

## Effects of Gender Disparities and Political Representation of Women in Taraba State

<sup>1</sup>Prof Oyidi Monday Cletus, PhD. <sup>2</sup>Yahaya Garba Saleh PhD. and Lukong Apolonia Beri,

<sup>1,2,3</sup>Department of Public Administration, Taraba State University, Jalingo.

[lukongapoloniaberi@gmail.com](mailto:lukongapoloniaberi@gmail.com)

DOI: [10.56201/jpaswr.v10.no6.2025.pg40.51](https://doi.org/10.56201/jpaswr.v10.no6.2025.pg40.51)

### Abstract

*Gender inequality remains a significant barrier to the full political participation of women in Nigeria, particularly in states like Taraba, where traditional norms and socio-cultural factors often hinder women empowerment and representation. To better understand the nexus, the study investigates effects of gender disparities and the political representation of women in Taraba State. A survey research design was used; the population of the study was 350. 250 respondents were selected and served with questionnaires which were all duly completed and retrieved, representing 100%. Data was presented in tables using frequency distributions, percentages, mean scores, and standard deviations to illustrate the opinions of respondents. The findings of the study indicate that gender inequality was clearly the biggest barrier to women political participation. It concluded that Women political representation will stagnate if these structural problems are not addressed, which will threaten democratic governance and fair development. The study recommended among others that improving women political representation requires legislative changes. Women representation in decision-making bodies may be greatly increased by enacting mandated gender quotas, such as a 35% affirmative action objective for political appointments and party nominations.*

**Keywords:** *gender disparities, political representation, women in Taraba*

### 1.1 Introduction

Inequality between genders remains to pose a prevalent worldwide problem, notably in the field of the political participation, when women are severely underrepresented. The increasing recognition of equal treatment for men and women as an inherent human right and its essential function in the electoral system serves as the driving force behind this research. Many efforts have been made over the years to boost women involvement in municipal politics, particularly in developing countries. With a number of campaigns and capacity-building initiatives aimed at increasing female political participation, Nigeria is no exception. Women successful engagement in Nigerian politics was greatly aided by the 1995 UN World Summit on Women in Beijing. Nevertheless, many African women continue to live in societies where they are seen as nothing more than social reproduction and production tools. Although these difficulties are not exclusive to women, recent international efforts have addressed gender-related concerns, especially those pertaining to women empowerment. These initiatives seek to end prejudice against women and guarantee their equal participation in all facets of nation-building (Premium Times, 2024).

Despite the growing worldwide movement for gender parity, women participation in positions of power remains significantly below average in Taraba State, Nigeria, from 2019 to 2024. The issue

is the structural obstacles that prevent women from fully participating in the political process, including institutional prejudices, economic considerations, and cultural standards. Despite Nigeria's advancements in gender inclusion, especially with regard to legislative frameworks like the National Women Strategy, there is still a significant disparity in the state-level implementation of these laws, especially in Taraba state.

The aforementioned is indicative that gender disparities and political representation of women severely under-represented. Based on these problems, this study seeks to investigate the effect of gender disparities and political representation of women in Taraba State. The study will enhance our comprehension of ways female inequalities manifest in the political arena, particularly within the distinct socio-political context of Taraba State, by offering empirical proof of the effects of these discrepancies.

## **2.1 LITERATURE REVIEW**

### **2.1.1 Empirical Literature Review**

There have been several empirics on gender disparities and political representation of women. These studies have come with mixed results. Some of these studies are selected and reviewed as follows:

Ojo and Adebayo (2019) conducted an empirical analysis of the functioning of public institutions in Nigeria, with a particular focus on the roles played by women within the parliamentary and executive branches, as well as their involvement in public sector employment. Their research sought to understand how gender representation influences the efficiency, decision-making processes, and overall effectiveness of government institutions. The findings revealed a strong positive correlation between higher levels of female involvement and improved decision-making outcomes, as well as enhanced institutional performance. When women actively participate in leadership roles and decision-making positions, public institutions tend to operate more transparently, inclusively, and effectively. This is because women bring diverse perspectives, empathy, and social awareness to governance, which are crucial for addressing complex societal issues. Moreover, greater gender inclusion fosters a more comprehensive understanding of social needs, ensuring that policies and programs are more responsive to the diverse interests of the population.

