

^ A SURVEY OF WOMEN'S PARTICIPATION IN TRADE UNIONS IN KENYA

UNIVERSITY OF
NAIROBI

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A MANAGEMENT RESEARCH PROJECT SUBMITTED IN PARTIAL
FULFILLMENT OF THE REQUIREMENTS FOR THE DEGREE OF MASTER OF
BUSINESS ADMINISTRATION (MBA), FACULTY OF COMMERCE UNIVERSITY
OF NAIROBI

NOVEMBER 2002

DECLARATION

This management research project is my original work and has not been presented for a degree in any other university.

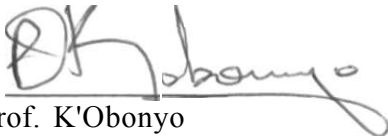
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ACKNOWLEDGEMENT

I would like to acknowledge Prof.K'Obonyo, Labour officials at the Ministry of Labour and Human Resource Development and all the people who contributed and assisted in the research project.

Not forgetting Sheila Wairimu for bearing with me during some trying times.

Asante Sana.

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ABSTRACT

The study had three objectives. One was to identify the barriers to women's participation in trade unions, both as ordinary members and officials. Secondly to identify the structure, policies and programmes that trade unions have put in place to address issues that are specific to women members. Thirdly, to determine the extent to which trade unions have addressed issues specific to women.

The research methodology was a survey. This consisted of a census study of union that are registered in Kenya and have their headquarter in Nairobi, Kenya. Primary data were collected through the use of questionnaires. The questionnaire was distributed to the union officials. Chi square test and frequency analysis were used to analyze data analysis

Most of the union respondents (57%) have specific policies on gender and 21.4% of the unions have policy on equality. Recognition agreement still remains a barrier to women's participation in trade unions. The use of a committee (29.3% of the unions) is still a popular structure to deal with women unique issues. Lack of recognition agreement still remains a hurdle that affects the participation of women and men. Employment contracts serve as a barrier to women's participation in trade unions. 21.4% of the union respondents indicated that women members shy from vying for leadership positions during elections

57.1% of the unions have administrative measures to encourage the participation of women. The widely used administrative measures were workshops and seminars. 42.9% of the unions rated the management support for gender issues as poor. This undermines whatever administrative measures put in place. 42.9% of the unions said, that female members forfeit annual leave whenever they take maternity leave. However, union officials pointed out that this depends on the agreement between the organization and the union.

Management of the unions need to understand that issues that affect women should not be left to an officer or wing that is designated to deal with women issues.

Issues that are common to both men and women members should be dealt with using the same structures.

It is important for further research to be carried out on the effectiveness of these policies and administrative measures. It would also be important to carry out a comparative study between men and women on various issues like training, promotion and election representation.

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ABBREVIATIONS

ICFTU- International Confederation of Free Trade Unions

COTU- Central organization of Trade Union

C.B.A- Collective Bargaining Agreement

CHAPTER ONE

1. 0 DEFINITION OF KEY TERMS AND CONCEPTS

Gender is the learned roles and responsibilities of men and women in the society; different in different cultures; female and male behavior and ways of being.

Gender sensitivity; being sensitivity and responsive to the different roles of men and women in their effects.

Gender perspective: not women alone but the relationship between men and women and the outcomes of policy and their benefit to each.

Gender integration; the process of identifying of different needs, which are both practical(immediate) and strategic(underlying).The identification of an action plan and the monitoring and management of the plan

Gender management system: the organization put in place to monitor and manage the integration of gender into institution.

Mainstreaming; the integration of gender into planning; transformation of planning through a gender perspective

1.1 Background

The female population is an integral part of national manpower resources and possesses enormous potential required for propelling the country to greater height of development. However, it should be noted that the unequal positions of women in the society could be explained to an extent by patriarchal attitudes of men and culture. To fully incorporate and integrate women in national development an integrated system approach must be adopted in the formulation of national labour policy. However one should also realize and acknowledge that the existing institutional framework and policies are impediments which can constrain the integration of women in development.

Indeed African women workers have actively contributed to recent trade union growth and militancy, despite their tremendous reproductive responsibilities. The issue is supported by Jaffee and Caine's (1988 90-108) research that found out that south African women do not lack issues around which to organise, since such women are employed in the lowest-paid jobs with unhealthy working conditions and an absence of

job security, maternity rights and childcare facilities. However, women's interests are still under-represented within the trade union movement, where they have to fight for equality against well-entrenched patriarchal traditions.

In the mid 1940s few women were in formal employment when trade unions were established for the first time. This was the case with industries that had been established by then which included cable and wireless, tobacco, breweries, food processing, railways and docks. As a result, the trade unions were shaped and controlled by men for three decades.

After the 1975 UN conference on women, different organizations started programmes to address gender disparity in their structures. The African American labor center in 1976 sponsored an African women's workers workshop in Nairobi, which concluded that national trade union organizations put in mechanisms to address gender imbalances among their affiliates. There was another conference in 1979 in Ghana held under auspices of the Organization of African Trade Union Unity that had similar recommendations to the earlier conference.

In 1983, Kenya Trade Union Women Committee was formed to champion women workers' rights and pursue their participation in the trade unions. However in 1993, it changed its name to Kenya Trade Women Organization and now is known as Kenya Women Workers Organization.

1.2 Statement of the problem

Despite the conferences mentioned in the background the plight of women persists since the recommendations were not implemented. They were neither shared with women nor action taken to improve the situation. The apparent sidelining of women is demonstrated by the fact that there are 11,400,000 women in the workforce in Kenya out of which 740,000 women are unionisable but only 74,000 women are members of trade unions. Most of these are members of the Kenya National Union of Teachers (Barange'tuny, 1999: 70).

The situation presented above augers badly for women since male unionists are unlikely to press for issues that are specific to women due to lack of emotional investment in matters such as maternity leave, proper day care centers, equal pay for work of equal value, adequate housing and medical cover. Women's participation is not negotiable. Women bring to the

collective bargaining agreement insights and perspectives that are unlikely to be articulated effectively by anyone other than them.

The internal structure of trade unions can serve as an impediment to the level of participation of the women and especially in the areas where they work. Some trade unions have put in place structures, which are meant to correct the gender imbalance.

These structures include gender committees, wings, task forces, women sections, e.t.c. The Kenya National Union of Teachers has an affirmative action programme that has specific offices/ positions at the executive for a female gender officer. Some of these structures have not been effective due to constitutional issues, dependence on donations from international trade union movement and high turnover of staff among others.

Women who manage to break the barriers to union leadership do not last long enough to contribute to strategy that can make a difference. This is due to staff turnover, frustrations over their issues among other reasons.(Nation 17th March 2001).This poses a dilemma especially where influence on policy requires sustained effort over a long time. There are instances where there are women representatives in the union but there has not been much improvement in the working conditions of the women members of that particular union.

The extant literature, exclusively from North America and Europe has identified barriers to women's participation in trade unions and consequent neglect of issues specific to women, ^o similar study has been done in Kenya. Yet there is reason to suspect that the situation is likely to be much worse for the Kenyan women, given the relatively low level and pace of liberalization, slow move towards gender equity and women empowerment, low levels of education among women, oppressive African cultures, absence of affirmative action, among others. Thus, there is need to conduct a study in the Kenyan context highlighting the Problems Kenyan women face as far as participation in trade unions and women specific issues are concerned .It is this concern that has motivated the proposed study.

.3 Objectives of the study

1. To find out barriers to women's participation in trade unions, both as ordinary members and officials.
2. To identify structures, policies and action programmes that Kenyan trade unions have put in place to address issues that are specific to women members.
3. To determine the extent to which issues specific to women members have been addressed by the unions.

1.5 Importance of study

1. The results of the study would assist the government through the Ministry of Labour and Human Resource Development in monitoring the participation of women in trade unions and gender mainstreaming in labor policy and administration.
2. The study would be important to trade unions as it would assist them evaluate their performance towards gender equity and integration.

