



Gender-Based Violence at Workplace: The Nigerian Experience

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Abstract. This study investigated Gender-Based violence at workplace in Nigeria. The study adopted the descriptive survey type of research design. The sample for the study consisted of 395 respondents randomly selected from ten (10) companies in two industrial estates in Lagos and Ogun states of Nigeria. The instrument used for data collection for the study was the questionnaire titled 'Gender-Based Violence Questionnaire' (GBVQ) which produced a reliability index of 0.824. Data collected was analysed using descriptive statistical techniques and the weighted mean score of 2.5 as a criterion mean score for decision. The hypotheses were analysed with ANOVA and Pearson moment of correlation. The study revealed that there is a positive and significant relationship between women protection law in restraining gender-based violence in workplace in Nigeria. The study also showed a positive and significant relationship between Adult Education and its programmes in fighting Gender-based violence in workplace in Nigeria (r -values = 0. P 70.05 since $P = .000$). Based on the result of the findings, it was recommended that both government and employers of labour should eliminate all forms of violence against women through reactivation of gender and equal opportunities bills and labour laws in Nigeria.

Keywords: Gender-Based, violence, workplace, Adult Education, women and Nigeria.

1. Introduction

The status of workplace in contemporary societies is the result of long historical process. Work plays a crucial role in people's lives and it is an important feature in structuring personal and social identity of an individual. It is obvious that work is a way of making money and thereby accessing a number of essential and non-essential goods and services. It is

regarded as a way of contributing meaningfully to the national income and promoting society cohesion and social identity. To show the importance of work to individual and the society. Bible encourages everybody be it male or female to work. 2nd Thessalonians 3: 10 says "if a man will not work, he should not eat". There is a proverb in Yoruba language that says "ona ofun oun ni ona orun" literally meaning "the way to the throat is the way to heaven". Work then can be seen as an important pillar of the existential organization of individuals. To this end, work is widely acknowledged to play a positive role as a source of well-being and social integration. Any effort to achieve any form of development without work must necessarily encounter a hitch. As beautiful as work is, millions of women are working in an intimidating, hostile and humiliating environment in Nigeria and experiences various forms of workplace abuse. It may not be out of place to assert that employees gender-based violence laws seems to be inadequate in Nigeria. The Nigerian labour act is silent on the issue of gender-based violence and this has left many employees in doubt as to what options are available to them. GBV is worsened where there is not explicit definition under the labour system of a jurisdiction.

As beautiful and important work is, workplace gender-based violence still persists in Nigeria. GBV are increasingly reported in Nigeria. The Global gender gap report (2017) released by the World Economic Forum (WEF) placed Nigeria in 122nd position out of 144 countries in closing the gender gap. While there is a gradual closing of the gender gap in Nigeria, women still face a range of obstacles in the workplace which prevents them from realizing their full career potential.

Annually, at least 2 million Nigerian girls and women experience gender based violence with an estimated

80 percent of Nigerian women having experienced some form of sexual harassment. Nigeria falls within the list of the top ten countries with the highest rape crime in the world. Nigeria has legislation against gender-based violence and this can be found in section 7 of the violence against persons prohibition act which states that “a person who compels another by force or threat to engage in any conduct or act, sexual or otherwise to the detriment of the victim’s physical or psychological well-being commits an offence and is liable on conviction to a term of imprisonment not exceeding 2 years or to a fine not exceeding N500, 000 or both. In Lagos State, like other major metropolitan cities around the world, women are prone to gender-based violence in workplace. Lagos State in its efforts to the advancement of gender-based violence at workplace, enacted the criminal law of Lagos State. Section 262 of the criminal law addresses gender-based violence stating that any person who sexually harasses another is guilty of a felony and is liable to imprisonment for three years. It goes further to describe what the offence entails, in case some people gets confused. The law states that “sexual harassment is unwelcome sexual advances, request for sexual favour and other visual, verbal or physical conduct of a sexual nature”. This also includes (in terms of workplace gender-based violence) that implicitly or explicitly affects a person’s employment or educational opportunities or unreasonably interferes with the person’s work or educational performance”. The Ogun State government in its own effort domesticated bills providing protection to GBV in its violence against person’s bill (2016). This bill seeks to provide effective remedies for victims of violence. Gender-based violence (GBV) in the work place have severe effects on employees’ and employers health, dignity, employees’ relations and well-being. Gender-based violence can include encroaching to workers’ rights being sexually harassed or assaulted in any way or in any form and inadequate protection of women from a hostile work environment.

