest that sources should be provided with three distinct options for responding to a given situation: explicit rejection, ostracism, and ambiguous rejection. Explicit rejection refers to a clear and direct statement of refusal. Ostracism entails the act of ignoring or excluding. Lastly, ambiguous rejection involves aresponse that lacks clarity and leaves room for interpretation. By integrating insights from various disciplines such as psychology, sociology, communications, and business research, our propositionposits that the utilisation of explicit rejection by sources can lead to reduced emotional distress fortargets, improved protection of their needs, and a decrease in backlash and emotional strain experienced by sources, as compared to the use of ambiguous rejection or ostracism. In conclusion, we present our proposition regarding the potential effects of the language used in rejections on both parties involved[108].

The activities of political parties and the influence those parties have on the level of voter involvement in political activities in Rivers State are the subjects of this study. In order to accomplish this objective, the research gathered secondary data and used content analysis as the primary method of data analysis. This study focuses on the political actions of numerous politicalparties in the state prior to, during, and after the general elections in 2015 in order to investigate the political issues that evolved as a result of those political activities. In the course of conductingthis research, the social exclusion theory served as the analytical theoretical framework. Throughout the time period under review, all of the political parties operating inside the state participated

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in a wide range of political activities. These activities had a significant impact, both on the degree to which voters participated in electoral politics and on the state's political system as a whole. It is therefore possible to classify all political parties operating inside the state as opposition political parties on the basis of their standing within either the federal or state political system throughout the period of time under consideration. The study offered helpful suggestions regarding the ways in which political parties' activities might be redirected in order to encourage the participation of voters inside the political system of the state. The key concepts that are going to be examined here are "political opposition," "political party," "political participation," and "political activities"[109].

In the realm of present-day politics, feminist activism predominantly takes place via social mediaplatforms and is commonly referred to as "hashtag feminism." The feminist hashtags #MeToo, #HeForShe, and #HowIWillChange have become widely recognised emblems of the contemporary feminist movement. This study employed an interpretive phenomenological approach to investigate the perceptions of Millennial and Generation Z men regarding the hashtag feminist movement. Additionally, the study sought to examine the manner in which these individuals encountered and interpreted their own masculinity within the context of present-day gender dynamics. A qualitative research study was undertaken, wherein a series of interviews wereconducted with a sample size of 12 individuals belonging to the Millennial and Generation Z cohorts. The focus of these interviews was to explore the participants' perspectives on masculinity and the phenomenon of hashtag feminism within the context of their engagement with social media platforms. The research findings indicate that men's perspectives on hashtag

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feminism exhibited both contradictions and overlaps, displaying a tendency to shift in accordance with varying contextual factors. Furthermore, the results revealed that the participants did not perceive hashtag feminism as an accurate representation of the broader feminist movement. The findings indicatedthat certain characteristics of online activist discourse served as a deterrent for men to participate in hashtag feminism[110].

In recent times, there has been a significant focus on the concept of sustainable employ ability (SE)in numerous developed nations. This concept pertains to the ability and facilitation of individuals to attain meaningful work objectives. The relationship between self-esteem (SE) and important work outcomes has been investigated in previous cross-sectional studies, albeit with certain limitations. These studies have primarily focused on the concept of SE as a capability set and havefound a positive association with work outcomes. However, the underlying reasons and mechanisms through which SE influences this crucial work outcomes have not yet been thoroughly explored.

Hence, the primary objective of this three-wave study was to examine the relationship between self-efficacy (SE) and work outcomes over an extended period. Additionally, this study aimed to elucidate the psychological mechanism by which SE influences task performance and job satisfaction, proposing work engagement as a mediator. In order to examine the mediation process, we sought the assistance of CentERdata to gather data from a statistically representative sample of 287 employed individuals in the Netherlands. A three-wave design was employed, with an approximate time lag of two months. The findings derived from the implementation of bootstrap-based path modelling revealed that self-efficacy (SE) exhibited a statistically significant influence on task performance, while no significant relationship was observed between SE and

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job satisfaction over a period of time. The relationships between self- efficacy (SE) and both task performance and job satisfaction were found to be mediated by work engagement. The results of this study indicate that organisations have the potential to enhance employees' task performance and job satisfaction by creating a work environment that promotes self-efficacy. This involves enabling employees to possess the necessary skills and resources to successfully accomplish significant work objectives[111].

This study investigates the link between gender role attitudes and the labour participation of both males and females by making use of microdata gathered from the Household, Income and LabourDynamics in Australia (HILDA) Survey. Both sets of participants are asked about their membership in the labour force. The current investigation makes use of the Wellington decomposition method in order to investigate the extent to which shifts in gender role attitudes among adult men and women contribute to the observed fluctuations in the gender gap in labour force participation (LFP) between the years 2001-2005 and 2015-2019. The data suggests a decrease in the gender gap in terms of labour force participation of 6.5 percentage points over the two time periods studied. The oscillations in the educational accomplishments of both sexes are responsible for around fifty percent of the observed convergence in the data. It is estimated that shifts in gender role attitudes are responsible for around 33% of the observed phenomenon. Specifically, the rapid adoption of egalitarian gender role views by women is driving this trend[112].

The issue of gender equality in Indonesia continues to be regarded as a sensitive and controversialtopic. The prevailing perception that women possess inherent weakness,

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lack the capacity to assume leadership roles, and should refrain from involvement in political affairs remains pervasive within the broader societal sphere. Nevertheless, the stigma can be dismantled through the implementation of Law number 22 of 2007, which pertains to Election Organisers. This legislation specifically addresses the composition of election processes, emphasising the inclusion of women with a minimum representation of 30%. In essence, the legal framework has legitimised the presence of women in the realm of politics. The current situation indicates that the quota, particularly in Banten Province, has not been fully met. The objective of this composition is to enhance the level of women's participation in the realm of political representation during the upcoming legislative elections in 2024. The research methodology employed in this study is a qualitative deductive approach combined with a qualitative descriptive method. The objective is to provide a comprehensive description of the phenomenon of strategies aimed at enhancing women's representation in politics. This analysis is based on empirical evidence from the 2019 legislative elections in Banten Province, which indicate a failure to meet the mandated 30% quota for women's participation.

The study yielded a number of strategies, including the invitation of women to engage in the political sphere, the implementation of outreach and political education programmes targeted at women, the enhancement of resources available to women, and the utilisation of mass media to bolster and reinforce women's political participation in the public domain. The topic under consideration pertains to the representation of women in the realm of politics, specifically in the context of legislative elections[113].

The objective of the study was to ascertain effective coping mechanisms for addressing

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challenging circumstances in the elderly population, particularly in relation to the potential risk ofsocial exclusion. The research problem addressed in the article does not centre on social exclusionas the risk of poverty, but rather conceptualizes it as a disruption of social connections, a breakdown of social cohesion, and a deficiency in solidarity. In this particular context, the objective of the research was to ascertain the factors that are linked to specific coping strategies for potential challenging situations that may arise during old age. A survey was conducted on a sample of 1006 adult individuals from Poland with the aim of identifying coping strategies employed during the elderly stage of life. The study was conducted through the utilisation of a diagnostic survey, specifically employing face-to-face interviews as the primary data collection method.

These interviews were facilitated using a computer-assisted interview questionnaire technique. Computer Assisted Personal Interview (CAPI) surveys were administered in respondents' residences, employing a nationwide random sample of households. The sampling frame utilised in this study was based on the PESEL system. In order to ascertain coping strategiesutilised in older adults, a novel six-point scale was utilised. The objective of employing this research methodology was to investigate the inclinations of adult individuals from Poland in relation to the various modes of organising their lives during their elderly years. Additionally, the study sought to uncover the factors that influence the decisions made in this regard. The study was carried out using a diagnostic survey, specifically through face-to-face interviews, employing the computer-assisted interview questionnaire technique. The study employed Computer Assisted Personal Interview (CAPI) methodology to conduct

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interviews with a representative sample of 1006 individuals aged 15 and above. These interviews were conducted in the participants' homes and the sample was selected randomly from households across the entire nation. The PESEL was utilised as the sampling frame. In order to identify coping strategies in old age, a scale consisting of six items was developed and introduced. The study utilised the non-parametric tau-Kendall correlation coefficient to conduct statistical analysis, aiming to evaluate the association between socio-demographic factors, including age and gender, and strategies for organising life in old age.The findings: Regardless of the age and gender of the participants, it was observed that adult individuals in Poland exhibited a clear preference for old-age life organisation strategies that involved staying in their own residence and relying on a natural support system comprised of close familial relationships, including children, spouses, and extended family members. The results of the statistical analysis indicated a non-significant association between coping strategies and both age and gender. The selection of life organisation strategies in old age is not influenced by age and gender[114].

The discourse surrounding the involvement of women in politics exhibits variation across differentregions of the world and has progressively emerged as a significant determinant of a nation's democratic standing. Nevertheless, empirical evidence indicates that the level of women's involvement in politics remains significantly low in numerous states, including Nigeria, thereby resulting in a limited democratic process. A significant discourse has emerged within academic and political spheres regarding the societal position of women. This discourse has garnered substantial attention worldwide, leading to intense debates and controversies surrounding the issue of gender

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inequality. Over the course of time, a multitude of debates have arisen in Nigeria regarding the role of women in the political sphere. The status of women within Nigeria's political structure is perceived to be subordinate to that of men. The underrepresentation of women in political positions in Nigeria can be attributed to various factors, including patriarchal norms, gender politics, cultural influences, socioeconomic disparities, and limited access to education. This study examines the phenomenon of gender discrimination against women in Nigeria, with a particular focus on the political sphere, through the lens of feminist theory. The study's discussion arises from the assertion that the portrayal of women in politics is in a lamentable condition, thus necessitating governmental intervention to implement diverse and effective measures aimed at fostering increased female involvement in politics. This study aims to examine the status of women representation in Nigerian politics, with a particular focus on the factors of colonialism and culture that may impede female political participation. The study employs a qualitative methodology, utilising data collected from various sources such as journals, books, government sources, conference papers, and online sources for the purpose of analysis and discussion[115].

Notwithstanding the persistent upward trend of women occupying high-ranking positions, their presence in the realm of politics remains disproportionately low. The existing research that predominantly examines the lack of women's representation in politics fails to adequately consider the significance of gender as a framework that shapes and gives meaning to societal behaviours. The objective of this study is to examine the mechanisms that govern the current gender hierarchy in politics by employing discourse analysis and incorporating insights from the critical feminist

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standpoint. This study is grounded in a collection of 30 biographical interviews conducted with Italian politicians. The primary objective of this research is to examine the narratives surroundingtheir political experiences and the significance they ascribe to them. The findings of this study highlight the inclination to attribute either exoneration or culpability to women regarding gender inequality in politics, employing various interpretive frameworks: "Women's lack of interest in politics," "Politics as a masculine domain," and "Imbalance between politics and family responsibilities." The analysis facilitated the exploration of how discursive practices contribute to the establishment and perpetuation of the dominant gender hierarchy within the realm of politics.The present study's results underscore the significance of investigating matters pertaining to the disparity between genders in the political realm, while emphasising the imperative of enacting measures aimed at fostering parity in political representation[116].

This study investigated the level of political participation among Nigerian women and identified the barriers that impede their full engagement in the political sphere. The topic of women's participation in politics has been a prominent subject of discussion within the political discourse in Nigeria since the country achieved independence. Nigerian women have been lacking the necessary level of representation necessary to effectively exert influence within the political sphere, thus impeding their participation in the decision-making process. The present study employed the theoretical framework of Liberal feminism in order to elucidate the incremental advancements achieved by advocating for universal equal rights, as well as the enactment of legislation and policies that foster equality. The research employed the

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method of content analysis and relied on secondary sources of data. The study has uncovered various obstacles that have been identified as factors that restrict the involvement of women in the realm of politics. Various barriers, including cultural, economic, and legal factors, have had an impact on women's involvement in politics. The research findings indicate that despite women's high levels of competence in both public and private domains, they often encounter a recurring cycle of obstacles that impede their progress in assuming leadership roles. The efficacy of these individuals in their leadership roles has been notably impeded by a variety of internal and external barriers. These barriers encompass societal and cultural biases, patriarchal structures, the difficulty of balancing familial and occupational responsibilities, and a dearth of networking opportunities. The study suggests that in order to acquire essential leadership attributes, women should opt for leadership roles in both public and private sectors, while also pursuing the highest levels of education.

In order to mitigate the issue of illiteracy and equip female students with the necessary skills for future leadership roles, it is imperative to encourage parents, particularly those residing in rural areas, to actively enrol their daughters in educational institutions. The study further suggests that a thorough evaluation of the existing women empowerment policy should be conducted in order to accurately align it with the prevailing circumstances. Additionally, the government is advised to establish a network comprising women leaders, which would facilitate the exchange of experiences pertaining to leadership achievements and obstacles. This platform would serve to inspire aspiring women leaders[117].

This research seeks to analyse the extent of women's political participation and

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representation in Nigeria. This study utilised data from the 2019 Nigeria general election, focusing on the representation of male and female candidates across different seats and positions. The study employed a combination of quantitative and qualitative research methodologies. The research wasconducted in Nigeria during the period of February to March 2019, coinciding with the General Elections (GE). The primary focus of the study was on secondary data obtained from the Nigeria Independent National Electoral Commission (INEC), including the Final List of Senatorial Candidates, Final List of Governorship Candidates, Final List of Presidential Candidates, Final List of State House of Assembly Candidates, and Final List of Candidates for House of Representatives. These data sources were supplemented with interviews conducted as part of the research process. The results suggest that despite the political engagement of women in Nigeria, they are not afforded the same status as their male counterparts, which can be attributed to the prevailing patriarchal tendencies.

Undoubtedly, Nigerian society continues to adhere to the irrational stereotype that women possess limited knowledge and understanding. A frequently utilised expression, even within the context of a typical familial discourse. Moreover, female participants face challenges in terms of financial resources and social support when pursuing political positions. In summary, the underrepresentation of women in top-level political positionsis an enduring concern in the context of gender stratification in Africa, with Nigeria being particularly significant in this regard. Despite the notable progress in women's educational attainment and economic involvement, this study reveals that women in Nigeria have made limited or negligible advancements in terms of political representation within the nation's political domain[118].

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The emergence of globalisation has led to an amplified demand for gender representation and involvement on a global scale. However, the political landscape in Nigeria, from the post-colonialera to the present, has been predominantly characterised by male dominance. Despite the implementation of initiatives such as the Beijing World Conference on Women's Participation in Politics and the National Gender Policy (NGP), which advocates for a 35% affirmative action quota for women in both elected and appointed positions, Nigeria still faces a significant deficit interms of political representation for women. This study aims to investigate the relationship between political participation and the representation of women in the legislative and executive branches of government from 2011 to 2019.

The research employed the documentary method of data collection, primarily relying on textual sources such as texts, journals, and gender reports. These reports included the UN-Women annual gender report from 2011, the UNESCO priority gender equality action plan spanning from 2014 to 2021, INEC publications on gender and political participation in Nigeria from 2011 to 2019, as well as the National Gender policy framework. The present study employs content analysis as the chosen method of data analysis, wherein a comprehensive examination of the tables utilised in this research is provided. The theory of sexism was employed as a rationale for the extent of women's involvement in Nigerian politics. Based on the research findings, there is evidence suggesting that women's involvement in politics holds promise, although there remains a lack of sufficient representation in this domain. Therefore, by utilising the power of appointments, women can achieve substantial representation in public offices. Consequently, this study proposes that pertinent stakeholders should advocate for and

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evaluate the current legislation concerning gender participation in order to accommodate the increasing interest of women in both elected and appointed political positions[119].

The present study undertakes an analysis of the core issue pertaining to the political representation of women in Nigeria. This study examines the multiple factors contributing to the underrepresentation of women in Nigeria, and employs political theories related to descriptive andsubstantive representation to support arguments in the discourse on gender equality. The argumentsuggests that there is a growing presence of women in various socio-economic and cultural aspectsof the country. However, this progress has not resulted in a commensurate level of female representation in the political sphere. The study primarily relied on secondary data derived from existing literature. The primary data utilised in this study consisted of survey questionnaires and Key Informant Interviews conducted with both current and former legislators, as well as civil society activists.

The research reveals a notable increase in women's political participation globally over the past twenty years. The average proportion of women in national parliaments has doubled during this period, and all regions have made significant advancements towards achieving a 30% representation of women in decision-making roles. The study additionally reveals that the pace of growth in women's political representation has been rapid in Africa, with four Sub-SaharanAfrican countries (Rwanda, Seychelles, Senegal, and South Africa) ranking among the top 10 globally in terms of women's representation in the single or lower house of parliament. However, Nigeria has made limited advancements in this area. The contention posits that the sluggish advancement

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of women's political representation in Nigeria is intricately linked to the manner in which the problem of women's underrepresentation is diagnosed, perceived, and comprehended, as well as the approaches employed to tackle it. This study examines the strategies employed to tackle the issue of women's political underrepresentation in Nigeria, with a particular emphasis onthe expansion of women's political resources. The study finds that these efforts have yielded limited outcomes and gradual progress. The study delves deeper into the presentation of efforts made by diverse stakeholders, as well as interventions by civil society, aimed at enhancing the political representation of women. This study examines the implementation of quotas in differentcountries and evaluates their effectiveness. The argument posits that there is an increasing agreement among scholars that Nigeria's federal system, along with its local and regional contexts, offers a conducive environment for female politicians to acquire comprehensive experience in various facets of political engagement. This includes participating in electoral campaigns, engaging with social and economic actors, and making decisions that impact community life.

In order to expedite the advancement towards achieving gender parity in political representation, this study suggests that stakeholders should perceive the underrepresentation of women in politics as a matter of gender discrimination, rather than attributing it solely to women's limited resources. By doing so, the responsibility for addressing the issue of women's political underrepresentation is placed primarily on political institutions[120].

This study examines the involvement of women in political activities within the context of the 2019 national elections. The present study employed theories on descriptive

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representation to support arguments regarding the imperative of enhancing women's participation in the democratic process. The utilisation of a secondary method is employed in order to extract data from existing literature for the purpose of this study. This study specifically examines the impact of socio- cultural, economic, and political factors on the low participation and representation of women in governance. The study's findings indicate that certain African nations, such as Rwanda, Senegal, and South Africa, have made significant advancements in the realm of politics.

However, Nigeria has made limited progress, as evidenced by concerning outcomes observed during the recently concluded 2019 general elections. The study reveals that the presence of unequal political representation in Nigeria serves as a significant obstacle to socio-economic development, impeding the nation's progress in various areas of development. The paper proposes a deliberate shift in the prevailing dominance of men in the political landscape of Nigeria towards a more stringent adherence to internationally recognised best practices, as outlined by the United NationsOrganisation and other pertinent laws. This shift should encompass the incorporation of gender mainstreaming, which entails integrating the perspectives and experiences of both women and menas fundamental elements in the formulation, execution, assessment, and appraisal of policies and programmes across all developmental endeavours. The ultimate goal is to ensure equitable benefits for both genders.

The necessity of widespread involvement in democratic governance has sparked significant scholarly debate regarding the political disenfranchisement of women worldwide, including in Nigeria. It has been observed that despite the growing global movements advocating for gender equality, the situation in Nigeria has not shown

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significant progress since the end of military rule in 1999. Specifically, the representation of women in the national parliament during the elections of 1999, 2003, and 2007 was alarmingly low, with figures of 6.3%, 8.8%, and 7.3% respectively. Based on the analysis conducted, the research findings indicate that there are four primary factors that contribute to the marginalisation of women in political participation. These factors include socioeconomic status, cultural heritage, political acrimony, and institutional designs. This paper contends that any efforts aimed at addressing the limited political participation of women in Nigeria will only have a superficial impact unless the underlying structural factors that hinder women's political empowerment in the country are effectively addressed[122].

The current demographic composition of Nigeria is predominantly female. Undoubtedly, the engagement of individuals in political activities has the potential to foster both political and socioeconomic progress. However, despite the implementation of affirmative action policies aimed at promoting gender equality in politics, women continue to be marginalised and often relegated to subordinate roles. Hence, this study provides a critical analysis of the involvement of Nigerian women in politics, focusing on the affirmative action policy. It draws upon empirical research conducted on this subject matter. The theoretical foundation of this study is grounded inintersectional theory. The empirical research has established that in order to attain democratic consolidation in Nigeria, it is imperative for women to strive for prominence in the realm of mainstream political development. It has been proposed that measures be implemented to address the underrepresentation of women in Nigerian politics. However, it is argued that these efforts mayyield limited impact unless the underlying

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socioeconomic, cultural, and political barriers impedingwomen's empowerment are effectively addressed[123].

The involvement of women in the Nigerian National Assembly since the country's transition to democracy in 1999 has sparked a renewed examination of the barriers impeding women's political engagement in the nation. Since the transition from a military regime to a civilian democratic administration in 1999, a span of twenty-three years, the political participation of women in Nigeria has remained limited. Consequently, it is imperative to conduct a comprehensive examination of women's representation in the National Assembly of Nigeria. This study aims to evaluate the extent of their contribution to legislative activities within the 8th and 9th National Assembly. The present study employed a combination of qualitative and quantitative methods for data analysis. The data analysis involved the utilisation of descriptive statistics, specifically frequency tables and simple percentages, to analyse and interpret the collected data.

The first objective of the study was examined through the analysis of secondary data, whereas the second objective was examined through the analysis of both primary and secondary data collected duringthe course of the study. The study revealed a significant disparity in female political representation during the 2015 and 2019 elections, as their presence was disproportionately low compared to theirpopulation share. Out of the total number of candidates running for office, which amounted to 2,970 women, only 11.36 percent were successfully elected (NBS 2019). In both the 2015 and 2019 elections, the Senate consisted of a total of 7 female Senators. In the House of Representatives, the number of women in 2015 accounted for 22 individuals, which represented

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approximately 6.8% of the total membership of 360. However, this figure declined to a mere 11 women in 2019, constituting approximately 3.05% of the total membership.

The study additionallyrevealed that despite the underrepresentation of women in the National Assembly, the legislative bills introduced by female lawmakers have exerted a noteworthy influence on the well-being of the entire Nigerian population. Insufficient female representation in legislative processes has had adverse consequences on the advancement and enforcement of women's rights.

One instance pertains to the Gender and Equal Opportunity Bill, which underwent a second reading at the Nigerian Senate on March 15th, 2016, ultimately facing rejection. It can be argued that acontributing factor to the failure of the Bill's passage is the underrepresentation of women in the Senate, with only seven out of 109 senators being female. The endeavours made by men, if any, to advance these rights are deemed inadequate, as they do not directly benefit from them. The phenomenon of women experiencing exploitation due to discrimination can be attributed to various factors, including traditional cultural norms, male dominance, and preferential resource allocation. The 8th National Assembly exhibited a limited representation of females, with only 7 out of the 109 senate seats and 22 out of the 360 House of Representatives seats being occupied by women. Similarly, the 9th National Assembly experienced a decrease in female participation, with only 7 out of the 109 Senators and 11 out of the 360 House of Representatives Members beingwomen. Hence, the study proposed that in order to address and significantly mitigate this distressing situation, political parties should establish a support network for aspiring candidates. This network would involve pairing them with experienced female politicians who would serve asmentors, providing

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guidance and capacity-building opportunities for young or aspiring women in politics. Additionally, the implementation of a quota system at all levels of government should be considered. The process involves the identification and active involvement of pertinent stakeholders, including the Independent National Electoral Commission and political parties, in order to ensure rigorous compliance with the established guidelines. In order to enhance the participation of women in legislative activities, it is recommended that women parliamentarians actively engage in legislative capacity training and workshop programmes organised by National Institutes for Legislative Development (NILDs). These initiatives aim to equip women parliamentarians with comprehensive legislative knowledge, enabling them to make more significant contributions to the overall progress and development of the nation[124].

This research explores the issue of political leadership within the framework of women's roles and responsibilities in Nigeria. The issue of leadership in Nigeria is a cause for concern among both scholars and policymakers. In a democratic society such as Nigeria, the criteria for a leadership position that is deemed deserving is marked by factors including equity, competence, transparency, accountability, selflessness, and adherence to democratic principles. However, the prevalence of leadership failure is evident across all aspects of Nigeria's socio-political sectors. This paper evaluates the involvement of Nigerian women in the sociopolitical sphere within Nigeria. This study examines the progression of leadership roles among a specific group from the precolonial era to the post-colonial era, with particular emphasis on the period spanning from 1914 to the present. The paper posits that the presence of a gender imbalance in leadership within Nigeria has detrimental effects on both peaceful co-existence and

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development. It is widely acknowledged thatpolitical agendas that disregard or favour specific genders have the potential to distort leadership activities. The theoretical discourse emphasises the significance of the limited number of exceptional women and their contributions to the relative calmness experienced by women. The study will utilise an exploratory approach and employ the extended case method (ECM) as its methodology. The research will focus on a specific group of Nigerian women politicians and academics.