1.6 Organization of study

Chapter One: This chapter contains the definition of terms, background, statement of the problem objective of the study.

Chapter Two: Literature review

This chapter contains literature review on functions of trade unions, gender and structure, working conditions of women and research conducted in developing countries on the barriers to women's participation in trade unions.

Chapter Three: Research Methodology

This chapter contains the scope of study, population, data collection and analysis.

Chapter Four: Data Analysis and Interpretation

This chapter contains research findings and the presentation of the findings.

Chapter Five: Discussions ,summary and conclusions

This chapter contains the summary of results, limitation of study, recommendations for future research and implications for policy and practice.

References: This contains references for information mainly referred in the literature review.

Appendices: It contains the appendices for the list of registered unions in Kenya and those that are located in Nairobi, letter of introduction, questionnaire and an interview guide

CHAPTER TWO

LITERATURE REVIEW

The review in this chapter provides literature on the functions of trade unions to the worker or member or unionism. It also provides for an understanding of the trade union structure. The structure in context comprises of policies, structures, leadership, organizational level and administrative measures. The literature also provides review for research carried out in developing countries as well as in Europe on trade union structure and working conditions of women.

A trade union is an organization of workers who have joined together so as to try to improve their interests (Nzuve 1997:131). A trade union would try to improve the members' welfare and regulate the relationship between the workers and employers. According to Cole a trade union is an association of workers in one or more occupations -an association carried out mainly to advance their members interests in connection with their daily work.

1. FUNCTIONS OF A TRADE UNION

Functions related to the worker/member.

The trade union should secure for the worker's fairer wages in light of cost of living and prevailing standards (Nzuve 1997, 133). They should also assure the worker of a share of increased profitability of the organization by providing adequate payments for the job done. Women are aware of their poor working conditions and especially pay discrepancies for same value of work between the male and female worker. This practice is prohibited by the I.L.O. This has been observed world wide found in both industrialized and industrializing countries that have signed the conventions on the practice. In countries like Korea, Japan, Cyprus the discrepancies in pay can up to 50% of men's salaries. In the developed countries the average pay discrepancies is 75% of men's salaries. (Hirata 1998,15). Armitage and Sabot's (1991,12) research found that in Tanzania's public sector males earn a substantial wage premium relative to females with the same human capital endowments. While in Tanzania's private manufacturing sector continues to be free of sex discrimination as does Kenya's wage labor market.

The unions have the responsibility to try to improve workers conditions by securing shorter working hours, better working facilities and other welfare benefits. They should

also protect the workers interest and safeguard them against exploitation. Due to the current shift in production facilities from developed countries to developing countries, most governments of least developing countries have developed export-processing zones. Kenya is no exception. In Kenya, the export processing zones and the horticulture industry prefer to employ women, they rarely complain and have no time to join unions. This makes them be easily exploited. (Caine Nation, 17 march 2001).

The union should provide a medium through which workers interest and grievances can be expressed. Rosa's (1989, 29) research on women's resistance in Sri Lanka examined methods of organizing and resistance by women workers in the Sri Lankan Foreign Trading Zone. This methods went beyond the boundaries of traditional trade union organizing. The women used three methods: spontaneous actions by women workers; establishment or use of Christian, legal or women's centers; and newspapers.

Functions relating to trade unionism.

The trade union also have to formulate policies and plans consistent with those of the industry, organization and society (Triphathi 1989, 386). In Kenya the trade unions are involved in the formulation of national labour policy through the Central Organization of Trade Unions. The trade unions have to also formulate gender policies . They can institute gender action plans as well as mainstreaming.

The unions should preserve and strengthen trade union democracy and train members to assume leadership positions. There should be elections of the officials. This can involve training such as gender sensitivity training. The unions can put in place culture change programmes within the unions especially where there is harassment or bullying of women. The unions should try to improve network of communication between trade unions and its members. This would avoid the earlier situation where recommendations were passed on establishing gender structures but were not implemented nor were the women aware. This would have improved their position.

The unions should prepare and maintain union objectives and functions, to identify peoples reaction towards them and make necessary modifications. They should also continuously review the relevance of trade union objectives in the context of social change. The Kenya labor market is undergoing reforms including reviews of the labour laws. Trade unions have to be able to adapt to those changes. Gender issues are also taking center stage in policy development.

The proposed bill of affirmative action had made organizations become more sensitive to the plight of the handicapped and the women.

2. GENDER AND TRADE UNION STRUCTURE

Unions are still not 'women-friendly' and the inclusion of gender perspectives in all trade union policies and programmes is far from being achieved" (International Confederation of Free Trade Unions 1999, 25)

Unions can - and must- take up the challenge of transforming the labour market through equality and justice. While it is true that women have been swelling the ranks of the unions, more action is required to ensure their access to union leadership positions. Much remains to be done to organize them, in particular those belonging to vulnerable groups (e.g. the informal sector and atypical work) and young women (International Confederation of Free Trade Unions, 2000,37).

In spite of their increasing participation and the fact that they constitute most of the new members, women are still under-represented in unions. For example, out of the total membership of the International Confederation of Free Trade Unions (ICFTU) of 156 million in some 148 countries, women account for about 61 million. Women are even more seriously under-represented in trade union leadership. While they make up about 39 per cent of global trade union membership, they represent only one per cent of the decision-making bodies of unions (International Confederation of Free Trade Unions 1999,3). Gender equality is far from being a reality within the trade union movement.

Unions must take steps to overcome the barriers to female participation and to ensure that women are visible and active in all aspects of union life - as members, activists and leaders. If trade unions are to champion gender equality in employment as a basic human and workers' right, then first and foremost they have to show that equality is an integral part of their own internal policies and structures. Unions cannot be credible unless women are adequately represented and fully involved in all union structures and business.

It is important that trade unions formulate specific statements of policy on gender equality. Such statements could be in the form of resolutions and policy documents adopted by congresses or executive boards, special publications, position papers, equality plans, guidelines on gender, positive action programmes. A policy statement can serve as a benchmark for future union action. Implementation of the policy on gender equality can be effective only when treated as a mainstream union issue rather than a "women only" issue.

Every region has specific problems and its own story. To address strategies on how to organize women in unions, this context has to be well understood at the national level. The roles of men and women in society reflect social differences due to tradition, culture, and education which have defined the particular role women play in society.

Unions have to make serious efforts to analyze these differences in consultation with their women membership and how to fully integrate women in union structures through promoting their participation at all levels. This requires raising awareness among men and women members and leaders.

Unions which are seriously committed to meeting the needs of their membership and to addressing issues to attract new membership must devise strategies to attract them to the union and find ways to overcome some of the difficulties mentioned above. But first unions have to recognize the real situation. Some unions have adopted a multi-pronged approach to recruitment of female members. Due to the nature of women in countries in Europe being in part-time work, there has been the introduction of home based workers to the unions. Countries that have adopted these associations include Britain.

2.1 Barriers to women's participation in union membership and leadership

Women face many obstacles in gaining leadership positions in the trade unions despite their presence as members of the union. Their union membership is low compared to their presence in the labor market. There are reasons that will hinder the joining of a trade union or seeking leadership positions.

Women do not understand or appreciate how unions can benefit them and may fear reprisals from employers (including losing their jobs) for joining unions. Women do not have time to join or participate in union activities because of conflicting family responsibilities, and childcare facilities are lacking or too expensive. Women face objections from their spouses or families. These issues were supported by Jaffee and Caine (1988, 90-108) who found that in South Africa the women involvement in trade union activities has brought them into confrontation with their fathers or partners (husbands) who often view their activities with suspicion.

Women often lack the confidence to join unions or to aspire to leadership positions. The male-dominated culture or activities of the union or hostile reactions from male members discourage women from joining. Informal procedures in the unions for nominations or appointments rely on established male networks. This is supported by Pittin's research in Nigeria (1984; 71-31), which found that men utilized gender discrimination to gain or maintain for themselves positions of relative privilege and power.