The sad reality is that many of the gender-based violence victims do not even know these laws exist to protect and when they do know, they are uninformed as to how to seek the appropriate means of reporting and accessing justice. The victims are fond of keeping quiet or leaving their predicament to fate. Hence, such workers or victims hold onto hurt and experiences that they should not be carrying because they should not have experienced the violation in the first place. The end result of this is that gender-based violence dampens employees’ morale and motivation to work, it also affect output and employees performances and also have negative impact on the

employees’ job or career in most cases leading to sickness or premature death if nothing is done or if the victims keep quiet.

1.1 Statement of Problem

The United Nation (UN) women’s country report (2008) on violence against women and girls in Nigeria presented empirical evidence of the pervasiveness of gender-based violence across Nigeria six geo-political zone and found out that GBV is one of the most oppressive forms of gender inequality posing a threat to equal participation at workplace in Nigeria. The bulk of this violence are found among women and are evidenced in abuse related forms such as violence, coercion, molestation, sexual harassment, bullying, emotional and physical intimidation or assault. These cases are more frequent in workplace. The causes and pattern of GBV seems to vary to include religion, racial prejudice, personal hatred, an attempt to frustrate or force employees to quit the job or grant sexual or monetary favour, apply illegal force or pressure to collect a bill or payment, or merely gain sadistic pleasure from making the employee fearful or anxious for nothing. The sad aspect of it is that the victims seldom reported the case. This may be due partly to lack of awareness on the women’s rights, rules, regulations and policies guiding them and their work and also fear of stigmatization and losing their jobs.

It is against this background that the researcher intends to provide information on the causes and patterns of GBV in workplace in Nigeria. The study will also identify the extent to which adult education and its programmes such as women, workers and labour education will equip female employees with the required potentials to solve gender-based violence at workplace and in their life related problems.

1.2 Purpose of the Study

The main purpose of this study is to find out the prevalence of gender-based violence at workplace in Nigeria. Specifically, this study sought to achieve the following purposes:

- To ascertain if GBV occur in workplace in Nigeria.
- To find out how adult education and its programmes such as, workers and labour education can be used to fight gender based violence in workplace in Nigeria.
- To ascertain the pattern and causes of GBV as perceived by female employees in their workplace in Nigeria.

- To find out if women protection law can be effectively used for restraining GBV in the workplace in Nigeria.

1.3 Research Questions

The following research questions were raised to guide the study:

- To what extent does GBV occur in workplace in Nigeria?
- In what ways will adult education and its programmes such as workers and labour education be used to fight GBV in workplace in Nigeria?
- What are the patterns and causes of GBV as perceived by female employees at workplace in Nigeria?
- To what extent will women protection law be effectively used for restraining GBV at workplace in Nigeria?

1.4 Research Hypotheses

The following hypotheses were formulated for the study and tested at 0.05 level of significance:

HO1: Adult education and its programmes such as workers and labour education will not significantly fight gender-based violence at workplace in Nigeria.

HO2: There is no significant relationship between women protection law and restraining of gender-based violence in workplace in Nigeria.