Due to the robust nature of ECM as a qualitative research design, it will assist this study in identifying the thematic challenges faced by these women, as well as in developing valid and reliable measures for the constructs. The research employed the use of ethnography and triangulation methodology, which is commonly utilised by qualitative researchers to ensure and confirm the validity of their studies. This approach involves analysing a research question from various perspectives in order to establish credibility. The study employed the method of investigator triangulation, which entails the utilisation of multiple investigators during the analysis process.

In general, this is characterised by the composition of the evaluation team, which comprises individuals from the same academic discipline. Each investigator employs a qualitative research approach, such as interviews, observations, case studies, or focus groups, to examine the topic of political leadership. Furthermore, data was gathered from various documentary sources such as academic journals, books, magazines, newspapers, and online materials. The central focus of this paper revolves around the issue of gender equity in socio-political representation and effective participation for both sexes. The paper concludes by emphasizing the imperative of maintaining

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gender balance in leadership as a means to foster enduring peace and unity within Nigeria[125] .

Because of the crucial role that leadership plays in promoting peace, social justice, equity, freedom, and sustainable development, it has emerged as one of the most essential notions in contemporary discourse. Given the significance of leadership, leadership expert John Maxwell claims that "everything rises and falls on leadership". In 2011, the UN General Assembly Resolution on women's political participation notes that "Women in every part of the world continue to be largely marginalized from the political sphere, often as a result of discriminatory laws, practices, attitudes, and gender stereotypes, low level political participation, and other factors".

This shift in perspective from the politics of exclusion to the politics of inclusion has occurred over the past three decades. The importance of including women in leadership positions, the intricacy of the interconnected social relationships between men and women, and how these factors affect peace, justice, and sustainable development are examined in this essay. The Beijing Platform for Action(1995), the Protocol to the African Charter on Human and People's Rights (2006), the recently completed Millennium Development Goals (MDGs), and the ongoing Sustainable Development Goals (SDGs) are notable examples of international agreements that prohibit violence against women[126].

The level of women's involvement in diverse professional and political endeavours in Nigeria is deemed to be of minimal significance. Multiple studies have identified various obstacles that impede women's participation in professional settings and within

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the structures of political parties. However, there is a dearth of empirical research specifically examining the roles of women in these domains. This study explores the involvement of women in professional and political parties within the context of Nigeria. The paper argues that women are underrepresented in positions of power and influence within political parties and professional fields. The study identified the presence of stringent requirements set by professionals, intense competition, and the influence oftraditional gender norms. The limited availability of time for engagement in public affairs, financial constraints, and deficiencies in the electoral system served as obstacles that impeded theirinvolvement. There is a necessity to decrease the demands for professionals, party systems, and enhance public awareness[127].

The primary objective of this research is to examine the extent of women's legislative representation in Nigeria during the period spanning from the inception of the Fourth Republic in1999 to the year 2020. This study examines the underrepresentation of women in the National Assembly and identifies the factors contributing to this phenomenon. The findings of the study reveal that a significant proportion of female participants express a strong inclination towards political engagement. However, they face various obstacles that hinder their active involvement. These barriers encompass prevalent gender stereotypes, cultural and religious factors, an unfavourable political climate, limited financial resources, instances of electoral violence, and restrictive party frameworks, among other factors. The majority of male respondents affirm the existence of these structural biases and barriers that hinder women's political participation. Based on the findings, several recommendations are proposed. These recommendations encompass the adoption of intentional policies and legislations

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aimed at establishing women quotas and affirmative action, the removal of structural impediments to women's involvement, the reduction of barriers to women's political participation, the reformation of the electoral system, and the consistent and methodical provision of gender education[128].

The objective of this study was to analyse the attributes of political parties that may facilitate the inclusion of women in the Nigerian National Assembly between the years 1999 and 2019. The study aimed to analyse the fluctuations in women's legislative representation in successive National Assemblies during Nigeria's Fourth Republic. It sought to assess whether women have been underrepresented in Nigeria's National Assembly during this period. Additionally, the study aimed to identify the influence of political parties in promoting gender parity in legislative representation within the National Assembly.

Finally, the study aimed to propose potential strategies for enhancing the role of political parties in facilitating improved women's representationin the National Assembly. The research study employed a survey research design, incorporating a combination of qualitative and quantitative data. The researchers employed the simple random sampling method to choose the key informants who contributed the primary data. Additionally, the secondary data were sourced from published materials, including the official gazettes of the National Assembly, books, journals, magazines, and online sources. The researchers employed both qualitative and quantitative methodologies for the analysis of the data.

Hence, the method of content analysis, which focuses on the textual representation of data, was utilised to analyse qualitative data, whereas quantitative data were represented

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using percentages. The study unveiled a significant divergence of opinions between political administrators and lawmakers regarding thecausal factors contributing to the underrepresentation of women in the National Assembly. Therefore, the study demonstrated that the implementation of gender-based quotas and theproportion of women in the National Executive Committee are party characteristics that could potentially hinder women's representation in legislative bodies. Consequently, various strategies have been proposed to augment the involvement of political parties in promoting women's representation in legislative bodies. These strategies encompass, but are not limited to, the incorporation of Affirmative action principles into party constitutions, minimising unwarranted intervention by party leaders in party operations, and refraining from conducting party affairs. during periods that may be unfavourable for female candidates, among others[129] .

Based on the data provided by the National Bureau of Statistics in 2016, it can be observed that throughout the history of Nigeria since the establishment of democracy in 1999, there has been a notable absence of women in the positions of presidency or vice presidency. The representation ofwomen in Nigeria's major decision-making positions in government is significantly below 8%, leading to an unacceptably low level of female representation in the National Assembly. Hence, the primary aim of this research was to analyse the portrayal of women in the 8th and 9th NationalAssembly. While numerous studies have concentrated on women's parliamentary representation in Nigeria, this study went beyond solely examining parliamentary representation. It also investigated the allocation and portrayal of women in committee leadership roles within the 8th and 9th National Assembly. Additionally, it compared the performance of

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committees chaired bywomen to those chaired by men in the eighth and ninth National Assembly, respectively. This study examines the representation of women in the Nigerian legislature during the Eighth and Ninth Assembly periods (2015-2019 and 2019-present).

It specifically investigates the extent of women's representation in legislative committees within the National Assembly, as well as the factors that contribute to this representation. The research design employed in this study was a descriptive survey, which involved gathering data from both primary and secondary sources. Thecollected data was analysed using descriptive statistical analysis. Additionally, the questionnaires that were utilised in data collection were processed using the Statistical Package for Social Science(SPSS) and STATA. The research was conducted using key informant interviews (KII) and the distribution of questionnaires to Legislators, specific personnel from the National Assembly, and stakeholders including civil society organisations within the National Assembly such as PLAC and CISLAC, as well as individuals visiting the National Assembly who possess a comprehensive understanding of the variables being studied.

A total of 186 individuals were included in the population and sample size for this study, utilising census sampling. In the case study area, 186 questionnaires were distributed, out of which 111 were received, representing a response rate of 60%. The study employed a combination of purposive and random sampling techniques, taking into consideration the researchers' sufficient understanding of the population and sample size. Objective 1: Analysis of the representation of women in the 8th and 9th National Assembly. The study's findings indicate that the proportion of women in the

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overall assemblies population is lessthan 30%, which falls below the threshold set by the National Gender Policy in Nigeria. The results obtained from objective two, which focused on examining the distribution and representation of women in committee leadership roles at the 8th and 9th National Assembly, indicate that despite the limited number, qualifications, and experience of women elected into the legislature, not all of them were appointed to committee leadership positions.

The study observed that there were variations in the performance of committees led by men and women in the 8th and 9th National Assembly, with men exhibiting more fluctuations in their leadership performance compared to women. The findings were obtained through a comparative analysis of committees led by female chairs during the eighth assembly and the corresponding committees currently chaired by male individuals in the ninth National Assembly. The study's findings suggest that the performance of men in committee leadership can be explained by the significant overrepresentation of men in legislative bodies, which limits the opportunities for women to voice their concerns and contribute to achieving parity with their male counterparts. Based on the findings, the study proposes several recommendations. These include the adoption of intentional policies and legislations aimed at promoting women quotas and affirmative action, the removal of structural obstacles hindering women's involvement, the reduction of the expenses associated with political participation, the reform of the electoral system, and the establishment of consistent and comprehensive gender education initiatives[130].

Despite comprising approximately 49% of the population and possessing significant leadership potential, women in Nigeria continue to be underrepresented in legislative

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leadership and other positions of power. This phenomenon stands in stark contrast to the observed rise in women's representation and leadership within numerous national legislatures across various regions globally, with particular emphasis on Africa, where Nigeria is regarded as a frontrunner in this regard. This chapter highlights the importance of enhancing the presence and participation of Nigerian women in legislative bodies, emphasizing the significance of their increased representation and leadership roles. This paper examines the increasing trend of women's representation in various parliaments worldwide and explores the potential benefits of greater female presence in leadership roles within Nigeria's national legislature. Additionally, the study identified the obstacles faced by women in their pursuit of representation and leadership positions within the national parliament and proposed potential remedies for these challenges[131].

The presence of obstacles to gaining employment is a matter of considerable concern both withinthe United States and internationally. With the ongoing enforcement of civil rights legislation andthe increasing efforts of employers to promote workplace diversity, it becomes crucial for the field of management to provide valuable insights that effectively tackle barriers to employment. While the issue of barriers to employment has been examined in fields like psychology and economics, the scholarly discourse in management has approached this matter in a fragmented manner. Therefore, our analysis will present a thorough and inclusive framework of obstacles to employment that encompasses both individual and organisational viewpoints. In addition, we will also examine societal-level concerns pertaining to these barriers. In order to advance research in this domain, it is imperative to adopt an integrative approach, as individuals

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encountering obstaclesto employment often confront a multitude of challenges that hinder their ability to secure and sustain gainful employment. The issue of employment barriers, whether additive or multiplicativein nature, has been recognised in fields such as rehabilitation counselling and vocational psychology. However, it is noteworthy that the Human Resource Management (HRM) literature has largely overlooked this matter. In this discourse, we examine proposals aimed at mitigating oreradicating obstacles to labour market participation. Additionally, our organisation offers an integrative framework for understanding employment barriers that takes into account the potential for certain barriers to be modified or altered, while also recognising that other barriers may be less amenable to change[132].

Historically, women have exhibited limited levels of engagement in political activities and have been underrepresented in positions of authority and decision-making. The issue of women's involvement in the electoral process in Nigeria as a whole, and specifically in Akwa Ibom State, has become increasingly important following the restoration of democratic governance in 1999. The assessment of women's empowerment and gender equality is particularly challenging when considering their complete and equitable participation in political and electoral mechanisms. The present study investigated the influence of women's involvement in the electoral procedure on thesocio-economic advancement of Akwa Ibom State, Nigeria from 2011 to 2021. The research employed a cross-sectional design and utilised a survey method. A total of 300 participants were selected as the sample size for the study and were given copies of the questionnaire to complete. The data analysis was conducted utilising basic percentages and the chi-square ($\chi 2$) statistical method. The results of the study indicate

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a substantial correlation between the involvement of women in the electoral procedure and the socio-economic progress of Akwa Ibom State. This correlation is observed specifically in relation to the activities of accreditation and voting that takeplace during elections.

Based on the results obtained, it is advisable that the government of AkwaIbom State should enhance the level of awareness among women regarding voter registration through the organisation of seminars and workshops, not only in urban areas but also in rural communities. Furthermore, it is imperative to establish and enforce suitable legislation, particularly in cases where existing laws are insufficient or have limited applicability. This will effectively mitigate the adverse aspects of electoral processes within the state, thereby fostering an equitable environment that is free from threats, harassment, and intimidation, all of which are detrimental to women's participation[133].

Nigeria has experienced a notable lack of female representation in both elected and appointed positions. The marginalisation of women, who play a significant role in the developmental endeavours of societies worldwide, has garnered considerable scholarly attention due to their limited involvement in political leadership. This paper aims to analyse the obstacles that impede the active involvement of Nigerian women in politics and leadership, with a focus on their impacton the sustainability of democracy in Nigeria. This study employs a multi-dimensional approach that utilizes questionnaires, interviews, and observation as methods for data collection andanalysis. The study findings indicate that the underrepresentation of women in government in Nigeria can be attributed to the absence of a legislative framework that guarantees quotas for women in political parties. This marginalisation of women in politics is a result of the

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factor. Theparticipation of women in Nigerian politics and leadership is hindered by various factors, including patriarchal attitudes, limited informal networks and mentoring opportunities, financial constraints, religious influences, and disparities in educational attainment. In order to address the challenges, the study proposes several recommendations. Firstly, it is imperative to establish electoral reformsthat foster fair representation of women and uphold procedural fairness. Additionally, empowering women to secure access to credit facilities is crucial. Moreover, efforts should be made to enhanceeconomic, political, religious, and systemic practices that hinder women's effective involvement in politics and governance. Furthermore, it is essential for the government and other stakeholders to implement institutionalised programmes and policies that empower women politically, socially, religiously, and economically, thereby facilitating their increased participation in Nigerian politicsand governance[134].

From precolonial to colonial to postcolonial periods, women in Africa have a long and varied history of political activism. African women have participated in political parties, women's movements, national liberation movements, and other social movements. Additionally, they had to deal with patriarchal structures and culture's opposition. In certain African republics, the military and one-party systems added to the difficulties facing women's rights and political empowerment.Africa has recently taken the lead globally in terms of the representation of women in parliament. African women have also taken the lead at international conferences on women and pushed for the approval of international and regional treaties and agreements to defend women's rights. The main themes and issues are examined in this chapter, which offers a comprehensive review of women's political engagement, legislative presence, and mobilisation

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throughout the continent[135].

The representation of women at all federal levels in the German parliament has remained stagnant for several decades. The primary factor contributing to this phenomenon is the utilisation of a personalised proportional representation system, coupled with the presence of voluntary party quotas that lack consistent enforceability. The primary aim of this study is to critically analyse German Politics through the lens of women's representation and participation across various levelsof government. The research paper utilised secondary sources of information, specifically journalarticles, among others.

Following Angela Merkel's resignation, it has become increasingly evidentthat the lack of female representation in high-ranking government positions is more pronounced than in parliamentary bodies. At the municipal level in Germany, there is a persistent stagnation in the representation of women in mayoral offices, with only 10% of such positions being occupied by women. This phenomenon can be primarily attributed to two factors. Firstly, major political parties exhibit a notable dearth of female representation. Secondly, the predominantly male incumbents tend to be re-elected, depending on the specific electoral trajectory. If the major political parties choose to nominate female candidates for the position of mayor, they will also face significant challenges in the initial stages of their campaign.

In order to secure an election victory, political candidates are faced with the challenge of either competing against established incumbents or within the diaspora of political parties, both of which pose significant obstacles to their success. By implementing

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institutional measures such as the introduction of term limits in mayoral elections and the adoption of cumulation and splitting (open list election) practices, alongwith the establishment of legal quotas for female candidates in parliamentary elections at all federal levels, the level of descriptive representation of women in German politics could be substantially enhanced[136].

This study examines the representation of female Members of Parliament (MPs) serving on parliamentary committees within the German Bundestag beginning in 1990 and continuing ahead.Our empirical analyses reveal a tendency for women members of Parliament to exhibit over- representation on committees that address issues associated with health and family, while demonstrating inadequate representation on committees that address matters related to foreign and legal affairs, as well as defence. This finding is consistent with theories pertaining to the social construction of gender. However, there are significant differences between the political parties interms of the over- and inadequate representation of women on various committees. The tendency of gender segregation is seen to be at its most prominent displays within conservative political parties, which also have the fewest women members in their ranks. In contrast, left-leaning political parties exhibit a much lower degree of gender segregation in their leadership and membership[137].

Despite the existence of formal equality, there remains a notable underrepresentation of women within the German Bundestag. The research findings indicate that institutional factors play a significant role in perpetuating structural discrimination against women in the realm of politics. The utilisation of majority voting systems, particularly in conjunction with right-wing political parties, has been observed to result

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in relatively low levels of female representation within legislative bodies both globally and within the context of Germany. Given the imminent electoral reform of the Bundestag, which aims to attain a "balanced representation of both genders on candidate lists and in the Bundestag", this study investigates the structural factors that have impacted women's electoral prospects in Bundestag elections. Significant emphasis is placed on examining the impacts of the electoral system and the ideological orientation of political parties. The dataset utilised encompasses candidates participating in federal elections spanning from 1953to 2017. Consequently, this dataset enables the examination of individual-level analyses that incorporate the assessment of nomination quality, which refers to the likelihood of a candidate's success in their candidacy. The findings of the study indicate that the electoral prospects of women in the Bundestag can be influenced by multiple factors, including the majority voting mechanism,the quality of nominations, and the party affiliation of candidates. These factors have the potential to contribute to the long-term increase in the representation of women in the Bundestag.

One hundred years after women were granted the right to vote in Germany, the representation of women in the Bundestag continues to demonstrate a substantial imbalance, with around one-third of lawmakers being female. This is despite the fact that women have had the right to vote in Germanysince 1918. In light of the fact that Germany was an early adopter of the system, the efficiency ofparty quotas is currently being investigated. The purpose of this study is to determine the specificsettings and elements that have led to the success or failure of the implementation of party quotas,as well as to evaluate the degree to which the party quotas implementation has been

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successful inachieving its goals. In our analysis, we draw attention to the significance of institutional and political factors that impede the effective implementation of party quotas in German politics. In doing so, we expand upon the existing body of literature, which primarily investigates party adoption, recruitment practices, and actor-level involvement with 1928777065quotas. It has been suggested that the political parties in Germany that are considered to be in the centre adhere to a culture of minimalistic adherence, whereas the parties that are considered to be on the left and green displaya more severe implementation of their quotas. It would appear that the effectiveness of party quotasin Germany has decreased, which has led to the emergence of a movement asking for legislative quotas to be implemented within the context of a parity law. This chapter makes use of gendered candidate and election data, as well as party statutes of federal and state party organisations, in addition to interviews done with party leaders and party women's organisations[138].

This research study presents a theoretical model that elucidates the factors influencing women's preference for pursuing a nomination as list Members of Parliament in mixed-member electoral systems. The model incorporates four mechanisms, namely work-life balance, psychological factors, gatekeeper bias, and diversity mechanisms, to explain this phenomenon. Additionally, this phenomenon illustrates how the increased probability of women becoming Members of Parliamentcontributes to a gendered cycle, which subsequently diminishes women's inclination towards the single-member district tier. In order to conduct an empirical examination of our model, we providequantitative data for the countries of New Zealand and Germany, alongside qualitative interview data obtained from individuals affiliated with women's auxiliary organisations within

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German political parties. The establishment of the extent to which institutional factors, such as electoral systems, or individual-level factors, such as self-confidence, shape the political ambition of womenand men is empirically challenging.

Scholars face significant challenges in attempting to re- socialise individuals in order to investigate the potential impact of distinct personal characteristics on closing the ambition gap. Additionally, there are limited opportunities to maintain a consistent socialisation process while simultaneously addressing the gender-based institutional barriers that hinder women's participation in political candidacy. The available quantitative data from New Zealand and Germany supports the assertion that women exhibit a higher inclination towards engaging in political campaigns and securing election as list Members of Parliament (MPs) as opposed to district MPs, in comparison to their male counterparts. Based on interviews conductedwith German gatekeepers, it has been observed that the four proposed mechanisms are indeed operational in that context. Consequently, women have a higher probability of being elected as list Members of Parliament (MPs), thereby establishing a self-perpetuating cycle where women exhibit greater ambition to secure a list seat as opposed to a district seat[139].

The levels of female participation and representation in Nigerian politics are significantly limited.The primary obstacles to women's involvement in governance are attributed to a political culture characterised by sexism and patronage, as well as gender-based disparities in economic and household domains. The existing body of literature suggests that potential solutions to address the issue include the implementation of quotas, empowerment programmes, and enhanced electoral monitoring. However, it is noteworthy that successive governments have exhibited

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hesitancy in adopting enforceable measures to tackle this matter. The Nigerian government has released official data pertaining to the representation of women in elected positions, specifically focusing on national positions during the period spanning from 1999 to 2019. The scholarly discourse primarily centres on the operational mechanisms of Nigerian politics, specifically the party system and the significant influence exerted by patronage and corruption. Additionally, it examines the prevalence of conservative and sexist ideologies and practices within Nigerian society. Furthermore, the literature explores the utilisation of violence and hate speech targeting women candidates and voters. Lastly, it delves into the state's hesitancy to implement comprehensive measures aimed at enhancing women's representation and involvement in political affairs. Nevertheless, there is a scarcity of rigorous and all-encompassing research elucidating the comparative significance of these factors contributing to the limited representation of women in Nigerian politics. Additionally,there is a dearth of ethnographic studies that investigate the impact of social practices and attitudes towards women at a micro-level. There are also existing studies that examine the role of women in similar Sub-Saharan countries. These studies utilise data on gross domestic product (GDP), political representation, and attitude surveys like Afrobarometer. Lessons can be drawn from thesestudies that are applicable to Nigeria. Despite the existence of various civil society organisations that aim to enhance women's representation, a significant portion of their publications predominantly consist of subjective assessments rather than comprehensive evaluations regardingthe effectiveness of diverse strategies[140].

The underrepresentation of women in politics and governance has emerged as a significant issue on a global scale. In Nigeria, the level of women's involvement in

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politics is not commensurate with the 50% share of the country's population that they constitute, and this disparity has not resulted in equitable representation in positions of political leadership. The recognition of womenin the political sphere and their inclusion in both appointive and elective positions in Nigeria can be attributed to the global issue of Goal 3, which aims to promote gender equality and empower women, as outlined in the Millennium Development Goals (MDGs) and other international initiatives. These efforts seek to address the long-standing discriminations against women and ensure their visibility in politics.

However, there continues to be a significant lack of female participation in the political sphere, and the rate at which women are occupying political positionsin Nigeria is increasing at a sluggish pace, despite concerted efforts to reverse this trend. This paper investigates the persisting obstacles that Nigerian women encounter in their efforts to actively engage in politics. These challenges include discriminatory socio-cultural and religious practices, financial constraints, inadequate representation of women in governance, an unfavourable political climate, bias within political parties, misconceptions surrounding women's involvement in politics, insufficient support from family, fellow women, and media, as well as the marginalisation of women political aspirants due to their non-indigenous status, among other factors. This paper proposes a set of measures aimed at ensuring the active involvement of women in politics in Nigeria. These measures include the review of discriminatory practices, economic empowerment, support from family, fellow women, and media, equal representation in governance, the establishment of a healthy political environment, and the promotion of a proper perception of women in politics, among other recommendations[141].

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The primary objective of this study is to investigate the effect that the candidate selection processes utilised by political parties have on the percentage of women who hold descriptive parliamentary positions. In the context of proportional elections, the question of the factors that impact the decision-making process of political parties with regard to the inclusion of women candidates in positions that are judged electorally favourable raises its head as a topic worthy of investigation. The evaluation of a major mechanism, namely party nomination, is where our primary attention isdirected within the context of the study of party rankings at the individual level.

This mechanism is essential for comprehending the empirical trends that have been noticed in regard to women's representation. In addition, we do a group analysis to determine the effects that gender and incumbency have on the nomination process. Elections for the European Parliament are used as atool for comparing a wide variety of political parties, all of which operate within the confines of a single legislative body, in order to better understand the political landscape of the European Union. The discrepancies in candidate selection that can be traced back to gender can almost always be traced back to incumbency bias. The priority of inexperienced women candidates by political parties is, however, impacted by factors such as party philosophy and the percentage of working women in the population[142].

The involvement of women in politics is a subject of debate within the political landscape of Nigeria. Throughout history, the involvement of women in politics has been marked by marginalisation, which can be attributed to a range of societal, cultural, and religious factors that hinder their participation. These forces exerted an influence on women's perception of politics, resulting in a notable dearth of political interest,

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knowledge, and engagement among women in the political sphere. The political landscape in Nigeria has predominantly been characterised by male dominance, resulting in a significant marginalisation of women and rendering them virtually politically invisible.

