

## Psychosocial Factors Influencing Women's Choice of Cab Driving in Southwest Nigeria: Untangling the Quandary

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**KEYWORDS:** Discouragement, Traffic and 'Agberos', Request for Relationship, personally own a Car, and Stress.

### ABSTRACT

The study focused on the psychosocial factors influencing women's choice of cab driving in southwest Nigeria: Untangling the quandary. Specifically examined how discouragement, traffic and 'agberos'; unsolicited relationship requests; lack of personal vehicle ownership; and occupational stress influence women's choice of cab deriving. Three theories underpinned the study. They were survival-based theory, the ownership theory and the resource-based view theory. Descriptive statistics, Pearson product-moment correlation, and multiple regression were adopted. 65 homogeneous purposively sampled female taxi drivers were given an online structured questionnaire as part of an explanatory descriptive survey design. The results showed owning a personal vehicle ( $R = 0.48$ ,  $R^2 = 23\%$ ,  $p < 0.001$ ), traffic and 'agberos' interference ( $R = 0.448$ ,  $R^2 = 20.1\%$ ,  $p < 0.001$ ), discouragement ( $R = 0.38$ ,  $R^2 = 14.4\%$ ,  $p = 0.002$ ), requests for relationships ( $R = 0.327$ ,  $R^2 = 10.7\%$ ,  $p = 0.008$ ), and stress ( $R = 0.325$ ,  $R^2 = 10.5\%$ ,  $p = 0.008$ ). These factors had a significant combined effect ( $R = 0.717$ ,  $R^2 = 51.4\%$ , adjusted  $R^2 = 47.3\%$ ,  $p < 0.001$ ), indicating that structural and cumulative psychosocial limitations influence women's participation in taxi driving. According to the study's findings, traffic, 'agberos', and car ownership are the most significant social, structural, and psychological barriers that limit female participation. Institutional support, skill development, better road and motor park infrastructure, and access to reasonably priced cars are among the recommendations.

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## INTRODUCTION

Transport remains the area where entrepreneurship is felt most directly; it is clearly seen as a key driver of economic growth as well as social integration and overall quality of life. The efficiency, flexibility, and reliability of transportation services become increasingly important as the pace of urbanisation and the level of economic activity rise. With this growing relevance of taxicab services, we find that they are one of the most convenient and flexible modes of transport with the ability to meet immediate transportation needs; hence, their usage has increased greatly. Technological advancements in digital platforms and ride-sharing applications have given a new dimension to this occupation by providing not only wider employment opportunities but also making it an economically dignified service (Anwar, Odeo, & Otieno, 2023). Besides its economic impacts, the transportation sector performs various socio-psychological functions like offering people income security, self-reliance, self-confidence and also occupational identity. Beyond its economic role, transport work can provide livelihoods and opportunities for self-reliance, particularly among economically marginalised groups. Evidence from women's commercial driving also demonstrates the potential of transport employment to support livelihoods and poverty reduction (Baruah, 2017).

Despite the many advantages, there is a striking fact that cab driving is by and large a male-dominated job, which is very much evident, especially in developing countries such as Nigeria, where women's participation is usually confined due to structural and cultural as well as occupational barriers (Khosa, 1997). Women's participation in the taxi business is visibly low on both international and local platforms. In cases where women are involved in it, their entrance into this profession is more related to push factors than deliberate career aspiration. Studies done in Nigeria and beyond always give evidence that women usually venture into driving occupations after being hit by job loss, harsh economic times or having limited alternative employment (Khosa 1997; Khosa & Baruah 2018). This trend posits that compared to occupational preference, engagement of women in taxi driving results more from survival, adaptation and coping within constrained socio-economic environments.

Yet based on empirical evidence, the situation is far more complex socially and psychologically when it comes to practice among women. Khosa, (1997) noted that although the majority of the female taxi drivers in Lagos began driving cabs due to unemployment, many later had improved income, more time flexibility and increased satisfaction with their work. These women also developed adaptive strategies which include cleaning cars, dressing formally, creating positive passenger relationships, and giving adequate customer care, which enable them to be competitive and sometimes perform better than their male counterparts. Such findings lead us to factor in resilience, the ability not only to adapt but also to persist and achieve one's goals even in the face of adverse conditions. For instance, Hiramatsu (2022), while telling her own story as an Uber driver in Lagos, demonstrated that indeed women too could be intrinsically motivated by such psychosocial factors as autonomy, productivity and avoidance of idleness. Even though there was no mention of being prompted by job loss or vehicle ownership, she kept a flexible work schedule and hence engaged herself continually for personal fulfilment and social support during idle time.

As one may notice, such representation of the matter does not imply that women drivers are only women who have no other options except driving from the economical point of view, and it also shows difficulties of bad road networks and fuel shortages as well as limited solidarity among female drivers. Psychosocial factors play a pivotal role in the driving experiences of females across the globe, even beyond Nigeria. Khosa (1997) conducted research on women taxi drivers in South Africa and found out that many encounters were determined by severance or economic imperatives, with recurrent exposure to discrimination, sexual harassment and hazardous work environments eroding their motivation and long-term engagement. It is clear from these findings that fear and social hostility alongside general insecurity constitute key barriers preventing women from taking up the driving profession voluntarily.