2. The Nigerian Experience in Perspective

In Nigeria, women are subjected to multiple forms of violence in the workplace. It is so worse that hardly can you find a woman in workplace who at one time or another had not experienced violence in form of sexual abuse or discriminated against on culture, age and religion. Gender-based violence has been reported as a persistent problem in Nigeria. Recent findings in Nigeria reported that sexual harassment booms within the Nigerian banking sector (Akinfala & Komolafe 2017, Bello 2016, Aloomo & Atadiose 2014 and Fapohunda 2014). Adenugba and Ilupeju (2012) in their study found out that 80.8% of the respondents were sexually harassed and 94.2% respondents agreed that female marketers face numerous risks in the course of executing and retaining their jobs. Precisely in March 2018, two young women health workers were executed by a Boko Haram faction in the northern state of Nigeria, Saifura Hussaini Ahmed Khorsa, 25 years and Hauwa Mohammed Liman 24 were both mid-wives

with the international committee of the Red Cross (ICRR) in the state of Borno and were abducted along with the UNICEF nurse Alice Loksha. The death of these two women was one of the few dangers faced by women when delivering and discharging their duties at work. Public Services International (PSI) (2018) observed GBV frequently occurred in the health sector affects the sector in Nigeria which has a predominantly female workforce. Such that the World Health Organization (WHO) calculates that violence in health sector accounts for 25% of all incidents at the workplace in Nigeria (PSI, 2018).

It was in this context and on the international day for the elimination of violence against women that PSI reiterates its commitment to the discussion and adoption of a convention and recommendation to end violence and harassment in the world of work by the International Labour Organization (ILO) in 2019.

Similarly, Aina-Pelemo, Mehanathan, Kulshrestha & Aina (2019) on their study on sexual harassment in workplace found out that female lawyers (68%) compared to 32% male have experienced sexual harassment at workplace. This suggest that even female lawyers who were supposed to know better are more vulnerable or prone to abuse in their profession. GBV is one of the most oppressive forms of gender inequality posing a threat to equal participation at workplace in Nigeria as it can be seen from evidences from the research findings. The subtle nature of workplace and the resultant economical and psychological effects on the employees and the employers as established by research over the years make this study of particular interest.

The International Labour Organization (ILO), the foremost international agency establishment of universal standard work practice does not expressly mention workplace GBV under the declaration of fundamental principles and rights at work. Similarly, in Nigeria, there are no national laws criminalizing gender-based violence and some federal laws allow such violence.

The federal government in his efforts commits to strengthening laws and implementing strategic actions aimed at ending GBV at workplace decided to broaden its campaign in sensitizing the public through policies and programmes of inter alia aimed at preventing and eliminating violence against women and girls. Meanwhile, the 1999 constitution of Nigeria prohibits discrimination on the ground of sex but customary and religion laws continue to

restrict women's rights. As Nigeria is a federal republic, each state has the authority to draft its own legislation.

A number of laws exist to protect women against violence, strengthened by the violence against persons (prohibition) act 2015 which shows a determination to tackle violence against women, provides stiffer penalties for a number of gender-based offences and make it easier for women to seek recourse and protection. The sad aspect was that laws were often not effectively implemented in practice coupled with under reporting and a reluctance among women to report abuse to the authorities duly because of stigmatization and fear of losing jobs. In addition to this, the Nigerian police are perceived as being reluctant to take violence against women seriously and pursue allegations prosecutions for domestic violence. The police are fond of telling the victims to settle amicably within themselves (Country information and guidance, 2015). Public services international (2018) on its own observed that the implementation of some of the gender specific laws and policies has been slower than anticipated. Both the PSI (2018) and the federal ministry of women affairs and social development (2014) agreed that the major challenges to reducing violence at work includes; socio-cultural barriers, inadequate funding, insecurity, gender violence and conflict, gender capacity deficits at state and local government levels and lastly, non-implementation of some of the gender specific laws.