Thus women workers often find themselves alienated from their male co-workers, while men fail altogether to understand women's reluctance to become involved with or participate actively in what women see as organizations catering to male interests, such as the union.

Unions are not sensitive to the needs of women workers. Membership dues are a problem especially for poor working women. Women are more likely than men to be in atypical forms of work or in the informal sector where they are difficult to reach and organize. There may be legal constraints to some groups of women workers joining unions. Entrenched union rules and structures are not conducive to women's participation and advancement to leadership position. A study undertaken by Cliimanikire (1987, 27-39) found that in Zimbabwe women are not offered the same employment opportunities as men despite the "Labour Relations Act". There remains inequality in wages, training for skilled work, promotion and in access to loan and credit facilities. However, women themselves have resigned attitudes. They are not aggressive enough in the pursuit of equalities in wage, training, promotion and credit facilities. In order to speed up their advancement the author calls for additional legal and administrative measures, and for a unified and egalitarian labour market in Zimbabwe.

Recognizing that women may have particular needs and priorities different from those of men, unions need to adopt special measures to recruit female members. Unions have found that recruitment tends to be more successful when they adopt a multi-pronged approach consisting of a range of measures over a period of time, rather than rely on any single measure. In particular they need to empower women. Empowerment, first and foremost, requires awareness, which is fed by knowledge (I CFTU. 1995, 29.). One of the major reasons why women do not join unions is because they do not understand how unions can help them. Therefore, unions need to raise awareness and sensitize potential women members on the benefits of unionization.

Abdullah-Olukoshi's. (1991, 15-26) research between unionized and non unionized factories in Nigeria found that in the unionized factory, issues of gender are of primary concern to women workers, especially job segregation on the basis of gender, and there is a general frustration with the failure of the union to address the question of gender. In the non-unionized factory, in contrast, class issues were of overriding importance to women workers, as they fought to establish a union against management wishes

The trade union movement is faced with some stark choices. Unions can continue to support widespread discrimination within their ranks, while they talk about equality and solidarity, or they can tackle the problems they face in integrating women (International Confederation of Free Trade Unions 1995, 58.). Male liberal unionists have traditionally argued that women should find their own place within existing union structures, but often these structures are rigid, rather bureaucratic, male-dominated and intimidating to women. Traditionally too, women's presence has been concentrated in those structures associated with female stereotypes, and they have been poorly represented in the executive or in the structures dealing with economics, research, organization, negotiation, international affairs, etc. In Kenya most of them are found at the branch union like that of the local authority workers union.

Honculada, (1991, 15-26) research in the Philippines has indicated that a small but growing critical mass of women in the Philippines are forwarding analyses and raising issues that make gender a central demand in and out of unions.

It is often necessary to amend the union constitution or statutes to make structures more conducive to gender equality and "women-friendly". By introducing changes in their rules and regulations, unions demonstrate tangibly their commitment to the promotion of gender equality and allow positive measures to be more effectively implemented. This can be done due to the following reasons to reserve seats, establish a quota system or numerical targets for women on executive bodies; Observe a proportionality principle so that women are adequately represented at all levels of the union structure and in all education and training programmes, e.t.c. Currently COTU is in the formation of amending its constitution for it to become more gender sensitive.

In the European Union, there are legislation that are geared towards gender integration. There are also formidable lobby groups like the EWI that have managed to put forward a proposal quota that stipulates the number of women to be in different organization. Many unions are already taking steps to promote participation of women at all levels of the union structure. Some unions appoint women or support election of women at local, regional national and congress levels. Others have also elected or appointed women to the education and training divisions, organization, negotiation and collective bargaining, occupational health and safety and environment committees, or at the highest level in reserved places on the Executive Board, where they can make an impact on a wide range of issues. Few women in Europe like their counterparts in Africa are in decision-making

positions in trade unions, and union structure and policy on gender equality need to be strengthened.

In central and eastern Europe, attempts have recently been undertaken by the international trade union movement (ICFTU and International Trade Secretariats) to strengthen women's participation in the Central and Eastern European region. The trade union confederations from 15 countries will be working with ICFTU over the next two years (2000-2002) to promote gender specific policy within the trade unions of Central and Eastern Europe.

In Eastern Europe there is a lot of trade union networking with other counterparts in Western Europe as well as the European union. The networking is in the following areas: building networks for trade union activists working in workers' education, trade union rights, European Accession, organizing and gender equality. The central objective of these networks and training projects sponsored by the trade union movement in the region, particularly through the ICFTU/ETUCO project is to transform unions to be more democratic and build capacity within the unions.

Unions all over the world are appreciating the need for special structures to encourage the participation of women in trade union activities and to create the conditions for equal opportunities and treatment within trade union organizations. These special structures can take a number of forms and have a number of functions and responsibilities and may include committees, departments, wings, secretariats, commissions, sections and officers.

5. WORKING CONDITIONS OF WOMEN

Women in third world countries work under difficult circumstances. Due to male domination in the trade unions, their welfare normally takes a back seat when it comes to improvement of women specific issues. One of the most contentious issue has been maternity leave in Kenya both employers and trade unionists have argued against changes in the current stipulation that recommended that when a woman goes for maternity leave she should forfeit her annual leave. They have argued that it would work against her interests in the long run. Research done by Parveen and Ali (1991: 56) in Karachi points out that the women were aware of their poor working conditions and the need for the formation of trade union by the women there lead to the subsequent battles with

management over the formation of a union and the creation of a support mechanism and networks such as the Women Workers Center which became essential in order to provide financial support to union organizers who are laid off, to counteract management propaganda and smear campaigns, to coordinate and help financial legal battles, to undertake political lobbying, dealing with women's practical problems and draw support for the union from both the women union and the labor movement.

Medical cover is also an issue when it comes to benefits. Most employers do not want to cover for medical costs related to maternity. Some employers will agree to provide cover for other health related illness but will exclude maternity costs or cover for the infant until a certain age.

4.0 SUMMARY OF LITERATURE REVIEW

The review provides literature on the functions of a trade union to the worker or member which are namely, to secure fairer wages, improve workers conditions of work and provide a forum for grievance representation. The functions of a trade union to formulate policies, strengthen trade union democracy and maintain union functions and objectives.

The review also identifies trade union structure and the way it can facilitate or hinder participation of women. It also identifies trade union structures that have been used to deal with poor participation of women in unions. It also highlights the need to review constitutions to make them more women friendly. The review provides literature on the poor working conditions of women especially in the export processing zones and the challenges in organizing women.

Most of the literature comes from Europe, Asia, and other countries in Africa other than Kenya. Some of the situations in those countries might not apply to Kenya for example, the inequality in wages in Zimbabwe and Tanzania is not applicable in Kenyan situation. The study highlights the problems Kenyan women workers face as far as participation is concerned.

CHAPTER THREE

RESEARCH METHODOLOGY

This study will be based on a survey design.

3.1 Population

The population will consist of trade unions registered in Kenya. The union should be recognized as a representative of the employees of the industry concerned. This will filter out unions that are not genuine.

3.2 Sampling

This will consist of a census study on the trade unions that are registered in Kenya and have their head quarters in Nairobi, Kenya. This is due to limitations in resources and time.

3.2.1 Data collection.

Data will be collected through the use of a self administered questionnaire. This will be distributed to the organizations and then collected for analysis. The respondents in each union will be the executive officers or their assistants. It will also include interviews with some members of the trade unions

The questions that address objective one on the barriers to women's participation are 7,8, 10 to 16, 23 and 24.

The questions that address objective two on the structures and policies are 5,6,9,17,, 18,19,20, 21,22 25 and 26 to 32.

The questions that address objective three on the extent to which women specific issues are addresses are 33 to 43

3.3 Data analysis.

Data analysis will be done by the use of Statistical computer package (SPSS). It will have frequency analysis, which will measure the extent to which the unions address issues that are not specific to women.