Baruah (2018) in India evaluated the "Women on Wheels" initiative, which uncovered that poverty was a major force driving women into professional driving. The programme, on one hand, empowered women through training and employment, but on the other hand, the study still stressed the need for broader social support structures to sustain motivation and provide long-term pathways for women's occupational progression. In a similar vein, Baruah (2018) observed a lower number of female drivers in metropolitan India on account of sexual harassment, safety issues, taxi aggregators' discriminatory hiring practices, and a lack of childcare services and sanitation facilities. These constraints not only limit participation but also destroy the psychological preparation of women to enter or remain in this profession.

Attendant to cab driving are stresses related to work and health, which also pose risks to the women. The findings by Ramukumba and Mathikhi (2016) portrayed a worrisome scenario in South Africa for taxi drivers regarding the prevalence of hypertension, obesity, diabetes, and other risk factors that can be closely linked to sedentary lifestyles and unhealthy working conditions. Such health vulnerabilities may be particularly salient for women who are biologically and socially predisposed toward long-term occupational strain, thus heightening the sensitivity of their health. These issues serve as obstacles in women's way towards changing the attitude and increasing motivation to transform the occupation into a sustainable profession.

Technological and ergonomic factors also account for the difference in women's and men's driving experiences. Black et al. (2017) pointed out that some difficulties caused by bad vehicle design, for example, some seat adjustments or properly adjusting the mirrors or controls, especially affect women drivers in America. Although their study did not show an economic push as to why women embarked on the driving exercise, it showed how issues of structural design could emotionally and physically prevent sustained participation even in the presence of a relatively advanced labour protection system.

In Nigeria alone, these psychosocial issues are fraught with the following challenges that include but are not limited to persistent traffic congestion, harassment by 'agberos' (motor park tugs), unwanted relationship advances from male passengers, occupational stress, and concerns over vehicle ownership. These factors combine to determine not only the initially motivational fuse in women engaging in cab driving but also their overall capacity to face daily operational threats and social discrimination. The fact that women have been able to disguise themselves and succeed as cabbies has still not changed the perception that this is a man's occupation, thus creating psychological barriers that discourage more female participation. Already existing studies provide insightful information; however, most of them are either restricted to certain geographical locations, context-bound or focused on experiences after women had already joined the profession. Despite their value for the insights provided, there is still very little empirical understanding of what psychosocial make-up of a woman will lead her into cab driving, especially if it is not willingness but necessity within Southwest Nigeria, where there has been an increasing rate of economic activities for many women even when they really do not want to do that kind of work.

With the above background in mind, this study discusses the psychosocial factors that affect women's choice of doing commercial motorcycle taxi business in Southwest Nigeria, particularly focusing on their motivation and resilience. Discouragement, traffic congestion, harassment by agberos, unsolicited relationship requests from male passengers, workplace stress, and/or having a personal vehicle are all taken into consideration when determining whether or not women will choose to participate in commercial motorcycle taxi rides and continue to do so. Given that the empirical insights are combined from Nigeria as well as international contexts, this research helps to gain a more profound insight into women's occupational decision-making and provides factual information for the development of policies geared towards creating safer, more inclusive and psychologically supportive transportation systems.

### Empirical Review

Empirically, it has been recognised that the demoralising factor plays a big role in hindering women from venturing into transport occupations that are dominated by men. Khosa (1997) reported that female taxi drivers in Lagos went through a very tough start-up experience with family, peer groups and the public, who thought it was taboo for a woman to drive a taxi. This disapproval from society then changed women's perception of those occupations into less prestigious or temporary jobs. In the same way, Khosa (1997) discovers that women taxi drivers in South Africa were continuously discriminated against through the application of male chauvinistic attitudes, which also ensured male dominance in the sector as well. This kind of discouragement led to low occupational appeal plus restricted voluntary entry into taxi driving. Apart from newcomers' decisions, discouragement impacts perseverance and occupational identity too. Even though some women under study by Khosa (1997) developed resilience from adaptation and better service delivery, the continuance of irritating behaviours resulted in psychological strains. Women often did not see themselves in cab driving as a real career but rather as an unemployment-coping strategy. And insofar as gender norms still hold sway over Southwest Nigerian society, dissuasion is not only an inhibitor but also a motivational stressor when it comes to preventing females from choosing cab driving unless they have no other alternative system forcing them into it (system = social reality/society).

The major causes of these environmental stressors that affect the involvement of women in taxi driving are the congested traffic and the interactions with agberos. Khosa (1997) reported that, among other things, the chronic traffic congestion/hold-up and constant harassment by motor park touts/agberos are some of female drivers' daily challenges at work. The condition did not only increase emotional exhaustion, but it also reduced job satisfaction, particularly among women who were not socially powerful within transportation unions. Agberos' existence and their characteristics in terms of intimidation as well as extortion raised females' vulnerability while they reduced indelibly occupied positions' safety levels. It is also known through empirical evidence that infrastructural obstacles amplify mental pressure even if troublesomeness is not directly encountered. Despite the excitement that initially surrounded involvement, cab-driving dissatisfaction due to bad road conditions, fuel scarcity and heavy traffic were cited as documental reasons for lack of appeal (Hiramatsu, 2022). Factors such as the high level of traffic congestion in southwest Nigeria, which, apart from being part of an already established governance system, has informal transport management disputes, have been identified as part of the discouraging factors for women's continuous increment in stress and depreciation of resistance towards taking up driving employment. It can then be safely concluded that both traffic and park touts perform structural functions which deter a woman's entry and stay as a driver on a long-term basis.