3. Gender-Based Violence Conceptualized

Attempts to conceptualize gender-based violence have been problematic given the complexity inherent in the meaning as well as interchangeably usage of the term "violence and abuse". Hence, some researchers such as Mattice & Gaman (2010), Einarsen, Hoel, Zapf & Cooper (2011) and Unniff & Mostert (2011) defined GBV as overt or covert behaviour, aggressive communication and behaviour that usually escalates to stigmatization, victimization and eventually severe trauma for the victims. Gender-based violence as a concept has been defined and explicated from a different viewpoint.

The United Nations Committee on the Elimination of Discrimination against Women (CEDAW) (2004) define gender-based violence (GBV) as any act of violence that is directed against a woman or that affects women which is likely to results in physical, sexual or psychological harm or suffering to women including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or

in private life". Similarly, the World Bank's inter agency stand committee (2018) defines gender-based violence as an umbrella term for any harmful act that is based on socially ascribed (gender) differences between males and females. The facts remain that GBV affects both men and women but women are much more prone and vulnerable to GBV in Nigeria and it has become a fundamental barrier in women participation in social, economic, political and even religious activities in Nigeria. Whether violence occurs within the workplace or outside, the detrimental effect of GBV at the workplace are substantial. GBV is hindering national productivity as it is occurring amongst people in the active productive age group. The effect of GBV can be devastating. They pose as a serious danger to the mental health which consequently affects women performance in workplace. WHO (2010) explained that abused women are more likely to suffer depression, anxiety, psychomatic symptoms.

Gender-based violence according to Canadian Centre for Occupational and safety (2005) and European parliament (2001) explained GBV at work place can take any of the following forms:

- Assigning unreasonable duties or workplace that is unfavourable to a person in order to create unnecessary pressure
- Blocking application for training leave or promotion.
- Constantly changing work guidelines.
- Excluding or isolating someone socially.
- Gossips
- Intimidating a person, undermining or deliberately impeding a person's work.
- Intruding on person's privacy by pestering, spying or stalking.
- Not allowing to express one's self.
- Obscene, offensive jokes or teasing.
- Persistent criticism, undue criticism or constantly belittling a person's opinions.
- Physically abusing or threatening abuse.
- Public humiliation.
- Removing areas of responsibility and giving people menial or trivial tasks instead.
- Setting objectives with impossible deadlines.
- Spreading malicious rumour
- Taking the credit for other peoples' ideas.
- Tampering with a person's personal belonging or work equipment.
- Unwarranted (or undeserved) punishment.
- Verbal threats.
- Withholding information that is vital for effective work performance, and;
- Yelling or using profanity.

Nigeria like other nations of the world is not free from GBV in its different forms. GBV in Nigeria takes all the above forms. Looking at the conditions of workers in Nigeria, one will disapprove the degree of abuse and violence the workers are suffering from and exposed to on a daily basis. The workplace situation mostly for women is highly embarrassing and not at all friendly, neither is it motivating or encouraging for high productivity because the workers are demoralized and consequently dehumanized most in particular female workers. From the literature reviewed on the concept of GBV, it can be deduced that gender based violence is malicious actions directed by the superior employees to subordinate employees and it is frequently occurs daily, weekly and monthly. It can be said that GBV is an inappropriate and unwelcome verbal and non-verbal behaviours that a reasonable employee would find it to be abusing, humiliating, intimidating, harassing, bullying, degrading, offensive, insulting, threatening, frustrating, belittling, intruding and unwarranted. Hence, GBV in this study is “a persistent inflicting or exposure of employees mostly women to a hostile work environment through the use of overt and covert behaviour by superior officers or co-workers aimed at frustrating and intimidating the victims to surrender to the wishes of his or her abuser or perpetrators. The situation that women face in their places of work as a result of GBV is pathetic.

Truly, there is no telling the fact that gender-based violence in a workplace can adversely affect employees as well as even take its unpleasant toll on employees’ lives to unimaginable level of committing suicide. It can lead to reduction in job performance and in productivity level of the employees. In a real sense, GBV have serious implications for not only the employees but also the employers as well. It is against this background that this study seeks to empirically lend its credence to restraining GBV in workplace environment through adult education and its programmes such as workers education and existing literature on GBV.

