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## Implication of Gender Discrimination on Employment in Lafia Local Government

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### **Abstract**

*It is unequivocal that the contributions of both female and male gender in the local government civil service are paramount for promoting growth and development of the system. Female gender suffered subordination and discrimination because patriarchy, lack of education and cultural beliefs instead of realities of contemporary life of developing Africa societies to contribute to national development. This study investigated the implication of gender discrimination on employment in the civil service in Lafia local government council in Nasarawa State. The study used descriptive survey and four research questions: A total of one hundred and twenty (120) respondents were randomly sampled for the study. The instruments of data collection used were questionnaire and extraction from the available records on staff. The data was analyzed using descriptive statistical methods. Findings revealed that there is gender discrimination in recruitment. Lack of education, early marriage and colonialism are the major causes of the discrimination. The study recommended that gender should be given prominent consideration interms of recruitment.*

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### **INTRODUCTION**

Globally, there is no place where men and women are equal. Women are always at the receiving end as they are oppressed and marginalized. They are regarded as subordinates to men. Egweni (2009) noted that female constitute over 50 percent of the world interms of population. In spite of this number, women are at disadvantage side and enjoy very few privileges and rights relative to men. These poor global records of women's status are worst in the Africa continent.

In Nigeria, the situation is not different, as the discrimination of women in favour of men can be traced right to the period of colonialism. In Nigeria, women were deprived of any official input into governance, as against what was operated in the pre-colonial era. Women were disenfranchised and deprived from governance, which they were apart of before the advent of colonialism.

Colonialism, in effect denied women access to a level playing field as it transferred to Nigeria the gender discrimination that was the norm in the Western world then. It also imposed on a society, which had created a certain amount of space for women, a situation of non-involvement and the ability of women to complement the efforts of the men in the society.

Women participate actively in the economic as members of labour force, however, in many developing countries, including Nigeria neglect. of women's contribution to the economy had led to their marginalization in the nations planning process (Dalat, 2010). Promoting gender equality is now globally accepted as a development strategy for reducing poverty levels among women and men, improving health and living standards and enhancing efficiency of public investments. The attainment of gender equality is not only seen as an end

in itself and human rights issue, but as a pre-requisite for the achievement of sustainable development.

In global commitment, in 1986, the United Nations General Assembly adopted the declaration on the right of all countries by proclaiming right that each person and all peoples of the world are entitled to participate and contribute to economic social cultural and political development for full realization human rights and fundamental freedoms.

The declaration of the 1995 World Summit for social development in Copenhagen and platform for action adopted by the 1995 Fourth World conference on women in Beijing were practical commitment by international communities to do away with gender discrimination and ensured gender equality in our society.

Africa government have equally responded positively the burden of under development by instituting continent specific development goals and strategies, while also recognizing the firm commitment to gender equality as the bait to development. These are expressed in the African charter on Human and People's Rights (AHPR), adopted in 1981 and its women's right protocol of 2003, the ECOWAS protocol on Democracy and Good Governance, 2001 and New Partnership for African Development (NEPAD) adopted in July, 2001.

Nigeria in her commitment to gender equality enshrined the principal of non-discrimination in section 2 of the 1999 constitution of the federal republic of Nigeria. Despite her commitment to the principle of non-discrimination, the country falls short of desired result of giving male and females' equal opportunities to advance socially, educationally, politically and economically.

Arising from the above, the research finding aimed to expose us to understand the causes and extent of gender discrimination, impact of policy and programme and their implication.

## **RESEARCH PROBLEM**

It has been stressed over time and space, and within the historical conjectures of the Nigeria public service that female gender had suffered untold subordination and discrimination. While in an ideal setting, the State supposed to guarantee the protection of female gender and accord them equal right and opportunities with the male counterparts, such an ideal condition rarely exists in human societies, especially in aspect of crucial and sustainable participation in policy making, strategic plan and implementation (Isah 2005).

According to Olufemi (2010) even though women constitute about sixty percent of the Nigeria population, there are still disproportionate low number of them in senior leadership positions in all areas. In civil service men dominate senior management positions hence control female employees. This may be treated by society as legitimate, since the practice still continues.

Nigeria has a long patriarchal structure directly restricts women's availability for wage work and indirectly condition the term of employment for those who enter civil service (Robert, 2004). This patriarchal nature of relationship between men and women in the society was substantiated and justified by men quoting some verses from the Holy Bible that Eve? was extracted from Adams' rib as proof of men superiorly over women. This was used in most occasions with some sort of links with other cultural factors to make the women in the society to accept their position as divine providence (Otite, 2005).