As one of the more significant psychosocial risks, this paper examines the unwanted sexual and emotional advances from male passengers who determine women's occupational choices in taxicabs. Khosa (1997) noted that there were many occurrences where female taxi drivers had been asked out in addition to other interactions which caused, on their parts, discomfort, anxiety or emotional stress. These experiences resulted in women perceiving their positions as less professional and destroyed what would normally have been harmless professional meetings. Khosa (1997) asserts that some verbal harassment and sexual intimidation were being directed at women drivers, thus shaping the public perspective of cab driving as a hazardous occupation for women. The influence of such experiences is not limited to just an immediate impact concerning current discomfort but also has consequences for career removal and decreased entry rates into particular occupations. Baruah (2018) established that although receiving support from institutions, fear of molestation and violence was negatively affecting the participation of females within women-passenger-orientated taxi initiatives in India. Such results imply that the occurrence of both perceived and real harassment leads to a decrease in incentive as well as a weakening of firmness. In Southwest Nigeria, where passenger-driver interaction is largely informal, uninvited romantic interactions pose a formidable impediment to females' choice of driving taxis.

Indeed, auto ownership can be established to be psychological autonomy and income stability and security, among other drivers. Khosa (1997) found that those women who never owned cars suffered from stress because they had to reach their performance goals under coerced rental agreements or suffered from job insecurity. They cannot make any decisions on their own part to discourage professionals, especially women, since most of the rationality involves working for somebody else who, in some instances, may humiliate or insult her; she finally quits the job. When it comes to confidence and job commitment, ownership is also inseparable. Even though Hiramatsu (2022) did not relate car ownership directly with women's motivation for work, her focus on self-efficacy and autonomy suggests benefits associated with ownership of cars. In Southwest Nigeria, where vehicle purchase price is high and women have limited access to credit facilities, non-ownership of cars by female drivers becomes a structural as well as a

psychosocial barrier. Moreover, this situation decreases the chances of a female's choice of cab driving as a profession, as entering into this dependent occupation system slightly reduces female drivers' level of resilience.

Women's involvement in driving cabs shows that stress is a psychosocial factor present all over the world. Khosa (1997) pointed out that stacked-up feelings stemming from traffic congestion, harassment, income instability and long working hours are a difficult issue affecting female drivers. These stressors, joined with emotional fatigue as well as reduced job satisfaction, led to a decrease in the willingness of women to perceive taxi driving as appropriate employment rather than a temporary solution. Also, empirical evidence within the area of health is a justification against stress. Ramukumba and Mathikhi (2016) have proven the fact that taxi driving comes along with hypertension risk development, obesity and diabetes matters, which are associated with prolonged sitting positions and work-related strain. Although they are general cases, this finding is of particular importance for women who may suffer from compounded reproductive- and caregiving-role-related health issues. In Southwest Nigeria, where occupational health support is at a minimal level, perceived stress and vulnerability in health dissuade women from taking driving cabs as careers to pursue in the future.

### Empirical Gap

It has been observed from empirical studies that there are many discouraging factors which lower the motivation, resilience and engagement levels of women drivers. These include environmental hostility, occupational stress, discouragement, lack of a car and sexual harassment (Khosa 1997; Hiramatsu 2022; Baruah, (2018); Ramukumba & Mathikhi 2016). When these women devise adaptive strategies to cope with such barriers psychosocially or structurally, the issue is that they cannot limit their entry into this field on a voluntary basis according to choose for men or enter in equal shares with men in the sector. Factors such as traffic congestion, harassment by agberos, unsolicited relationship requests and inadequate access to personal vehicles compound occupational stress and reduce women's willingness to pursue driving as a career further (Baruah 2018 & Black et al. 2017). Despite all this information gathering, most researchers have based their work on what happens after one joins the industry; neither do they cover wide geographical areas nor relate the variables under study as preconditions through entry which affect female selection into the taxiing business. This then presents an obvious empirical gap which this paper aims at filling by analysing how these socially constructed determinants interfere with women's ideal participation in cab driving in Southwest Nigeria, thereby proffering a basis for policy prescription and practical implementation systems.

### Theoretical Framework

The three main theories are the survival-based theory, the ownership theory and the resource-based view theory (RBVT). Altogether they provide a theoretical explanation about how women initially join the cab-driving business, how they are maintained in it and, in the worst-case scenario, why they quit.