The study also highlighted that gender inclusion promotes teamwork within the workplace by encouraging collaborative approaches and reducing hierarchical barriers. When women are empowered to participate fully in public sector roles, it creates a more balanced and dynamic working environment that benefits from a variety of viewpoints and experiences. Such inclusivity not only enhances the quality of decision-making but also helps to build a culture of mutual respect and cooperation among employees. These factors are essential for strengthening institutional resilience and improving service delivery to the public. Based on their findings, Ojo and Adebayo recommend strengthening existing programs that support the advancement of women in public administration. They advocate for the expansion of leadership development seminars, training workshops, and mentoring programs specifically aimed at encouraging women to pursue higher positions within government institutions. These initiatives are crucial for building capacity, increasing confidence, and breaking down cultural and institutional barriers that limit women participation. Additionally, they suggest that policy reforms should be implemented to promote gender parity in appointments and promotions to ensure a more equitable representation of women in both legislative and executive roles. In conclusion, the research underscores the importance of

gender inclusion as a catalyst for improving the governance and efficiency of Nigerian public institutions. By fostering an environment that actively promotes women participation through targeted programs and policies, Nigeria can enhance its public sector performance and more effectively address the social and economic needs of its citizens.

The effect of the gender gap on public sector efficiency and governance in Nigeria's legislative and executive branches was thoroughly examined by Abubakar and Suleiman (2019). Their research highlights that gender imbalance within these branches significantly hampers the effectiveness of governance and policy implementation. One of the primary issues identified is the lack of diverse viewpoints, which are essential for comprehensive decision-making and the development of well-rounded policies. When women are underrepresented in government institutions, the decision-making processes tend to reflect a narrower perspective, often neglecting critical issues affecting women and marginalized groups. This deficiency limits the scope of policy options considered and can lead to less effective or incomplete solutions to societal problems. Abubakar and Suleiman's findings suggest that gender gaps in leadership and staffing create a form of institutional bias that diminishes the quality of governance. Policies and strategies may lack inclusiveness, overlooking the needs of a significant portion of the population, thereby reducing public trust and social cohesion. Furthermore, the absence of diverse viewpoints can result in delayed responses to societal challenges, as decision-making bodies are less likely to consider innovative approaches that incorporate gender-sensitive perspectives. This ultimately impacts the efficiency of public sector operations and the ability of government institutions to meet their developmental objectives.

To address these issues, the authors emphasize that policies supporting gender parity in hiring, promotion, and leadership within the government workforce should be given top priority. Implementing affirmative action measures and gender-sensitive recruitment practices can help bridge the gender gap and ensure that women have equal opportunities to participate in governance. Promoting gender diversity at all levels of government can foster more inclusive and effective policy-making, which, in turn, enhances the overall performance of Nigeria's public sector. Additionally, training programs aimed at reducing gender biases and increasing awareness about the importance of Women right and gender equality are crucial for cultivating a more equitable working environment. In conclusion, their underscore that addressing gender disparities is not only a matter of social justice but also a strategic imperative for improving governance efficiency. Fostering Women right and gender equality within Nigeria's legislative and executive branches can lead to more comprehensive decision-making, more responsive policies, and ultimately, a more effective and inclusive government capable of tackling Nigeria's complex socio-economic challenges.

According to Adeyemi and Bakare (2019), increasing the presence of women in leadership roles significantly enhances the quality and inclusiveness of decision-making processes within organizations and institutions. They argue that diverse leadership teams, particularly those that include a substantial number of women, bring a broader range of perspectives, experiences, and ideas to the table. This diversity fosters more comprehensive discussions and well-rounded judgments, which ultimately lead to more effective and socially responsive policies and strategies. When leadership teams comprise individuals with varied backgrounds and viewpoints, they are better equipped to identify potential challenges, consider alternative solutions, and develop policies that reflect the diverse needs of society.