It will use the Chi -square test. This is a general test used to evaluate the difference between observed frequencies and expected frequencies under a set of theoretical assumptions. Specifically it will be used to test for the significant differences between number of women and the policy, number of women and the rating of participation and number of women and publicity campaigns to educate members. Data will be presented through the use of tables.

CHAPTER FOUR

DATA ANALYSIS AND FINDINGS

This chapter seeks to analyse the data that was obtained from the questionnaires that were handed out. The target of the research was 31 trade unions to which the questionnaires were personally **delivered**, out of which 28 completed questionnaires were received.

The data were summarized and presented in the form of percentages, tables and frequencies. The research findings are presented as follows:

1.0 Union membership

Table 1.1 Union membership

No of members	No of unions	Percentage
Below 5,000	12	42.9
5000 to 10,000	6	21.4
10,001 to 15,000	5	17.9
15,001 to 20,000	1	3.6
20,001 and above	4	14.3
Total	28	100

Table 1.1 shows that 42.9% of the unions have membership below 5000. 21.4% have between 5000 and 10,000 members. 17.9% of the unions have between 10,001 to 15,000 members. 3.6% of the unions have between 15,001 to 20,000 members. 14.3% of the unions have 20,001 or more members. Most of the union respondents (42.9%) are in the small size category.

Table 1.2 Number of women members

Number of women	No of unions	Percentage
Below 100	5	17.9
101 to 500	12	42.9
501 to 1,000	3	10.7
1001 to 5,000	4	14.3
5,001 to 10,000	3	10.7
10,001 and above	1	3.6
Total	28	100

Table 1.2 indicates that 17.9% of the unions have 100 or less than 100 women members. 42.9% of the unions have 101 to 500 women members. 10.7% of the unions have 501 to 1,000 and 5,001 to 10,000 women members respectively. 14.3% of the unions have 1,001 to 5,000 women members. 3.6% of the unions have 10,001 and more women members. In majority of the unions (42.9%) women members rarely participate as union officials or generally in union activities.

2.0 Union policies on specific women issues

Table 2.1 Union policies on specific women issues

Union has policies on specific women issues	No of unions	Percentage
Yes	16	57.1
No	11	39.3
Do not know	1	3.6
Total	28	100

As shown in table 2.1, 57.1% of the unions have policies on specific women issues. 39.3% of the unions do not have policies on specific women issues. 3.6% of the unions do not know whether they have policies on specific women issues or not.

Table 2.2 Human resource (HR) functions covered by policies

HR function	No of responses	Percentage
Wages and salary	2	6.5
Equality	6	19.4
Maternity leave	3	9.7
Reservation/election	4	12.9
Integration	3	9.7
Not applicable	13	41.9
Total	31	100

As shown in table 2.2, 6.5% of the unions have policies on wages and salary. 19.4% of the unions have policies on equality. 9.7% of the unions have policies on maternity and integration respectively. 12.9 % of the unions have policies on reservation or on election but 41.9% of the unions do not have such policies.

Table 2.3 Number of women members and the presence of policy on issues that affect women

Number of women members	Women specific policies			Total
	Yes	No	Do not know	
Below 100 No. Percentage	2 7.1%	3 10.7%		5 17.9%
101 -500 No Percentage	7 25.0%	4 14.3%	1 3.6%	12 42.9%
501 - 1,000 No Percentage	3 10.7%			3 10.7%
1,001 - 5,000 No Percentage	2 7.1%	2 7.1%		4 14.3%
5,001 - 10,000 No Percentage	1 3.6%	2 7.1%		3 10.7%
10,001 and above No Percentage	1 3.6%			1 3.6%
Total Percentage	16 57.1%	11 39.3%	1 3.6%	28 100.0%

It is clear from table 2.3 that 7.1% of the unions with less than 100 women members have specific policies while 10.7% do not have. 25% of the unions with 101 to 500

women members have women specific policies. 14.3% do not have such policies while 3.6% are not aware.

10.7% of the unions with 501 to 1000 women members have policies on women specific issues. 7.1% of the unions with 1001 to 5000 women members have policies on women specific issues but 7.1% do not have such practices. 3.6% of the unions with 5001 to 10000 women members have policies in women specific issues while 7.1% do not have such policies. All the unions with 10,000 and more women members have policies in women specific issues.

2.2 Chi square test on the relationship between number of women and the presence policies that affect women

The relationship between the number of women and the presence policies that affect women was tested using the chi square test, however the results of the test indicated that it was not significant at $P < 0.05$. It suggests that the size of women members does not make a difference in formulation of policy concerning women is concerned.

3.0 Rating of women's participation

Table 3.1 Rating of women's participation and union policies

Rating of women's participation	No of unions	Percentage
Very poor	1	3.6
Poor	3	10.7
Satisfactory	13	46.4
Good	7	25.0
Very good	4	14.3
Total	28	100

In table 3.1, 46.4% of the union rated the participation of women in the union as satisfactory. 25.0% of the union rated participation of women in the union as good and 14.3% of the unions rated participation of women in the union as very good. 10.7% of the union rated participation of women in the union as poor while 3.6% of the unions rated participation of women in the union as very poor.

Table 3.2 Number of women members and rating of participation in unions

Number of women members	Rating of women's participation in unions					Total
	Very poor	Poor	Satisfactory	Good	Very good	
0 - 100 No. % of total			3 10.7%	2 7.1%		5 17.9%
101 -500 No % of total		2 7.1%	5 17.9%	2 7.1%	3 10.7%	12 42.9%
501 - 1,000 No % of total			2 7.1%		1 3.6%	3 10.7%
1,001 -5,000 No % of total	1 3.6%	1 3.6%	2 7.1%			4 14.3%
5,001 - 10,000 No % of total			1 3.6%	2 7.1%		3 10.7%
10,001 and above No % of total				1 3.6%		1 3.6%
Total No % of total	1 3.6%	3 10.7%	13 46.4%	7 25%	4 14.3%	28 100%

In table 3.2, 10.7% of the managers rate unions with less than 100 women members rated women's participation of women in the unions as satisfactory while 7.1% rated the participation as good. In unions where the number of women range from 100 to 500 10.7% of the managers rated participation of women as very good, 7.1% rated participation as good and poor respectively while 17.9% rated it as satisfactory.

7.1% of the managers in unions with women members ranging from 500 to 1000 rated participation of women in the union as satisfactory while 3.6% rated the participation as very good. In unions where the number of women range from 1001 to 5000, 7.1% of the managers rated the participation of women as satisfactory while 3.6% rated the participation as poor and very poor respectively.

In unions with women members ranging from 5001 to 10000, 7.1% of the managers rate the participation of women as good while 3.6% rated the participation as satisfactory. In all the unions with women members numbering 10,001 and more the managers rated the participation of women as good.

3.3 Chi square test on the relationship between number of women and the rating of women's participation

The relationship between the number of women and the rating of women's participation was tested using the chi square test, however the results of the test indicated that it was not significant at $P < 0.05$. It suggests that the size of women members does not make a difference in whether women participate actively or poorly.

Table 4.1 Rating of management support on gender issues

Rating of management support on gender issues	No of unions	Percentage
Very poor	3	10.7
Poor	12	42.9
Satisfactory	8	28.6
Good	3	10.7
Very good	2	7.1
Total	28	100

In table 4.1, 10.7% of the unions rated the management support of gender issues as good and very poor respectively. 28.6% of the unions rated the management support of gender issues as satisfactory. 7.1% of the unions rated the management support of gender issues as very good and 42.9% of the unions rated the management support of gender issues as poor.

5.0 Number of women in leadership positions

Table 5.1 Number of women in leadership positions

Number of women in leadership positions	No of unions	Percentage
None	3	10.7
1 to 5	12	42.9
6 to 10	8	28.6
11 to 17	3	10.7
18 and above	2	7.1
Total	28	100

In table 5.1, 10.7% of the unions do not have any women in leadership position. 42.9 % of the unions have 1 to 5 women in leadership position. 28.6 % of the unions have 6 to 10

women in leadership position 10.7 % of the unions have 11 to 17 women in leadership position 7.1% of the unions have 18 or more women in leadership position.