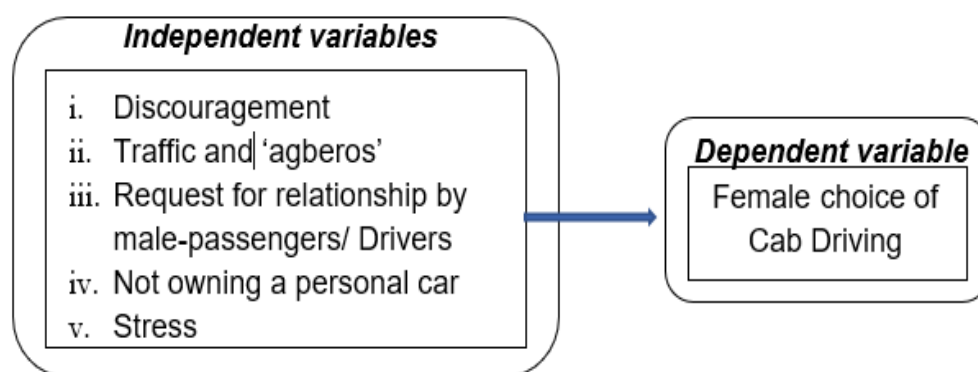
**Survival-Based Theory:** This is the survival-based theory, which is based on the "survival of the fittest" principle and argues that people and organisations adapt strategically over indefinite time spans. In the context of cab driving in Southwest Nigeria, this theory answers the question of why many women who join this profession are not there because they are motivated to do it but because they have no other choice due to issues such as unemployment, economic pressure, or environmental instability (Basset, 2023). Since their choices are highly restricted, women mobilise their internal and external resources as well as their resilience and adaptive strategies to generate income and preserve livelihoods. The theory points out that female participation push factors are essential inclinations, including discouragement and harassment in the workplace, which act as motivation for studying how necessity increases entry into the cab-driving field.

**Ownership Theory:** According to Ownership Theory, it is suggested that ownership of important resources as well as assets gives autonomy, security and long-term commitment, which are necessary for continuity in an occupation. In the context of female cab driving, a woman who owns the vehicle personally, which she operates, encounters a heightened degree of independence and job permanency; this makes her capable of effectively dealing with the occupational stressors, including harassment and environmental challenges (Porter, 2023). On the contrary, if there is no ownership, it leads to dependency and therefore vulnerability, which will lower motivation and increase reluctance towards engaging in cab driving. For this study, ownership theory offers a conceptual frame through which we can understand how vehicle ownership affects women's choice of cab driving. It brings into focus the structural as well as psychological significance of control over resources, making asset ownership directly correlated with resilience and sustained engagement as well as voluntary participation in a profession.

**Resource-Based View Theory (RBVT):** The Resource-Based View (Penrose, 1959) states that long-term success in the organisation can be achieved only through the effective exploitation of internal resources, including both tangible and intangible assets. Applied to female cab driving, RBVT underlines that access to driving skills, psychological resilience, social networks, financial resources, and coping strategies provides necessary backing for women who have to face traffic congestion, harassment by agberos, work-related stress, and unsolicited relationship requests while on their job. These internal resources, also known as determinants, provide greater fortitude for women despite the embedded challenges they face, helping them continue on their path of progress. Women's engagement in taxi driving directly connects to RBVT in this study through these factors' motivation, resilience, and utilisation of resources, which serve as predictors when it comes to female participation in cab driving in Southwest

Nigeria and, therefore, also inform about individual and structural determinants of engagement. Fig. 2.1 unfolds psychosocial and structural barriers affecting women's preference for the taxi business in Southwest Nigeria.

## CONCEPTUAL FRAMEWORK



*Source: Author's Conceptual Framework, 2024*

## Aim and Objectives of the Study

The study investigates how psychosocial and structural factors-discouragement; traffic and agberos, unsolicited relationship requests; lack of personal vehicle requests, and stress-influence women's choice to engage in cab driving in Southwest Nigeria, while examining the relative contribution of each factor to untangling the quandary and sustaining participation in the profession.

- H<sub>01</sub> To examine the combined influence of discouragement, traffic and agberos, unsolicited relationship requests, lack of personal vehicle ownership, and stress on female participation in cab driving in Southwest Nigeria.
- H<sub>02</sub>. To determine the individual and relative contribution of each psychosocial and structural factor to female participation in cab driving in Southwest Nigeria.
- H<sub>03</sub> To assess the differential impact of each factor in predicting women's choice to engage in cab driving within Southwest Nigeria.

## Hypotheses

- H<sub>01</sub>: There is no significant combined influence of discouragement, traffic and agberos, unsolicited relationship requests, lack of personal vehicle ownership, and stress on female participation in cab driving in Southwest Nigeria.
- H<sub>02</sub>: There is no significant individual and relative contribution of discouragement, traffic and agberos, unsolicited relationship requests, lack of personal vehicle ownership, and stress on female participation in cab driving in Southwest Nigeria.
- H<sub>03</sub>: There is no significant difference in the relative contribution of each independent variable to female participation in cab driving in Southwest Nigeria.