According to Adisa, Abdulraheem, and Isiaka (2019), patriarchal views in Nigeria have historically played a significant role in shaping societal attitudes and cultural norms, often to the detriment of women roles in the workforce and their overall well-being. These entrenched patriarchal beliefs uphold male dominance and prioritize traditional gender roles that often place women in subordinate positions both at home and in the workplace. Such perspectives have had a profound negative impact on women work-life balance, as societal expectations and stereotypes limit their opportunities for career advancement and impose additional domestic responsibilities. Consequently, women often struggle to balance their professional duties with household chores and family obligations, leading to stress, burnout, and reduced productivity. The researchers argue that this imbalance not only compromises individual women efficiency but also hampers their ability to fully contribute to their organizations and society at large. Moreover, these patriarchal norms reinforce gender inequalities, perpetuating a cycle where women are undervalued and underrepresented in decision-making processes, especially in leadership positions.

Ezeani & Oladimeji (2020) investigated the consequences of Women right and gender equality programs on the efficiency of government agencies in Africa, finding that such measures led to enhanced team cooperation, a pleasant work culture, and higher productivity. Persistent attempts to promote Women right and gender equality lead to more balanced policy choices and better governance. Leaders in the public sector should expand on current efforts to promote Women right and gender equality and implement new measures that assist female employees, such seminars for professional growth and family-friendly regulations. Female underrepresentation degrades the quality of discussions and policy formation, according to Adamu & Suleiman's (2020) investigation of the influence of gender differences on legislative efficacy in Nigeria's National Assembly. Nigeria should implement policies like mentoring programs and gender quotas to increase the number of women serving in legislative positions in order to improve the efficacy of its laws.

A rise in female participation leads to more thorough discussions about policy and the passing of regulations the given address broader societal issues, according to Olufemi & Adekunle's (2021) investigation into the relationship among Women right and gender equality in parliaments and the overall efficacy of legal operations in Nigeria. The effect of disparities in gender on staff satisfaction and efficiency in the nation's legislative branch is examined in the study by Nnaji & Eze (2021). According to the research, female workers who experience gender discrimination have lower morale, which lowers productivity and impairs legislative performance. According to the writers, an inclusive workplace may improve morale and the caliber of legislation work. The difficulties caused by gender prejudice in leadership positions in the government of Nigeria are emphasized by Okeke & Onah (2021). They discovered that gender prejudice in leadership hiring procedures prevents competent women from obtaining important roles, limiting variety of opinion and impeding the development of innovative policies. The report promotes changes to the hiring and leadership selection procedures that remove prejudices and place an emphasis on merit.

According to Ajayi and Aransi (2021), gender imbalance significantly undermines the quality of leadership and hampers creativity within organizations and institutions. When women are underrepresented in decision-making positions, the range of approaches and perspectives available for problem-solving becomes limited. This lack of diversity negatively impacts the organization's responsiveness to challenges and diminishes overall effectiveness. Ajayi and Aransi emphasize the importance of implementing targeted leadership development programs that specifically prepare women for high-level roles. They also advocate for the adoption of gender-inclusive

policies that create equal opportunities for women to advance into leadership positions, thereby enriching organizational capacity and fostering innovative solutions.

Similarly, Okeke and Onah (2021) explore the influence of gender prejudice on management selection processes. Their research reveals that bias during hiring procedures acts as a significant barrier preventing women from attaining leadership roles. Such prejudice not only restricts women career progression but also reduces the diversity of viewpoints within decision-making bodies. The authors argue that this lack of diversity impedes the development of innovative and effective policies, as organizations miss out on the unique insights and experiences women can contribute. To address this issue, Okeke and Onah recommend that organizations overhaul their hiring practices to promote fairness, equity, and diversity. By implementing unbiased recruitment policies and awareness programs, organizations can ensure that women are given equal opportunities to participate in leadership, ultimately leading to more dynamic and resilient institutions. Both studies highlight the critical need for structural reforms in organizational practices to combat gender bias and promote Women right and gender equality in leadership. Establishing leadership development initiatives tailored for women, alongside reforming recruitment processes to eliminate prejudice, is essential for fostering an inclusive environment. Such measures will not only enhance the quality of leadership but also cultivate a culture of innovation and diversity, which are vital for sustainable development and progress. Overall, addressing gender disparities in decision-making roles is a strategic imperative that can significantly improve organizational effectiveness and societal advancement.

