

## CONTRIBUTOR CONTRACT

**This Agreement** is made this 6th March 2024

between

- (1) Adebisi Abosede Bamgbade of Department of Civil Engineering, Nile University of Nigeria, Abuja, Adefemi Aka, Oyewobi, Lukeman, Olusegun Bamidele Bamgbade and Yusuf Garba of Federal University of Technology, Minna.

and

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The Contributor is writing a chapter entitled [**An Investigation Into Women Participation in Construction Firms - Diversity Management Perspectives**] of [5658] words of text (including Abstract & References); and a maximum of [11] **Tables and Figures**, the ‘**Contribution**’) for intended publication by the Publishers in the work [**Women in Construction: Towards a More Equal, Gender Diverse and Inclusive Built Environment**] (the ‘**Work**’) edited by **Patience Tunji-Olayeni, Clinton Aigbavboa, Abimbola Windapo and Ayodeji Oke** (the ‘**Editor**’).

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This Agreement has been entered into on the date stated at the beginning of it.

Signed by Bamgbade, Adebisi Aboosedo

Signed by Aka Adefemi

Signed by Oyewobi Lukeman

Signed by Bamgbade Olusegun Bamidele



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Signed by Yusuf Garba

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Contributors

Signed by Joe Clements

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## Appendix 1

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## AN INVESTIGATION INTO WOMEN PARTICIPATION IN CONSTRUCTION FIRMS -DIVERSITY MANAGEMENT PERSPECTIVES

### ABSTRACT

**<sup>1</sup>Adebisi Abosede Bamgbade,<sup>2</sup>Adefemi Aka, <sup>2</sup>Oyewobi, Lukeman, <sup>3</sup>Olusegun Bamidele Bamgbade and <sup>2</sup>Yusuf Garba**

**1 Nile University of Nigeria, Abuja. 2 Federal University of Technology, Minna, Niger state. 3 National Open University of Nigeria**

Diversity management has gone a long way to support women in construction that are immersed with the macho world of work environment. The aim of this research is to evaluate the cultural diversity management in construction firms with a view to improve women participation in construction projects. The study adopted quantitative research method for data collection. 254 questionnaires were sent out to different construction firms, out of which only 113 (10.6%) were returned. The data obtained in the questionnaire study was analysed using descriptives analysis, factor analysis, Chi-square, and multiple regression analysis of the statistical package for social sciences (SPSS). The results disclosed that employees values variables of 'I feel that I can disclose my whole identity to my colleagues' (0.894) loaded strongly on the employees values construct. Further, among the diversity culture variables, 'Organisation has a diversity officer or another employee with special knowledge of diversity' (0.817) loaded as the highest variable on the diversity culture construct. On the diversity management, 'Internal advocate' (0.848) was loaded as the highest among the construct. It is therefore recommended that construction firms should develop employees' value survey forms to draw out information about the current state of their employees' mindset/value.

Keywords: Diversity, Management, Strategy, Women in construction, Workforce



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