## METHODOLOGY

An explanatory descriptive survey research design was adopted for conducting this study to identify the psychosocial factors that determine the well-being of the female employees of taxi companies in Southwest Nigeria. The choice of this design was informed by its ability to explore relationships and forecast effects among variables naturally; without interfering with the settings, more accurate results can be obtained (Creswell & Creswell, 2018). The study population was women cabbies who operated in selected urban and semi-urban settings in Southwest Nigeria. Given the specific nature of the population, it was purposive to select 65 participants, which provides a good basis for statistical evaluation. Purposive sampling guaranteed that only busy women involved in cab driving were included. Ethical standards were strictly followed; the participants were duly informed about the objectives of the study, guaranteed confidentiality and anonymity, and volunteered for participation, and written consent was obtained as per the ethics of conducting research (Cohen et al., 2018).

Data were collected through a structured, researcher-developed questionnaire, which was in two sections, with the first one covering the dependent variable of 'women as the drivers' and independent variables, which include discouragement, traffic and 'agberos,' relationship requests, and personal car, since stress and ownership are measured via a Likert-type scale. Expert review was used to validate content and face validity, while reliability testing through Cronbach's alpha produced values bigger than 0.70; hence, it was concluded that there is satisfactory internal consistency (Nunnally, 1978).

The data was analysed by SPSS version 27. Descriptive statistics were used to summarize the demographic characteristics of the participants. Pearson product-moment correlation analysed the relationship among variables, and multiple regression analysis ascertained the relative and joint predictive effects of independent variables on female cab driving participation. The null hypotheses were all tested at the 0.05 level of significance with statistical assumptions confirmed as needed (Field, 2018).

**RESULTS****Demographic Data Analysis****Table 1: Descriptive Statistics of Respondents**

| Variable            | Category       | Frequency | Percent |
|---------------------|----------------|-----------|---------|
| Sex                 | Female         | 65        | 100.0%  |
| Age                 | 20-30          | 24        | 39.9%   |
|                     | 31-40          | 30        | 46.2%   |
|                     | 41 and above   | 11        | 16.9%   |
| Marital Status      | Single         | 23        | 35.4%   |
|                     | Married        | 33        | 50.8%   |
|                     | Widow          | 5         | 7.7%    |
|                     | Divorced       | 4         | 6.2%    |
| Years of Experience | Below 5 years  | 29        | 44.6%   |
|                     | 6-10 years     | 32        | 49.2%   |
|                     | Above 10 years | 4         | 6.2%    |

Table 1 presents the demographic characteristics of the survey participants. All the women who took part in the survey were 65 in number and made up 100% of the sample. From an age perspective, this study found that a big percentage of respondents, thirty or forty-six percent (46.2%), are young adults aged between 31 and 40 years old, while twenty-four- or thirty-nine-point nine percent (39.9%) are aged between 20 and 30 years. There were only eleven respondents, or sixteen-point nine percent (16.9%), who were aged above forty years old. As far as marital status is concerned, most of the respondents are married people (33 individuals, 50.8%), followed by singles (23 individuals, 35.4%). The rest of those taking part in the research are divided into widowed people (5 respondents, 7.7%) and divorced individuals (4 respondents, 6.2%).

When it comes to the years of experience, the survey shows that 32 people with 6-10 years of experience (49.2% of respondents) make up a substantial part of the respondents, while respondents with less than 5 years of experience are 29 people (44.6%). Only 4 respondents (6.2%) indicated having more than ten years' work experience. Providing such a detailed demographic distribution is not just for showing the compositional diversity but also for helping one get crucial information as to why individuals decide to venture into business and what drives them in doing so. In the following paper, these variables were integrated in the attempt to determine their impact on the mindset and action of potential entrepreneurs.

**Testing of hypotheses**

H<sub>01</sub>: There is no significant combined influence of discouragement, traffic and 'agberos,' requests for relationships, not owning a personal car, and stress on female participation in cab driving in Southwest Nigeria.

**Table 2: Zero-Order Correlation Matrix Showing the Relationship Between the Predictive Variables on Female Participation in Cab Driving in Southwest Nigeria**

| Variables                           | N  | Mean | SD   | 1       | 2       | 3       | 4       | 5       | 6    |
|-------------------------------------|----|------|------|---------|---------|---------|---------|---------|------|
| Female Participation in Cab Driving | 65 | 3.25 | 1.02 | 1.00    |         |         |         |         |      |
| Discouragements                     | 65 | 2.78 | 1.15 | 0.380** | 1.00    |         |         |         |      |
| Traffic & 'Agberos'                 | 65 | 3.11 | 1.03 | 0.448** | 0.301** | 1.00    |         |         |      |
| Requests for Relationships          | 65 | 2.93 | 1.07 | 0.327** | 0.364** | 0.392** | 1.00    |         |      |
| Not Owning a Personal Car           | 65 | 3.40 | 1.25 | 0.480** | 0.375** | 0.401** | 0.421** | 1.00    |      |
| Stress                              | 65 | 2.91 | 1.10 | 0.325** | 0.375** | 0.401** | 0.421** | 0.492** | 1.00 |

**Note:** Correlation is significant at  $p < 0.05$ .

Table 2 revealed the correlation matrix presents the bivariate relationships between the independent variables-discouragement, traffic and 'agberos,' requests for relationships, not owning a personal car, and stress-and female participation in cab driving in Southwest Nigeria. The table shows that all independent variables are positively and significantly correlated with the dependent variable. Notably, not owning a personal car exhibited the strongest relationship with female participation ( $r = 0.480$ ,  $p < 0.05$ ), followed by traffic and 'agberos' ( $r = 0.448$ ,  $p < 0.05$ ) and discouragement ( $r = 0.380$ ,  $p < 0.05$ ). Requests for relationships and stress also demonstrated moderate positive correlations ( $r = 0.327$  and  $r = 0.325$ , respectively,  $p < 0.05$ ). These results indicate that each predictor is significantly associated with female participation, providing preliminary evidence of potential influence before multivariate analysis.