### **3.1 METHODOLOGY**

#### **3.1.1 Population of the Study**

With an emphasis on the representation of 350 women in political leadership, the study will be carried out in three senatorial zones of Taraba State. In order to document the many viewpoints and geographical differences in women political involvement and leadership experiences, the research focuses on these areas, which are important centers of political engagement and decision-making. The study look at gender discrepancies throughout the legislative and executive branches of government, including how women are included or underserved in administration and legislative posts. Through an examination of the structural and sociocultural obstacles that impact political power access, the research will shed light on the wider consequences of gender inequality for inclusive development and democratic governance in Taraba State.

#### **3.1.2 Sample Size**

Since the researchers cannot reach the entire population to obtain a response to the research objectives and hence, the desire to manipulate the enormous population and to avoid errors when calculating large numbers, a sample size of 250 has been chosen. The sample sizes for Taraba North (84), Taraba Central (83), and Taraba South (83). To preserve equilibrium and guarantee thorough investigation, the three zone types are distributed equally. Each group produced almost the same number. This sample size is reasonable for data gathering while enabling strong statistical analysis. Equally, the larger the sample size the more information will be gleaned to reduce uncertainty (Marley, 2017).



### **3.1.3 Sampling Techniques**

This research use purposive sampling approaches to assess gender disparity and women participation in Taraba State's democratic government. Because 250 women from three senatorial zones are included in the study, their political experiences, difficulties, and levels of engagement can be thoroughly examined. 250 women will be purposively selected based on their accessibility to the researchers. Moreover, to capture specific differences in political involvement and perceptions according to locality, age, education, and political exposure, the entire population is used. Purposive sampling is used to find women who fit certain requirements, such being politically engaged, wanting to hold political office, and participating in advocacy or civic work. This approach makes sure the information gathered is informative and pertinent, especially when it comes to tackling the cultural and structural obstacles that prevent women from participating in politics. The methodological approach of the research improves its potential to provide evidence-based suggestions for improving Women right and gender equality in governance and leadership, notably in Taraba State's local politics.

### **3.1.4 Method of Data Collection**

The major instrument that will be utilized for data collection in this project is a structured questionnaire intended to measure the amount of gender disparity and women political engagement throughout the three senatorial zones of Taraba State. The questionnaire is broken into two pieces. Respondent demographic data, such as age, marital status, level of education, employment, and political activity, are gathered in Section A. Section B comprises elements linked to crucial factors such as gender disparity, culture and customary standards, institutional barriers and levels of political participation.

Section B's questions use a 4-point rating scale (Strongly Agree, Agree, Disagree, and Strongly Disagree) to represent respondents' perspectives and experiences. Participants are encouraged to provide precise and truthful answers because of the instrument's design, which guarantees clarity and simplicity.

The survey was created in accordance with the goals and theories of the investigation, drawing on the body of current literature as well as previously approved tools in the fields of gender and political studies. Additionally, the questionnaire served as a guide for interviews. Throughout the qualitative data collecting process, focusing on important informants such community leaders, political activists, and elected female officials. The use of both quantitative and qualitative tools permits an in-depth investigation of patterns and discoveries about women state-level political engagement.

