

Example of essay on critical analysis

[Technology](#), [Development](#)



Kirton, G. (2005). The Influences on Women Joining and Participating in Unions. *Industrial Relations Journal*, Vol. 36, No. 5, pp. 386-401.

In this article, Kirton (2005) examines the concept of gender in relation to joining and participation in trade unions. The article focuses on the women participation in the male dominated UK trade unions. Traditionally, trade unions are male dominated in terms of the number of registered members as well as the leadership of this organization. Kirton (2005) attempts to learn the wide gender disparity in joining and participating in trade union predisposed him into studying four aspects namely feminism, union, family, and work.

The composition and activities of the union define the interest of associating with it. In his article, Kirton (2005) asserts that a woman accession to the helm of the union leadership is not easy because of the frantic efforts required in winning such positions. To ascend at the leadership helm, one must be ready to sacrifice family and personal interest in order to advance the activities of the union. In the Kirton's lens, many women have traditionally distanced themselves from joining unions due to their personal reasons. Perhaps this could explain variance in the number of female participants in the unions is low when compared to the number of male participants.

Kirton (2005) cited family as a factor influencing women joining and participation in Union. Traditionally, women regard for their families is different from that of men. Arguably, the view held by the society that women are in charge of their families has limited the independence of women. Consequently, the number willing to join the unions has been low.

Nevertheless, the latest development indicates that women have started cutting the string that has been limiting their ability to participate in advocacy. Largely, the freedom pattern in the society take different shapes, women respond to the new found freedom to change their entire lives.

While woman's involvement in nation building through work had been limited to specific jobs, the present societal trends seem to favor women participation to nearly every sector. The changes in work life of women have encouraged them to push for their rights through the unions. Traditionally, hardly women could coordinate major union activity, but presently, they tend to serve as effectively as their male counterparts. Critics seem to suggest that change of beliefs held by women has been critical in the realization of women participants in the trade unions (Kirton & Healy, 2013). Largely, the choice to join or participate in unions requires personal courage, interest, and change of beliefs.

Finally, the concept of feminism in the present day society has significantly changed the precepts of women. As evident in the activities of the self proclaimed feminist, a woman's place is beyond the traditional belief that is home, but in the same positions as men. A large population of women has started accepting this feminist ideology in their heads consequently changes their precepts in the workplace as well as homes. In conclusion, Kirton believe that woman's participation and joining the trade unions has been hanging on family, work, union, and feminist.

Heery, E. and Kelly, J. (1988). Do Female Representatives make a Difference? Women Full-Time Officials and Trade Union Work. *Work Employment & Society*. vol. 2 no. 4 487-505.

Women in leadership are instrumental in advancing concerns of the fellow women because they understand them better. Arguing from this sense, the focus of this study evaluated the impact of women leaders and their ability to address their mandate. Arguably, of the selected studies, women leaders have demonstrated effective leadership an aspect that point on the need to elect them into trade union leadership. The attitude of women full time union officials is more or less similar to that of men. Heery and Kelly did not only taste the legitimacy of the long held belief that absence of women in the leadership position limit advocacy related to a woman's interest, but extended to evaluate the impact of women leaders.

The recruitment process of trade unions depends on the interest of the leaders. Interestingly, the bargain of the leaders is central to gender based concerns. In my view, addressing women concern in a better call for women leadership. To develop a sound argumentation, the article has reviewed a considerable amount of literature about women participation in trade unions. Some of these literatures explore the relevance of women leadership in the present day job market and the future of women in the British labor industry (Colgan & Ledwith, 2004).

Elsewhere, comparison of the similar studies on women role in the unions has been significant in the development of the article. Arguably, the article has addressed the much needed information concerning women leadership in unions. Moreover, the argumentation of the article is not farfetched, but tends to illustrate close relationship with the reality. In conclusion, Heery and Kelly's article has successfully addressed the critical topic on women participation in the trade unions. Largely, women have to brave the tides

associated with the movement before making a formidable change to fellow women.

References

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