Women and Employment Challenges in Contemporary Politics: An Analysis of Social Exclusion in Germany and Nigeria

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Certification

This thesis titled "Women and Employment Challenges in Contemporary Politics: An Analysis of Social Exclusion in Germany and Nigeria" was carried out by Omoniyi Temisanren OGODO-BACH with Matric No. LCU/PG/002763 in the Department of Politics and International Relations, Faculty of Management and Social Sciences, Lead City University, Ibadan, Nigeria under my supervision and that this has not been previously submitted.

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Dedication

This research is dedicated to my parents, my father, Mr. King Eworitsemogha Ogodo and my mother, Evangelist Mrs. Olufunso Ogodo-Ayoade.

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"Even though the above-mentioned institutions and persons have assisted in the process of this research work, I stand responsible for the errors, if any, found in the work".

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Abstract

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, persistent challenges remain, particularly within the realm of social exclusion. This research study delves into the critical analysis of women and employment challenges in contemporary politics with a bird's-eye-view on social exclusion in Germany and Nigeria. The research objectives are to investigate the status of women's political employment in the political sphere in Germany and Nigeria, and to examine the political employment challenges experienced by women in Germany and Nigeria. The research study employed the social exclusion theory and theory of intersectionality and employment to elucidate women and employment challenges in the two countries. The research adopted descriptive design with qualitative approach using Key informant interview, with interview guide as instrument for data collection. The population of the study consisted of 10 women selected and 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. Snowballing sampling technique was adopted in selecting 10 women each from Germany and Nigeria. The study finds that the political situation for women in Germany and Nigeria demonstrates both advancements and persistent obstacles in attaining gender parity. The concept of Germany has made significant progress in achieving gender equality through the implementation of laws and the introduction of gender quotas specific to political parties. By the year 2025, women are projected to occupy almost 35% of the seats in the Bundestag, showcasing a substantial growth in their political engagement. 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. The findings revealed that 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. However, findings revealed that there are still persistent obstacles like gender-based violence, patriarchal norms and godfatherism, cultural preconceptions and economic disparities to achieving full gender parity and social inclusion in politics. The study recommends the enhancement of gender quotas and support systems, legal reforms and the promotion of cultural and societal change.

Keywords: Gender, Employment challenges, Social Exclusion, Politics, Nigeria, Germany.

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List of Acronyms

Abbreviation	Meaning
CAPI	Computer Assisted Personal Interview
NILDs	National Institutes for Legislative Development
ECM	Extended Case Method
MDGs	Millennium Development Goals
KII	Key Informant Interview
HRM	Human Resource Management
ILO	International Labour Organisation
NFIS	National Financial Inclusion Strategy
WIN	Women Initiatives for Nigeria
NFF	Nigerian Feminist Forum
GNP	Gross National Product
IDI	In-Depth Interview
WARDC	Women Advocates Research and Documentation Centre
SDGs	Sustainable Development Goals
HILDA	Household, Income and Labour Dynamics in Austria
LFP	Labour Force Participation
INEC	Independent Electoral Commission
UNESCO	United Nation Educational, Scientific and Cultural Organisation

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