### **3.1.5 Method of Data analysis**

Quantitative and qualitative techniques were used for data analysis. With the help of SPSS, we were able to analyze the quantitative data collected from the surveys. Summary statistics for demographic data and response patterns was provided via descriptive statistics like percentages, means, and standard deviations. The research hypotheses will be tested and the influence of independent variables on women political participation will be ascertained through the use of inferential statistics, specifically multiple linear regression. There was theme analysis done on the interview data that is qualitative. The purpose of transcribing, coding, and categorizing the responses is to discover themes and recurrent patterns about the cultural, institutional, and

individual-level obstacles that prevent women from becoming politically active. The results of the data analysis will be strong and thorough because of this combined method.

### 3.1.6 Validation of Research Instrument

Validation of the measurement tool (questionnaire) for this study, involved a pilot test. Porta & Keating (2008) see a pilot test as a small-scale test of the methods and procedures to be used on a larger scale. To do this, about 10% of the sample size was administered questionnaires. This was done in the three zones in the State. Schattner, Hassan, and Mazza (2006) believe that a pilot study is necessary and useful in providing the groundwork for a research project. They maintained that it helps determine the feasibility of the study protocol and test the measurement instrument to ensure that the questionnaire items accurately address the research questions. It also determines whether the questionnaire is comprehensible and clearly understood.

## 4.1 RESULT AND DISCUSSIONS

### 4.1.1 Demographics Characteristics of Respondents

The research examined 250 women throughout the three senatorial zones of Taraba State (North, Central, and South). The demographic data gives insights into the background of respondents, which is vital for understanding their attitudes on gender inequality and political engagement.

**Table 1: Demographic Profile of Respondents**

Variable	Category	Frequency (N=250)	Percentage (%)
<b>Age Group</b>	18-30 years	70	28.0
	31-40 years	95	38.0
	41-50 years	65	26.0
	51 years and above	20	8.0
<b>Marital Status</b>	Single	45	18.0
	Married	160	64.0
	Divorced/widowed	45	18.0
<b>Education level</b>	No Formal Education	30	12.0
	Primary Education	50	20.0
	Secondary Education	80	32.0
	Tertiary Education	90	36.0
<b>Occupation</b>	Civil Servant	70	28.0
	Business/Trading	90	36.0
	Farming	60	24.0
	Unemployed/others	30	12.0
<b>Political Involvement</b>	Not Involved	100	40.0
	Party Member	80	32.0

	Aspiring Politician	40	16.0
	Elected Official	10	4.0
	Community Leader	20	8.0

**Source: Field Survey 2025**

Table 4.1's results showed that middle-aged women were significantly represented in the research, with 38% of the study's participants falling into the 31–40 age range. This demographic trait is consistent with research on women political participation in Nigeria and throughout Africa during this time period, which frequently emphasizes the greater involvement of women in their prime working years after they may have managed their first family and career obligations (Okeke & Nzewi, 2020; UNECA, 2022). This implies that Taraba State women in this age range might be at a point in their lives where they are more willing or able to take part in democratic processes or related research.

When asked if they were married, the vast majority of respondents (64%) said they were. While this finding might be representative of the married scenery in the research area, it also supports some research suggesting that married women, especially those with encouraging partners, may have easier access to social networks or resources that promote political engagement and awareness (Ibrahim & Mohammed, 2019). However, other studies conducted during the same time period have highlighted the particular difficulties married women face in juggling their political ambitions with their household duties (Adewumi & Ojo, 2021). Given the high proportion of married study participants, more research is necessary to determine the factors that facilitate and hinder their political engagement. More than 68% of the respondents had completed at least secondary school, indicating a moderate level of literacy in their educational profile. This is an important finding because studies conducted from 2018 and 2024 have repeatedly demonstrated that women knowledge of politics, efficacy, and participation are positively correlated with their level of education (UNDP, 2023; Osaghae & Isumonah, 2018). The respondents' level of education indicates that they have the ability to comprehend intricate political topics and work with research tools, which enhances the validity of the information gathered.