H<sub>02</sub>. To determine the individual and relative contribution of each psychosocial and structural factor to female participation in cab driving in Southwest Nigeria.

**Table 3: Multiple Regression Analysis Showing the Combined Prediction of Independent Variables on Female Participation in Cab Driving in Southwest Nigeria**

|                                          |                |    |              |        |       |
|------------------------------------------|----------------|----|--------------|--------|-------|
| Multiple R                               | 0.717          |    |              |        |       |
| R Square                                 | 0.514          |    |              |        |       |
| Adjusted R Square                        | 0.473          |    |              |        |       |
| Standardized Error of Estimate = 0.31380 |                |    |              |        |       |
| Model                                    | Sum of Squares | Df | Mean Squares | F      | Sig.  |
| Regression                               | 12.493         | 5  | 2.4986       | 12.493 | 0.000 |
| Residual                                 | 11.861         | 59 | 0.2010       |        |       |
| Total                                    | 24.354         | 64 |              |        |       |

a. *Dependent Variable:* Female Participation in Cab Driving

b. *Predictors:* (Constant), Discouragement (DC), Traffic and 'Agberos' (TA), Requests for Relationships (REL), Not Owning a Personal Car (OC), Stress (STR)

The results of the multiple regression analysis in Table 3 indicate that the combined influence of discouragement, traffic and 'agberos,' requests for relationships, not owning a personal car, and stress significantly predicts female participation in cab driving in Southwest Nigeria. The model shows a strong correlation between the predictors and the dependent variable, with a multiple R of 0.717, suggesting a substantial relationship. The R<sup>2</sup> value of 0.514 indicates that approximately 51.4% of the variance in female participation in cab driving is explained jointly by the five independent variables. The adjusted R<sup>2</sup> of 0.473 confirms the model's robustness after accounting for the number of predictors. The F-statistic (F = 12.493, p = 0.000) demonstrates that the combined effect of these variables is statistically significant, leading to the rejection of H<sub>2</sub>. This implies that these barriers collectively influence women's choice to participate in cab driving in the region.

H<sub>03</sub>: There is no significant difference in the relative contribution of each independent variable (discouragement, traffic and 'agberos,' requests for relationships, not owning a personal car, and stress) to female participation in cab driving in Southwest Nigeria.

**Table 4: Relative Contributions of Each Independent Variable to Female Participation in Cab Driving in Southwest Nigeria**

| Model                            | Unstandardized coefficients | Standardized coefficients |              | t    | Sig.  |
|----------------------------------|-----------------------------|---------------------------|--------------|------|-------|
|                                  | B                           | Standard Error            | Beta $\beta$ |      |       |
| Constant                         | 1.215                       | 0.256                     | –            | 4.74 | 0.000 |
| Discouragement (DC)              | 0.212                       | 0.065                     | 0.212        | 3.26 | 0.002 |
| Traffic & 'Agberos' (TA)         | 0.301                       | 0.076                     | 0.301        | 3.96 | 0.000 |
| Requests for Relationships (REL) | 0.145                       | 0.059                     | 0.145        | 2.46 | 0.008 |
| Not Owning a Car (OC)            | 0.276                       | 0.064                     | 0.276        | 4.31 | 0.000 |
| Stress (STR)                     | 0.134                       | 0.049                     | 0.134        | 2.73 | 0.008 |

*Dependent Variable:* Female participation in cab driving in southwest Nigeria

The results in Table 4 present the relative contributions of each independent variable in predicting female participation in cab driving in Southwest Nigeria. The standardised beta coefficients show that traffic and 'agberos' ( $\beta = 0.301$ ,  $t = 3.96$ ,  $p < 0.05$ ) and not owning a personal car ( $\beta = 0.276$ ,  $t = 4.31$ ,  $p < 0.05$ ) are the strongest predictors among the variables, indicating that these factors have the most substantial positive influence on female participation. Discouragement ( $\beta = 0.212$ ,  $t = 3.26$ ,  $p < 0.05$ ), requests for relationships ( $\beta = 0.145$ ,  $t = 2.46$ ,  $p < 0.05$ ), and stress ( $\beta = 0.134$ ,  $t = 2.73$ ,  $p < 0.05$ ) also significantly predict participation but with relatively lower contributions. Overall, all five variables independently and positively influence female engagement in cab driving, supporting their relevance in explaining participation patterns.