6.0 Reaction women receive when vying for leadership positions

Table 6.1 Reaction women receive when vying for leadership positions

Reaction women receive when vying for leadership positions	No of unions	Percentage
Positive	20	71.4
Negative	2	7.2
Neutral	6	21.4
Total	28	100

In table 6.1, 71.4% of the unions support women when they vie for position while 21.4% are neutral in their support but the women shy away from vying for positions as their male colleagues. 7.2% of the unions respond negatively when women vie for positions due to gender bias on leadership and culture.

7.0 Extent of women's knowledge of union benefits

Table 7.1 Extent of women's knowledge of union benefits

Extent of women's knowledge of union benefits	No of unions	Percentage
Less extent	3	10.7
Moderate extent	8	28.6
Great extent	13	46.4
Greatest extent	4	14.3
Total	28	100

In table 7.1, 10.7% of the unions responded that the women's knowledge of the benefits of trade union is of less extent. 28.6% of the unions responded that the women's knowledge of the benefits of trade union is of moderate extent. 46.4% of the unions responded that the women's knowledge of the benefits of trade union is of great extent while 14.3% of the unions responded that the women's knowledge of the benefits of trade union is of greatest extent.

8. 0 Special measures to recruit female members

Table 8.1 Special measures to recruit female members

Special measures to recruit female members	No of unions	Percentage
Yes	12	44.4
No	15	55.6
Total	27	100

In table 8.1, 44.4% of the unions have special measures to recruit female members while 55.6% do not have special measures.

Table 8.1.1. Identification of special measures

Special measures	Frequency	Percentage
Seminars/workshops	5	19.2
Recruitment officer	2	7.7
Committees/wings	3	11.5
Coordinator	2	7.7
Recruitment policy	2	7.7
Not applicable	12	16.2
Total	27	100

In table 8.1.1. 19.2 % of the unions used seminars or workshops as a recruitment measure. 16.2 % of the unions did not have any recruitment measure. 11.5% of the unions used committees or wings as a recruitment measure. 7.7% of the unions used recruitment policy, recruitment officer or coordinator as recruitment measures respectively.

9.0 Women union officials at branch and national levels placed in unions

Table 9.1 Level of women placed in the union

National/Branch	No of unions	Percentage
Branch level	17	60.7
National level	10	35.7
Not applicable	1	3.6
Total	28	100

In table 9.1, 60.7% of the unions had majority of the women placed at branch level compared to 35.7% who had majority of the women placed at national level. One union does not have any woman at either branch or national level.

Table 9.2 Departments associated with women

Department	Frequency	Percentage
Education, training & development	6	14
Trustee secretariat, board	8	18.6
Industrial relations	2	4.7
General/all departments	7	16.3
Coordinators	1	2.3
Organization & administration	6	14
Women affairs and committees	9	11.6
Finance	3	7
Child labor	3	7
Health & safety	1	2.3
Not applicable	1	2.3
Total	43	100

In table 9.2, 14% of the unions have women associated with the education, training & development departments, 18.6% of the unions have women associated with the trustee, secretariat or board. 4.7% of the unions have women associated with the industrial relations department. 16.3% of the unions have women associated with the general/all departments. 2.3% of the unions have women associated with the coordination and health and safety departments respectively. 14% of the unions have women associated with the organization & administration department. 11.6% of the unions have women associated with the women affairs or committees departments. 7% of the unions have women associated with the finance and child labor department respectively. 2.3% of the unions do not have departments associated with women.

10. Structures that deal with women issues

Table 10.1 Specific structures that deal with women

Whether Specific structures that deal with women issues are in place	No of unions	Percentage
Yes	16	53.6
No	13	46.4
Total	28	100

In table 10.1, 53.6% of the unions have unique structures that deal with women issues while 46.4% do not have these structures.

Table 10.1.1 Specific structures that deal with women issues

Specific structures that deal with women issues	Frequency	Percentage of responses
Committees	12	29.3
Departments	4	9.8
Wings	4	9.8
Secretariats	4	9.8
Officers	5	12.2
Not applicable	12	29.3
Total	41	100

In table 10.1.1, 29.3% of the unions have committees. 9.8% of the unions have departments, wings and secretariats respectively. 12.2% of the unions have officers. 29.3% of the unions do not have unique structures. Some of the unions have more than one structure to deal with women issues.

11.0 Publicity campaigns to educate women

Table 11.1 Publicity campaigns to educate women

Whether publicity campaigns to educate women are in place	No of unions	Percentage
Yes	22	78.6
No	6	21.4
Total	28	100

In table 11.1, 78.6% of the unions carry out publicity campaigns to educate women while 21.4% of the unions do not carry out publicity campaigns to educate women.

12. Administrative measures

Table 12.1 Administrative measures

Whether there are administrative measures In place	No of unions	Percentage
Yes	16	57.1
No	12	42.9
Total	28	100

In table 12.1, 57.1% of the unions have put administrative measures to improve women participation while 42.9% have not put any administrative measure.

Table 12.1.1. Type of administrative measures

Type of administrative measures	Frequency	Percentage of responses
Women meetings	1	2.4
Income generating activities	3	7.3
Seminars and workshops	11	26.8
Women's desk/committee	4	9.8
Equality	3	7.3
Recruitment	1	2.4
Position allocation	5	12.2
Publicity and awareness	1	2.4
Not applicable	12	29.3
Total responses	41	100

In table 12.1.1 the administrative measures that is popular is the use of workshops and education programmes. Position allocation or reservation of seat as administrative measures is at 12.2%. The use of publicity and awareness campaigns, women meetings and recruitment as an administrative measure is at 2.4% respectively. The use of equality and income generating measures is at 7.3% respectively while the use of women's desk or committee is at 9.8%. some unions had more than one type of administrative measure.

13. Gender sensitivity training

Table 13.1 Gender sensitivity training

Gender sensitivity training	No of unions	Percentage
Yes	25	89.3
No	3	10.7
Total	28	100

In table 13.1, 89.3% of the union carry out gender sensitivity training while 10.7% do not carry out any gender sensitivity training.

Table 13.1.1 Extent of gender sensitivity training

Extent of gender sensitivity training	No of unions	Percentage
Less extent	4	14.3
Moderate extent	13	46.4
Great extent	6	21.4
Greatest extent	2	7.1
Do not know	3	10.7
Total	28	100

In table 13.1.1, 14.3% of the unions carry out gender sensitivity training to a less extent. 46.4% of the unions carry out gender sensitivity training to a moderate extent. 21.4% of the unions carry out gender sensitivity training to a great extent. 7.1% of the unions carry out gender sensitivity training to the greatest extent while 10.7% of the unions do not know to what extent they carry out gender sensitivity training.

14. Culture change

Table 14.1 Institution of culture change programmes

Institution of culture change programmes	No of unions	Percentage
Yes	12	42.9
No	16	57.1
Total	28	100

In table 14.1, 42.9% of the unions have instituted culture change programmes in their organization while 57.1% of the unions have not instituted culture change programmes in their organization.

15. *Women being part of negotiating team.*

Table 15.1 Women being part of negotiating team

Frequency	No of unions	Percentage
Rarely	4	14.3
Occasionally	6	21.4
Frequently	6	21.4
Always	10	35.7
Do not know	1	3.6
Not applicable	1	3.6
Total	28	100

In table 15.1, 14.3% of the unions indicated that women rarely form part of their negotiating team. 21.4 % of the unions indicated that women occasionally, and frequently, respectively form part of their negotiating team. 35.7% of the unions indicated that women always form part of their negotiating team. 3.6% of the unions indicated that they do not know whether women form part of their negotiating team or not. 3.6% of the unions indicated that the situation is not applicable to them.