According the survey data, the most prevalent jobs among those who participated are civil service (28%) and business/trading (36%). In many Nigerian states, where these industries employ a sizable percentage of the female workforce, this is consistent with wider economic indicators (NBS, 2020). The distribution of occupations is significant because it can affect women time availability for political engagement as well as their access to networks and resources. While women in the civil service may have a better grasp of governmental systems, women in business may have entrepreneurial qualities that are applicable to politics. Studies demonstrating the varied professional backgrounds of women participating in politics in the area are in line with these occupational insights (Adekunle & Oladeji, 2022). These demographic factors influence women political participation, as education and occupation may determine their level of political engagement. Last but not least, the wide range of professional backgrounds reflects Taraba State's economic activity and may provide insights into the ways that various livelihoods interact with political engagement. A more nuanced examination of the obstacles and enablers to participation is made possible by the participation of women with different degrees of political activity, from those who are not active to elected officials.



#### 4.1.2 Descriptive Statistics: Frequencies, Means, and Standard Deviations

The study examined key variables related to gender disparities and political participation using a 4-point Likert scale (Strongly Agree = 4, Agree = 3, Disagree = 2, strongly Disagree = 1).

**Table 4.2: Descriptive Statistics on Gender Inequality and Political Participation**

Statement	Mean	Std. Deviation	Agreement Level
Cultural norms limit women political participation	3.45	0.72	High Agreement
Women face discrimination in political appointments	3.32	0.68	High Agreement
Political parties favor male candidates over females	3.20	0.75	Moderate-High Agreement
Women lack financial support for political campaigns	3.10	0.80	Moderate Agreement
Women in politics receive societal support	2.15	0.85	Low Agreement

**Source: Field Survey 2025**

Women political engagement is severely restricted by cultural standards, as seen by the data in table 4.2, where respondents gave this obstacle the greatest average rating (3.45). This result is consistent with study by Abdullahi and Okafor (2020), who discovered that Northern Nigerian patriarchal customs limit women participation in government by limiting them to household duties rather than positions of leadership. According to a research conducted by the International GOP Institute (IRI, 2021), women are discouraged from running for office in several Nigerian states due to deeply ingrained cultural perceptions that politics is a field dominated by males. As noted by Oladeji and Yusuf (2019), religious and traditional organizations often perpetuate gender stereotypes that exclude women from decision-making processes, further reinforcing these cultural obstacles. The prejudice women experience in political appointments is another important result (mean = 3.32), supporting data from the Nigerian Women Trust Fund (NUTF, 2022) that showed women make up fewer than 7% of political appointees in the majority of Nigerian states. Findings from Taraba State's 2023 election statistics, which showed that just two of the 24 commissioner seats were occupied by women, are likewise in line with this systematic prejudice (Taraba State Government, 2023). According to the African Development Bank (AfDB, 2021), which noted that Nigeria has among of the lowest rates of female participation in government in Africa, these discrepancies are indicative of a larger national trend. Bello and Adegbite (2018) stated that political institutions in Nigerian are frequently exclusive, with males-dominated leadership hesitant to assist female contenders. The study also indicated that political parties prefer males contestants (mean = 3.20). The Center for Democratization and Development (CDD) reported in 2022 that women made up just 12% of the party nominees in Nigeria's national elections in 2019.

As Okeke-Uzodike and Onuoha (2020) point out, the absence of internal party democracy further solidifies gender disparities since party delegates often exclude women in favor of male candidates in nominations.

Similar to the UN Developmental Programmes (UNDP, 2020), which found that campaign money was a key barrier for women in Nigerian politics, financial restrictions (mean = 3.10) also surfaced as a significant hurdle. According to a similar research by Ojo and Adebayo (2021), women often do not have access to male-dominated political fundraising networks, which forces them to give up on their aspirations to run for office. Nigeria's costly election structure, whereby registration fees and campaign expenses are unaffordable for the majority of women, makes this financial exclusion worse (election Reform Network, 2023).