Nevertheless, there are ongoing efforts to instil skills and knowledge that canempower women and alleviate them from the state of extreme poverty, encompassing social, economic, and political dimensions. These measures have the potential to significantly enhance and enhance the level of women's involvement in politics in Nigeria. The political landscape in Nigeria holds promising prospects for women. The matter of inequality has thus been perceived by various individuals, particularly women, as an endeavour to undermine their fundamental rights.

The significance of women's participation in Nigerian politics is a subject of considerable importance. From a political standpoint, women have been marginalised, despite the extensive endeavours undertaken by governmental and non-governmental entities subsequent to the proclamation made at the fourth World Conference on women in Beijing. This declaration called for a 30% affirmative action and the National Gender Policy (NGP) proposed a 35% affirmative action to foster a more comprehensive representation of women in both elected and appointed roles. This paper highlights the ongoing marginalisation of Nigerian women, which can be attributed to the prevailing leadership style in the country. Despite the numerous challenges that women encounter, it has been observed that there is a significant surge in women's activism and advocacy, as well as efforts to educate women.

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Additionally, successive governments have shown a positive inclination towards promoting women's empowerment, and there is a growing interest among women to engage in political participation. Hence, this serves as an indication that the involvement of women in the realm of politics holds promising prospects. However, it is importantto note that relevant stakeholders should actively promote the protection of women from abuse, enhance their economic and political empowerment, and reassess existing legislation to accommodate the increasing involvement of women in both elected and appointed political positions[143].

Nigerian women have faced various challenges when engaging in political endeavours. Significantdiscrimination is observed among male individuals, both in the process of voting for candidates and in the allocation of political offices. This study investigates the extent of women's political participation in Nigeria and the various challenges they encounter in this regard. A descriptive survey was employed to elucidate the extent of women's participation in politics and decision- making processes in Nigeria. This study examines several obstacles encountered by women in therealm of politics, including limited access to resources and financial support, pervasive gender- based discrimination perpetrated by male counterparts, and the inherent conflict arising from the multiple roles women often assume. This paper argues that the political prospects for Nigerian women are promising, contingent upon the adequate empowerment of women, their ability to challenge discrimination from male counterparts, and the presence of internal democracy within political parties. The study's findings suggested that it would be beneficial for the government to establish a women's political institute and actively promote education for girls in Nigeria[144].

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For the United Nations Development Programme, the inclusion of women in political processes isan essential factor for fostering a society that is peaceful and resilient. However, numerous countries worldwide continue to experience significant disparities in gender representation. This paper examines the disparities in women's political engagement between Southern and Northern Nigeria, utilising data from Nigeria's 2015 and 2019 General Elections as well as Afrobarometer's 2018 Nigeria Round 7 survey. The study primarily focuses on Nigeria and employs a data-driven analysis to investigate the variations. In contemporary times, the region of Northern Nigeria has been confronted with significant conflict, while the southern region of Nigeria demonstrates superior performance in various aspects such as women's education, participation in paid employment, and control over earnings. Based on the factors, it is widely anticipated by policy actors and researchers that women residing in Southern Nigeria would exhibit significantly greaterlevels of political participation compared to their counterparts in Northern Nigeria.

Further examination of the existing data regarding political participation, this study posits that variables such as education and employment fail to accurately predict the various aspects of women's political engagement or may even yield unforeseen outcomes. The study's findings suggest that policymakers should consider additional factors beyond the conventional ones when providing support for initiatives aimed at promoting women's political participation in Nigeria. Further investigation is required to examine contextual variables in order to gain a more comprehensive understanding of the underlying factors contributing to the disparities in women's politicalengagement between Northern and Southern regions of Nigeria[145].

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The underrepresentation of women in both elected and appointed positions within the Nigerian political system has emerged as a significant concern within Nigerian society. The extent of women's participation in the political activities of their respective countries is a subject that garnerssignificant interest and concern among academic scholars. This study investigated and analysed the endeavours and obstacles encountered by Nigerian women in the realm of politics. The study delved deeper into the involvement of women in Nigerian politics during the pre-colonial, postcolonial, and contemporary periods. The article also addresses the limited involvement of these women in the realm of politics, as well as the various social, political, cultural, and financial obstacles they face when attempting to engage or compete for leadership roles. Therefore, it is imperative that engagement in political activities is a voluntary endeavour, devoid of any gender bias.

In every nation, it is imperative that all individuals, regardlessof their gender, social status, or ethnic group, could freely exercise their civil rights without encountering prejudice or marginalization. This is particularly significant in a democratic nation such as Nigeria, where political participation is presumed to be accessible to alleligible citizens, irrespective of their gender. Contrarily, the opposite appears to hold true within the Nigerian political system. The paper also examines the issue of gender inequality within the political system of the country, highlighting its potential connection to cultural and traditional practices that have consistently marginalised and subordinated women in comparison to men. These practices can also be interpreted as significant barriers that hinder the active participation ofwomen in Nigerian politics. The paper concludes by identifying several factors that impede the active involvement of Nigerian

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women in politics. It subsequently offers recommendations and measures that can be implemented to facilitate the reintegration of women into the Nigerian political system[146].

This study investigated the ramifications of the exclusion of women from political participation inEbonyi State and its subsequent impact on national development. The study was grounded in the patriarchal theory, which seeks to justify and portray male dominance in political conflicts. The documentary method was utilized as the primary means of data collection, resulting in the acquisition of data from secondary sources. The data underwent analysis using content and textualanalysis techniques. The study aimed to assess the impact of socio-economic and cultural factors on women's political participation. The present study aimed to investigate the potential impact ofwomen's exclusion from politics on the developmental trajectory of Ebonyi State. The study revealed a significant decline in the level of female involvement in Nigerian politics, which had aprofound impact on the progress of national governance and socio-economic advancement. The paper proposes that the Nigerian government should enact and enforce robust policies aimed at eliminating all cultural and traditional practices that are harmful to women[147].

This study investigated the unique position of women within the socio-political framework of Borno State, Nigeria. The primary aim of this study is to analyse the extent and characteristics ofwomen's involvement in the political sphere. The primary aims of this study are to investigate the cultural and religious obstacles that hinder women's involvement in political activities, as well as to determine the level of support they receive from their fellow female constituents. The research methodology

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employed in this study is a descriptive survey. A total of 384 respondents were surveyed, representing the three senatorial zones. The participants were chosen through the utilisation of a multi-stage sampling technique. A total of twelve focus group discussion (FGD) sessions were conducted, with one session taking place in each of the selected wards. Additionally, a questionnaire was administered during these sessions. The findings of the study indicate that women in Borno face political marginalisation as a result of cultural and religious obstacles, as well as low levels of literacy. The primary function assigned to women was limited to the act of registering and voting in elections, with only a small fraction being granted the opportunity to actively participate as candidates in elective positions. It is advisable to promote the economic empowerment of women through the implementation of credit schemes. Additionally, facilitating their participation through subsidies and conducting awareness campaigns can further enhance the advantages that women possess in society[148].

Nigeria exhibits systemic gender biases in the realm of laws and customs, which have the potentialto hinder women's engagement in political activities. The constitutions of 1989 and 1999 have established a conducive atmosphere for individuals who are inclined to engage in politicalactivities. Nigerian women appear to exhibit limited enthusiasm towards engaging in the realm of politics, despite comprising a significant proportion of the electorate. The data utilised in this study were obtained from documentary sources. The paper proposes that it is important for women to have clear and well-defined stances on political matters, rather than being vague or uncertain. Additionally, it emphasises the significance of electing qualified individuals, regardless of their gender, to hold positions in government[149].

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This research examines the various factors that constrain the involvement of women in the politicalsphere of Nigeria, focusing on the period from 1999 to 2015. Among the factors explored are socioeconomic development, the cultural heritage of the country, historical legacies, and institutional designs. The research utilises secondary sources as a means of gathering data. The findings of this study indicate that the patriarchal system and male dominance within Nigerian society have resulted in the subordination of women and the development of an inferiority complex among them. Consequently, women have become marginalised from active participation inmainstream politics. The prevalence of thuggery and gangsterism within Nigerian political culturehas rendered the political landscape excessively hazardous for the majority of women seeking involvement in mainstream politics.

Moreover, the marginalisation of female politicians by their female counterparts serves as a deterrent to the political engagement of the former. Additionally, religious convictions and institutional frameworks that confine women to familial duties within the nation, combined with the absence of substantial and resolute measures to promote women's political involvement, have established a lasting legacy that constrains women's participation in politics across the country. Therefore, this study highlights the imperative of addressing the factorsthat perpetuate the subordinate status of women in the political landscape of Nigeria. These encompass various measures such as the revision of religious, statutory, and customary laws and practices that uphold the subordinate status of women in the nation, as well as the explicit delineation and methods of affirmative actions pertaining to women's political involvement, alongwith precise directives for their implementation within the Nigerian constitution[150].

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Even though women make up more than 50% of the registered voters in the country and actively participate in political rallies and election campaigns, they are significantly underrepresented in elective and leadership roles within political parties and other sectors of the national economy. This paper explores the historical origins and precursors of women's involvement in politics. This study aims to examine the involvement and contributions of women in Nigeria's political and democratic landscape from 1999 to 2015. The primary objective is to identify the key obstacles faced by women in this context and explore potential strategies for addressing these challenges. The paper primarily utilises secondary sources of data and conducts an archival review of current gender policies to examine their impact on women's political participation.

The study's findings indicate that a significant improvement in women's political participation in Nigeria can be achieved through increased awareness, the establishment of an enabling environment, enhanced political commitment, and the implementation of effective policies [151]. The issue of women's leadership in politics, which is a component of gender mainstreaming and equality, has been a longstanding challenge in Nigeria. As a result, Nigeria's Fourth Republic hasobserved a rise in the participation of women in seeking elective positions. This research work utilizes the Theory of Structural Violence as its theoretical framework and employs interviews asa research method to gain a deeper understanding of the factors contributing to this observed rise. This paper traces the historical trajectory of women's involvement in leadership, beginning with the pre-colonial era and examining its evolution across different historical periods. Factors such as genuine interest in public service, inadequate

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development and basic amenities in certain regions, personal motivation to improve the conditions of women, and the presence of prebendalism have been identified as contributing to the increased involvement of women in politics. The study's findings suggest that promoting greater female participation in politics and allocating resources towards supporting the campaigns of competent female candidates can contribute to increasing therepresentation of women in elected positions in Nigeria[152].

Women not only comprise most of the population, but they also hold a crucial position in society as both bearers of future generations and producers of goods and services. Despite the significant progress made by women in securing suffrage and the ability to hold political offices in numerous nations, their representation in other leadership roles at the national and international levels remains disproportionately low. Nigeria exhibits pronounced instances of discrimination and inequality. These attributes are also evident in its political sphere, particularly in relation to the matter of gender equity. This study investigates the obstacles faced by women in Lagos in their efforts to engage in political activities. The study also proposes strategies to ensure the active involvement of women in politics in Lagos[153].

In many societies, women tend to hold a lower social status compared to men and are frequently depicted in stereotypical roles as caregivers, characterized by their nurturing qualities and perceived emotional vulnerability. In contrast, men are often depicted in a more favourable manner,characterised as possessing strength, assertiveness, courage, and intellect, while exhibiting a lesserinclination towards emotional expression. Gender stereotypes often associate women with domestic roles, while men are commonly perceived as breadwinners, despite the fact that both genders contribute to earning

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income. The gender-based division of labour serves as a deterrent for women's involvement in the political realm, which is traditionally perceived as a domain exclusive to men. The existing disparity in societal dynamics between males and females contributes to the perpetuation of gender stereotypes and the marginalisation of women within the realm of politics.This paper, which relies on secondary sources, explores the factors contributing to the ongoing marginalisation of women in politics, despite the progress they have achieved in recent years. The study concluded that although women actively engage in political activities, their involvement typically remains limited to campaigning and participating in elections, with minimal influence over the subsequent governance processes. The factors contributing to this phenomenon include the presence of a patriarchal culture that marginalises women and the prevalence of gender stereotypes within the electorate. The differential evaluation of candidates based on their gender has significant implications for the political careers of women. The potential for misinterpretation exists in this context. The paper proposes that enhancing the visibility of female leaders can contribute to a rise in voter support for female candidates in subsequent elections. Furthermore, it is imperative to uphold the quota stipulated in the 35% affirmative action policy[154].

This study explores the phenomenon of women activism and the evolving perspectives regardingthe involvement of women in political and governance spheres within the context of Nigeria. It has been observed that the prevailing traditional attitudes and prejudices towards women in patriarchal societies, particularly in Africa, are significant contributing factors to the subordinate and marginalized position of women in the realms of politics and governance. Through the utilisation of desk review and a

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historical approach, the findings indicate that there has been a longstanding bias against women's involvement in public affairs. However, there is a discernible shift towards a more inclusive role for women, as demonstrated by the increasing presence of women in the realms of politics and governance, particularly following Nigeria's transition to democracy in 1999. This paper posits that the increased visibility of women in the public sphere can be attributed to the persistent efforts of women activists. These activists include notable women from history, international organisations, first ladies, non-governmental organisations (NGOs), feminist groups, and women involved in politics and decision-making. Their contributions have been made through various means such as activism, public awareness campaigns, and advocacy. The study concludes that despite the evolving perspective on the involvement of women and their legal acknowledgement as equal participants in politics and governance, the lack of a comprehensive legislation addressing women's issues has hindered the meaningful engagement of women in Nigerian politics. It is therefore recommended that Nigeria should adopt the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) as a crucial measure to effectively integrate women into politics and governance[155].

Despite the significant contribution that women typically make to development processes, there exists a notable disparity in their representation in politics and leadership positions when comparedto men. This disparity is evident in the specific context of Nigeria. This study aims to analyse therelationship between socio-economic factors and women's political participation in Nigeria, utilising the 2015 Afrobarometer data. The findings of this study indicate that various factors, suchas education, religion, place of

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residence, party affiliation, and geo-political zone, can serve as predictors of political participation. The multivariate linear regression analysis reveals that post- secondary education, the South-Eastern geo-political zone, and party affiliation exhibit the highest levels of significance as predictors of women's political participation. This study specifically focuses on the influence of education and the promotion of women's involvement in political parties as means to enhance their impact on the Nigerian polity[156].

Numerous studies conducted about women's political representation consistently demonstrate that female legislators exhibit a greater inclination towards advocating for women's interests in comparison to their male counterparts. Nevertheless, an increasing amount of scholarly literature indicates that the conduct of female members of parliament (MPs) and the connection between the representation of women in terms of numbers and their actual representation in decision-making are influenced by various institutional factors. This study makes a valuable contribution to the ongoing discourse by examining the impact of the electoral incentive structure on the substantive representation of women. Based on the framework of the Competing PrincipalsTheory, it is anticipated that female legislators will exhibit a higher propensity to advocate for women's interests when their chances of re-election are not contingent upon representing local interests within electoral districts. The study employs the German mixed electoral system as a basis for empirical analysis, focusing on the examination of the representation of women's issues in oral and written parliamentary questions presented in the German Bundestag from 2005 to 2013.The findings derived from a hurdle regression model indicate that female Members of Parliament(MPs) are inclined

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to prioritise the representation of women's interests when they have a guaranteed re-election and do not face the need to actively campaign for additional local support within their district[157].

This study examines an alternative approach to comprehending the factors that influence the selection of female candidates for political office in electoral systems with single-member constituencies. Existing scholarly literature has predominantly focused on two primary factors thatcontribute to gender-based political dynamics. The first factor pertains to party ideology, where leftist political parties have been found to exhibit a greater inclination towards promoting gender equality compared to rightist parties. The second factor relates to the strategic selection of candidates, which is influenced by the anticipated electoral prospects of a party in a given district.In this context, women are often more likely to be nominated as candidates in unwinnable contests, commonly referred to as 'sacrificial lambs'.

This study posits that the selection of male and female candidates across various electoral districts demonstrates a reciprocal relationship between party strategies, specifically influenced by the actions of the primary opposition party. Our hypothesis posits that in cases where the trailing party does not prioritise gender equality, their optimal strategy within a specific district is to nominate a candidate of the same gender as the leading party. In order to investigate strategies for achieving equilibrium in nominations, we conducted an analysis using secondary data obtained from 1,017 single-member districts in Australia. The data included information on over 2,000 candidates from the conservative Liberal-National Coalition (Coalition) and the centre-left Australian Labour Party (ALP), spanning the years 2001 to 2019[158].

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The issue of women's underrepresentation in politics and the various factors that limit their participation are central topics of interest for numerous academic researchers. This study employsqualitative research methods to explore the strategies employed by female politicians in Nigeria tonavigate the constraints. The platform facilitates the expression of women's experiences within a societal context where politics is predominantly masculinised and the subordination of women tomale authority is upheld as a virtue. The study elucidates the strategies employed by women to navigate patriarchal structures by leveraging their femininity. This study provides significant contributions to the existing body of literature by highlighting the resilience exhibited by women in situations where electoral processes hinder their participation and create a privileged environment for accessing political spaces. The fieldwork for the present study was carried out inNigeria during the years 2016 and 2019. A series of interviews were conducted with a group of female politicians and male supporters in various cities located within four out of the six geopolitical zones of the country, namely the north-central, south-east, south-west, and south-south regions. The research employed a thematic methodology to analyse the data, utilising selected experts from the interviews to demonstrate both shared patterns and variations in the participants' narratives[159].

The widespread presence of music makes it a significant indicator of the perspectives and issues, as well as the cultural values and norms, of the environment in which it originates. The genre of hip-hop has been assimilated into various societies worldwide, resulting in its domestication within each respective cultural context. Despite its significant contributions and societal impact, hip-hophas garnered attention and faced

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criticism for its alleged promotion of criminal behaviour, materialism, violence, drug use, and misogyny. This study aims to analyse the representation of women in Nigerian hip-hop music videos by male artists, with a specific focus on the socioculturalintricacies of the Nigerian context. The dataset comprises the lyrics and music videos of three songs performed by three prominent Nigerian artists. The analysis focuses on the utilisation of multimodal social semiotics and performativity theory, which are theoretical frameworks that emphasise the social aspects of communication. Both linguistic and non-linguistic modes in the data are given consideration.

The linguistic characteristics analysed encompassed derogatory language employed in the depiction of rape/sexual assault, sexual conquest, and physical violence directed towards women. Conversely, the non-linguistic modalities portrayed women as being hedonistic, motivated by financial gain, unpredictable, and desirous. Women are also depicted as sexual commodities, serving to fulfil the desires of a patriarchal and phallocentric societal structure. The visual focus and behaviour exhibited by the female personas were observed to be suggestive of a willingness to cooperate, with the intention of upholding the existing state of affairs. The significance of these findings is particularly noteworthy, given the abundance of evidence indicating that music has a substantial impact on shaping the behaviour of its listeners[160]. The issue of gender exclusion in the political sphere has emerged as a significant impediment to economic progress in contemporary society. Women's groups play a crucial role in grassroots politics, serving as a significant foundation.

However, the endeavour to increase women's involvement in grassroots politics encounters numerous obstacles, hindering their ability to effectively utilize the existing

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opportunities for economic advancement. Hence, the potential for increased female political participation and women's empowerment remains untapped by women's organizations in Nigeria. The current study aims to evaluate the involvement of women's groups in political activities, analyse the obstacles they encounter, and examine the potential impact on economic development in Osun state, Nigeria. The research was conducted utilising primary dataobtained from forums and dialogues held within women's groups. These groups consisted of an average of thirty (30) members and were located in ten (10) local government areas (LGAs) within Osun state, Nigeria.

Furthermore, the research also incorporated exploratory techniques that involved the utilization of existing scholarly literature. The study's findings suggest that women's groups generally lack a political agenda. Primarily, their objectives do not coincide with any specific political agenda, despite the fact that their members may accept appointments and benefitfrom government patronage. Additionally, it was observed that a significant proportion of the women's groups' members exhibit a notable level of illiteracy, with limited knowledge regarding both national and international legislation pertaining to gender equality and affirmative action. Hence, individuals encounter challenges when engaging in political activities and expressing theirperspectives on political matters. The study's findings suggest that the current involvement of women's groups at the local level may not be sufficient in promoting increased female participationin politics and exerting influence on economic development. Therefore, it is imperative to enhancetheir efforts and adopt a proactive approach towards political matters in order to facilitate increased female engagement and relevance in the realm of politics. The study thus proposes that governments and stakeholders prioritize the

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implementation of empowerment programs, particularly those focused on decision-making and political participation, for women's groups at the grassroots level[161].

The recruitment, motivation, and selection processes within political parties play a crucial role inunderstanding the level of women's representation. This article examines the influence of intraparty elements on the level of women's representation. It does so by assessing the consequences of two specific factors: (1) the non-quota strategies employed by parties at the regional level, such as the establishment of women's sections, mentoring programs, or providing campaign funding for women; and (2) the role played by central party gatekeepers at the local level. This article demonstrates the significance of parties' non-quota strategies and central gatekeepers in influencing the proportion of women on local party tickets, utilising a novel and comprehensive data set comprising 1,475 electoral lists from the 2014 local council elections in the German state of Baden-Wuerttemberg. In this scenario, the determination of individuals who seek political office is contingent upon the dynamics within the political party. The observed dynamics can be attributed to a combination of various mechanisms, including non-quota strategies and gender-biased candidate selection. Additionally, the interplay between local party competition and the strength of left-leaning parties also contributes to these dynamics. The relatively stable conditions observed at the subnational level indicate that the parties' abilities, or lack thereof, to recruit based on gender is a significant factor that warrants investigation, particularly through cross-national comparisons[162].

Previous studies have indicated that the implementation of legislative gender quotas can disrupt established recruitment networks, thereby equalising the political

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experience of women and men.

However, there is limited knowledge regarding the effects of party quotas in this regard. The utilisation of the Australian Candidate Survey reveals that the implementation of gender party quotas has the potential to mitigate the experience disparity observed among male and female candidates, as well as among women themselves. Prior to the implementation of party quotas, female candidates from the Coalition exhibited a higher level of experience compared to their counterparts from the Labour party. The elimination of the party gap, as well as the gender gaps among Labour candidates, became evident subsequent to the implementation of gender quotas by the Labor Party. Our analysis reveals that the implementation of party quotas has had minimal effect on the level of experience among male Labour candidates and candidates from the Coalition, regardless of their gender. The professionalization of politics and the presence of women-centric networks are identified as influential factors that shape the effects of quotas on candidate selection process[163].

In a democratic system, it is imperative for the parliament to serve as an exemplary institution across all levels. It should provide an environment where individuals, regardless of gender, can effectively carry out their responsibilities with equal opportunities, unrestricted autonomy, and utmost protection. The significance of this matter lies in its impact on the institution's efficacy, theperception of parliament by the general public, and its potential as a role model in promoting gender equality within society. In 2016, a study conducted by the Inter-Parliamentary Union (IPU) examined the experiences of 55 female Members of Parliament (MPs) from 39 countries across five global regions. The findings of this study revealed that instances of daily sexism

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and gender-based violence were prevalent and deeply ingrained within parliamentary systems worldwide. Additionally, the study demonstrated that instances of sexism, harassment, and violence directed towards female Members of Parliament (MPs) have both immediate and lasting effects, impeding women's ability to attain leadership roles and fully participate in political proceedings. The prevalence of these issues within parliamentary systems poses a detriment to democratic institutions and the concept of democracy as a whole. The data for this study were obtained via confidential interviews conducted with a total of 123 female Members of Parliament (MPs) and parliamentary staff. These interviews were conducted across 453 of the 47 member States of the Council of Europe, spanning the period from January to June 2018. An interview was conducted with a sample of one to five women who were either elected to or employed in the parliament of each country. The interviews were carried out through various methods, including face-to-face interactions during the IPU and PACE Assemblies, as well as through telephone or Skype conversations. These interviews utilized a questionnaire specifically developed by the IPU for their international study on the topic of Sexism, Harassment, and Violence against Women Parliamentarians, which took place in 2016.

The invitation was extended to all female members of national delegations to the Inter-Parliamentary Union (IPU) and the Parliamentary Assembly ofthe Council of Europe (PACE). The results presented in this study are based on the voluntary participation of individuals, and therefore, they reflect the responses provided during the interviews. The present study does not rely on a sample that is statistically representative. However, the findings of the study suggest that there exists an issue that has received minimal

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attention[164].