4. The Role of Adult Education and its Programmes in Restraining Gender-Based Violence at Workplace Environment.

It has been established through literature that GBV exists in workplace in Nigeria. It has equally been established that violence victims are not well informed of the rules and policies guiding them and their work. Literature has equally confirmed that GBV hindered employees’ performance and that it is detrimental to individual employees, employers and

the nation as a whole. So how can the problem of gender-based violence at workplace environment be dealt with? How do we kill a multi-headed snake that keeps raising its ugly head in all areas of work situation? There is need for a mental shift.

A discussion on gender-based violence, without a correlative discussion of adult education and its programmes in restraining GBV will be inconclusive. Programmes in Adult education for workers protection and rights could be referred to as purposeful educational activity developed, organized and facilitated among workers (adult and the recipients) for finding solutions to existing workplace problems (GBV) and forestalling futures one. Some of the adult education programmes such as women education, workers education and labour education are discussed below.

4.1 Women Education

The deplorable state of women in workplace can only be improved through a functional and non-formal type of education that will give confidence and strength to women to refuse to submit to conditions of indignation and inhumanity. It must be an education that will enable women acquire training skills and knowledge for solving their problems be it social, political, economic, religious, civic and workplace situations.

Mbalisi & Nwoye (2011) defined women education as “education programme designed for women and used to empower them with knowledge, skills, attitude for improved self-concept, self-worth, value and dignity in the social, cultural economic, political and religious spheres”.

Women education is a synergy of the words “women and education”. Women according to oxford advanced learners dictionary (2010) are “adult female human beings”, the opposite sex created by nature in addition to men. The term education is derived from Latin words “educare” and “educere”, and education meaning to nourish, to bring up, to draw out and to lead forth. Therefore, women education in this study is “all purposeful activities organized and employed either by government or individual aimed at strengthening the potential competencies and capability of women in solving their daily problems. Women education must encompass all forms of training and development programmes geared towards enhancement of knowledge, skills, attitudes and all round development of women. This type of education will make women to be sensitive to happenings in their political, social, economic and religious environments.

4.2 Workers Education

Workers' education is one of the ambits of adult education programmes aimed at helping workers in understanding their problems and taking actions in solving them. In a very simple way, works are group of people or persons with similar or common philosophy or ideas who performs work regularly or temporarily for either public, private or informal sectors. The artisans, self-employed person belong to these group. They contribute to national income through production of goods and services in form of intellectual or physical labour and earned reward for the services rendered.

Yusuf & Bala (2013) defined workers education as that form of education offered to works with the intention to improve the efficiency and productivity of works and members of society. Workers' education can be described as education specially designed for workers to develop their potentials, productive capacities and knowledge, and to understand the day-to-day problems that may be confronting them in their workplace and to enable them contribute meaningfully and effectively towards their personal development and that of the society to which they belong or find themselves. Employees can learn their rights, rules and regulations as well as the policies guiding their work and how to protect themselves from harassment, intimidation, abuse and violence through workers' education. The main purpose of workers' education is to develop the workers' understanding of "labour problems" in the broad sense.

4.3 Labour Education

Labour education refers to education and manpower training programmes offered by labour unions to their members and representatives. Labour education is the attempt to meet workers need and interest as they arise from participation in union. Yusuf & Bala (2013) explained it, as education directed towards action. It intends to enable workers to be more effective as unionists to help them understand society and fulfil the obligations as citizens and to promote individual development. In essence, labour education is important in the achievement of industrial peace and harmony in the workplace.