Table 15.2 Negotiation on the issue of promotion

Whether or not promotion is negotiated	No of unions	Percentage
Yes	25	89.3
No	1	3.6
Do not know	2	7.1
Total	28	100

In table 15.2, 89.3% of the union respondents negotiate over the issue of promotion while 3.6% of the union respondents do not negotiate over the issue of promotion. 7.1% of the union respondents do not know whether they negotiate over the issue of promotion or not.

Table 15.2.1 Whether Collective Bargaining Agreement has improved promotion opportunity for women

Extent to which C.B.A has improved women's promotion.	Frequency	Percentage of responses
Less extent	1	3.6
Moderate extent	8	28.6
Great extent	12	42.9
Greatest extent	4	14.3
Do not know	2	7.1
Not applicable	1	3.6
Total	28	100

In table 15.2.1, 3.6% of the unions responded that the negotiation on the promotion as part of the collective bargaining agreement has improved the promotion of women to a less extent. 28.6% of the unions responded that the negotiation of the promotion in the agreement has improved the promotion of women to a moderate extent. 42.9% of the unions responded that the negotiation of the promotion in the agreement has improved the promotion of women to a great extent. 14.3% of the unions responded that the negotiation of the promotion in the agreement has improved the promotion of women to the greatest extent.

7.1% of the unions responded that they do not know whether the negotiation of the promotion in the agreement has improved the promotion of women or not. 3.6 of the unions responded that the negotiation of the promotion in the agreement does not apply to them.

16.1 Training for skilled work

Table 16.1 Training for skilled work

Extent to which women get training for skilled work	Frequency	Percentage of responses
Less extent	5	17.9
Moderate extent	7	25
Great extent	11	39.3
Greatest extent	4	14.3
Not applicable	1	3.5
Total	28	100

In table 16.1, 17.9% of the unions indicated that women have a less extent of getting training for skilled work. 25% of the unions indicated that women have a moderate extent of getting training for skilled work. 39.3% of the unions indicated that women have a great extent of getting training for skilled work. 14.3% of the unions indicated that women have the greatest extent of getting training for skilled work. 3.5% of the unions indicated that the situation of women of getting training for skilled work does not apply to them.

17. Type of medical cover

Table 17.1 Type of medical cover

Whether medical cover is from the government	No of unions	Percentage
Yes	3	10.7
No	25	89.3
Total	28	100

In table 17.1, 89.3% of the respondents have a medical cover that is not from the government while 10.7% of the respondents have a medical cover that is from the government.

Table 17.1.1 Similar health benefits

Extent of similar health benefits	Frequency	Percentage of responses
Less extent	1	3.6
Moderate extent	3	10.7
Great extent	10	35.7
Greatest extent	10	35.7
Do not know	1	3.6
Not applicable	3	10.7
Total	28	100

In table 17.1.1, 3.6% of the union indicated that the female members enjoy similar health benefits to a less extent compared to their male counterpart. 10.7% of the union indicated that the female members enjoy similar health benefits to a moderate extent when compared to their male counterpart. 35.7% of the union indicated that the female members enjoy similar health benefits to a great extent when compared to their male counterpart. 35.7% of the union indicated that the female members enjoy similar health benefits to the greatest extent compared to their male counterpart. 3.6% of the union indicated that they do not know whether female members enjoy similar health benefits to a less extent when compared to their male counterpart. 10.7% of the union indicated that the case does not apply to them.

18. Maternity leave without forfeiture of annual leave

Table 18.1 Maternity leave without forfeiture of annual leave

Whether there is maternity leave without forfeiture of annual leave	No of unions	Percentage
Yes	16	57.1
No	12	42.9
Total	28	100

In table 18.1, 57.1% of the unions indicated that the women members do not forfeit their annual leave due to maternity reasons but 42.9% of the unions indicated that the women members do forfeit their annual leave due to maternity reasons.

Table 18.1.1 Length of maternity leave

Length of maternity leave	No of unions	Percentage
60 to 90 working days	3	10.7
60 days	12	42.9
90 days	4	14.3
60 to 90 calendar days	4	14.3
60 to 90 days with full pay	4	14.3
60 days conditional	1	3.6
Total	28	100

In table 18.1.1, 10.7% of the unions indicated that the women members enjoy 60 to 90 working days. 42.9% of the unions indicated that the women members enjoy 60 days. 14.3% of the unions indicated that the women members enjoy 90 days, 60 to 90 calendar days and 60-90 days with full pay respectively. One union indicated that the women members enjoy 60 day maternity leave with duration of service conditions attached to eligibility.

19 Member rating of representation of issues affecting women members

Table 19.1 Member rating of representation of issues affecting women members

Industry	Rating of representation of issues affecting women members						Total
	Very Poor	Poor	Satisfactory	Good	Very Good	Not Applicable	
Research & education		1		2	1	4	8
Transport		2	2			4	8
Communication		2	2			4	8
Others	3		1			4	8
Construction & engineering	2	2				4	8
Clothing	3	1				4	8
Commercial	3	1				4	8
Hospitality		1	1	2		4	8
Chemicals	2	2				4	8
Total	13	12	6	4	1	36	72

In table 19.1, 13 women members rated the management representation of issues as very poor, 12 women members rated the management representation of issues as poor. 6 women members rated the management representation of issues as satisfactory. 4 women members rated the management representation of issues as good and one woman member rated the management representation of issues as very good. 36 women are not members of the union.

TABLE 19.2 Rating of management support for gender issues

Industry	Rating of management support of gender issues						Total
	Very Poor	Poor	Satisfactory	Good	Very Good	Not Applicable	
Research & education				2	2	4	8
Transport			2	1	1	4	8
Communication		1	3			4	8
Others			1	3		4	8
Construction & engineering		4				4	8
Clothing	2	2				4	8
Commercial	3	1				4	8
Hospitality			2	1	1	4	8
Chemicals	2	1	1			4	8
Total	7	9	9	7	4	36	72

In table 19.2. 12.5% women members indicated that the management support for gender issues was poor and satisfactorily respectively. 9.8% of the women members indicated that the management support for gender issues as very poor and good respectively. 5.6% women members indicated that the management support for gender issues as very good. 50.2% women members indicated that the situation of management support for gender issues does not apply to them.

Table 20.1 Reasons for not joining union and benefits to be gained by Non members

Benefits to be gained	Why haven't you joined a trade union?							Total
	Ignorance uninterested	Recognition agreement	Employment contract	Union not accessible	Short term contracts	Other	Not applicable	
Wages and salaries	3	8	3	5	2			21
Grievance handling		2	1					3
Training & development		1			1			2
Health benefits	1	2	2	2	1	1		9
Maternity leave			1					1
Not applicable							36	36
Total	4	13	7	7	4	1	36	72

In table 20.1, 29.2% women non-members indicated that they would gain better wages and salaries. 4.2% women non-members indicated that their grievances would be handled better 2.8% women non-members indicated that they would get chances of training and development. 12.5 % women non-members indicated that they would better health benefits than they are receiving. 1.4% of the women non-members indicated that they would enjoy maternity benefits. 49.9 said the situation was not applicable because they were members of a union.

5.6 % women non-members indicated that they have not joined trade unions due to ignorance or are not interested . 18.1% women non-members indicated that they have not joined trade unions due to lack of recognition agreements between the organization. This hinders their participation as ordinary members. 9.7% women non-members indicated that they have not joined trade unions due to unions not being accessible in their work place and the employment contract that bars them from joining, respectively. 5.6% women non-members indicated that they have not joined trade unions due to the short term contract of work. One woman who is not a member indicated that they have not joined trade unions due to other reasons intimidation and pressure from partners. 49.9% of the respondents were members of a union.