This chapter charts a number of new directions for women's political rights, highlighting both successes and enduring difficulties in achieving women's equal rights to vote and run for politicaloffice. The chapter focuses more closely on the most recent development, the rising global movement to acknowledge and address the issue of violence and harassment against politically engaged women. The concept of violence against women in politics is first mapped out globally.

Following a discussion of certain definitional concerns, an overview of the numerous global manifestations of this phenomenon follows. It concludes that violence and harassment constitute a severe threat to women's political rights—and hence to democracy itself—after giving a brief summary of new alternatives[165].

Do high levels of female representation occur in both democracies and autocracies due to the samefactors? I use a sizable dataset for 147 countries over a 25-year period that includes the dependentvariable women's representation in national parliaments and six pertinent independent variables, including legally required quotas, party quotas, district magnitude, the number of years women have been represented in parliament, development, workforce participation, and a time trend. Theinfluence of the three institutional factors—legally binding quotas, party quotas, and district magnitude—varies across democracies and autocracies, I find using cross-sectional time series analysis. A large district size and party quotas have a greater impact on increasing women's participation in democracies than legally enforceable quotas do in autocracies[166].

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Young adults' absence from elected legislative bodies is a democratic weakness that could have serious consequences. Yet because we lack empirical data on the age distribution in parliaments, research is rarely able to systematically examine the issue of age group representation. This lack of information is addressed by the Worldwide Age Representation in Parliaments (WARP) data set. It includes age information on legislators, such as the percentage of members of parliament (MPs) who are 30 years of age or younger, 35 years of age or younger, or 40 years of age or younger. It gives information about the numerical presence of age groups in parliaments, ranging throughout the globe and over time. The data set also includes measurements that contrast the proportion of lawmakers who are under the age of 30, under the age of 35, under the age of 40, between the ages of 41 and 60, and over the age of 61 in comparison to the same age group in the general population of a certain nation. Additionally, it contains gendered figures, such as young female MPs. The WARP data set is freely accessible online and includes information from more than 700 elections that have taken place in 149 countries so far. It enables a cutting-edge examination of how old legislators are[167].

Due to society's conception of authority along gender lines, women's roles in the public sphere have traditionally been limited in Africa. For a very long time, power, authority, and decision- making rites were perceived by society as denoting masculinity and maleness, hence barring women from exercising these crucial social rites. The direct and indirect exclusion (fencing-in) ofwomen from political involvement, formulating and carrying out national development agendas, and state affairs was particularly pervasive. However, through their activism and their political andsocial efforts aimed at

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guaranteeing social justice throughout all spheres of society, women have over the years fought these gendered limitations. One of these women is Chimamanda Ngozi Adichie, has been active in advocating for gender equality and women's empowerment in all domains as a feminist, novelist, and author. This article discusses and recognizes the role performed by this renowned African female figure through her writings, as well as the influence she has had on shifting the narrative to achieve social justice for all people and challenging the status quo on gender issues. She has been able to speak out against many gender-based constraintsand types of discrimination by using her writing as a potent channel. She has worked as a notable influencer to dismantle social and psychological obstacles that were previously in place and to encourage other young women, whether they work in politics or another field, to challenge gender norms. Adichie's work transcends the confines of academia, and this article focuses on how she uses her writing to advance feminist politics. We view her writings as a feminism without boundaries since they changed how African women and those in the diaspora perceived feminism. She also collaborated with current pop culture[168].

Interventions designed to enhance the numerical representation of women in politics typically address the issue by addressing a deficiency in demand among key decision-makers. Nevertheless, it is crucial to consider the supply-side dynamics even in situations where there is a surge in demand. Specifically, it is imperative to examine the conditions that influence individuals' willingness to present themselves as candidates for political office. One crucial determinant that has been recognized as a significant predictor of an individual's decision to engage in running is the presence of encouragement received. This study investigates whether the act of encouragement

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exhibits gender bias. In order to address this inquiry, we employ an exceptional dataset comprising individuals who participated as candidates in the local elections held in Ireland in 2019. Our findings indicate that female candidates were provided with a higher level of encouragement to pursue political candidacy compared to their male counterparts. Moreover, it was observed that female candidates were more likely to receive this encouragement from specific sources, namely elected politicians, spouses, and family members[169].

Various estimates exist for global monetary and multidimensional poverty, yet there remains a lack of estimates regarding populations worldwide that are susceptible to social exclusion. This paper addresses the research gap by providing estimates of the proportion and quantity of populations worldwide and within specific regions that are at risk of experiencing social exclusion.This paper presents a theoretical framework for understanding social exclusion that is based on Sen's capability approach and highlights the relative, multidimensional, and dynamic aspects of exclusion. The paper additionally presents a macro-level quantification method for identifying population groups that are especially susceptible to exclusion on the basis of identity, circumstances, and socioeconomic factors. The empirical approach entails conducting surveys to identify the most credible sources of data on vulnerable populations across different countries. This approach also involves devising a systematic protocol to prevent the duplication of individuals who are at risk of experiencing social exclusion. In general, it is estimated that a range of approximately 2.33 billion to 2.43 billion individuals, which accounts for approximately 32 percent of the global population, are at risk of experiencing social exclusion.

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The regions of South Asia and East Asia and Pacific collectively accommodate a population of 1.3 billion individuals, with India and China being the primary hosts for 840 million of these individuals. In contrast, it isnoteworthy that the region of Sub-Saharan Africa harbours the highest proportion, amounting to 52 percent, of individuals who are susceptible to experiencing exclusion within their society. The paper additionally examines various implications arising from these estimates, highlighting the potential insufficiency of policies solely focused on addressing poverty in addressing social exclusion[170].

The paper examines the cultural obstacles that hinder women's involvement and achievement in the labour market within developing nations. The present analysis commences by examining the correlation between economic development and female employment, positing that cultural normsserve as a key determinant elucidating the substantial variations in female employment levels across countries with comparable levels of development. Subsequently, an analysis is conducted on various societal norms pertaining to gender, which impose limitations on women's participation in the workforce. Furthermore, instances of policies designed to surmount these obstacles are provided. Certain policies have been formulated with the intention of circumventing prevailing norms, thereby facilitating greater success for women in the labour market. Conversely, other policies seek to actively modify these norms. There exists empirical evidence supporting the efficacy of both approaches in enhancing women's engagement in the labour market and augmentingtheir earnings. Developing policies that align with cultural norms holds significant potential for reducing gender disparities in the labour market[171].

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2.4 Conceptual Model

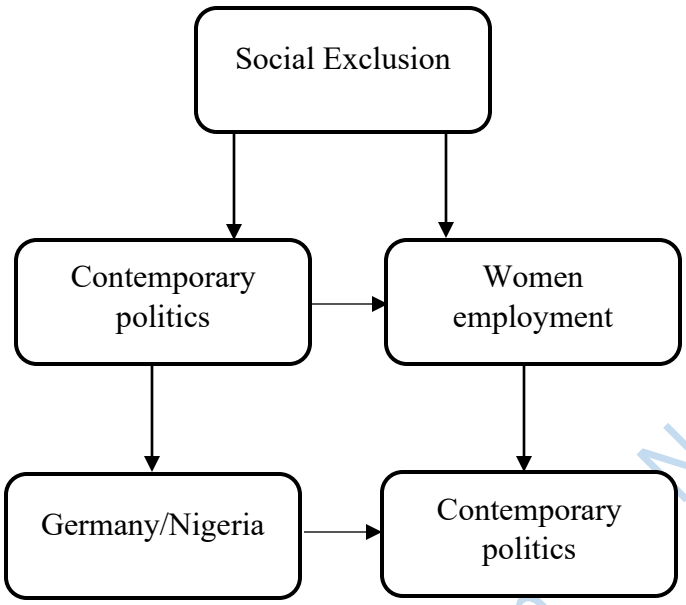

Fig 2.5: Conceptual Framework on Women and Employment Challenges in Contemporary Politics

Source: The Researcher, 2024

The involvement of women in the labour force has become a significant concern in present-day politics, carrying substantial consequences for both social integration and the promotion of genderparity. The intersection of gender, employment, and politics gives rise to a multifaceted array of issues, especially while examining the encounters of women within various socio-political environments. The study aims to comprehensively examine the intricacies surrounding the obstacles faced by women in the realm of employment, as well as their experiences of social exclusion through selected theoretical framework. Promoting gender equality and empowering women is crucial. However, there are still persistent gender inequalities in job prospects and social marginalization.

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Nevertheless, Nigeria, categorised as a developing country, faces specific obstacles regarding women's participation in the workforce and their overall inclusion in society. This analysis seeks to elucidate the fundamental reasons that lead to the employment difficulties and social marginalization of women by comparing these two situations. Furthermore, it will examine possible approaches for resolving these concerns. Germany, being a prominent European country, is perceived to have made notable advancements in the focus of this theoretical framework is to make a valuable contribution to the wider academic discussion surrounding women and employment challenges in contemporary politics through the implementation of a comparative analysis between Germany and Nigeria**,** this study will enhance our comprehension of the contextual intricacies that influence the experiences of women.

This research possesses relevance not only within the confines of these particular contexts, but also offers valuable insights to policymakers, advocates, and researchers engaged in endeavours aimed at achieving gender equality on a global level. Therefore, identified theoretical framework for this study incorporates multiple dimensions of social exclusion, including economic, political,and social factors, which significantly influence women's encounters within employment challenges in contemporary politics. The analysis incorporates established scholarly works and theoretical frameworks, such as Social Exclusion Theory and Institutional Analysis; to offer a comprehensive perspective for examining the intricate dynamics between gender, employment, and politics.

The theory of social exclusion offers a framework for comprehending the processes through whichspecific individuals or groups are marginalized or deprived of access to

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resources and opportunities within society. In the context of examining women's employment in Germany and Nigeria, it is imperative to apply this theory in order to analyse the manifestation of social exclusion. This entails an examination of the various structural, cultural, and institutional elements that contribute to the restricted access women have to employment opportunities and their marginalisation from positions of decision-making[83].

Institutions are social structures that have reached a high level of resilience. They are "policy- making bodies that emphasizes the formal and legal aspects of governmental structure [174]. The Institutional theory is a theory on the more substantial and durable components of social structure[175]; it views the procedures by which structures, such as plans, regulations, customs, androutines, come to be formed as the supreme standards for social conduct. Institutional analysis is a theoretical framework that places emphasis on the significance of both formal and informal structures, rules, and practices in influencing the behaviours and outcomes ofindividuals. Within the realm of women's employment, an examination of institutions can yield valuable perspectives on the various policies, laws, organizational cultures, and societal norms thatexert influence over gender equality within the labour market. An analysis of the institutional context in Germany and Nigeria enables the identification of the mechanisms by which institutions either sustain social exclusion or promote women's participation in the labour market[85].

2.5 Summary of Gap in Literature Reviewed

The present study delves into the employment obstacles that women encounter in modern-day politics. Specifically, it centres on the examination of social

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marginalisation in Germany and Nigeria. This study examines the various factors that contribute to the restricted involvement of women in political and decision-making roles, with a particular emphasis on the intersectionality of gender and socio-cultural contexts. The study endeavours to elucidate the obstacles confronted by women in attaining access to job prospects in the political sphere and proposes prospective remedies to augment gender parity in both nations. While most other studies have investigated studies on gender inequality, gender pay gap in the workplace, challenges of working women, and other related studies, there is yet to be a perspectivethat views women and employment challenges in contemporary politics from a social exclusion perspective aimed at comparatively analysing perspective from Germany and Nigeria.

Therefore, the aim of this research is to examine the obstacles encountered by women in present-day politics with a specific emphasis on the circumstances in Germany and Nigeria. Through an examination of the phenomenon of social exclusion, this study seeks to elucidate the barriers and constraints that impede women's access to employment opportunities within the political sphere. The objective of this study is to conduct a comparison and contrast of two countries, with the purpose of identifying similarities and differences. The findings of this analysis offer valuable insights that can be used to develop policy recommendations and strategies aimed at addressing the challenges identified.

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Chapter Three
Methodology

3.1 Research Design

The research adopts a comparative design to examine the obstacles encountered by women incontemporary politics in Germany and Nigeria with regards to employment. The design facilitates a methodical analysis of the resemblances and disparities between the two contexts, thereby enabling a thorough comprehension of the pertinent matters.

3.2 Population of the Study

The population of a study denotes the entire group of individuals or elements that the researcher is interested in studying[1]. It includes all the individuals, objects, or events that possess certain characteristics and meet specific criteria outlined by the researcher. For the purpose of this research study, the target population of the study are ten women selected equally from Nigeria and Germany. These women will be selected as a result of their participation in politics so as to investigate their participation with respect to their employment challenges in contemporary politics.

3.3 Sample Size and Sampling Technique

Purposeful Sampling

The utilisation of purposeful sampling will be implemented to guarantee the involvement of crucial women possessing pertinent experiences with employment challenges in contemporary politics. This method entails the deliberate selection of individual women who exhibit particular traits or qualities that are considered significant to the research. The study aimed to purposively sample women politicians, policymakers, activists,

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and gender and politics experts to obtain a wide rangeof perspectives and insights on employment challenges and social exclusion.

Snowball Sampling

The research methodology employed snowball sampling as a means of identifying and enlistingsupplementary participants beyond the primary sample. The methodology entails requesting the initially chosen participants to provide referrals for other individuals who possess expertise or haveencountered obstacles pertaining to women's employment in the political arena. By means of thismechanism of chain referral, a broader pool of participants can be engaged, thereby augmenting the range of perspectives and experiences.

3.4 Description of the Research Instrument

The research instruments the researcher employed in the process of data collection is an interview sessions over predetermined set of semi-structured interview questions. This helps ensure consistency across interviews and allows for more effective comparison of candidates. Thisinterview schedule is properly designed to expound responses from the respondents. Demographic details and interview parameters will include the followings: organisation, age, level of education etc.

3.5 Validity of the Research Instrument

In order to ensure the validity of this research study, the interview questions is structured from the research questions in such a way that they will logically be presented with control questions maintained to ensure validity. Similarly, the interview schedule will be presented to theresearcher's supervisor. Also, it will be subjected to the department's corrections and approval.

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3.6 Reliability of the Research Instrument

The reliability of a research instrument refers to the consistency and stability of the measurementsobtained through that instrument[4]. It indicates the extent to which the instrument produces similarresults when used repeatedly under the same conditions. Reliability is an important consideration in research because it helps to ensure that the data collected is accurate and trustworthy, which is essential for drawing valid conclusions and making informed decisions based on that data. Thus, reliability in this context refers to the dependability of a measurement. However, in the cause of this research study, the researcher study will be executed empirically and not subjectively so as toarrive at a logical and more empirical conclusion.

3.7 Methods of Data Collection

The study involved a comprehensive literature review of pertinent academic literature, scholarly articles, reports, and policy documents. The aim of this review is to obtain a deeper understanding of the difficulties that women encounter in the political sphere, particularlywith regards to social exclusion. This will establish the fundamental basis for the investigation, facilitating a thorough examination of current scholarship and pinpointing areas in need of further research.

Primary Data

The study employed semi-structured interviews as a method of data collection. The interviews will be conducted with prominent stakeholders, such as female politicians, policymakers, activists,and gender and politics experts. The interviews are anticipated to furnish primary perspectives andexperiences, thereby providing qualitative insights into the employment hurdles encountered by women in politics and the ramifications

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of social exclusion.

Secondary Data

The term secondary data pertains to data that has earlier been gathered by an individual or organisation for a distinct purpose but can be employed by researchers to investigate their research inquiries. The utilisation of secondary data can offer significant insights and serve as a valuable supplement to primary data collection endeavours in the analysing of women and employment challenges. The following are plausible sources of secondary data for this investigation:

Acquiring government reports and publications from pertinent ministries or departments can furnish significant insights into policies, initiatives, and statistical data pertaining to the obstacles women encounter in political employment. Analyses of gender equality, political participation, and social exclusion can provide valuable perspectives on the current state of affairs and ongoing initiatives in both Germany and Nigeria. Illustrative instances comprise analyses concerning the presence of women in politics, discrepancies in remuneration based on gender, and hindrances specific to gender in political occupation.

Reports and studies on gender equality, political participation, and social inclusion are frequentlypublished by international organisations such as the United Nations (UN), World Bank, and European Union (EU). These reports offer a comprehensive outlook on the obstacles faced by women in the realm of political employment, both on a global and regional scale. Additionally, they present comparative statistics across various nations. Secondary data obtained from reputableorganisations such as UN Women,

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the World Economic Forum (WEF), and the International Institute for Democracy and Electoral Assistance (IDEA) can be a valuable resource for researchpurposes.

Academic research and publications can serve as a valuable source of secondary data for the topicat hand. Academic literature, comprising scholarly articles, books, and conference papers, can provide valuable perspectives on the employment hurdles encountered by women in politics, the dynamics of social exclusion, and pertinent theoretical frameworks. Conducting literature reviewsat the outset of a study can aid in the identification of pivotal studies and address any research gaps in the current knowledge base.

National surveys carried out by statistical agencies, research institutes, or international organisations frequently gather information on political engagement, employment, and social integration. The examination of gender-specific variables derived from the surveys can furnish empirical evidence concerning the obstacles that women face in their pursuit of political employment. Moreover, datasets that are specifically centred on the intersection of gender and politics, such as the Gender Quota Database, can provide significant insights for comparative evaluations.

Various media sources, including news articles, opinion pieces, and interviews in both print and digital formats, can offer valuable perspectives on contemporary issues, discussions, and storylinespertaining to the obstacles women face in their pursuit of employment within the political sphere.Media outlets can serve as a valuable resource for obtaining contextual information, gauging public perceptions, and examining case studies that highlight particular challenges encountered bywomen in both Germany and Nigeria. It is imperative to exercise caution in verifying the credibility and

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reliability of the media sources employed.

NGO reports and publications pertaining to gender equality, women's rights, and political empowerment can provide significant insights into the experiences of women in politics and the obstacles they encounter. Non-governmental organisations frequently engage in research, advocacy, and initiatives that produce empirical data and evidence pertaining to women's involvement in political processes and workforce participation. Secondary data from reputable organisations such as Oxfam, International IDEA, and local women's rights groups can be a valuable resource.

Observation

The act of observation is a fundamental and extensively employed approach for gathering data indiverse academic disciplines and research environments. The process entails the systematicobservation and documentation of events, behaviours, or phenomena within their natural orcontrolled contexts. Observational data possesses the capacity to yield valuable insights, engenderhypotheses, and contribute to a more profound comprehension of the surrounding world. Observation, whether carried out by scientists, researchers, educators, or ordinary individuals, plays a significant role as a potent instrument for the collection of information and the generation of knowledge.

There exist two fundamental categories of observation: participant observation and non-participantobservation. Participant observation involves the active involvement of the observer with the subjects or environment under investigation, often leading to a deep immersion in the context in order to acquire a firsthand perspective. This methodology permits the observer to actively engage in events or behaviours alongside the

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participants, facilitating a more holistic comprehension of the given situation. In contrast, non-participant observation entails the act of observing from a distancewithout engaging directly in the observed activity. The act of observation involves maintaining a distinct separation between the observer and the subjects under investigation, thereby minimising any potential influence on the actions of the subjects. This approach facilitates the attainment of amore objective viewpoint.

Observation can be classified into two distinct categories: structured observations and unstructured observations[3]. Structured observation involves the researcher predefining specific behaviours or events of interest and implementing a methodical approach to capture and document the data[4]. The utilisation of checklists, rating scales, or predefined categories is frequently employed in this methodology to establish a standardised approach to the observation process. On the other hand, unstructured observation entails a methodology that is characterised by greater flexibility and a more open-ended approach[5]. The observer impartially documents pertinent information without pre-established criteria, thereby enabling the identification of unforeseen patterns or behaviours.

One notable advantage of employing observation as a method for data collection lies in its capacityto effectively capture genuine occurrences and behaviours in real-life contexts. Through the examination of events within their genuine context, scholars have the ability to acquire comprehensive and intricate data, thereby offering a more precise portrayal of the phenomenon being studied. In addition, the utilisation of observation as a research method enables investigatorsto delve into intricate nuances, non-verbal signals, and interpersonal exchanges that may elude detection when

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employing alternative data gathering techniques like surveys or interviews.

Observation possesses the benefit of non-intrusiveness, as it does not depend on self-reporting or the recollection of participants. This practice diminishes the probability of encountering response bias or the dissemination of inaccurate information. Furthermore, the utilisation of observation allows for real-time data collection, facilitating the capture of immediate and unplanned responses. This attribute renders it particularly advantageous for investigating dynamic phenomena or time- critical occurrences.

Nevertheless, it is important to acknowledge that observation does possess certain limitations. The mere presence of an observer, irrespective of their degree of engagement, has the potential to exertan impact on the conduct of individuals involved, resulting in the manifestation of the Hawthorne effect. This phenomenon entails individuals altering their behaviour due to their awareness of beingunder observation. It is imperative to consider this potential bias when analysing and interpretingthe data obtained through observational methods. Furthermore, the subjective nature of interpreting observational data arises from the potential influence of the observer's personal biases,assumptions, or preconceived notions, which can inadvertently impact the analysis and subsequentconclusions derived from the data. In order to address these limitations, researchers frequently utilise a combination of multiple observers, inter-rater reliability measures, and systematic protocols to augment the objectivity and dependability of the observations. Moreover, the integration of observation with other methods ofdata collection can yield a more holistic comprehension of the research inquiry under consideration.

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In summary, observation serves as a valuable method for data collection, enabling researchers to acquire information pertaining to conduct, occurrences, and conditions within their unaltered or regulated environments. Observation plays a crucial role in acquiring knowledge andcomprehending diverse facets of our world by capturing authentic scenarios and offering comprehensive insights. Nevertheless, it is imperative for researchers to exercise caution regardingpotential biases and meticulously plan their observational studies in order to guarantee therobustness, dependability, and accuracy of the gathered data.

3.8 Method of Data Analysis

Comparative Analysis:

The findings from the qualitative and quantitative analysis is compared and synthesised to identify commonalities and differences in the employment challenges faced by women in politicsin Germany and Nigeria. The comparative analysis provided insights into the impact of cultural, societal, and institutional factors on women's political employment and social exclusion in different contexts.

Policy Analysis:

Existing policies, initiatives, and strategies aimed at promoting women's employment in politics is critically analysed to assess their effectiveness and identify gaps. Comparative policy analysis is conducted to examine the approaches taken by Germany and Nigeria inaddressing women's employment challenges. This analysis contributed to the formulation of policy recommendations and strategies to overcome social exclusion and promote gender equality in political employment.

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Reporting and Dissemination:

The research findings are reported in a comprehensive research report, highlighting the employment challenges faced by women in contemporary politics and the role of social exclusion.The report will include policy recommendations and strategies for promoting gender equality and addressing social exclusion in political employment. The findings will also be disseminated through academic publications, conferences, and presentations to contribute to the existing knowledge base and policy discourse on women's political participation.

3.9 Ethical Approval

Ethical approval refers to the process by which a research proposal is reviewed and sanctioned by an ethics committee to ensure that the study's design and methodology align with ethical principles, including respect for individuals, beneficence, and justice.

Thus, the research protocol is approved by the Head of Department of Politics and International Relations Department, Lead City University, Ibadan. Similarly, data is collected with the consent of the head agencies after they have been told about the procedures, objectives and purpose of the study.

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Chapter Four
Results and Discussion of Findings

4.1 Presentation of Data

This chapter presents a comprehensive analysis of the interview data collected during the research investigation. Interviews are a powerful qualitative research method that allows researchers to gain useful insights and a deeper understanding of the research topic from the perspective of the participants. The purpose of this chapter is to carefully examine and interpret the interview data in order to address the research questions and provide important conclusions and recommendations. The opening section of the chapter offers a concise overview of the research goals that were initially introduced in chapter one, providing as a reminder to the reader of the fundamental objective of the research. The researcher aims to develop a correlation between the interview data and the overall research objectives by re-evaluating these research queries. This will ensure that the subsequent analysis is both consistent and meaningful. Following that, a summary of the interview process is provided, including details on how participants were recruited, and the methods used to conduct the interviews. The selection criteria for participants are clearly defined, with a focus on establishing a diverse and representative group of interviewers.