5. Research Methodology

The descriptive survey research design was adopted in this study because it required the selection of a sample to represent the study population. The choice of descriptive research was based on the assertion by

Mason (2002) who described the design as one of the best available designs in collecting original data for the purpose of describing population characteristics that is fairly large. The descriptive survey research design was therefore considered appropriate for the study. The population comprises all the female employees in private organizations in Lagos state and Ogun state of Nigeria. The two states were chosen because of their cosmopolitan nature and their status as commercial and educational institutions in Nigeria. Ogba Industrial estate and Agbara industrial estate from both Lagos and Ogun states were purposively chosen as the study locations. The study locations are quite active in terms of industrial activities. Stratified random sampling technique was used in selecting seven (7) companies from the two industrial estates. Also, 448 female respondents were selected with the use of stratified random sampling techniques as sample size of the study. The researchers further used purposive sampling technique to select 64 female employees from each company selected giving a total of 448 respondents. The companies selected are Nestle Nigeria Plc, Beloxi Industries, Unilever Nigeria Plc, Friesland Campina, WAMCO Nigeria, Evans industries limited and Guinness Nigeria Plc. The whole 448 respondents were purposively drawn from the seven companies. Fifty (50) respondents were between 20-30 years, 101 were between 31-40 years, 190 were between 41-50 years and 54 were between 51-60 years.

A questionnaire designed by the researcher tagged "Gender-Based Violence Questionnaire (GBVQ)" was used to collect data. The questionnaire was divided into two sections "A" and "B". Section "A" covers the bio data while section B consists of twenty (20) items designed to generate data on gender-based violence. All the 20 items were assigned four response options of "Strongly Agree (SA), "Agree (A)", "Strongly disagree (SD) and "Disagree (D).

The instrument was subjected to face validation by four experts in research methods. Two of them were from the department of adult education while two were from department of psychology, both from University of Lagos. In order to determine the reliability of the instrument, 50 copies of the instrument were given to 50 female employees in Vitamalt Plc and Cadbury Nigeria PLC in Agbara and Ogba industrial estates respectively. This sample did not form part of the sample size. Data collected from the respondents were used to establish internal consistence and reliability of the instrument using Cronbach alpha which yielded a grand reliability coefficient of 0.82 showing that the result was high and reliable.

Data collected from GBVQ was analysed using mean and standard deviation with the criterion mean of 2.50. Any item with the mean of 2.50 and above was accepted while any mean score below 2.50 was rejected. The two hypotheses were analysed using Anova and Pearson correlation at 0.05 level of significance. Out of the four hundred and forty eight (448) copies of questionnaire distributed, only three hundred and ninety five (395) which is 88 % of the

total questionnaire distributed were completed and returned. This formed the sample size. They were carefully examined and found usable for the analysis of data.

The decision rule for answering the research question was arrived at by finding the average of the four point scale thus; $4+3+2+1$ which equals to $10/4$ which equals to 2.50.

6. Result

Analysis of respondents’ responses based on questions.

Research Question 1: To what extent does gender-based violence occur in the workplace in Nigeria?

Table 1: Descriptive Statistics on GBV Occurrence in Workplace in Nigeria.

| | N | Minimum | Maximum | Mean | | Std. Deviation |
|--------------------|-----------|-----------|-----------|-----------|------------|----------------|
| | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic |
| GBV OCCURRENCE | 395 | 6.00 | 24.00 | 15.5139 | .19392 | 3.85415 |
| Valid N (listwise) | 395 | | | | | |

Table 1 shows that the estimated mean = $(\text{Minimum} + \text{Maximum})/2$ which is $(6.00+24.00)/2 = 15.00$ and the calculated mean is 15.5139. The calculated mean is higher than the estimated mean which implies that the extent at which gender-based violence occur in the workplace in Nigeria is high. That is, the respondent agreed that they have experienced unwanted and deliberate verbal threat in their workplaces, sexual harassment of female employees is a daily routine in workplace, workplace is not free of gender-based violence of any forms, and violence are usually from colleagues, supervisors and top managers.

Research Question 2: In what ways will adult education and its programmes such as women education, labour education and workers’ education be used to fight GBV in workplace in Nigeria?