Robert (2004) observed that women in the civil service are characterized by limited and insecure employment opportunities and marked substandard wages, poor working condition, unstable hours and disadvantageous employment contracts. Women are

predominantly employed in low wage jobs or extremely small scale ventures which shunt them into segregated occupation and repetitions manual production.

A cursory examination of the federal civil service workers breakdown in Nigeria showed that 75% of them are men, whereas women constitute 25% and occupy less than 14% of the overall management positions, despite the appointment of women to the position of permanent secretaries (beginning in 2000 and in line with affirmative action institutions).

In Nasarawa State, out of fifteen thousand three hundred and ninety (15,390) civil servants at the local government Areas, the male gender constitute ten thousand, four hundred and fifty (10,450) representing 67.9% whereas the female gender was four thousand nine hundred and forty (4,940) representing 32.1% (Report on staff screening and verification of local government Areas, 2015).

Whereas, in Lafia local government council, male constituted four hundred and forty eight (448) representing 63.7% while the female form to hundred and fifty five (255) of the work force representing 36.3%. From this statistical record, do disparities not exist? Why gender equality not given prominent consideration in the recruitment? What would be implication of this imbalance interms of job performance? It is against this backdrop that calls for this study since no research has been carried out on implication of gender discrimination on employment in Lafia local government council in Nasarawa State.

## **OBJECTIVES**

The main objective of this study is to examine the implication of gender discrimination on employment in Lafia local government council in Nasarawa State.

### **Specific Objectives**

- i. Examine gender categories employed in Lafia local government council in Nasarawa State;
- ii. Assess the extent of gender discrimination in recruitment exercise in Lafia local government council;
- iii. Ascertain the causes of gender inequalities in Lafia local government council;
- iv. Determine the implication of gender discrimination on employment in Lafia local government.

## **SIGNIFICANCE OF THE STUDY**

The study give information, data and statistical figures to economic planners, National Bureau of statistic labour force, local government civil service commission and ministry of women affairs.

It will reveal the contribution of both male and female gender in socio-economic service delivery in the public sector. The result of the research findings will expose us to understand the causes, the extent of discrimination. It will also assist the government to further formulate appropriate policies or make laws that will reduce gap that exist between the genders in government employment at the local government council level.

## **RESEARCH QUESTIONS**

- i. What are the causes of gender discrimination in recruitment in Lafia local government council?
- ii. What is the extent of gender discrimination?
- iii. What is the implication of discrimination on job performance?

## SCOPE OF THE STUDY

The research focused on gender recruitment, extent of discrimination and implication of discrimination on job performance. The study is limited to staff of Lafia local government council.

## DATA SOURCE

Primary and secondary method of data collection were used in this research, in doing so, questionnaire and available records were employed as techniques of data collection. On the whole, a total of one hundred and forty (140) copies of questionnaire were distributed, out of which one hundred and twenty (120) were collected for the analysis due to lack of co-operations from respondents and in complete information from some others.

## PROCEDURE FOR DATA ANALYSIS/STATISTICAL TOOL

The nature and purpose of a study determine the type of analysis that can be used or employed. The data for the study were analyzed using descriptive statistic such as percentage, mean and 4 point liker scale such as strongly Agree (SA) = 4 Agree (A) = 3 Disagree (D) = 2 and strongly Disagree (SD) = 1. The mean ratings of the respondents based on the 4 point rating scale was graded using real limit of number of stated below and calculated the strongly Agree (SA) x 4 + Agree (A) x 3 + Disagree (SD) x 1.

**TABLE 1: Staff Departmental enrolment by Gender**

DEPARTMENTS	MALE	%	FEMALE	%	TOTAL
Works	48	94.12	3	5.88	51
Social Service	66	60.55	43	39.45	109
Health	68	47.22	76	52.78	144
Personnel	100	60.60	65	39.40	165
Agriculture	52	63.41	30	36.59	85
Finance	114	74.50	39	25.50	153
TOTAL	448	63.63	256	36.37	704

**SOURCE:** Available Records 2016

The table shows that out of seven hundred and four (704) staff employed by Lafia local government council, four hundred and forty eight (448) representing 63.63% were male, while two hundred and fifty six (256) representing 36.37% were female. This shows that there is gender discrimination in the staff employment of the local government council, as the number of male staff exceeded the female staff in a great proportion.

The table further shows that there is discrimination in the departmental spread with works and finance department while agriculture department dominated by male staff with fairly or moderately spread of staff percentage in the health department.

**TABLE 2: Does staff recruitment is done on basis of gender equality in your local government council?**

NO. OF RESPONDENT	YES	%	NUMBER	%	TOTAL
120	40	33.33	80	66.67	120

**SOURCE:** Field Survey 2016.

The table showed that out of 120 respondents, eighty (80) of the respondents representing 66.67% said there is no gender equality in recruitment. While forty (40) of the respondents

representing 33.33% said there is gender equality in staff recruitment in the local government council.