In addition, the researcher ensured that ethical norms were upheld throughout the interview process, emphasising the importance of getting informed consent, maintaining confidentiality, and protecting participant anonymity as required. In the future, the research study will now proceed to analyse the interview data. A content analysis approach has been employed to uncover dominant patterns, repeating themes, and significant insights that emerge from the conducted interviews. The researcher obtained valuable discoveries that enhance the current knowledge in the field by deeply engaging with the participants' extensive narratives and

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views. This chapter presents and discusses the findings that were extracted from the interview data. The analysis is enhanced and supported by the use of illustrative quotes or snippets obtained from the interviews. Our goal is to improve the trustworthiness and genuineness of our findings by including the firsthand perspectives of participants, enabling us to capture the complexities and depth of their experiences. In addition to doing a thematic analysis, the research also examines any significant deviations or competing opinions that emerged during the interview process. An analysis of different viewpoints enhances our understanding of the research topic and enables a more comprehensive assessment of the facts.

In addition, we consider the limitations of the interview data and the potential influence of biases, acknowledging any challenges or restrictions encountered during the process of collecting and analysing the data. By acknowledging these limitations, the researcher-maintained transparency and ensured the reliability and validity of our findings. Therefore, the chapter concludes by presenting a concise overview of the key discoveries derived from the analysis of the interview data. The significance of the findings is highlighted in connection to the research questions and objectives. In addition, suggestions are given for additional research or actual implementations in the appropriate domain. The present chapter is crucial in linking the collected empirical data from interviews to the upcoming chapters, which seek to elaborate on these findings and provide a comprehensive understanding of the research topic.

In summary, this chapter thoroughly analyses the interview data, resulting in a deeper understanding of the study topics and providing valuable insights to the existing literature. The researcher actively involved with the narratives provided by the participants. During the field research, the researcher used key informant interviews as the method of data collection. However, there were instances the some of the respondents declined to be interviewed. They

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claimed that the topic of discussion, centred on politics, and women participation was sensitive. The researcher primarily focused on professionals and specialists in the field.

4.2 Presentation of Research Questions

4.2.1 Research Questions (Germany)

1: Can you Discuss the Gender Pay-Gap and Occupation Segregation in Germany?

Respondent 1: It is known in Germany that despite the Government is struggling to fix the gap between the men and women earning, the reality is that 1 percent of women earned less per hour than men. There are differences in the pay gap of women and men in Western Germany when one compares it with the women in the Eastern Germany part of Germany. There is a wide range of gap between the two sectors.

2: Are Women Underrepresented Overall in German Politics?

Respondent 2: Women in the German political sphere, occupy around 35 percent of the seats in Berlin which makes it to be over a third of the representatives. Men dominate the seats at Federal Parliament at the Government level is also the same, women run none less than one out of ten in the local council elections. There is also no fixed quota system on the party system on how many women are allowed to contest.

Apart from the political scene, concerning the representation of women. In politics, the same applies to the employment rate of women in Germany. According to the Organisation for Economic Cooperation and Development, OECD, over ten percentage points of women employment level is higher than the OECD average which is below the percentage of men. This is as a result of different factors, for example, most employed women about 36 percentage

are mothers who work part – time and some are single mothers. Also, the new Government that came into power in 2021 published its first feminist development policy goals which are to eliminate all forms of inequality and discrimination against women, girls and other marginalised group in the society. Though the Government constitutional law stresses the equality of men and women, there is still gender pay and occupational segregation between men and women.

Almost all the states in Germany have women office, "Frauenburo" and the general task of the Women Office is to promote social equality between men and women both in the state. Though the offices are called Women's Office, they work not only for women but also for men that witness inequality in the society either through their sexual orientation, age, disability, skin colour and other factors. They also support the equal participation of women in the municipal administration. They observe areas in which women can be disadvantaged for example in the act of balancing work and family life. In order to improve the social development and gender equality, most of the Women offices networked with different institutions, local politics and organisation at both state and national level. As said earlier, women in Germany experience challenges both politically and in employment sector, they are underrepresented in decision making positions, though the basic law under the Federal guarantee equal treatment Act' for women and men.

3: Is there Gender-Pay Gap and Occupation Segregation in Germany?

Respondent 2: It is known in Germany that despite the Government is struggling to fix the gap between the men and women earning, the reality is that 1 percent of women earned less per hour than men. There are differences in the pay gap of women and men in Western

Germany when one compares it with the women in the Eastern Germany part of Germany. There is a wide range of gap between the two sectors. From the Government there is only advocation for equal participation by all people in different sectors that is political, social and economic. This is irrespective of the gender, sexual orientation, disability, origin, gender identity, skin colour, age or other characteristics.

Also, the new Government that came into power in 2021 published its first feminist development policy goals which are to eliminate all forms of inequality and discrimination against women, girls and other marginalised group in the society through the Government constitutional law which stresses the equality of men and women, there is still gender pay gap and occupational segregation between men and women. Almost all the "Arbeitsamt" in Germany has women office, "Frauenbüro" and the general task of the women's office is to promote social equality between men and women in the state. Though the offices are called women's office, they work not only for women but also for men that witness inequality in the society either through their sexual orientation, age, disability, skin colour or other factors.

They also support the equal participation of women in the municipal administration. They observe areas in which women can be disadvantaged for example in the act of balancing work and family life. Most of the women offices networked with different establishment, local politics and organisations at both state and national level. In order to improve the said development on gender equality. As said earlier on women in Germany experience challenges both politically and in the employment sector. They are underrepresented in decision making positions, though the basic law in Germany guarantee equal rights for women and men.

There are still lots of work to be done in this area; there is a great need to increase women's representation in politics. The first on the list of inequality of women is gender pay gap. Gender equality in politics has an intrinsic value and instrumental value in decision makings which will have a great effect on the quality of law and influence the application of legal system. Though the level of women participation in politics especially in the Parliament has steadily increased over the years there is still gap between them and the men. It will still take years before the gap can be filled.

4: Do Women Experience Political Employment Challenges in Germany?

Respondent 3: Compared to the 1980s, the current status of women political position has increased in Germany. Though the quota policies were enacted in the 1980s and early 1990s there is still gender pay gaps and gender inequality. Though the German Government aims to reduce the gender pay gap before 2030, there is earnings gap between women and men. It is obvious that men in Germany earn more than the women both in the public sectors and private sectors.

The gender pay gap is a system of inequality between women and men. There is difference in working lives and occupational sectors between women and men and this result into the choice of different careers and earnings gap. There is different between the working pay gap in Western German and the Eastern part of German. The women in Western Germany earn less per hour than men, same with their counterparts in Eastern part of German. But the percentage in the West is larger than Eastern part. In the German parliament the number of female parliamentarians has risen compared to few years back. Though some states like Thuringia and Brandenburg enacted political parity act, which allows the equal number of female and male

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candidates. There must be an alternate between women and men on the party lists but the parties are free to decide whether a woman or men starts the list.

The German Federal Constitutional court discussed the electoral complaint requiring the gender balance during the nomination of candidates during the elections of the German parliament (Bundestag). The court held that the Legislative has the power in its areas of competence to enact laws but is not obligated to do so. In another word, the court rule on that the party acts is unconstitutional. The only aim of the states (Thuringia and Brandenburg) is to promote equal rights between women and men and eliminate, that is, the disadvantages between the gender. Many political parties in German did not discuss one parity law despite the decrease of female representatives in parliaments. There is no clear standard in the constitutional text on how the parties should balance the gender nomination of candidates during elections. Rather, that law and policies should be adopted on regional and international institutions on gender quotas.

As said earlier, the parity law was declared unconstitutional in Thuringia. Though the law required political parties in the state to provide equal gender balance list during parliamentary elections. Most parties did not use this law in the selection of their candidates. The Federal constitutional court claims that the law interferes with Thuringia fundamental human rights of the individual and rights of political parties without a justification that is constitutional.

Respondent 4: The Ministry for Labour, Social Affairs, Health, Family and Women collaborated with intra-ministerial Committee for Women's Affairs to develop Mentoring program in order to promote and increase female leadership in Germany.

Many political parties in Germany do not encourage the participation of women during selection process of candidates. The left wing, *"Die Linke"* appears to support the equal

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representative of women at electoral nominations of candidates. Most political parties criticised the uniformity of equal chance of selecting candidate. Mostly, the candidates for parliamentary positions must undergo a long political training before been selected as candidates. This procedure is problematic for most women because of family life, they have no time for such party training or work. This makes men to have a hedge over women. Almost all the political parties in Germany are headed by men politicians who serves as party's role model. This indicates that the criteria for selecting candidates will favour men against women. The political training, financial support, time and childcare should be addressed because these are factors that discourage the participation of women in politics in German.

Respondent 5: Gender stereotypes and biases are challenges faced by women in politics. These challenges contribute to the underrepresentation of women in politics. Women are less recruited as eligible candidates as men. Women are not always considered as leadership material because they are seen as warm, compassionate, kind and soft minded while men are viewed to be tough, strong and competent. The voters particularly show stereotypical preference for masculine characteristics over feminine traits, when determining who to choose as a leader. Women are considered to be liberal than men by the voters. Also, young women are less politically ambitious than young men. They have little or no say on political matters. Voters rely on stereotypes that help them to evaluate and chose political leaders. Even when women enter into polities, they face lots of challenges. They often possess and perform characteristics that are masculine in order to be accepted most especially by the voters. These biases limit the political careers of women. Women politician are also considered for a particular sector in politics, for example they are considered to be good candidates or political leaders for sectors like family, healthcare, education and welfare dealing mostly with feminine

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issues while men are expected to handle sectors like defence, economic and foreign policy. In Germany men dominate the economic and foreign ministry for long time. The critics on female leader's appearances and choice of dresses are paid more attention than that of their male counterparts.

5: Are there Policies Safeguarding Women's Political Employment in Germany?

Respondent 1: Though the German Government enacted law that came into force in 2017, promoting and transparency in wage structure. The law creates terms and legal basis for the principle of equal pay between women and men. There are still lapses on order pricing in Germany. Also, research study by the Federal Anti- Discrimination Agency was launched to examine the difference of prices and services in Germany for men and women and for same products and services offered for both women and men. Both in private and public sectors, the leadership or supervisory leadership of women is lesser than their counterparts. This is affected by either discrimination or a lack of equal opportunities. No matter which political party a woman belongs to, she is been judged based on her gender.

The media are also to be blamed in this area; they are also biased against women. The media coverage on female political leaders at times can be discriminating. Their domestic life is under the spotlight. Many are questioned on how they share their political responsibilities with family responsibilities as wives and mother. Ironically, most male politicians are rarely asked this question. The media see female politicians as women first and politicians second. Female politicians in Germany face constant criticises and comments, stereotypes lead to bias and this have negative impacts on female politicians, at times they lose interest or motivation in performing their political duties.

Respondent 3: Though there are policies aimed at promoting women employment in politics but women are still far from being equally represented in politics compared to their male counterparts. Women that are political leaders or candidates of political positions are still discriminated and bias against because of their gender this affects their participation in politics. The notable stories or role model in politics is Angela Merkel, the first female chancellor in Germany. She is been described as the world most powerful woman and a role model for many women in Germany. In decisions making she showed her tactical and strategical methods in decision makings. Angela Merkel is a good example of role model in the world and how she used her femininity as a strength in German and world politics. Ursula von der Leyer is Germans' first female defence leadership position where men are dominated armies. This is a cultural change in the German army because there are 200 highest officers in the Germany army and there is only one female general. Unlike her predecessor, Christine Lambrecht was the third female German Defence Minister from 2021 to 2023. She faced lots of criticism and she resigned shortly after her appointment as German minister. She blamed the media for her personality as a woman and hardly allowed objective report and discussion in the interest of the German citizens and the defence force. There are also female role models in leadership positions in Germany, for example, Annalena Baerbock, the first female foreign minister and first interior and communication minister, Nancy Faeser.

6: How Effective are the Policies?

Respondent 1: Though the current German government that came to power in 2021 is advocating for equal participation of women in all the sectors, there are still lapses. The Federal Ministry for Economic Cooperation and Development presented a new strategy on feminist

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development in 2023 on policy concerning equal representation and participation of all people irrespective of their gender. But the feminist development places women on the high priority so that they can enjoy equality in economics, political and social life.

Respondent 3: There is measurable progress been made in increasing women's employment in politics and employment sector in Germany. The German Act on Equal Participation of Women and Men in leadership positions in both the private and public sectors has developed further coalition agreements with many organisations, industry associations and public sector in order to improve the effectiveness of the law on equal participation of women and men in leadership positions.

There is also monitoring data that indicate the proportion of woman in leadership positions. A platform was created for exchange of information and ideas between government, industry associations, labour organisations and public

sectors. This will help the German government to foster discourse on current development regarding equal participation of women and men in leadership positions.

7: Are there Public Discussions on Current Development Regarding Equal Participation of Women and Men in Leadership Positions?

Respondent 3: There are public discussions on the equal participation of women in leadership positions and this has increased the level of women participation and representation in political positions, though there are still discrepancies. Women still suspend their careers because of family care than men. They often work part time in order to support the family welfare. They often work lower income sectors and jobs. In order to reduce the gender pay gap, the federal

government upgrade the care professions and the right to return to full job after a period of part time. The daycare system was supported in order to support working mothers.

It is interesting to know that women are increasingly assuming political leadership positions in German politics. Angela Merkel, former chancellor of Germany from November 2005 to 2021 is a role model for women in politics in Germany, she became the first female to head the government and she is one of the most influential and powerful women not only in Germany but in the world. The only key challenges are the gender gap; women are less represented in German politics and this is an indication of problems of gender equality in the country. Another challenge is the combination of work and family, in the Eastern party of Germany, the structure is different from the western part, women in the eastern part are mostly housewives, the women still find it difficult to combine work and family life. During political debate, men usually attack women and claim that their role is at home, for this reason and others, women are reluctant to stand for political positions or offices.

8: Could you Discuss Women and Social Exclusion in Politics?

Respondent 4: There is need for the government to change the structure so as to promote the active involvement of women in politics. There should be a stop to sexism. Parties should introduce women quota so that there will be more female members in the parliament. The social exclusion has limited the participation of women in politics in Germany. That is why the BMZ is promoting specifically the equal participation of women in social, political and economic life. There is an uneven distribution between the sexes in economic, social and political sectors and power. A law was enacted in 2021 to increase the number of women in leadership positions both in public and private sectors. The German Government also adopted

quotas for women participation in political parties. But most parties and private organisations are still dominated by men. Men still dominate the leadership and decision-making positions.

The role of traditional gender norms has effect on the participation of women in politics. For example, when one compares the two German regions east and west, one can say that the role in the societal gender role in the east has effect on gender equality and gender gap. Effective strategies should be designed to combat the gender inequality and gender gaps. Also, there should be sanctions for both political parties and private institutions that do not comply with the gender quota policies. The Government still has a lot to do in terms of gender inequality.

4.2.2 Presentation Research Questions (Nigeria)

Respondent 1:

Is Politics Meant for Women?

Politics is also for women, as well as men. Women are also very good in politics because we are mothers to children, and meet with other women, while also canvassing people to join politics.

How Possible is it for a Woman to Attain an Exalted Position in Nigerian Politics?

It is convenient for women to emerge in elective positions as long she belongs to the right party and does her ground work properly.

How much opportunity are women given in the Nigerian political sphere?

Nigeria is yet to mature when it comes to offering women chances in politics. Women are still struggling to attain political positions in Nigeria. For this reason, women always have to work

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harder than their male counterparts in politics. While women may have the opportunity to fill any form of intent, it is however much work before she is able to access a nomination form as she would have had to do a lot of homework. It is not always an easy endeavour for women.

What is the chance of a woman getting an exalted position in politics in both Nigeria and Germany?

Women are given equal chance with men in Germany, as long as she is capable and qualified. And there is no tribalism and sentiment as well as the roles of godfathers.

Men will never allow women to have 50-50% chance in politics. Women are seen as second-fiddle in Nigeria. The IBB regime gave a 65% to 35% ration for men and women in politics respectively. Same Jonathan tried to elevate the ration to 45% for women. In Buhari's administration, women were not enjoying a large percentage of representation of politics in Nigeria. It is hoped that the next administration would pave a way for women in politics.

Respondent 2:

Is politics meant for women?

Yes. Politics is meant for both women and men. Women are the grass-root politicians because they go down deep down to canvass for people.

Are women able to combine politics and their homes together?

Yes, women can combine both, although it is easier when their spouses trust them. My husband offers me his support despite his disinterest in politics.

How easy is it for women to attain either an elective or selective position in Nigerian politics?

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It is not easy, because men are full of inferiority complex. Men have been the major stumbling block in this quest.

Nigeria vs Germany stances on women in politics?

Despite a woman being qualified to run, the godfathers would not still allow a women attain such political rank in Nigeria because of money.

Nigeria vs Germany stances on women in politics?

Women in Nigerian political sphere are as qualified as their counterparts in Germany. However, the difference is that women in Germany have a level playing ground to participate in politics than their counterparts in Nigeria.

Does sentiment and Tribalism also play role in German Politics?

Yes, it does, as long as it is politics, there will always be sentiments and tribalism

What is the chance of a woman getting an exalted position in politics in both Nigeria and Germany.

Godfatherism is still a factor which affects women in Nigeria.

Why don't Nigerian political lords allow women in political offices?

Women are hated in the Nigerian political sphere. Men don't want women to rise in politics. This is due to selfish reasons. There might also be cultural factors responsible for certain regions of the country not being interested in having women in Nigerian politics. This is not the case in Germany.

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Respondent 3:

Is politics meant for women?

Women are the backbone of politics more than men. Because when time comes for politics, we see women run around to canvas. As for men, they mostly come out to declare interests in politics but not as much as women

How possible is it for a woman to attain an exalted position in Nigerian politics?

Yes. However, there are women of high calibres who could emerge in high political positions. However, the effect of godfatherism may still affect their further push for higher positions

Nigeria vs Germany stances on women in politics?

It is different in Germany. Such country looks at a woman's quality and ability to work and deliver and not gender. If you can do it right, you're allowed to run for an office. It is different in Nigeria however. Even if you're capable, godfatherism would not let women attain such positions. Rather they would look for someone who's not up to your standard to fill such political role.

Hence, it can be said that there exists a wide gap between Nigerian politics and the German politics when it comes to women. You cannot compare the gender equality in Germany with that of Nigeria.

Is there gender balance in Nigerian politics compared to with Germany?

Let's be realistic, it is a different ball-game entirely. Gender equality and gender equation are two different factors playing in politics. In the gender equality, Nigeria is still way behind. In the gender equation, Nigeria is said to have 85% to 15% men and women ration in Nigerian

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politics. Out of the 15% accrued to women, only about 5% are able to rise and compete with men in the Nigerian political sphere. Conversely, Germany allows women who are capable and can work. In Nigeria, women work so hard and yet gain little compared to their male counterparts

Why don't Nigerian political lords allow women in political offices?

The culture in Northern Nigeria does not allow women to lead pollical positions. I was born and brought up in the north, as Northern men have strong dispositions to women leading men. This is not the case in Germany. Over there, gender or cultural backgrounds are never a deterring factor for women in politics. What they want is woman's intelligence.

Respondent 4:

Is it possible for a woman to be a politician and still hold her home front?

Yes, it is possible. Nigerian women are caring and hardworking.

Are women so inexperienced that they are not always given high ranking political positions in Nigeria?

Men are stumbling blocks to women political career in Nigeria. Men do not want women to attain higher political status than men. The Nasarawa state experience says it all; where a woman had emerged to run for the office of a governor before she was eventually disqualified. This is further compounded by bad leadership in the Nigerian political sphere. Women are not encouraged to participate in Nigerian politics anymore. It should be noted that once women are given the chance, they are ready to work better than men.

Which is more preferable between the Nigerian political sphere and that of Germany?

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The German system is better preferred.

Respondent 5:

Do you think women can hold a political position in Nigeria?

Women are capable to hold political positions in Nigeria.

Do you have any advice for politicians?

Give women listening ears. There is too much partiality and hatred for women in Nigerian politics. Women are only known when they are to be used for campaigns.

4.2.2 Research Question One: What is the Current Status of Women's Political Employment in the Political Sphere in Germany and Nigeria?

Political Employment of Women in Germany

The First Respondent asserts that there are disparities in political employment and pay gap between men and women in Germany. According to this respondent,

> *"This it is known in Germany that despite that the Government is struggling to fix the gap between the men and women earning, the reality is that 1 percent of women earned less per hour than men. There are differences in the pay gap of women and men in Western Germany when one compares it with the women in the Eastern Germany part of Germany."*

Evidence from Germany indicates that political programs aimed at preserving or reducing gender stereotypes on a broader scale can influence the prevailing gender culture in a country, as well as the magnitude of political gender disparities. Historically, German parties have shown significant disparities in terms of female participation percentages. In 2011, the political parties in Germany with the largest proportions of female members were "Die Linke" - the left

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wing, the Greens, and the SPD. One frequently mentioned explanation for these differences is said to be the stricter enforcement of internal gender caps within left-wing parties. Die Linke and the Greens enforced a stringent 50 percent quota for women. The SPD has implemented a near-parity quota, which requires that no less than 40 percent and not greater than 60 percent of party members belong to a single gender. It is logical to infer that women are more inclined to get involved in a political organisation that prioritises gender-related matters [1].

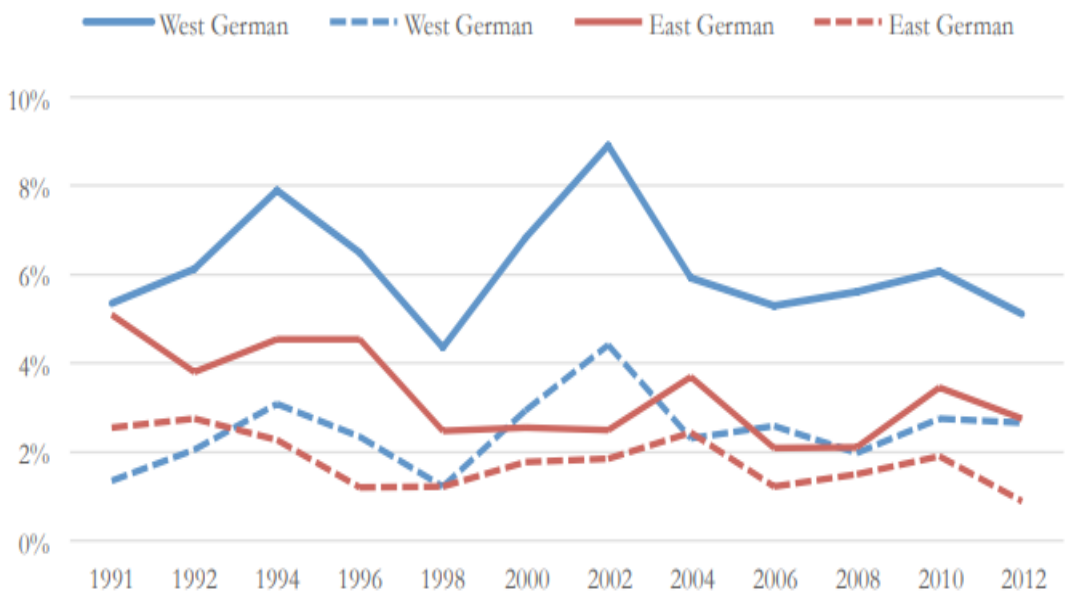

Fig 4.1: Political Organisation that Prioritises Gender-related Matters

Source[1]

In recent years, Germany has made substantial progress in advancing women's political participation, however there are still obstacles to overcome. By 2024, women have achieved significant roles in German politics, indicating a consistent and progressive advancement. The Bundestag, which is Germany's federal parliament, has had a rise in female representation,

with women holding approximately 35% of the seats. This is a significant advancement when compared to past decades, showcasing the efficacy of programs targeted at enhancing gender diversity[2].

Respondent 2 also asserted that women are underrepresented in the German political sphere.