Table 2: Descriptive Statistics on Adult Education Programmes in Fighting GBV

| | N | Minimum | Maximum | Mean | | Std. Deviation |
|-----------------------|-----------|-----------|-----------|-----------|------------|----------------|
| | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic |
| ADULT EDUCATION & GBV | 395 | 6.00 | 24.00 | 15.3595 | .20460 | 4.06638 |
| Valid N (listwise) | 395 | | | | | |

Table 2 shows that the estimated mean = $(\text{Minimum} + \text{Maximum})/2$ which is $(6.00+24.00)/2 = 15.00$ and the calculated mean is 15.3595. The calculated mean is higher than the estimated mean which implies that the respondents agreed that adult education and its programmes exposed employees to their rights and decision making at work, workers education is used in educating ethical codes to fight GBV at place of work, workers education can be used in creating awareness on the rights of women to GBV at workplace, labour education at work place meet employees need and interest pertaining to workers union, and adult education programmes are tools to assist employees in learning their rights, rules, regulations and policies at work.

Research Question 3: What are the patterns and causes of GBV as perceived by female employees at workplace in Nigeria?

Table 3: Descriptive Statistics on the Causes of GBV as Perceived by Female Employees

| | N | Minimum | Maximum | Sum | Mean | | Std. Deviation |
|--------------------|-----------|-----------|-----------|-----------|-----------|------------|----------------|
| | Statistic | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic |
| CAUSES OF GBV | 395 | 7.00 | 28.00 | 7938.00 | 20.0962 | .32628 | 6.48472 |
| Valid N (listwise) | 395 | | | | | | |

Table 3 shows that the estimated mean = $(\text{Minimum} + \text{Maximum})/2$ which is $(7.00+28.00)/2 = 17.50$ and the calculated mean is 20.0962. The calculated mean is higher than the estimated mean which implies that the

respondents agreed asking questions about one’s sexual life and pressure for sexual activities is a common thing in workplaces, assigning unreasonable duties that is unfavourable to women in order to create unnecessary pressure is a pattern of GBV at workplace, superiors used undue criticism to belittle employees’ opinions, women are found of been physically abused and threatened at workplace, inadequate awareness of workplace rights and policies by employees are the major causes of GBV in workplace in Nigeria, women are abused because there is no national laws criminalizing GBV at workplace in Nigeria, and the fact that ILO does not mention GBV under the declaration of fundamental principles and rights at work makes violence a daily occurrence at Nigeria’s workplace.

Research Question 4: To what extent will women protection law be effectively used in restraining GBV at workplace in Nigeria?

Table 4: Descriptive Statistics on Women Protection Law for Restraining GBV at Workplace

| | N | Minimum | Maximum | Mean | | Std. Deviation |
|-----------------------|-----------|-----------|-----------|-----------|------------|----------------|
| | Statistic | Statistic | Statistic | Statistic | Std. Error | Statistic |
| WOMEN PROTECTION LAWS | 395 | 5.00 | 20.00 | 13.9494 | .22863 | 4.54392 |
| Valid N (listwise) | 395 | | | | | |

Table 4 shows that the estimated mean = (Minimum + Maximum)/2 which is (5.00+20.00)/2 = 12.50 and the calculated mean is 13.9494. The calculated mean is higher than the estimated mean which implies that the respondents agreed there is need for women protection law to stop GBV at workplace, women are traumatized and dehumanized because there is no labour law protecting their rights at workplace, the domesticated bills by Lagos and Ogun states is not adequate in restraining GBV at workplaces, victims of GBV did not know and not well informed of existence of any laws protecting them at work, and there is persistent GBV at workplace because of poor and slower implementation of gender laws and policies.

Testing of Hypotheses

The following hypotheses were tested at 0.05 level of significance:

H₀1: Adult education and its programmes (labour education, women education workers education) will not significantly fight, gender-based violence at workplace in Nigeria.