## DISCUSSION

Demographic characteristics of the respondents are shown in Table 1. The majority of the female commercial drivers in Southwest Nigeria are young and middle-aged women. The highest percentage is in the age bracket of 31-40 years. This finding indicates that most of the respondents are within their economically active years and are mature and experienced enough to cope with the demands of commercial driving. The high percentage of women between 20 and 30 also shows the increasing participation of younger women in a traditionally male-dominated profession, indicating a gradual change of gender roles in the transport sector. Most of the respondents were married, and this is also an indicator of the fact that many female operators are able to combine income-generating

activities with family and household activities, indicating resilience and the ability to juggle multiple roles. Further, the relatively low percentage of women with over 10 years of work experience suggests that many women are in the entry level or early and middle career stages. This could indicate a greater acceptance of women in commercial transport or the occupational barriers that constrain continued participation. The findings are consistent with Johnson et al (2016), who reported that professionalism and quality customer service are utilised by female commercial drivers to have successful careers. Hiramatsu (2022). The influence of age, marital status, and work experience on women's resilience, career advancement, and adaptation in male-dominated occupations is significant.

Table 2 presents the correlation analysis of the independent variables (discouragement, traffic congestion and activities of agberos (motor park touts), servicing demands, lack of personal vehicle ownership, and stress) with women's participation in commercial taxi driving in Southwest Nigeria. All variables are significantly correlated with women's participation in commercial taxi driving in Southwest Nigeria. The positive and statistically significant correlations indicate that these factors are important determinants of female participation in the sector and hence require further probing in the regression analysis. The strongest association was with not owning a personal vehicle ( $r=0.480$ ,  $p<0.05$ ), followed by traffic congestion and agbero interactions ( $r=0.448$ ,  $p<0.05$ ), and discouragement also had a strong positive association ( $r=0.380$ ,  $p<0.05$ ). There was a moderate significant relationship between stress ( $r = 0.325$ ,  $p < 0.05$ ) and servicing demands ( $r = 0.327$ ,  $p < 0.05$ ). The findings suggest that women's entry into commercial driving is influenced by a variety of interconnected social, economic, and occupational factors rather than a single factor. The absence of very high correlation coefficients further suggests that multicollinearity is not likely to be an issue and confirms that these variables are suitable to be included together in the following regression analysis.

The findings of the current study about women's involvement in male-dominated occupations align with Hasselwander (2025) which argues that women are discouraged from pursuing careers in transport due to gender stereotypes and social expectations that women are less suitable for jobs in this field. Poor infrastructure, job stress, and mobility-related problems were also found to influence the participation and retention of women in the transport sector in a study by Firoozi, et al (2025). The present study builds on these observations by showing that operational barriers like traffic congestion and the activities of agberos are important correlates of women's participation in commercial taxi driving. Moreover, Ling, et al (2023) found that although they have the support of their male colleagues, many women still experience social pressure and gender discrimination that influence their career decisions. Collectively, these findings emphasises the need to address structural barriers and sociocultural constraints by implementing supportive policies, ensuring safer working environments, and taking institutional measures to mitigate occupational stress and gender-based barriers to enhance women's participation in commercial transportation.

Table 3: Multiple regression analysis showing predictors of female participation in danfo driving in Southwest Nigeria. Waste of time due to traffic congestion, harassment by traffic area boys, requests for intimate relationships, lack of personal vehicle ownership, and anxiety. The model had a significant multiple correlation ( $R = 0.717$ ) and explained 51.4% of the variance in female participation ( $R^2 = 0.514$ ,  $p < .001$ ), which means that these variables have a significant effect on women's participation in the sector. Therefore, the null hypothesis ( $H_{02}$ ) was rejected. This implies that the individual and relative contribution influenced women's choice of cab driving. The model has a high explanatory power, which shows that the choice of women to engage in commercial bus driving is a function of interconnected structural, economic, and psychosocial challenges and not isolated constraints. This finding further underscores the multi-dimensional nature of the occupational barriers faced by women in male-dominated transport occupations and the need to address these factors in tandem. This result is consistent with previous empirical findings by Gauvin et al. (2020), who found that gender-related barriers are cumulative and create multiple layers of disadvantage, which deter women from entering urban transport occupations. Mensah, (2025) also noted that insecurity, social disapproval, and limited access to productive resources work together to limit opportunities for women to participate actively in transport-related occupations. So, the discovery of the interaction of these constraints adds to existing knowledge by accounting for a significant amount of women's involvement in danfo driving in the Nigerian setting.

Results also suggest that removing a barrier will not significantly increase participation of women, as the barriers are self-reinforcing. For example, long-lasting traffic congestion increases work-related stress, while harassment and inappropriate relationship demands create an unsafe and psychologically challenging working environment. These experiences may cause nervousness, reduce job satisfaction, and discourage women from entering or remaining in commercial driving. Also, lack of access to a private vehicle limits financial independence and availability of sustainable employment opportunities in the sector. These findings are consistent with Zhuang, Gu, Chung, et al. (2025) that the structural and social conditions of the transport sector impact gender inclusion and occupational prospects. However, Westmarland and Anderson (2001) found that some women are able to overcome the barriers that exist by virtue of strong social support systems, entrepreneurial resilience, and adaptive coping methods despite the challenges. The findings imply that the policies for increasing female participation in danfo driving should be holistic in approach to tackle insecurity, workplace harassment, financial challenges, traffic-related issues, and psychological well-being at the same time, as these barriers are not independent but work collectively.