"Women in the German political sphere, occupy around 35 percent of the seats in Berlin which makes it to be over a third of the representatives. Men dominate the seats at Federal Parliament at the Government level is also the same, women run none less than one out of ten in the local council elections. There is also no fixed quota system on the party system on how many women are allowed to contest"

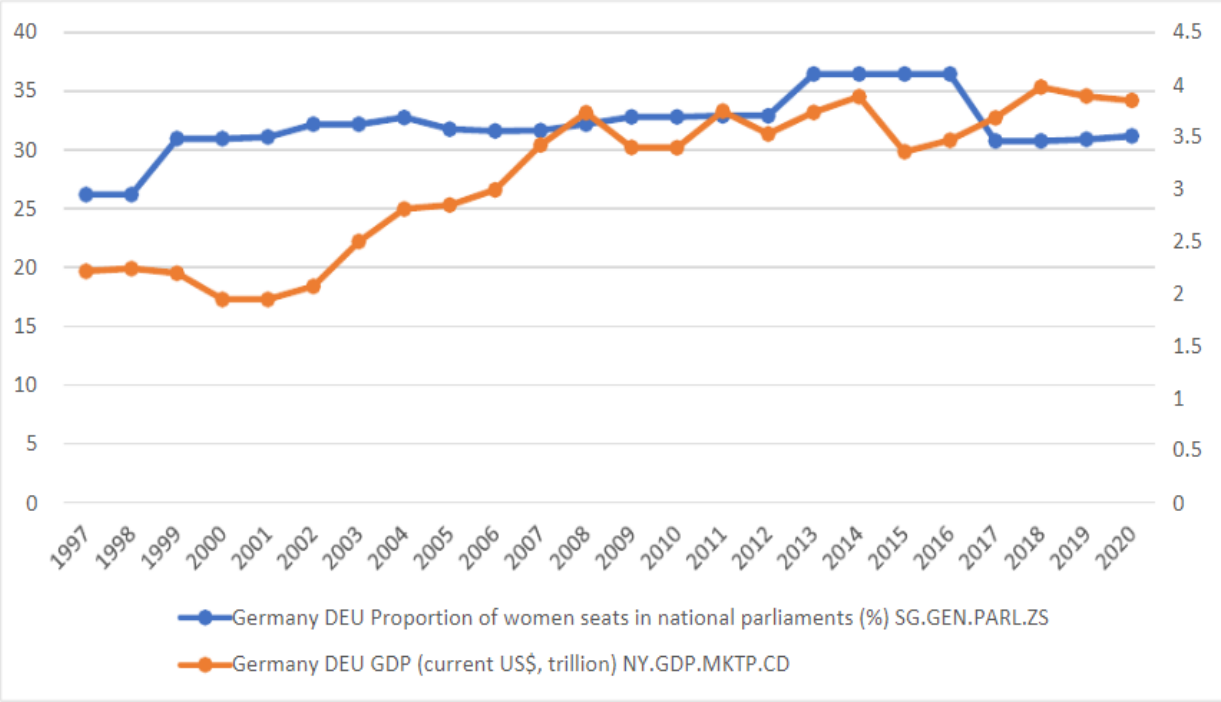

Fig. 4.2: Germany DEU Proportion of Women Seats in National Parliament

Source[4]

Notwithstanding these progressions, obstacles endure. Women in politics continue to encounter systemic obstacles, such as gender prejudice and inequitable access to leadership prospects. Continual efforts are being made to tackle these problems, including the implementation of gender quotas and targeted support for female candidates, in order to foster more equality[5]. This position is emphasised by the Second Respondent who stated the differences in gender pay-gap as one of the challenges affecting women in Germany. She stated that;

"From the Government there is only advocation for equal participation by all people in different sectors that is political, social and economic. This is irrespective of the gender"

Political Employment of Women in Nigeria

Conversely, Nigeria encounters more substantial obstacles in promoting women's political involvement. Nigeria has had a significant lack of female representation in both elected and appointed positions. Nigerian women are increasingly worried about this issue. Government and non-governmental organisations have made deliberate and coordinated efforts to enhance women's involvement in politics, along with the 30% affirmative action recommended at the fourth World Conference on Women in Beijing[6].

The Sixth Respondent, (Chief Mrs. Akinpelu Olufunke), opined that;

"Nigeria is yet to mature when it comes to offering women chances in politics. Women are still struggling to attain political positions in Nigeria. For this reason, women always have to work harder than their male counterparts in politics. While women may have the opportunity to fill any form of intent, it is however much work before she is able to access a nomination form as she would have had to do a lot of homework. It is not always an easy endeavour for women"

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Also, the existing National Gender Policy (NGP) in Nigeria proposes a 35% affirmative action and aims to achieve a more inclusive representation of women. This includes having at least 35% of women in both elected political posts and appointed public sector jobs. The lack of female representation in political activity has its origins in the patriarchal customs that have been prevalent in our society since the pre-colonial era. Nevertheless, the restoration of democratic administration has once again led to a rise in women's political involvement, both in elected and appointed positions. In Nigeria, the percentage of women's political engagement in both elected and appointed positions is consistently 6.7 percent, which is significantly lower than the global average of 22.5 percent, the average for Africa region of 23.4 percent, and the average for West African sub-region of 15 percent[6].

The level of women's participation in Nigerian politics remains very low, as women currently occupy a mere 6.4% of the seats in the National Assembly as of 2023. This stands in stark contrast to the global norm and highlights the significant gender disparity in the political realm. Despite years of continuous democratic rule, Nigeria has not yet had a female governor in any of its 36 states [7].

The Third Respondent (Alhaja Adeleke Muibat), corroborated the above when she stated that;

"Let's be realistic, it is a different ballgame entirely. Gender equality and gender equation are two different factors playing in politics. In the gender equality, Nigeria is still way behind. In the gender equation, Nigeria is said to have 85% to 15% men and women ration in Nigerian politics. Out of the 15% accrued to women, only about 5% are able to rise and compete with men in the Nigerian political sphere. Conversely, Germany allows women who are capable and can work. In Nigeria, women work so hard and yet gain little compared to their male counterparts"

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The underrepresentation of women in Nigerian politics can be attributed to a range of issues, such as cultural standards, economic obstacles, and political violence. Conventional gender norms and cultural norms frequently restrict women's access to participate in politics, while economic obstacles impede their capacity to campaign with effectiveness[8].

In conclusion, in the last twenty years, numerous countries worldwide have made significant progress in eliminating gender disparities in various areas of public life. However, current evidence indicates that gender disparities, particularly in the realm of politics, have shown no significant progress. Nevertheless, the pace of change is sluggish, and there is still a significant amount of work that has to be accomplished in order to attain gender equality in Nigerian politics. Academics, policy experts, and political commentators propose that the cultural obstacles to achieving gender equality, rooted in conventional beliefs about gender roles, may significantly contribute to the lack of progress in this area. In practice investigating the Current Status of Women's Political Employment in the Political Sphere in Germany and Nigeria has proven to be exceedingly challenging, mostly due to limitations associated with the utilisation of conventional cross-national data, such as variations in units or endogeneity. In order to address the fundamental obstacles that women encounter in this particular situation, it is crucial to implement structural changes and maintain continuous efforts to promote their rights.

Research Question Two: What Are the Political Employment Challenges Experienced by Women in Germany and Nigeria?

Women in Germany and Nigeria encounter substantial obstacles when it comes to political employment, which are influenced by cultural, social, economic, and institutional reasons. Although there has been advancement in achieving gender

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equality, there are still various obstacles that impede women from fully engaging in politics in both nations.

Germany

Gender-Based Violence

Gender-based violence against women is a grave infringement upon the human rights of women and a profound manifestation of discrimination that impacts numerous women throughout in Germany. The Second German Respondent asserted one of the key challenges as;

"As said earlier, women in Germany experience challenges both politically and in employment sector, they are underrepresented in decision making positions, though the basic law under the Federal guarantee equal treatment Act' for women and men"

The EU has recently ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention). By becoming a party to this convention on 1 October 2023, the Germany has made a commitment to incorporate a gender perspective in all its efforts to prevent violence against women, prosecute those responsible, and support the victims. The agreement acknowledges several forms of violence against women, including physical, psychological, sexual, and economic. Consequently, it also offers a structure to comprehend violence against political figures[9].

The Fifth German Respondent also assented to women experiencing gender-based violence. She stated that;

"Gender stereotypes and biases are challenges faced by women in politics. These challenges contribute to the underrepresentation of women in politics. Women are less recruited as eligible candidates as men. Women are not always considered as leadership material because they are seen as warm, compassionate, kind and soft minded while men are viewed to be tough, strong and competent"

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Violence against women who are involved in politics signifies the convergence of two distinct yet equally grave types of violence. This exacerbates its harshness and its impact on individual victims. Violence against women in politics has significant repercussions on political participation. It serves as a deterrent for women in general, discouraging them from engaging in politics. Accordingly, The Fifth German Respondent submitted that;

"These biases limit the political careers of women"

Consequently, this perpetuates the gender imbalance and under-representation of women in all levels of political decision-making. This issue poses a serious challenge for any democracy that aims to be inclusive. Experts and international institutions define violence against women in politics using three key characteristics[10].

Gender based violence is considered to be one of the factors elucidation the under-representation of women in politics. Data frequently reveal that women in politics are more exposed to violence than men, and such differences are due mainly to gender, and less to other factors such as political orientation. Violence against women in politics can take multiple forms, and forms that do not appear immediately political in nature can still have a serious political impact. For example, sexist and sexual harassment is a form of gender-based violence that women in politics encounter frequently. Perpetrators also include party and parliamentarian colleagues or superiors, as revealed by the two surveys presented in the next section. Even if they do not have a deliberate political goal, sexist comments, undesired sexual attention and even assault can have a discouraging effect particularly on young women in politics [11]. Ionel, Z. A. M. F. I. R. (2024).

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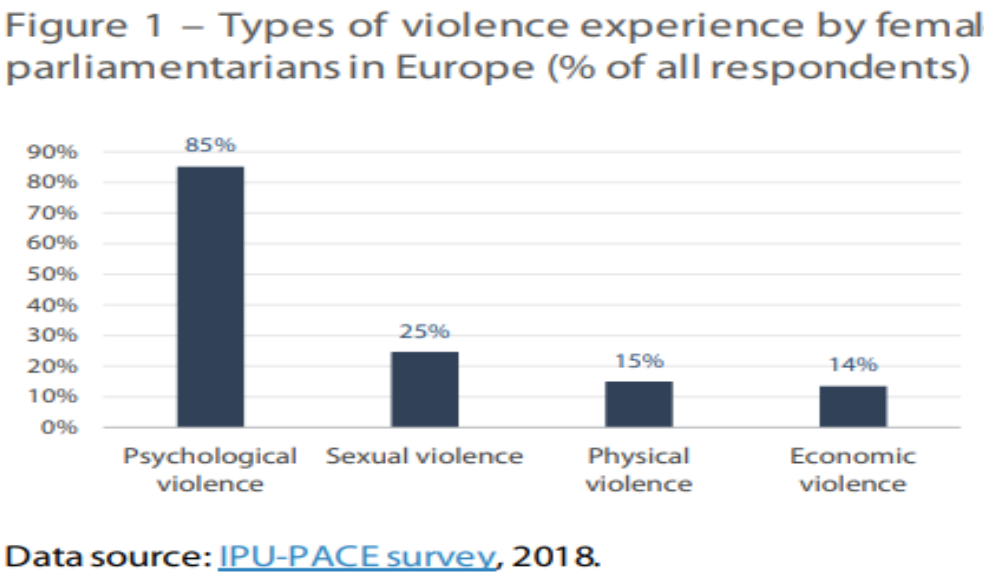

Fig. 4.3: Types of Violent Experience by Female Parliamentarians in Europe

Source[11]

The figure above is an Inter-Parliamentary Union released-report on harassment, and violence against women in October 2016. Quantitative and qualitative data were obtained from 55 female lawmakers of various age groups representing 39 nations across the globe. The findings indicated that psychological violence had an impact on 80% of female lawmakers. The most prevalent kind of violence reported by 65% of the respondents was degrading sexual or sexist comments, followed by threats of death, rape, physical assault, or kidnapping, which affected 44% of the participants. The individuals responsible for making sexist comments were male politicians, belonging to both the women's own political party and other political parties. Approximately 33% of the lawmakers who took part in the poll reported experiencing economic violence, while 25% reported experiencing physical violence, and 22% reported experiencing sexual assault. The participants believed that their gender was the main cause of

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the violence they experienced. Specifically, 61.5% of them thought that the purpose of such acts was to discourage them and their female colleagues from pursuing a career in politics. In comparison, just 41.7% of respondents cited political competition as the primary motivator. The main catalyst for the violence against women was their advocacy for sensitive subjects, such as supporting women's rights and human rights in general[12].

Cultural Preconceptions

Women in Germany face obstacles in political employment primarily as a result of cultural preconceptions, work-life balance concerns, and institutional hurdles. Although there is a very high degree of gender equality in comparison to numerous other nations, the political arena continues to be predominantly controlled by men.

The Third German Respondent opined that;

"Another challenge is the combination of work and family. in the Eastern party of Germany, the structure is different from the western part, women in the eastern part are mostly housewives, the women still find it difficult to combine work and family life. During political debates men usually attack women and claim that their role is at home, for this reason and others, women are reluctant to stand for political positions or offices"

Cultural preconceptions persist in shaping judgments of women's aptitude for leadership positions, since traditional gender roles and stereotypes persist. Female politicians in Germany frequently encounter doubt regarding their aptitude and commitment in political roles, which might impede their professional progress[13].

Work-Life Balance

Many women face a huge struggle in balancing their family duties with their political careers. The political culture in Germany frequently requires extended work hours and substantial

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travel, posing challenges for women who typically bear a larger burden of family responsibilities, hindering their full participation [14].

Institutional barriers refer to the institutional obstacles that women face within political parties and institutions. These factors encompass a deficiency in guidance and assistance networks, along with restricted entry to crucial leadership roles. The presence of an entrenched system of influential male politicians can marginalise women and restrict their prospects for advancement in politics[15].

Nigeria

In Nigeria, the issues are exacerbated by deeply ingrained patriarchal traditions, economic inequalities, and political violence against women.

Patriarchal Norms and Godfatherism

Respondent Alhaja Folarin Idiat had her say on patriarchal norms in Nigerian politics

"Women are hated in the Nigerian political sphere. Men don't want women to rise in politics. This is due to selfish reasons. There might also be cultural factors responsible for certain regions of the country not being interested in having women in Nigerian politics".

Patriarchal norms in Nigeria impose considerable limitations on women's political involvement, stemming from traditional beliefs and cultural practices. The concept of patriarchy establishes that women are predominantly assigned household responsibilities, and their participation in politics is sometimes regarded with mistrust or open animosity[16].

The concept of godfatherism is a central challenge in the Nigerian political sphere. Godfatherism has emerged as a significant issue in the prevalence of political patronage networks in Africa and other emerging nations worldwide. Godfatherism is a prominent characteristic of Nigeria's current democracy. Godfatherism refers to a system in which a

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powerful political figure acts as a merchant, while the person they support politically, known as the godson, becomes a subordinate who is essentially bought with a significant amount of money, all within the framework of a democratic process. Godfatherism poses a significant threat to democracy in the present day, and it continues to exist solely due to government support, leading to ineffective leadership[17].

Respondent, Alhaja Adeleke Muibat, also asserted that.

"However, there are women of high calibers who could emerge in high political positions. However, the effect of godfatherism may still affect their further push for higher positions"

"Even if you're capable, godfatherism would not let women attain such positions. Rather they would look for someone who is not up to your standard to fill such political role."

Economic Disparities

These disparities significantly hinder women's political engagement in Nigeria. Political campaigns necessitate significant financial resources, a resource that many women lack as a result of economic disparities. The financial limitation hampers women's capacity to actively participate in electoral competitions[18] .

According to Respondent Alhaja Folarin Idiat;

"Despite a woman being qualified to run, the godfathers would not still allow a women attain such political rank in Nigeria because of money"

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Violence and Intimidation:

These are frequently encountered by women in Nigeria when they endeavour to engage in political activities. Instances of mistreatment might vary from verbal harassment to physical aggression, discouraging several women from participating in the political sphere[19].

Institutional impediments, like those in Germany, also have a substantial impact on Nigeria. These factors encompass the absence of comprehensive legal structures, inadequate presence in political parties, and prejudiced practices within political institutions[20]. Both Germany and Nigeria present significant obstacles for women seeking political careers. In Germany, cultural stereotypes and work-life balance concerns are prominent, whereas Nigerian women face challenges related to patriarchal norms, economic obstacles, and violence. To tackle these issues, it is necessary to implement comprehensive policies that encompass policy reforms, societal transformation, and enhanced support for women's involvement in politics.

Research Question Three: How Effective are the Policies aimed at Promoting Women's Employment in Politics in both Countries?

The efficacy of programs designed to enhance women's participation in politics in Nigeria and Germany differs greatly due to disparities in political, cultural, and social environments. Both nations have enacted diverse measures to augment women's political representation; nonetheless, the results mirror the distinct obstacles encountered by each country.

Germany

Germany has achieved significant progress in advancing women's political participation by implementing a combination of legal frameworks, gender quotas, and party-specific measures. Germany implemented gender quotas to guarantee a minimum level of female representation

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within political parties. The Social Democratic Party (SPD) and the Green Party have enforced internal quotas, mandating a specific proportion of female candidates. The implementation of this policy has shown to be successful in enhancing the presence of women in the Bundestag and other political positions[21].

In spite of this, the Third German Respondent opined that:

Respondent 3*: "Though there are policies aimed at promoting women employment in politics but women are still far from being equally represented in politics compared to their male counterparts. Women are political leaders or candidates of political positions are still discriminated and bias against because of their gender this affects their participation in politics."*

Furthermore, *"There is measurable progress been made in increasing women's employment in politics and employment sector in Germany. The German Act on Equal Participation of Women and Men in leadership position in both the private and public sectors has developed further coalition agreement with many organisations, industry association and public sector in order to improve the effectiveness of the law on equal participation of women and men in leadership position".*

Accordingly, this would facilitate women's ability to pursue political careers should be implemented. These regulations could play a role in the progressive rise of women's political involvement, as they help to reduce the challenges involved with managing family obligations and political duties [22].

For German Respondent One:

Though the current German government that came to power in 2021 is advocating for equal participation of women in all of the sectors, there are still lapses.

However, studies reveal that Germany has mentorship programs provided by political parties and non-governmental groups with the goal of assisting women in the field of politics. These programs offer essential training, networking opportunities, and support that are vital for women to succeed in the political arena [23]. Notwithstanding these measures, obstacles endure.

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The efficacy of gender quotas is occasionally constrained by opposition within political parties and a dearth of methods for ensuring compliance. Furthermore, the cultural perspectives on gender roles persistently influence the level of women's involvement in politics[24].

Nigeria

Current endeavours to enhance the condition are in progress, propelled by both governmental and non-governmental organisations. The Gender and Equal Opportunities Bill seeks to tackle the legal and structural obstacles that hinder women's involvement in politics[25]. In addition, advocacy groups are actively endeavouring to enhance awareness and garner backing for female candidates, underscoring the significance of inclusive governance [26]. Conversely, the respondent did not think Nigeria upholds any policy aimed at improving women's involvement.

Respondent Alhaja Adeleke Muibat opined that;

"Nigeria is said to have 85% to 15% men and women ration in Nigerian politics. Out of the 15% accrued to women, only about 5% are able to rise and compete with men in the Nigerian political sphere. Conversely, Germany allows women who are capable and can work. In Nigeria, women work so hard and yet gain little compared to their male counterparts"

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However, studies reveal that Nigeria has implemented affirmative action policies, which include a 35% gender quota for women in political posts. Nevertheless, these quotas lack legal enforceability and are frequently disregarded, resulting in limited influence on the political representation of women (Eme, 2014). There is the National Gender Policy was implemented with the aim of advancing gender equality, particularly in the realm of political engagement. The execution of this program has been hindered by inadequate institutional frameworks and

a lack of political determination, despite its ambitious goals. However, these policies in Nigeria that seek to enhance women's political involvement have encountered substantial obstacles, leading to restricted effectiveness [28]. Respondent Chief Mrs. Akinpelu Olufunke revealed that;

"Men will never allow women to have 50-50% chance in politics. Women are seen as second-fiddle in Nigeria. The IBB regime gave a 65% to 35% ration for men and women in politics respectively. Same Jonathan tried to elevate the ration to 45% for women. In Buhari's administration, women were not enjoying a large percentage of representation of politics in Nigeria. It is hoped that the next administration would pave a way for women in politics"

Elsewhere, the Nigerian Women's Trust Fund seeks to offer financial assistance to female candidates. Although this effort aims to tackle the economic obstacles that women encounter, its effectiveness has been restricted by insufficient finance and ineffective management [29]. Also, Capacity building programs have been developed by NGOs and international organisations to enhance the political empowerment of women. These programs provide instruction and materials, but face challenges due to long-standing cultural norms and patriarchal systems [30]. However, the efficacy of these measures is frequently compromised by systemic challenges such as corruption, gender-based violence, and socio-cultural opposition. Notwithstanding the existing rules, the level of women's political representation in Nigeria remains insufficient, highlighting the necessity for more stringent and effective measures.

In conclusion, efforts to enhance women's participation in politics in Germany and Nigeria have yielded varying degrees of success. Germany's gender quotas, supportive regulations, and mentorship programs have achieved measurable advancements. However, cultural attitudes continue to present obstacles. In Nigeria, the policies and efforts that exist are hindered by institutional impediments and a lack of enforcement, which limits their effectiveness. To tackle

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these problems, it is necessary to have a long-term commitment from political leaders, a shift in cultural norms, and enhanced backing from institutions.

Research Question Four: How does Social Exclusion Limit Women's Participation in Politics?

Despite the larger population of women, they continue to face limited opportunities for capacity building and a supportive atmosphere to fully engage in politics. Gender equity refers to the practice of ensuring fairness and equality between women and men. However, the society lacks gender equity towards women, resulting in their exclusion from political and decision-making processes. The marginalisation and exclusion of women in Nigeria appears to be justified in the realm of political involvement and decision-making procedures.

Respondent Chief Mrs. Akinpelu Olufunke argued that;

"Nigeria is yet to mature when it comes to offering women chances in politics. Women are still struggling to attain political positions in Nigeria. For this reason, women always have to work harder than their male counterparts in politics. While women may have the opportunity to fill any form of intent, it is however much work before she is able to access a nomination form as she would have had to do a lot of homework. It is not always an easy endeavour for women."

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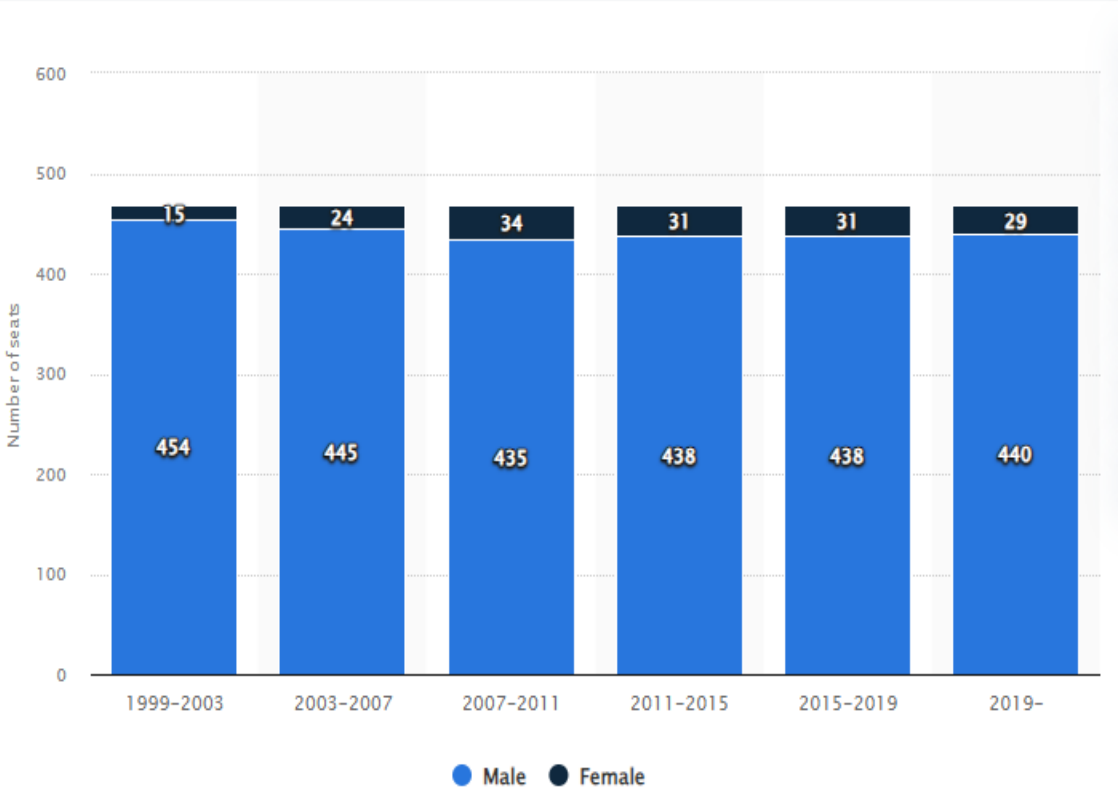

Fig. 4.3: Social Exclusion and Women's Participation in Politics, 1999-2023

Source[31]

Research indicates that there is a significant scarcity of women in Nigerian politics. Since 2019, the National Parliament has had a total of only 29 women, which accounts for approximately six percent of the overall representation, encompassing both the Senate and the House of Representatives [31]. Also, an inter-parliamentary union data suggests that women have consistently been underrepresented in Nigerian politics. On the other hand, men constitute a total of 440 individuals. In recent years, 2024 to be specific, Nigeria has only 3.9% of women in parliament, compared to Germany that has 35.3%[32].