Table 5: ANOVA Statistics on Labour Education, Women Education and GBV

| | Sum of Squares | Df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|----------|------|
| Between Groups | 130518.605 | 6 | 21753.101 | 5150.226 | .000 |
| Within Groups | 1638.802 | 388 | 4.224 | | |
| Total | 132157.408 | 394 | | | |

Table 5 shows that the F-value is 5150.226 which is significant at 0.05 level of significance. This implies that adult education and its programmes will significantly fight gender-based violence at workplace in Nigeria. Thus, reject H₀1

H₀2: There is no significant relationship between women protection law and restraining of gender-based violence in workplace in Nigeria

Table 6: Correlation Statistics on Women Protection Law and GBV

| | | WOMENPROTECTIONLAWS | GBV |
|-----------------------|---------------------|---------------------|--------|
| WOMEN PROTECTION LAWS | Pearson Correlation | 1 | .975** |
| | Sig. (2-tailed) | | .000 |
| | N | 395 | 395 |
| GBV | Pearson Correlation | .975** | 1 |
| | Sig. (2-tailed) | .000 | |
| | N | 395 | 395 |

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

Table shows that the correlation statistics value (r) is 0.975 and significant at 0.05 level of significance. This implies that there is a positive and significant relationship between women protection law in

restraining gender-based violence in workplace in Nigeria. Thus, reject H₀2.

7. Discussion of Findings

The findings of this research revealed that gender-based violence is rampant in Nigeria. The calculated mean of 15.5139 is higher than the estimated mean of 15.00 which implies the extent at which gender-based violence occurred in the workplace in Nigeria. This corroborated the findings of Aina-Pelomo, Mehanathan, Kulshrestha & Aina (2019) on their study on sexual harassment in workplace. They found out that female lawyers at least (68%) have experienced sexual harassment at workplace in Nigeria. Also in the findings of Adenugba and Ilupeju (2012) on working conditions of female marketers in Nigeria, they posited that women faced numerous risks in the course of executing and retaining their jobs in Nigeria. The result emanated from study further revealed that Adult education and its programmes (labour education, women education workers education) will significantly fight, gender-based violence at workplace in Nigeria. This concurred with the view of Yusuf & Bala (2013) that workers and labour education are education directed towards action. The findings is also in consistent with Mbalisi & Nwoye (2011) that adult education and its programmes are designed to empower women with knowledge, skills, attitude for improved self-concept, self-worth, value and dignity in the social, cultural economic, political and religious spheres.

It was discovered from this study that inadequate awareness of workplace rights and policies by employees are the major causes of GBV in workplace in Nigeria. This is in line with the findings of Gbervbie, Osibanjo, Adeniji & Oludayo (2014). In addition the result also revealed a significant relationship between women protection law and restraining of gender-based violence in workplace in Nigeria, The results of the finding agreed with the view of Public services international (2018) that the implementation of some of the gender specific laws and policies has been slower than anticipated globally.

8. Conclusion

Based on the result of the findings, the following conclusions were drawn:

- Gender-based violence exist in workplaces in Nigeria and women are the major victims.
- Gender-based violence dehumanized and traumatized as all the women asserted to this.
- Organizations do not have policies that show GBV violates the right of employees.

- Majority of the employees are uninformed of their rights and how to seek justice for been abused.

9. Recommendations

Taking into consideration the findings of research work, the researcher made the following recommendations:

Since GBV is dehumanizing and traumatizing then it becomes imperative to both government and employers of labour to eliminate all forms of violence against women. This can be done through ratification of the gender and equal opportunities bill and enacting labour laws which will give effects to the constitution of the Federal Republic of Nigeria.

Government should make it mandatory to all organizations in Nigeria be it public or private to have a legal and moral duty in putting clearly articulated and visible policies in place that shows that workplace violence on any level violates the rights of the employees and as such will not be tolerated.

Women should constantly and regularly reinforce to upgrade and update themselves in adult education programs such as women, workers and labour education. This will help them to be informed and resist any form of oppression, intimidation and abuse of any form at work place.

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