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CHAPTER FIVE

DISCUSSION, SUMMARY AND CONCLUSIONS

The aim of the study was to find out the barriers to women's participation in trade unions as both members and officials. One of the barriers to the participation of in trade union is lack of recognition agreement between the organization and the trade unions. It both affects both men and women. The employment contract also bars women from joining trade unions. 69.41% of women members rated the presentation of issues affecting women by the trade union as very poor and poor. An interview with some male members revealed a rule for election where the contestant has to pay fees which are beyond the reach of many of the female members. 42.9% of the unions have between one and five women in leadership with 60.7% of the unions having women being placed at the branch level. Only 7.2% of the unions do women receive negative reactions while vying for seats due to gender bias on leadership as well as organizational culture while 21.4% of the unions take a neutral position they indicated that women shy away from vying for positions.

44.4% of the unions have special recruitment mechanisms to assist them in recruiting women. 19.2% of the unions use seminars and workshops in recruitment, followed by the use of wings or committees (1.5%). However 78.6% of the unions do carry out publicity campaigns to educate the women on matters of union activities. Hence the management of the unions not putting special recruitment measures to recruit women.

The study also sought to identify the policies, structures and action programmes in place for gender balancing. These policies are intended to encourage women to join trade unions. Those with 10,001 and more women members have these issues as part of their constitution. Those with less than a hundred women members are industries where occupational desegregation between men and women is taking place. The majority of these policies focus on equality (19.4%) followed by reservation of positions or election

(12.9%). Despite 57.1% of the unions having policies on gender, 42.9% rated the management support as good. This indicates towards issues of lack of implementation or persistent trade offs on issues that affect women. Irrespective of having a policy as a guide line. 39.3% of the union respondents do not have policies on gender issues. This is a high percentage considering only a Nairobi sample was used to identify structures that have been adopted by trade union in gender promotion. Unions with the highest number of women tend to have gender policies compared to those with less than a hundred women members.

42.9% of the unions rated the management support on gender issues as poor while 28.6% of the unions rated the management support for union as satisfactory. It appears that the management of these unions do not consider gender issues as a priority. As long as they do so trade unions will be shaped from a perspective of a man rather than from a gender perspective which includes both men and women.

The use of committees was the most preferred structure in dealing with gender issues (42.9%). This was followed by the use of officers (17.9%) to deal with internal structures regarding gender issues. However, one should also note that 49.2% of the trade unions do not have these structures. This is nearly half of the unions not having any structure to assist in gender management in the organization system.

57.1% of the unions have administrative measures. The administrative measures were used particularly workshops and seminars (26.8%) as a popular tool for encouraging participation and correcting gender imbalances. 89.3% of the unions carry out gender sensitivity training with 46.4% of the unions carrying out the training to a moderate extent. 35.7% of the unions always include women as part of their negotiating team. This is important as women can bring in something new in the bargaining agreement. 89.3% of the unions do negotiate over the issue of promotion with 42.9% of the union stating that the improvement of women in the industry has improved to a great extent contrary to the case of Zimbabwe where inequality exists in promotion and training.

42.9% of the unions female members forfeit their annual leave due to maternity reasons. However, most officials pointed out that it depends on the agreement between the organization and the union. Some of the union managed to get breastfeeding time arrangements in the work place or put it in writing in the collective agreement. Only 35.7 of the unions do not get equal health benefits with their male colleagues. Employers are still not willing to pay for maternity costs.

1.0 Challenges encountered

One of the challenges encountered by the women who are officials is getting their male colleagues to take interest in women affairs. This challenge is not facing the women officials but their gender sensitive male officials.

Most of the gender sensitivity training is carried out by externally hence the irregularity in the training duration and frequency.

Some the union officials recognized that there is need for culture change practices to take place but have limited resource to institute the culture change programmes.

2.0 Limitations of study

The study only included trade unions in Nairobi, Kenya hence not very representative of the whole trade union movement in Kenya. Only 28 out of a targeted 31 unions responded to the questionnaire.

Accessibility of some officials was difficult due to strikes as well as attending court. Also the location of some of the unions posed a challenge. Some had relocated or were relocating to new premises. Some of the non-respondents had their offices locked due to rental problems and they had no access to their files.

It was challenging to get all the questionnaire due to delay, incompleteness by some of the respondents. Lack of communication was a challenge as some unions did not have working telephones.

3.0 Recommendations for further studies

It would be important for research to be carried out to assess the effectiveness between some of the policies and administrative measures in gender issues. It would also be important to research on a specific industry.

More research needs to be done on the issue of maternity on an industry basis, including the women employed in such an industry.

4. Implications for policy and practice

Gender issues are not women issues alone; They encompass both men and women. In some of the unions, the practice has focused on the women aspect alone. It becomes very critical for senior management in those unions to understand the concept.

The use of a policy without formulating a gender integration and management system will only exclude the women from participation and will lack institutionalization of gender issues in the trade union. It will also be dependent on the philosophy and priorities of the management at the time rather than the interests of the women members. It will also lead to more trade offs on women issues leading to dissatisfaction of the women and poor participation.

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APPENDIX 1

LIST OF TRADE UNIONS IN NAIROBI, KENYA.

- | | |
|---|---|
| 1. Amalgamated Union Of Kenya Metal Workers | 17. Kenya quarry and mine workers union |
| 2. Kenya Union of commercial, food and allied Workers | 18. Kenya national union of post primary teachers |
| 3. Kenya Union of entertainment and industry employees | 19. Kenya jockey workers union |
| 4. Kenya Union of journalists | 20. Kenya union of employees and voluntary association and allied workers. |
| 5. Kenya Union of printing ,publishing paper manufacturers and allied workers | 21. Kenya petroleum and oil workers union |
| 6. Kenya National union of teachers | 22. Kenya guards and allied workers union |
| 7. railways workers union | 23. Kenya airline pilots association |
| 8. tailors and textile workers union | 24. Kenya local government workers union |
| 9. Kenya Union of domestic, hotels, educational institution, hospitals and allied workers | 25. Kenya engineering workers union |
| 10. union of posts and telecommunication | 26. Kenya chemical workers union |
| 11. Union of scientific ,research, technical and general employees | 27. Kenya building and construction ,civil engineering and allied workers union |
| 12. transport and allied workers union | 28. Kenya Airways staff association |
| 13. banking, insurance and finance union | 29. Union of national research institutions staff of Kenya |
| U. Kenya electrical trade and allied workers union | 30. Hotel and allied workers union. |
| 15. Kenya bakers and confectioners workers union | 31. Shoe and leather workers union |
| Kenya game hunting and safari workers union | |

APPENDIX II

LIST OF TRADE UNIONS REGISTERED IN KENYA.

1. Amalgamated Union Of Kenya Metal Workers
2. Kenya Union of commercial ,food and allied Workers
3. Kenya Union of entertainment and industry employees
4. Kenya Union of journalists
5. Kenya Union of printing .publishing paper manufacturers and allied workers
6. National seaman union of Kenya
7. railways workers union
8. tailors and textile workers union
9. Kenya Union of domestic, hotels, educational institution, hospitals and allied workers
10. union of posts and telecommunication
11. Union of scientific ,research, technical and general employees
12. transport and allied workers union
13. banking, insurance and finance union
14. Kenya electrical trade and allied workers union
15. Kenya bakers and confectioners workers union
16. Kenya game hunting and safari workers union
17. Kenya quarry and mine workers union
18. Kenya national union of fishermen
19. Kenya jockey workers union
20. Kenya plantation and agricultural workers union
21. Kenya petroleum and oil workers union
22. Kenya union of sugar plantation workers
23. Kenya airline pilots association

24. Kenya local government workers union
25. Kenya engineering workers union
26. Kenya chemical workers union
27. Kenya building and construction,civil engineering and allied workers union
28. Dockworkers union
29. Kenya union of shipping and clearing and warehouse workers
30. Kenya sugar growers employers union
31. Kenya airways staff association.
32. Kenya union of employees and voluntary association trade union and allied organization
33. Union of national research institutions staff of Kenya
34. Kenya hotels and allied workers union
35. Kenya guards and allied worker union
36. Kenya national union of private school teachers.
37. Kenya union of post primary teachers.
38. Kenya national union of teachers.