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Year	Value
2000	3.40
2001	3.40
2002	3.40
2003	4.90
2004	4.70
2005	6.40
2006	6.10
2007	7.00
2008	7.00
2009	7.00
2010	7.00
2011	6.80
2012	6.70
2013	6.70
2014	6.70
2015	5.60
2016	5.60
2017	5.60
2018	5.60
2019	3.38

Fig. 4.4: Social Exclusion and Women Participation in Politics in Nigeria, 2000-2019

Source[32]

Barriers that Impede their Access to Resources

Women's social exclusion ensues by the creation of barriers that impede their access to resources, opportunities, and networks that are necessary for meaningful involvement. This exclusion is evident in cultural norms, economic inequities, educational constraints, and institutional prejudices, which all contribute to diminishing women's capacity to exert influence and engage in political decision-making. It is the result of systematic and structural processes that marginalize them, preventing them from fully participating in different areas of society, such as politics.

Cultural Norms and Gender Stereotypes Cultural norms refer to the shared beliefs, values, and behaviours that are considered acceptable and expected within a particular society or

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community. Gender stereotypes, on the other hand, are widely held beliefs or assumptions about the characteristics, roles, and behaviours that are typically associated with males and females[33].

According to Respondent Alhaja Adeleke Muibat

"The culture in Northern Nigeria does not allow women to lead pollical positions. I was born and brought up in the north, as Northern men have strong dispositions to women leading men. This is not the case in Germany. Over there, gender or cultural backgrounds are never a deterring factor for women in politics. What they want is a woman's intelligence"

Cultural norms and gender stereotypes significantly contribute to the social exclusion of women from political engagement. Conventional notions regarding gender roles frequently stipulate that women should prioritize household duties above participating in public or political spheres. These misconceptions diminish the perceived credibility and capability of women in political roles. Patriarchy and Gender Roles: Patriarchal societies uphold the notion that politics is predominantly a male sphere, hence dissuading women from aspiring to or pursuing political vocations. This cultural norm is widespread in numerous countries, including Nigeria, where women are frequently regarded as unsuitable for positions of authority due to conventional gender standards[34].

Media Representation: The media frequently reinforces gender stereotypes by inadequately featuring women in political reporting or depicting them unfavourably. Studies reveal that demonstrates that this phenomenon has a significant impact on the way the public perceives politics and serves as a deterrent for women who are considering a career in politics[35].

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Socioeconomic Inequalities

Economic obstacles are an additional influential element that contributes to the social marginalisation of women in politics. Political campaigns necessitate significant financial resources, a resource that is often lacking among women due to wider economic disparities. Income inequality is evident in the fact that women typically earn lower wages than men and have limited access to financial resources. This hampers their capacity to financially support political campaigns and engage in political activities[36]. Also, political campaigns cost a lot of money. The expenses related to running for office, including campaign financing and travel costs, are frequently too expensive for women, particularly in less developed countries where economic inequalities are more noticeable[37].

Respondent Chief Mrs. Akinwunmi Yemisi

"Men are stumbling blocks to women political career in Nigeria. Men do not want women to attain higher political status than men."

Restricted Opportunities

Restricted availability of educational opportunities and limited access to social and professional networks: Political participation is contingent upon having access to education and influential networks. Women frequently experience limited access to these services as a consequence of social isolation. Part of this restricted opportunity is obstacle to education. This ensues in insufficient education levels among women, especially in areas where girls' education is not given priority, impede their capacity to engage actively in politics. Education provides individuals with the essential skills and knowledge to actively participate in politics [38]. This restricted opportunities consequently affects women's ability to network. Generally,

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men have more extensive access to prominent networks and mentorship possibilities that effectively support the development of political careers. Conversely, women frequently face a dearth of possibilities to connect with these networks, which are vital for obtaining political backing and prospects [38]. The social inequality was affirmed by

Respondent Chief Mrs. Akinwunmi Yemisi who opined that;

"Women are not encouraged to participate in Nigerian politics anymore. It should be noted that once women are given the chance, they are ready to work better than men."

Institutional Biases

Inherent prejudices within political systems and parties intensify the marginalisation of women from political participation. Discriminatory behaviours, such as political institutions frequently possessing deeply ingrained behaviours and structures that exhibit a bias towards women. These factors encompass recruitment practices that favour one gender, absence of policies that support families, and predominance of men in leadership roles. Furthering on institutional bias is violence and intimidation challenges that women face in politics, and these obstacles can discourage their participation. This encompasses both physical aggression and psychological coercion, frequently intensified by institutional apathy or insufficient safeguarding measures[39].

Respondent Chief Mrs. Akinwunmi Yemisi opined that;

"The Nasarawa state experience says it all; where a woman had emerged to run for the office of a governor before she was eventually disqualified. This is further compounded by bad leadership in the Nigerian political sphere."

In conclusion, women's involvement in politics is restricted by social exclusion, which is caused by cultural standards, economic obstacles, limited educational opportunities and

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networks, and institutional prejudices. To tackle these problems, it is necessary to implement comprehensive policies that encompass policy reforms, societal transformation, and initiatives to foster gender equality in all areas of society.

Discussion of Findings

The World Economic Forum (WEF) publishes the Global Gender Gap Report, which evaluates gender equality in various nations based on different aspects, including political empowerment. The Political Empowerment subindex assesses the disparity between males and females in positions of political leadership, encompassing the representation of women in legislative and ministerial posts, as well as the duration of women's tenure in head of state or government positions during the last 50 years[40].

Germany: Germany has achieved substantial progress in political empowerment, demonstrating its dedication to achieving gender equality. Important aspects to consider includes Germany's comparatively significant percentage of female representation in the Bundestag, its federal parliament. According to the most recent figures, the proportion of women in the Bundestag is approximately 34.7%. This signifies a substantial rise compared to previous decades, albeit it does not reach equality. Germany also boasts of key ministerial posts in the German government are held by women. Recently, Germany has appointed female ministers to important sectors such as Defence, Environment, and Family Affairs. Angela Merkel held the position of Chancellor of Germany from 2005 to 2021, making her one of the female heads of government with the longest periods of service in recent history. Merkel's leadership has greatly enhanced Germany's rating on the Political Empowerment subindex. Germany has enacted gender quotas to guarantee the inclusion of women in political positions. Political parties, particularly left-leaning ones such as the Social Democrats (SPD) and the

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Greens, implement internal quotas to ensure gender equality. As an example, the SPD strives to have at least 40% of female candidates in elections[40].

Nigeria: Nigeria encounters substantial obstacles in achieving political empowerment for women, exhibiting major disparities when compared to international benchmarks. Important aspects to consider include parliamentary representation in Nigeria. The Nigerian National Assembly lacks adequate representation of women. Women comprise a mere 7% of the seats in the House of Representatives and 6.4% in the Senate in the 9th National Assembly. This indicates a state of stasis or possibly a decline when compared to previous years. Also are Ministerial Positions; although there have been several noteworthy female ministers, the representation of women in important ministerial roles continues to be restricted. The level of women's representation in the Federal Executive Council (cabinet) has varied, frequently failing to achieve significant influence. Nigeria has never had a female president or vice president. In Nigeria, the highest position achieved by a woman is the Minister of Finance, with noteworthy individuals such as Ngozi Okonjo-Iweala[40].

Obstacles and difficulties include cultural and socio-economic factors which greatly hinder the involvement of women in politics in Nigeria. Factors such as sexism, insufficient political determination, financial limitations, and violence targeting women in politics all contribute to the low level of representation. Also, policies and initiatives such as various measures being taken to enhance gender equality, like the implementation of the National Gender Policy and initiatives undertaken by civil society organisations. Nevertheless, the execution and consequences of these initiatives are frequently constrained by systemic obstacles.

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Comparative Analysis

Representation: Germany exhibits a significantly larger proportion of women in parliament (34.7%), which stands in stark contrast to Nigeria's lower proportion (about 7%). This discrepancy underscores the varying levels of advancement in achieving gender equality in political representation. Germany has had a female head of government, whereas Nigeria has not. This disparity reflects greater disparities in gender standards and political chances. Germany's implementation of quota systems and its systematic approach to gender equality have produced more favourable outcomes as compared to Nigeria's fragmented and less efficient regulations. Germany and Nigeria exemplify divergent situations in the Political Empowerment subindex of the Global Gender Gap Report.

Germany exhibits notable advancements in political gender equality, as evidenced by its elevated female political representation and influential female leaders. On the other hand, Nigeria's political sphere is predominantly controlled by men, which is a result of ingrained cultural, socio-economic, and structural obstacles that impede women's ability to participate in politics. To tackle these difficulties in Nigeria, it is necessary to implement extensive policy reforms, promote cultural changes, and engage in continuous lobbying efforts to establish a political environment that includes women. The table below presents a comparison of Germany and Nigeria on political empowerment of women.

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Aspect	Germany	Nigeria
Parliamentary Representation	34.7% of Bundestag members are women	Around 7% of National Assembly members are women
Ministerial Positions	Several key ministerial positions held by women	Limited female presence in key ministerial roles
Head of State/Government	Angela Merkel served as Chancellor (2005-2021)	No female head of state/government
Gender Quotas/Policies	Quotas for female representation in political parties	National Gender Policy with limited implementation
Cultural/Socio-economic Barriers	Relatively fewer cultural barriers compared to Nigeria	Significant cultural and socio-economic barriers
Initiatives and Advocacy	Strong advocacy and initiatives for gender equality	Fragmented efforts with limited impact
Historical Context	Long history of women's political participation	Recent and limited progress in women's political participation

Table 4.2: Comparison of Germany and Nigerian Women in Politics

Source: Author's Compilation

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Chapter Five
Conclusion

5.1 Summary of Findings

The political job situation for women in Germany and Nigeria demonstrates both advancements and persistent obstacles in attaining gender parity. Germany has made significant progress in achieving gender equality through the implementation of laws and the introduction of gender quotas specific to political parties. However, there are still persistent obstacles to achieving full gender parity, including wage disparities and cultural preconceptions. On the other hand, Nigeria encounters more substantial challenges that originate from patriarchal norms, economic inequalities, and political violence, leading to a notable decrease in the number of women involved in politics. This extensive thesis has investigated the present condition and obstacles faced by women in political employment in both nations, providing a thorough summary of the progress made and the enduring obstacles below.

Having established the Intersectionality Theory as the theoretical framework that analyses the Social Exclusion in Germany and Nigeria with respect to women and employment challenges in contemporary politics. One of the core assumptions of intersectionality theory is that power operates through social hierarchies. These hierarchies are based on intersecting systems of oppression, and they shape individuals' experiences and opportunities. Intersectionality theory also assumes that individuals can experience both privilege and oppression simultaneously, depending on their intersecting social identities. Therefore, women in politics are faced with intersectional social identities which could affect their political dreams and chances. Women are faced with their intersectional and lived experiences and these experiences are shaped by

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their intersecting social identities of being women and perceived as second fiddle in political struggle with their male counterparts.

Likewise, the Theory of Institutional Analysis. While the theory examines the behaviour and functioning of institutions, which are structures and mechanisms that govern social order and cooperation among multiple individuals. This research therefore finds that women and employment challenges in contemporary politics still persists. Although the study finds that these challenges may be more prominent and pronounced in the Nigerian political ecosystem compared to the German political ecosystem. The theory helps this study to establish the fact that these challenges are rather systemic than just coincidence or mere happen stances. As stated by the theory, institutions play a crucial role in shaping human behaviour and the outcomes of social and economic interactions. Also, the institutional analysis theory acknowledges that power and interests shape the formation and functioning of institutions.

Hence, with respect to research respondents, and empirical evidences on the women and employment challenges in contemporary politics: an analysis of social exclusion in Germany and Nigeria, the study summarises the following findings:

i. Germany has made notable advancements in the realm of female political representation. By the year 2024, women are projected to occupy almost 35% of the seats in the Bundestag, showcasing a substantial growth in their political engagement. The significant advancement can be mostly credited to the implementation of female quotas by political parties such as Die Linke, the Greens, and the SPD. These political parties have strict quotas in place. Die Linke and the Greens have implemented a 50% female quota, while the SPD maintains a near-parity quota that mandates representation of any gender to be between 40% and 60%. The focus on gender balance has led to

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increased female involvement and leadership positions among various political parties.

ii. Systemic challenges and the gender pay gap in Germany: Notwithstanding progress, women in Germany continue to encounter systemic obstacles, such as gender bias and unequal access to leadership positions. The gender wage gap persists, as women earn 1% less per hour than males. In addition, governmental initiatives targeting the reduction of gender stereotypes have impacted the dominant gender culture. However, inequalities still exist, especially among women in Western and Eastern Germany.

iii. Cultural assumptions and perceptions on the balance between work and personal life in Germany: Women in German politics face substantial barriers due to cultural biases on gender roles and challenges related to achieving a work-life balance. Conventional gender norms and stereotypes give rise to uncertainties regarding the competence and dedication of women in political positions. The prevailing political culture frequently requires individuals to work long hours and engage in extensive travel, posing difficulties for women who traditionally shoulder a greater share of family obligations and hindering their full participation.

iv. Insufficient representation and structural obstacles in Nigeria: In Nigeria, there is a notable lack of women's participation in politics, as women now hold a mere 6.4% of the seats in the National Assembly as of 2023. The National Gender Policy's objective of achieving 35% female representation is hindered by deeply ingrained patriarchal norms and cultural conventions, resulting in glacial progress. Women in Nigeria encounter systemic obstacles, such as economic inequalities, political aggression, and the phenomenon of godfatherism, which restricts their opportunities to hold political posts.

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v. Patriarchal practices in Nigeria significantly restrict women's political participation. Women are primarily assigned domestic chores according to traditional beliefs and cultural norms, which results in suspicion and resentment towards their involvement in politics. Women have additional economic barriers that impede their participation in politics, as political campaigns demand substantial financial resources that are often inaccessible to many women.

vi. Political Violence and Intimidation in Nigeria: Women in Nigeria often face instances of violence and intimidation while participating in political endeavours. The presence of verbal abuse, physical assault, and other forms of mistreatment dissuades several women from engaging in political activities. This violence worsens the gender gap in political representation and presents substantial obstacles for women's political employment.

vii. Germany and Nigeria have implemented multiple initiatives to improve the political representation of women. Gender quotas and targeted support for female candidates in Germany have proven to be beneficial in enhancing female participation. In Nigeria, both governmental and non-governmental organisations have actively worked towards enhancing women's participation in politics. This includes the implementation of the 30% affirmative action, as recommended by the fourth World Conference on Women in Beijing. Nevertheless, these endeavours necessitate ongoing support and more extensive systemic modifications in order to attain substantial advancement.

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5.2 Conclusion

The political job market for women in Germany has experienced notable enhancements, particularly through the enforcement of gender quotas in left-wing political parties, resulting in a rise in female participation in the Bundestag and substantial leadership positions. Nevertheless, structural problems such as gender bias and unequal access to leadership positions persist, hindering further advancement. Women's political engagement in Nigeria remains significantly low despite numerous efforts to improve it, primarily due to strongly ingrained patriarchal norms, economic inequities, and political violence. The National Gender Policy and affirmative action objectives have not been fully achieved, underscoring the necessity for continuous endeavours to demolish systemic obstacles and advance gender parity.

5.3 Recommendations

1. Enhance Gender Quotas and Support Systems: Both Germany and Nigeria should strengthen and enforce gender quotas across all political parties. Additionally, establishing support systems such as mentorship programs and leadership training for women can help bridge the gap in political representation.
2. Address Gender-Based Violence: Implementing strict policies and legal frameworks to combat gender-based violence, especially in political contexts, is crucial. Both countries should prioritise the safety and protection of women in politics to encourage their participation.
3. Promote Cultural and Societal Change: Efforts to change cultural perceptions and societal norms about women's roles in politics are essential. Public awareness campaigns, education programs, and media representation can help shift traditional views and support gender equality.

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4. Economic Empowerment Programs: Providing financial support and resources to women aspiring to enter politics can mitigate economic obstacles. This includes funding for political campaigns, scholarships, and grants to reduce the financial burden on female candidates.
5. Legal Reforms and Institutional Changes: Both Germany and Nigeria should implement comprehensive legal reforms to ensure equal representation of women in political offices. This includes revising electoral laws, ensuring fair recruitment processes, and creating accountability mechanisms to monitor progress.
6. International Collaboration and Support: Engaging in international partnerships and learning from best practices in other countries can provide valuable insights and support for gender equality initiatives. Collaborative efforts can drive policy changes and share successful strategies for increasing women's political participation.
7. Continuous Monitoring and Evaluation: Establishing mechanisms for regular monitoring and evaluation of gender equality initiatives can help assess progress and identify areas for improvement. Data collection and analysis are essential for informed decision-making and effective implementation of policies aimed at enhancing women's political employment.

5.4 Contribution to Knowledge

Examining Gender discrepancies in Political Employment: The study emphasises the enduring gender discrepancies in political employment in Germany and Nigeria, despite numerous attempts and initiatives. This report offers comprehensive information regarding the present state of women's involvement in politics, highlighting the magnitude of the disparity between genders and the advancements achieved in recent times. This enhances our comprehension of

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how gender inequality is expressed in various political contexts, taking into account the subtle differences.

The study demonstrates how the implementation of gender quotas and party-specific policies in Germany can significantly enhance women's political representation through legislative and organisational means. The examination of political parties like as Die Linke, the Greens, and the SPD, who have enforced stringent gender quotas, provides vital understanding of the practical consequences and results of such measures, perhaps acting as a blueprint for other nations.

The research emphasises the substantial influence of cultural norms and stereotypes on the political employment of women. The text explores how conventional gender norms and societal norms in Germany and Nigeria influence the way women's talents are seen and restrict their involvement in politics. This article highlights the significance of tackling cultural obstacles in addition to implementing legislative actions in order to attain gender equality in politics.

The report highlights the economic barriers and political violence that women encounter, specifically in Nigeria. Through the process of documenting these issues, the research offers a thorough perspective on the various complex obstacles that hinder women's participation in politics. This highlights the necessity of providing specific economic assistance and legal safeguards in order to establish a more secure and fair political climate for women.

The study employs a comparative approach to analyse the political environments of Germany and Nigeria, enhancing the comprehension of how distinct political, cultural, and economic circumstances impact women's political employment. This comparative study facilitates the

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recognition of shared obstacles and distinct elements that are particular to each country, so enhancing our understanding of global gender disparity in politics from a wider viewpoint.

The study provides concrete policy recommendations and practical strategies to improve women's participation in political jobs. The report offers a roadmap for policymakers and campaigners striving for gender equality in politics by proposing strategies such as enhancing gender quotas, tackling gender-based violence, fostering cultural transformation, and offering economic assistance.

The report provides actual information and ideas based on data analysis, which contribute to the continuing discussion on gender equality in politics. The research utilises interviews, questionnaires, and analysis of existing data to give strong evidence that supports its results and suggestions. This research makes a substantial contribution to the academic and policy-oriented literature on women's political employment.

5.5 Suggestions for Further Studies

1. An intersectional analysis of gender and other social elements involves examining how several intersecting characteristics, such as race, ethnicity, class, and religion, influence and shape women's experiences in political employment. Future research should focus on exploring these intersections to gain a deeper understanding of the complexities involved. These intersections could offer profound insights into the various aspects of inequality and contribute to the development of more inclusive policies and tactics.
2. Conducting longitudinal research to evaluate the long-term efficiency of gender quotas in enhancing women's political representation would be highly helpful. This has the potential to monitor changes over a period of time, examine patterns in

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various political environments, and assess the influence of quota legislation on wider societal perceptions of gender equality.

3. Expanding the comparative analysis to encompass regions and nations beyond Germany and Nigeria, which have different political systems and cultural contexts, would enhance the comprehension of worldwide patterns in women's political employment. Comparative studies have the potential to uncover the most effective methods, difficulties, and knowledge gained that may be used to shape international policy recommendations.
4. Qualitative research examining women's leadership experiences in politics have the potential to offer in-depth narratives and valuable insights into the personal, professional, and institutional obstacles they encounter. Gaining insight into these experiences can provide valuable information on successful approaches to overcome obstacles and creating nurturing environments for female leaders.
5. Exploring the influence of digital platforms and technology on women's political engagement could be a fruitful subject for future investigation. An analysis of the impact of digital tools on political campaigns, mobilisation of support, and public debate can shed light on their ability to empower women in political processes.
6. An assessment of overall gender equality policies, going beyond the use of gender quotas, to determine their efficacy in advancing women's political employment could be advantageous. This may encompass initiatives that tackle cultural norms, economic inequalities, legal safeguards against violence, and support systems for women in politics.
7. An analysis of the influence of international accords, conventions, and regional

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frameworks on enhancing gender equality in political employment can offer valuable insights into worldwide initiatives and procedures for promoting women's rights. An assessment of adherence, difficulties in execution, and results could provide insights for future efforts in promoting policies and implementing strategies.

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Appendix I

In-Depth Interview Guide for German Respondents on Women and Employment Challenges in Contemporary Politics: An Analysis of Social Exclusion in Germany and Nigeria

Introduction

Dear Respondent,

My name is Omoniyi Temisanren, OGODO-BACH, a PhD student of Politics and International Relations, Department, Lead City University, Ibadan, Nigeria. I am conducting research on Women and Employment Challenges in Contemporary Politics: An Analysis of Social Exclusion in Germany and Nigeria.

I thank you very much for accepting to participate in this study. I want to crave your indulgence to record our session today. This will enable me to analyse this session for the purpose of generalising the results.

There are few questions I would like to ask and I will be happy if you can be as open as possible and be confident that your responses shall be kept confidential.

Confidentiality and Informed Consent: Please note that all information generated from this discussion is purely for academic purposes and will be treated with utmost confidentiality.

Do I have your permission to continue as I would have to record the interview?

Yes (✓) No ( )

M Please, I would like to know your view about the following:

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Sex -------Male----------

Occupation -----Lecturer----------

Level of Education -----PhD ----------

Any information obtained from you shall be treated with utmost confidentiality.

Thank you.

Respondent 3, 4 and 5

1. Compared to the 1980s, the current status of women political position has increased in Germany. Though the quota policies were enacted in the 1980s and early 1990s there is still gender pay gaps and gender inequality

Though the German Government aims to reduce the gender pay gab before 2030, there is earnings gap between women and men. It is obvious that men in Germany earn more than the women both in the public sectors and private sectors

1a/b. The gender pay gap is a system of inequality between women and men. There is difference in working lives and occupational sectors between women and men and this result into the choice of different careers and earnings gap. There is different between the working pay gap in Western German and the Eastern part of German. The women in Western Germany earn less per hour than men, same with their counterparts in Eastern part of German. But the percentage in the West is larger than Eastern part.

In the German parliament the number of female parliamentarians has risen compared to few years back. Though some states like Thuringia and Brandenbury enacted political parity act,

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which allows the equal number of female and male candidates. There must be an alternate between women and men on the party lists but the parties are free to decide whether a woman or men starts the list.

The German Federal Constitutional court discussed the electoral complaint requiring the gender balance during the nomination of candidates during the elections of the German parliament (Bundestag). The court held that the Legislative has the power in its areas of competence to enact laws but is not obligated to do so. In another word, the court rule on that the party acts in unconstitutional. The only aim of the states (Thuringia and Brandenbury) is to promote equal rights between women and men and eliminate, that is, the disadvantages between the gender. Many political parties in German did not discuss one parity law despite the decrease of female representatives in parliaments.