The gender discrimination in recruitment showed in table is also supported in table 1.

**TABLE 3: Do you agree that gender discrimination in recruitment affect performance?**

No. of Respondents	Strongly Agree	Agree	Disagree	Strongly Disagree	Real Limit Value	Dccision
120	80	10	5	5	3.04	High rate

The above table showed that gender discrimination in recruitment affect performance having real limit value of 3.04 which is on high side.

**TABLE 4: Which of these factor you think are the causes of gender inequalities in your local government council.**

**20.83% responded that cultural beliefs and tradition that are**

Sex	No of respondent	A cultural belief & tradition	%	Black of education, early marriage & colonialism	%	C religion & patriarchy	%	Dall of the above	%	Total
Male	80	20	25	40	50	5	6.25	15	18.75	80
Female	40	5	12.5	15	37.5	10	25	10	25	40
Total	120	25	20.83	55	45.83	15	12.5	25	20.83	120

The table showed that 25 respondents representing the causes of gender discrimination, 55 respondents representing 45.83 said lack of education, early marriage, and colonialism are the causes, another 15 respondents representing 12.5% responded that religion and patriarchy are the causes while the remaining 25 respondents' representing 20.83% said all of the factors are responsible for the causes of gender discrimination in staff recruitment.

TABLE 5: Are you aware of some policies and programs that promote gender equality in employment.

**Responses**

No. of Respondents	Yes	%	No	%	Total
120	20	16.67	100	83.33	120

The table showed that out of 120 respondents, 100 respondents representing 83.33% said "No" which means they are not aware of policies and programs that promote gender equality. While 20 respondents representing 16.67% responded "Yes" They are aware of policies and program that promote gender equality.

**TABLE 6: To what extent has these policies been implemented in your local government council.**

No. of Respondents	Score area	Highly implemented	Moderately implemented	Implemented	Not implemented	Real limit value
120	Affirmative	5	5	10	100	1.29
120	Employment policies	-	10	10	100	1.25

The table showed that both affirmative action and employment policy are not implemented with real value of 1.29 for affirmative and employment policy respectively.

**TABLE 7: What do you think is the implication of gender discrimination on employment?**

No. of Respondents	High Performance	Moderate Performance	Low Performance	No Performance	Real Limit Value
120	5	5	100	10	1.29

The table shows that gender discrimination on employment has implication of low performance with real limit value 1.29. The table means value of 3.92 which signifies that gender discrimination affects performance at a high rate.

### Results/ Findings

There is gender discrimination in the staff recruitment in the Lafia local government council. Lack of education, early marriage and colonialism is the major factors responsible for gender inequality at the local government council.

The local government staffs are not aware of policies and programs that promote gender equality. Gender discrimination therefore affects performance.

### Implications

The study has the potential to lead to a substantial performs in the way that policy and programmes are formulated and their impact on gender, making a case for change will require a great deal additional work to allow us to identify specific problem areas and potential solution. This effort, in conjunction with other reforms directed at gender employment in the local government civil service offers hope of achieving gender equality that will utilize skills and talents of all irrespective of their gender.

In general, the local government civil service provides equal employment opportunity but not gender sensitive as emphasis is only lay on merit. Lack of gender sensitive might be the reason for gender inequalities in Lafia local government council.

### Recommendations

1. Gender should be given adequate consideration interms of recruitment exercise.
2. Continue research on implication of gender discrimination on employment in the local government level is necessary to explain unique contribution of both male and female gender in the local government civil service.
3. There should be creation of awareness of policy and program that promote gender equality.

### **Conclusion**

Implication of gender discrimination cannot be emphasized in the civil service but unfortunately, the female gender contribution has been neglected in our society. A multitude of factors have influence and inhibited women participation in the civil service. In particular, the problems associated with gender discrimination. The study suggested that prominent consideration should be given to gender recruitment exercise in local government civil service. In sum, despite the fact that employment policy provides equal opportunity for all bases on merit, it should be gender sensitive.

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**QUESTIONNAIRE USED IN THE STUDY OF IMPLICATION OF GENDER DISCRIMINATION ON EMPLOYMENT IN LAFIA LOCAL GOVERNMENT COUNCIL**

1. Does staff recruitment in your local government council done on basis of gender equality?
2. Which of these factors you think are the causes of gender discrimination?
3. Do you think gender discrimination in recruitment affect performance?
4. What do you think are the implication of gender discrimination on employment?
5. Are you aware of policies and programs that promote gender equality?
6. To what extent has these policies been implemented in your local government council?