UNIVERSITY OF NAIROBI
FACULTY OF COMMERCE
MBA PROGRAM - LOWER KABETE CAMPUS

Telephone 732160 HxL 208
Telegrams "Varsity", Nairobi
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P.O. Box 30147
Nairobi, Kenya

DATE

TO WHOM IT MAY CONCERN

The bearer of this letter

Registration No:

is a Master of Business Administration (MBA) student of the University of Nairobi.

He/she is required to submit as part of his/her coursework assessment a research project report on some management problem. We would like the students to do their projects on real problems affecting firms in Kenya. We would, therefore, appreciate if you assist him/her by allowing him/her to collect data in your organization for the research.

The results of the report will be used solely for academic purposes and a copy of the same will be availed to the interviewed organizations on request.

Thank you.



DR. MARTIN OGUTU
CO ORDINATOR, MBA PROGRAM

APPENDIX IV QUESTIONNAIRE.

QUESTIONNAIRE.

PART A (GENERAL INFORMATION ABOUT UNION)

1. What is the name of the trade union?

2. What industry does the union represent?

3. How many members are in your union? (Please tick)

Below 5000 _____ 10,001-15,000 _____ 20,001 and above

5001-10,000 _____ 15,001-20,000 _____

4. How many of the members are women? (Please tick)

0-100 _____ 101- 500 _____ 5001-10,000 _____

501-1000 _____ 1001-5000 _____ 10,001 and above _____

5. Does the union have specific internal policies on gender?
(Please tick)
Yes _____
No _____
Do not know _____

6. If answer to item 5 is Yes describe what they are?

PART B (INFORMATION ON STRUCTURE)

7. How would you rate the participation of women in your union? (Please tick)
Very Poor _____
Poor _____
Satisfactory _____
Good _____
Very Good _____

8.How would you rate management support for gender issues in your union? (Please tick)

☐ Very Poor
☐ Poor
☐ Satisfactory
☐ Good
☐ Very Good

9.How many women are in union leadership positions?

10. Is the union's culture conducive to women's participation ? (Please tick)

☐ Yes
☐ No
☐ Do not know

11. Describe the reaction that women receive when vying for leadership positions during elections?

12. To what extent do women receive reactions from their male counterparts when vying for leadership positions? (Please tick)

☐ rarely
☐ occasionally
☐ Frequently
☐ Always
☐ do not know

12. To what extent do the women workers understand or appreciate how unions can benefit them? (Please tick)

☐ less extent
☐ moderate extent
☐ great extent
☐ greatest extent
☐ Do not know

13. Has the union adopted special measures to recruit female members? (Please tick)

☐ Yes
☐ No
☐ Do not know

14. If item 13 is yes please describe these measures

15. Are there union rules that are not conducive to women participation in trade union?

☐ Yes
☐ No
☐ Do not know

16. If answer to item 15 is Yes please describe the rules.

17. Do you have organizational structures that are not conducive for women's participation?

☐ Yes
☐ No
☐ Do not know

18. If answer to item 17 is Yes please describe the structures

19. What level is the majority of women union officials placed in the union? (Please tick)

☐ Branch level
☐ Provincial Level
☐ National Level

20. What departments are women normally associated with in the trade union?____

21. Does your union have structures that deal with unique women issues? (Please tick)

☐ Yes
☐ No
☐ Do not know

22. If answer to item 21 is Yes, which structures are they ? (Please tick)

☐ committees;
☐ departments;

wings;
secretariats;
commissions;
sections;
officers.
others Specify

23. Are there legal restrictions that hinder women's participation in your trade union?

Yes
No
Do not know

24. If answer to item 23 is Yes, what are the legal restrictions?

25. Does your union carry out publicity campaigns to educate its women members?

Yes
No
Do not know

26. How often does the trade union carry out its publicity campaign?

rarely
occasionally
Frequently
Always
do not know

27. Does your union have administrative measures designed to improve women's participation in your trade union?

Yes
No
Do not know

28. If answer to item 27 is Yes, what are the measures?

29. Does your union carry out gender sensitivity training?

☐ Yes

☒ **No**

☐ Do not know

30. To what extent is the gender sensitivity training earned out?

☐ less extent

☐ moderate extent

☒ **great extent**

☐ greatest extent

☐ Do not know

31. Has the union instituted culture change programs?

☐ Yes

☒ **No**

☐ Do not know

32. To what extent has it initiated culture change programmes?

☐ less extent

☐ moderate extent

☒ **great extent**

☐ greatest extent

☐ Do not know

PART C (INFORMATION ON WORKING CONDITIONS)

33. How often does your negotiating team include women? (Please tick)

☐ rarely

☐ occasionally

☐ Frequently

☐ Always

☒ **do not know**

34. To what extent has there been a reduction in the inequality in wages between the male and female workers? (Please tick)

☐ less extent

☒ **moderate extent**

☐ great extent

☐ greatest extent

☐ Do not know

35. To what extent do female members have of getting training for skilled work for female members to get? (Please tick)

☐ less extent
☒ **moderate extent**
☐ great extent
☐ greatest extent
☐ Do not know

36. Do you negotiate over the issue of promotion in the collective bargaining agreement? (Please tick)

☐ Yes
☐ No
☐ Do not know

37. If answer to item 36 is yes, to what extent has the collective agreement improved the promotion of women in the industry? (Please tick)

☐ less extent
☒ **moderate extent**
☐ great extent
☐ greatest extent

38. Do your members have access to loan and credit facilities.? (Please tick)

☒ **Yes** _____ ☐ **No** ☐ **Do not know**

39. To what extent do women have equal access to loan and credit facilities compared to their male members? (Please tick)

☐ less extent
☒ **moderate extent**
☐ great extent
☐ greatest extent
☐ Do not know

40. Do members have a medical cover except the one given by the government (NHIF)? (Please tick)

☐ Yes
☐ No
☐ Do not know

If answer to item 40 is yes, to what extent do women get similar health benefits to ~~their~~ **their male counterpart?** (Please tick)

☐ less extent
☒ **moderate extent**
☐ great extent
☐ greatest extent
☐ Do not know

42. Are women eligible for maternity leave without forfeiting the annual leave? (Please tick)

☐ **Yes**

☐ **No**

43. How long is the maternity leave? Describe briefly

APPENDIX V INTERVIEW GUIDE

INTERVIEW GUIDE FOR MEMBERS AND NON MEMBERS.

1. Are you a member of a union?

Yes

No (refer to question 14.)

2. What is the name of the union?

3. What industry does it represent?

4. Why did you join the union?

5. Has the union performed to your expectations?

Yes

No

6. In what area has it performed to your expectations?

Wages and salaries.

housing benefits

grievance handling

training

health benefits

credit and loan facilities

maternity leave

other. Specify _

7. In what area has the union not performed to your expectations?

Wages and salaries.

housing benefits

grievance handling

training

health benefits

credit and loan facilities

maternity leave

other. Specify

8. Are you satisfied with the services provided by the

Yes

No (refer to 8b)

(b) Why?

9. Has the union addressed issues that are related to women*?

Yes

No

10. How would you rate the representation of issues affecting their women members?

_____ Poor
_____ Satisfactory
Good
_____ Very Good

Union Should ~ - - » > * « * * issues

_ Wages and salaries,
housing benefits
..grievance handling
.training
_health **benefits**
_credit and loan facilities
_maternity leave
_other. Specify

11. What benefits as a member have you received?

_ Wages and salaries.
housing benefits
grievance handling
training
health benefits
credit and loan facilities
..maternity leave
other. Specify

12. What benefits that are specific to women have you received?

13. How would you rate the management support for gender issues?

Very Poor

Poor

Satisfactory

Good

Very Good

14. Why haven't you joined a trade union?

15. Are you aware of that there is a union?

Yes

No

16. What benefits do you think that you can enjoy?

0.