There is no clear standard in the constitutional text on how the parties should balance the gender nomination of candidates during elections should adopt that law and policies should be adopted on regional and international institutions on gender quotas.

1.c. As said earlier, the parity law was declared unconstitutional in Thuringia. Though the law required political parties in the state to provide equal gender balance list during parliamentary elections. Most parties did not use this law in the selection of their candidates. The Federal constitutional court claims that the law interferes with Thuringia fundamental human rights of the individual and rights of political parties without a justification that is constitutional.

2.a. There are female leadership and mentoring programs for women in leadership positions. The Ministry for Labour, Social Affairs, Health Family and Women collaborated with intra-

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ministerial Committee for Women's Affairs to develop Mentoring program in order to promote and increase female leadership in Germany.

2.b. Many political parties in Germany do not encourage the participation of women during selection process of candidates. The left wing, "Die Linke" appears to support the equal representative of women at electoral nominations of candidates. Most political parties criticised the uniformity of equal chance of selecting candidate. Mostly, the candidates for parliamentary positions must undergo a long political training before been selected as candidates. This procedure is problematic for most women because of family life, they have no time for such party training or work. This makes men to have a hedge over women. Almost all the political parties in Germany are headed by men politicians who serves as party's role model. This indicates that the criteria for selecting candidates will favour men against women. The political training, financial support, time and childcare should be addressed because these are factors that discourage the participation of women in politics in German.

2.c. Gender stereotypes and biases are challenges faced by women in politics. These challenges contribute to the underrepresentation of women in politics. Women are less recruited as eligible candidates as men.

Women are not always considered as leadership material because they are seen as warm, compassionate, kind and soft minded while men are viewed to be tough, strong and competent. The voters particularly show stereotypical preference for masculine characteristics over famine traits. when determining who to choose as a leader. Women are considered to be liberal than men by the voters. Also, young women are less politically ambitious than young men. They have little or no say for political matters. Voters rely on stereotypes that help them to evaluate and chose political leaders. Even when women enter into polities, they face lots of challenges.

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They often possess and perform characteristics that are masculine in order to be accepted most especially most especially by the voters. These biases limit the political careers of women. Women politicians are also considered for a particular sectors in politics, for example they are considered to be good candidates or political leaders for sectors like family, healthcare, education and welfare or positions dealing mostly with feminine issues while men are expected to handle sectors like defence, economic and foreign policy. In Germany men politicians dominate the economic and foreign ministry for long time. The critics on female leader's appearances and choice of dresses are paid more attention than that of their male counterparts.

Policies

3.a.b.c, d: Though there are policies aimed at promoting women employment in politics but women are still far from being equally represented in politics compared to their man counterparts. Women are political leaders or candidates of political positions are still discriminated and bias against because of their gender this affects the participation in politics.

3.c. The notable stories or role model in politics is Angela Merkel, the first female chancellor in Germany. She has been described as the world most powerful woman and a role model for many women in Germany. In decisions making she showed her tactical and strategical methods in decision makings. Angela Merkel is a good example of role model in the world and how she used her femininity as a strength in German and world politics. Ursula von der Leyer is Germans' first female defence leadership position where men are dominated armies. This is a cultural change in the German army because there are 200 highest officers in the Germany army and there is only one female general. Unlike her predecessor, Christine Lambrecht was the third female German Defence Minister from 2021 to 2023. she faced lots of criticism and she resigned shortly after her appointment as German minister. She blamed the media for her

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personality as a woman and hardly allowed objective report and discussion in the interest of the German citizens and the defence force. There are also female role models in leadership positions in Germany, for example, Annalena Baerbock, the first female foreign minister and first interior and community minister, Nancy Faeser.

Respondent 1 and 2

1.a. Gender pay-gap and occupation segregation it is known in Germany that despite the Government is struggling to fix the gap between the men and women earning, the reality is that 1percent of women earned less per hour than men. There are differences in the pay gap of women and men in Western Germany when one compares it with the women in the Eastern Germany part of Germany. There is a wide range of gap between the two sectors.

1.b. Women are underrepresented overall in German politics. For example they occupied around 35 percent of the seats in Berlin which makes it to be over a third of the representatives. Men dominate the seats at Federal Parliament at the Government level is also the same, women run none less than one out of ten in the local council elections.

1.c. There is also no fixed quota system on the party system on how many women are allowed to contest. From the Government there is only avocation for equal participation by all people in different sectors that is political, social and economic. This is irrespective of the gender, sexual orientation, disability, origin, gender identity, skin colour, age or other characteristics. Apart from the political scene, concerning the representation of women. In politics, the same applies to the employment rate of women in Germany. According to the Organisation for Economic Cooperation and Development, OECD, over ten percentage points of women employment level is higher than the OECD average which is below the percentage of men.

This is as a result of different factors, for example, most employed women about 36 percentage are mothers who work part – time and some are single mothers.

Also, the new Government that came into power in 2021 published its first feminist development policy goals which are to eliminate all forms of inequality and discrimination against women, girls and other marginalised group in the society through the Government constitutional law stresses the equality of men and women, there is still gender pay and occupational segregation between and women

Almost all the states in Germany have women office, "Frauenbüro" and the general task of the Women Office is to promote social equality between men and women but in the state. Though the offices are called Women's Office , they work not only for women but also for men that witness inequality in the society either through their sexual orientation, age, disability , skin colour and other factors.

They also support the equal participation of women in the municipal administration. They observe arears in which women can be disadvantaged for example in the act of balancing work and family life. In order to improve the social development gender equality, most of the Women offices networked with different institutions, local politics and organisations at both state and national level.

2. As said earlier on women in Germany experience challenges both politically and in employment sector, they are underrepresented in decision making positions, though the basic law under the Federal guarantee equal treatment Act' for women and men.

Gender pay gap and occupation segregation: It is known in Germany that despite the Government is struggling to fix the gap between the men and women earning, the reality is that 18% percent of women earned less per hour than men. There are differences in the pay gap of women and men in Western Germany when one compares it with the women in the Eastern part of Germany. There is a wide range of gap between the two sectors. From the Government there is only advocation for equal participation by all people in different sectors that is political, social and economic. This is irrespective of the gender, sexual orientation, disability, origin, gender identity, skin colour, age or other characteristics.

Also, the new Government that came into power in 2021 published its first feminist development policy goals which are to eliminate all forms of inequality and discrimination against women, girls and other marginalised group in the society. Through the Government constitutional law which stresses the equality of men and women, there is still gender-pay and occupational segregation between men and women.

Almost all the Arbeitsamt in Germany has women office, Frauenbüro and the general task of the women's office is to promote social equality between men and women in the state. Though the offices are called women's office, they work not only for women but also for men that witness inequality in the society either through their sexual orientation, age, disability, skin colour or other factors.

They also support the equal participation of women in the municipal administration. They observe areas in which men can be disadvantaged for example in the act of balancing work and family life. Most of the women offices networked with different establishment, local politics and organisations at both state and national level. In order to improve the said

development on gender equality. As said earlier on women in Germany experience challenges both politically and in the employment sector. They are underrepresented in decision making positions, though the basic law in Germany guarantee equal rights for women and men.

There are still lots of work to be done in this area; there is a great need to increase women's representation in politics. The first on the list of inequality of women is gender pay gap. Gender equality in politics has an intrinsic value and instrumental value in decision makings which will have a great effect on the quality of law and influence the application of legal system. Though the level of women participation in politics especially in the parliament has steadily increased over the years there is still gap between them and the men. It will still take years before the gap can be filled.

Mentorship

There is a forum called the Women in Parliament Globe Forum (WIP), it is a network of female parliamentarians around the world. Though they are five times fewer than male parliamentarians. Their main goal is to see to the increment of women representative in Parliaments. This network encourages women participation in politics. Rwanda is the world-famous country for gender equality, 62 percentages of women are Chambers of Deputies.

Most women like the former chancellor of German are seen as model figures in women participation in politics in Germany. Most women start their political careers late because of family problems. They are wives and mothers. Unlike their male counterparts, they spend more time caring for their families.

The society place more value on family. This affects the participation of most women. This network encourages women participation in politics.

2.b. There are no quotas in most political parties for participation of women and men. I think mentorship programme, and the gender policies like quotas for the selection of candidates will enhance the participation of women and have a positive impact in political decisions making.

2.c. Most women in politics receive private sponsorship or donations and support than their male counterparts. They rely on the sponsorship of their parties. This affects their winning chances during political elections.

There are indications that women in politics that are candidates and political leaders are biased and discriminated against because of their gender. With this, women tried to prove their abilities more in order to convince people in this political area. It is unfortunate that most voters evaluate and perceive politicians based on gender stereotypes.

There are consequences associate with the way images of male and female politicians, this affects the way the public view the leader ship and ability of women and men especially where they are both running for public office. The public evaluate or scrutinized women more than men during political election.

New Interview (Policies)

1.c. Though the German Government enacted law that came into force in 2017, promoting and transparency in way structure. The law creates terms and legal basis for the principal of equal pay between women and men. There are still lapses on order pricing in Germany. Also,

research study by the Federal Anti- discrimination was launched to examine the difference of prices and services in Germany for men and women for same products and services offered for both women and men.

Both in private and public sectors, the leadership or supervisory leadership of women is lesser than their counterparts. This is affected by either discrimination of equal opportunities. No matter which political party a woman belongs to, she is been judged based on her gender.

The media are also to be blamed in this area; they are also biased against women. The media coverage on female political leaders at times can be discriminating. Their domestic life is under the spotlight. Many are questioned on how they share their political responsibilities with family responsibilities as wives and mother. Ironically, most male politicians are rarely asked this question. The media see female politicians as women first and politicians second. Female politicians in Germany face constant criticises and comments, stereotypes lead to bias and this have negative impacts on female politicians, at times they lose interest or motivation in performing their political duties.

How effective are the policies: Though the current German government that came to power in 2021 is advocating for equal participation of women in all of the sectors, there are still lapses. The Federal Ministry for Economic Cooperation and Development presented a new strategy on feminist development in 2023 on policy concern equal representation and participation of the gender. But the feminist development places women on the high priority so that they can enjoy equality in economics, political and social life.

3.a. There is measurable progress been made in increasing women's employment in politics and employment sector in Germany. The German Act on Equal Participation of Women and Men in leadership position in both the private and public sectors has developed further condition agreement with many organisations, industry association and public sector in other to improve the effectiveness of the law on equal participation of women and men in leadership position.

There is also monitoring data that indicate the proportion a woman in leadership positions. A platform was created for exchange of information and ideas between government, industry associations, labour organisations and sectors. This will help the German government to foster discourse on current development regarding equal participation of women and men in leadership positions.

Public discussion on current development regarding equal participation of women and men in leadership positions.

3.b. The level of women in participation and representation in political position has increased. the policy has increased the participation of women. women still suspend their careers because of family care than men. They often work part time in order to support the family welfare. They often work lower income sectors and jobs in order to reduce the gender pay gap, the federal government upgrade the care professing and the right to return to full job after a period of part time. the daycare system was supported in order to support working mothers.

3.c. It is interesting to know that women are increasingly assuming political leadership positions in German policies. Angela Merkel, former chancellor of Germany from November

2005 to 2021 is a role model for women in politics in Germany, she became the first female to head the government and she is one of the most influential and powerful women not only in Germany but in the world.

3.d. The only key challenges are the gender gap; women are less represented in German politics and this is an indication of problems of gender equality in the country. Another challenge is the combination of work and family. in the Eastern party of Germany, the structure is different from the western part, women in the eastern part are mostly housewives, the women still find it difficult to combine work and family life. During politics men usually attack women and claim that their role is at home. For this reason and others, women are reluctant to stand for political position for office.

4. There is need for the government to change the structure so as to promote the active movement of women in politics. There should be a stop to sexism. Parties should introduce women quota so that there will be more female members in the parliament.

4.a. **The social exclusion** has limited the participation of women in politics in Germany. That is why the BMZ is promoting specifically the equal participation of women in social, political and economic life. There is an uneven distribution between the sexes in economic, social and political sectors and power.

4.b. A law was enacted in 2021 to increase the number of women in leadership positions both in public and private sectors.

The German Government also adopted quotas for women participation in political parties. But most parties and private organisations are still dominated by men. Men still dominate the leadership and decision-making positions.

4.d. The role of traditional gender norms has effect on the participation of women in politics. For example, when one compares the two German regions east and west, one can say that the role in the societal gender role in the east has effect on gender equality and gender gap. Effective strategies should be designed to combat the gender inequality and gender gaps. Also, there should be sanctions for both political parties and private institutions that do not comply with the gender quota policies. The Government still has a lot to do in terms of gender inequality.

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Appendix II

In-Depth Interview Guide for Nigerian Respondents on Women and Employment Challenges in Contemporary Politics: An Analysis of Social Exclusion in Germany and Nigeria

6. **Chief Mrs. Akinpelu Olufunke (Women Leader, Accord Party, Oyo State)**

4.2 Presentation of Research Questions

Q1: Is politics meant for women?

Politics is also for women, as well as men. Women are also very good in politics because we are mothers to children, and meet with other women, while also canvassing people to join politics.

Q2: How possible is it for a woman to attain an exalted position in Nigerian politics?

It is convenient for women to emerge in elective positions as long she belongs to the right party and does her ground work properly.

Q3: How much opportunity are women given in the Nigerian political sphere?

Nigeria is yet to mature when it comes to offering women chances in politics. Women are still struggling to attain political positions in Nigeria. For this reason, women always have to work harder than their male counterparts in politics. While women may have the opportunity to fill any form of intent, it is however much work before she is able to access a nomination form as she would have had to do a lot of homework. It is not always an easy endeavour for women.

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Q6: What is the chance of a woman getting an exalted position in politics in both Nigeria and Germany?

Women are given equal chance with men in Germany, as long as she is capable and qualified. And there is no tribalism and sentiment as well as the roles of godfathers.

Men will never allow women to have 50-50% chance in politics. Women are seen as second-fiddle in Nigeria. The IBB regime gave a 65% to 35% ration for men and women in politics respectively. Same Jonathan tried to elevate the ration to 45% for women. In Buhari's administration, women were not enjoying a large percentage of representation of politics in Nigeria. It is hoped that the next administration would pave a way for women in politics.

1. **Alhaja Folarin Idiat: One-time Educational Secretary, Lagelu Local Gov't, Oyo state.**

Q1: Is politics meant for women?

Yes. Politics is meant for both women and men. Women are the grass-root politicians because they go down deep down to canvass for people.

Q2: Are women able to combine politics and their homes together?

Yes, women can combine both, although it is easier when their spouses trust them. My husband offers me his support despite his disinterest in politics.

Q3: How easy is it for women to attain either an elective or selective position in Nigerian politics?

It is not easy, because men are full of inferiority complex. Men have been the major stumbling block in this quest.

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Q3: Nigeria vs Germany stances on women in politics?

Despite a woman being qualified to run, the godfathers would not still allow a women attain such political rank in Nigeria because of money

Q4: Q3: Nigeria vs Germany stances on women in politics?

Women in Nigerian political sphere are as qualified as their counterparts in Germany. However, the difference is that women in Germany have a level playing ground to participate in politics than their counterparts in Nigeria.

Q5: Does sentiment and Tribalism also play in German Politics?

Yes, it does, as long as it is politics, there will always be sentiments and tribalism.

Q6: What is the chance of a woman getting an exalted position in politics in both Nigeria and Germany?

Godfatherism is still a factor which affects women in Nigeria.

Q7: Why don't Nigerian political lords allow women in political offices?

Women are hated in the Nigerian political sphere. Men don't want women to rise in politics. This is due to selfish reasons. There might also be cultural factors responsible for certain regions of the country not being interested in having women in Nigerian politics. This is not the case in Germany.

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2. **Alhaja Adeleke Muibat**

Q1: Is politics meant for women?

Women are the backbone of politics more than men. Because when time comes for politics, we see women run around to canvas. As for men, they mostly come out to declare interests in politics but not as much as women.

Q2: How possible is it for a woman to attain an exalted position in Nigerian politics?

Yes. However, there are women of high calibres who could emerge in high political positions. However, the effect of godfatherism may still affect their further push for higher positions.

Q3: Nigeria vs Germany stances on women in politics?

It is different in Germany. Such country looks at a woman's quality and ability to work and deliver and not gender. If you can do it right, you're allowed to run for an office. It is different in Nigeria however. Even if you're capable, godfatherism would not let women attain such positions. Rather they would look for someone who is not up to your standard to fill such political role.

Hence, it can be said that there exists a wide gap between Nigerian politics and the German politics when it comes to women. You cannot compare the gender equality in Germany with that of Nigeria.

Q4: Is there gender balance in Nigerian politics compared to with Germany?

Let's be realistic, it is a different ballgame entirely. Gender equality and gender equation are two different factors playing in politics. In the gender equality, Nigeria is still way behind. In the gender equation, Nigeria is said to have 85% to 15% men and women ration in Nigerian

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politics. Out of the 15% accrued to women, only about 5% are able to rise and compete with men in the Nigerian political sphere. Conversely, Germany allows women who are capable and can work. In Nigeria, women work so hard and yet gain little compared to their male counterparts.

Q7: Why don't Nigerian political lords allow women in political offices?

The culture in Northern Nigeria does not allow women to lead pollical positions. I was born and brought up in the north, as Northern men have strong dispositions to women leading men. This is not the case in Germany. Over there, gender or cultural backgrounds are never a deterring factor for women in politics. What they want is a woman's intelligence.

3. **Chief Mrs. Akinwunmi Yemisi**

Q1: Is it possible for a woman to be a politician and still hold her home front?

Yes, it is possible. Nigerian women are caring and hardworking.

Q2: Are women so inexperienced that they are not always given high ranking political positions in Nigeria?

Men are stumbling blocks to women political career in Nigeria. Men do not want women to attain higher political status than men. The Nasarawa state experience says it all; where a woman had emerged to run for the office of a governor before she was eventually disqualified. This is further compounded by bad leadership in the Nigerian political sphere. Women are not encouraged to participate in Nigerian politics anymore. It should be noted that once women are given the chance, they are ready to work better than men.

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Q3: Which is more preferable between the Nigerian political sphere and that of Germany?

The German system is better preferred.

4. **Chief Mrs. Adewoyi Shakirat**

Q1: Do you think women can hold a political position in Nigeria?

Women are capable to hold political positions in Nigeria

Q2: Any advice to politicians?

Give women listening ears. There is too much partiality and hatred for women in Nigerian politics. Women are only known when they are to be used for campaigns.

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Appendix III

Semi-Structured Interview Guide

1. What is the current status of women's political employment in the political sphere in Germany and Nigeria?

a. How does the gender pay gap and occupational segregation affect women's political employment in Germany and Nigeria?

b. What is the current representation of women in political positions and employment in Germany and Nigeria?

c. Are there any specific policies or initiatives in place to promote women's political employment and representation in Germany and Nigeria?

2. What are the political employment challenges experienced by women in Germany and Nigeria?

a. How does the lack of mentorship and support networks affect women's ability to enter and succeed in political careers in Germany and Nigeria?

b. What role does political culture and party dynamics play in either facilitating or impeding women's political employment in Germany and Nigeria?

c. How do gender stereotypes and biases impact women's political employment prospects and advancement in Germany and Nigeria?

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3. How effective are the policies aimed at promoting women's employment in politics in both countries?

a. What measurable progress has been made in increasing women's employment in politics as a result of the policies implemented in Germany and Nigeria?

b. How do the representation and participation of women in political positions compare before and after the implementation of the policies aimed at promoting women's employment in both countries?

c. Are there any notable success stories or role models that have emerged as a result of the policies promoting women's employment in politics in Germany and Nigeria?

d. What are the key challenges or limitations that have hindered the effectiveness of the policies in achieving their intended goals in both countries?

4. How does social exclusion limit women's participation in politics?

a. To what extent have the policies implemented to promote women's employment in politics in Germany and Nigeria been successful?

b. What are the key outcomes and impacts of the policies designed to enhance women's political employment in both countries?

c. How have the policies addressing women's employment in politics contributed to increasing women's representation and participation in decision-making roles in Germany and Nigeria?

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d. What are the main challenges and limitations encountered in implementing and enforcing the policies aimed at promoting women's employment in politics in both countries?

e. How do women themselves perceive the effectiveness of the policies intended to enhance their political employment opportunities in Germany and Nigeria?

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Bio-data

A. Personal Data

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E-mail: niyitemi2002@yahoo.com

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Date of Birth: January 20, 1966

Place of Birth: Ibadan, Oyo State

Nationality: Nigerian

Next of Kin: Dr. Eng. Ifeoluwa Garba and Michael Olufemi Bach
Lane 9 House 9 Oloruntedo Estate off Akala Express Way, New Oluyole Estate, Ring-Road. Ibadan

B. Educational Background

Educational Institutions Attended with Dates and Qualifications

i PhD. in International Relations, Lead City University, Ibadan, 2021 till Date (In View)

ii. M.A. Intercultural Communication and European Studies, University of Applied Sciences, Fulda, Germany, 2005

iii. B.A. German, University of Ibadan, 2001

C. Working Experiences with Dates

i. Regional Director WAZOBIA Widows Nigeria, Nigeria, 2024 till Date.

ii. Head of Professional German Language Department, Berlitz Deutschland GmbH, Saarbrücken, Saarland, Germany, 2023 till Date.

iii. Head of German as Foreign Language Department, at Correctional Facility, Ministry of Justice, Saarbrücken, Germany, 2022 till Date.

iv. Escort Service Officer, at 435th Civil Engineering Squadron, US Airforce Base, Ramstein-Miesenbach, Germany, June 2020 till December 2022.

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v. Language Instructor, at Zweibrücken State Adult Education Center, Zweibrücken, Germany, May 2018 to June 2023.

vi. Head of Integration Course Department, at Correctional Facility, Ministry of Justice, Zweibrücken, Germany, February 2018 to October 2019.

vii. Trainer and Language Instructor, at Neunkirchen State Adult Education Centre, Neunkirchen, Germany, August 2013 to December 2018.

viii. Expert and Chief Consultant in Intercultural Communication, Consilia cct, Frankfurt, Germany, August 2023 till Date.

ix. Founder and President, Interkulturelles Haus e. V., Saarbrücken and Interkulturelles Haus Saar e. V. Neunkirchen Saar, December 2011 till Date.

x. Country Director, Trio Human Development Foundation, Ilorin, Kwara State.

D. Award and Fellowship (If any):

i. Ambassador WAZOBIA Widows Welfare Association Nigeria.

ii. Grand Matron South-West Nigeria, LEAD Support, Developments and Youth Empowerment Initiative, Nigeria

E. Member of Academic and Professional Bodies

World University Service, Wiesbaden, Germany

F. Publication(s):

i. Effects of Social Exclusion on Political Participation of Women in Germany and Nigeria.

ii Comparative Analysis of the Employment Obstacles among Women in Germany and Nigeria

Dissertation

i. "Trafficking in Women in Germany. Case Study: Trafficked Women from Nigeria (2005), M. A. Thesis submitted to the Department of Intercultural Communication and European Studies, University of Applied Sciences, Fulda, Germany.

ii. "Der Euro und sein Einfluss auf den gemeinsamen Markt in Europa" - Euro and its influence on the general market in Europe (English Translation) (2001), B. A. Project submitted to the Department of European Studied, Faculty of Art, University, of Ibadan

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G. Major Conferences / Workshops Attended with Dates

i. Keynote Speaker at the Training and Workshop for the project on "Climate Smart Agriculture", Ibadan, 20th May, 2024.

ii. Keynote Speaker at the Seminar and Training for the Project on "Promoting Rural Integrated Development by Empowering Smallholder Farmers (PRIDES) Ibadan, 15th May, 2024.

iii. Organiser and Keynote Speaker of Visual Workshop on International Women's Day. Theme: "Wie gerecht ist eigentlich Gleichheit?" - English Translation: How fair is justice?, Germany, 08.03.2021

iv. Organiser / Speaker of Seminar on the International Women's Day. Theme: "Gleich denken, Intelligent bauen, Innovative Änderung" - English Translation "Think Alike, Build Intelligently, Make Innovative Changes", Neunkirchen, Germany, 08.03.2019.

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The University Compliance Certification

This is to certify that this thesis by Omoniyi Temisanren OGODO-BACH with matriculation number LCU/PG/002763 in the Department of Politics and International Relations, Faculty of Management and Social Sciences, Lead City University, Ibadan is in full compliance with the approved University format and style.

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