Table 4 shows that structural and operational barriers are the most important predictors of female participation in commercial cab driving in southwest Nigeria. The most important predictors of the variables considered were traffic congestion and harassment by

agberos ( $\beta = 0.301$ ,  $t = 3.96$ ,  $p < 0.05$ ), followed by lack of vehicle ownership ( $\beta = 0.276$ ,  $t = 4.31$ ,  $p < 0.05$ ). This implies that environmental and resource constraints are major constraints to women's continued participation in the commercial transport sector. Other variables such as discouragement, solicitations for intimate relationships, and psychological stress were also significant predictors of participation but not as much. The trend shows that female commercial drivers experience more structural barriers than individual or interpersonal barriers. However, the strong effect of all five predictors suggests that women's experiences in the transport industry are influenced by a mix of operational, social, and psychological factors, which together determine their entry, performance, and retention in the occupation.

These results are consistent with previous empirical research suggesting that structural constraints are the main barriers to women's entry into male-dominated occupations. Shaheen et al. (2024) found that traffic congestion, transport infrastructure, and unsafe operating environments had a significant negative effect on the productivity and willingness of women to stay in commercial transport. This is indicative of the strong predictive power of traffic and agbero-related problems in this study. Similarly, Ramukumba and Mathikhi (2016) reported that access to productive assets, especially ownership of vehicles, is an important determinant of women's participation in entrepreneurship and their economic autonomy, which emphasises the importance of vehicle ownership highlighted in this study. Additionally, Porter et al. (2023) demonstrated that occupational stress and social discouragements are detrimental to the participation of women. However, their effects are generally not as powerful as the effects of structural constraints. Further, Berrones-Sanz and Araiza-Díaz (2019) observed that sexual solicitations and gender harassment prevent women from entering careers in transport. Collectively, these studies buttress the current findings that the strategies essential to the enhancement of the participation and long-term retention of women in the business of commercial cab driving in Southwest Nigeria include, among others, the improvement of infrastructure, access to vehicle ownership, and the tackling of harassment and psychological stress at the workplace.

## CONCLUSION

From the study, it can be summarised that discouragements, traffic and agberos' interferences, requests for relationships, lack of personal car ownership and stress depict a sizeable barrier faced by females who constitute the cab-driving labour force in Southwest Nigeria. Depreciation is directed at women who fail to defend their occupational roles, particularly when guidance or advice is coming from trusted family members or friends. Congestion in traffic and activities of 'agberos' combine to form bigger barriers than nuisances, making it very hard for vehicles to move in and out of motor parks. Males' requests for relationships pose a moderate hindrance for female participation, taking place primarily among married women who are more concerned about marital implications, although perceptions vary among individuals. The issue of owning a personal vehicle surfaces as an important structural obstacle limiting entry into the cab sector as well as its operational capacity. Stress, caused by infrastructural gaps, long queues, and fuel scarcity, as well as professional demands, becomes an additional factor impeding sustained engagement. The conjoint analysis made shows strong cumulative effects of all variables that point to female participation being conditioned on coping with complex intertwining social, structural, and psychological constraints. In general conclusion, it was found that operational barriers also have a psychosocial side to them, which suggests that interventions should be comprehensive rather than focusing on particular parts of obstacles that prevent women from participating in non-traditional occupations, which include cab operation, among other occupations, in the southwestern Nigerian system.

## RECOMMENDATIONS

From the above premises, the following recommendations were made: The women desiring to take up cab driving as an occupation need proper structures of support from the government, the private sector, and community organisations. There should be special courses for women on business exposure, as well as training in skills that can make them useful and knowledgeable. However, more roads should be constructed, while existing ones should be rehabilitated and properly maintained. The government should also redirect 'agberos' from motor parks into productive economic activities to improve safety and orderliness in urban mobility. These measures would contribute to a safer, more efficient, and better-regulated urban transportation system.

In connection to male requests for relationships, many female employees should learn how to set clear professional boundaries with men and avoid behaviours that suggest familiarity, which may trigger undue advances. For personal car ownership, once the government partners with investors to provide affordable cars with clear repayment schedules, it will lead to increased access levels as well as operational capacity. Stress alleviation requires a lasting solution to the PMS scarcity case, which would include public refinery licence expansion; assured PMS supply is another key factor. Married women should consider family duties very carefully when deciding on this issue. Implementing these wins can remove hindrances for a higher proportion of the female workforce entering the marketplace and thereby significantly contribute towards women's empowerment in the taxi industry.

## Policy Implications of Recommendations

It will increase the self-confidence of women, who in turn become economically empowered, there is generation of income and overall societal development so that a community does not feel left behind in terms of contribution to nation-building. Empowered women fall under this description as they acquire wealth and generate revenue for both themselves and society, as well as have a

beneficial influence on people. It is due to this reason that any intervention introduced to address these issues in question must, therefore, target all barriers hindering enhancement, thus upgrading women's status for better profitability, which makes them transform into valuable assets in the transport system along with the entire economic system besides, creating more jobs in the industry.

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