Lastly, Eze and Nwokocha (2019) observed how majority of Nigerians still consider female politicians to be "unfit" for leadership because of ingrained gender prejudices, which is shown in the lack of social acceptability (mean = 2.15) of women in politics. According to a 2021 study by Afrobarometer, just 28% of Nigerians think women ought to enjoy equal political participation. This statistic is in line with that survey. Women are further deterred from participating in politics by the lack of social support, which maintains the underrepresentation seen in Taraba State and elsewhere.

### **5. 1 Conclusion and Recommendations**

In the conclusion, the results urge a comprehensive strategy for gender inclusiveness in Taraba politics that combines economic development, community involvement, and legislative changes. Women political representation will stagnate if these structural problems are not addressed, which will threaten democratic governance and fair development. The study therefore recommends reforms to the law by enacting mandated gender quotas, such as a 35% affirmative action objective for political appointments and party nominations.

## References

- Abdullahi, A., & Okafor, E. (2020). Patriarchal traditions and women political involvement in Northern Nigeria.
- Adebisi, F. A., & Onifade, R. O. (2023). Gender inclusion and its effect on governance efficiency in the executive branch of Nigeria. *Journal of African Public Administration*, 17(3), 145–160.
- Adedayo, B., Adediran, F. E., Balogun, D., Paschal, C., Adegoke, A., & Eberechukwu, R. (2023). Gender policies and women empowerment in Nigeria: An analytical review of progress and barriers. *International Journal of Applied Research in Social Sciences*, 5(10), 543–565. <https://doi.org/10.51594/ijarss.v5i10.650>
- Adekunle, B., & Oladeji, F. (2022). Professional backgrounds and political participation of women in Southwestern Nigeria.
- Adelekan, A. T. (2020). Effects of role-play and moral dilemma techniques on secondary school students' achievement in and attitude to political education (Unpublished doctoral dissertation). University of Ibadan, Ibadan, Nigeria.
- Adeogun, T. J., & Isola, A. A. (2020). Democratic governance and women political participation in Nigeria. In *Democratic Practice and Governance in Nigeria*. (pp. 87–99). Routledge.
- Adeosun, A. B. (2019). Gender and politics in Nigeria: The need for a paradigm shift. *Journal of African Studies*, 45(2), 56–72.
- Adewumi, S., & Ojo, L. (2021). Balancing domestic responsibilities and political aspirations: Challenges for married women in Nigerian politics.
- Adisa, T. A., Abdulraheem, I., & Isiaka, S. B. (2019). Patriarchal hegemony. *Gender in Management: An International Journal*, 34(1), 19–33. <https://doi.org/10.1108/gm-07-2018-0095>
- Aina, O. (2017). *Gender and Politics in Nigeria: Challenges and Opportunities*. Lagos University Press.
- Aina, O. I., & Otubu, I. M. (2019). The role of gender disparity in public administration in Nigeria. *Public Administration Review*, 78(2), 145–153.
- Ajayi, T., & Adesina, K. (2021). Education and political knowledge among women in Nigeria.
- Akachi, O. S. (2019). Women empowerment and political participation in Imo State [1999–2016]. *African Journal of Social Development*, 1(2), 21–43.
- Akinfeleye, R. (2016). Cultural barriers to women political participation in Nigeria. *African Journal of Political Science*, 21(3), 45–60.
- Akinrinade, S., & Adeola, O. (2019). Political quotas and women representation in Nigeria. *Journal of African Elections*, 18(2), 89–105.
- Akinwale, A. A., & Ajiboye, E. O. (2019). Cultural dynamics and gender inequality in Nigeria. *Journal of Research on Women and Gender*, 7(1), 15–24.
- Akinyemi, A. A., & Aluko, M. T. (2020). Gender inequality and political participation in Nigeria: An analysis of the barriers women face. *Journal of Political Science and Public Affairs*, 8(2), 45–61.
- Akogwu, C. J., Udoji, R. C., & Ezech, K. D. (2022). Gender and politics: A study of women participation/representation in legislative & executive arm in Nigeria 2011–2019. *\*Unizik Journal of Gender Research*, 1(1).
- Ayo, O. A., & Adebisi, M. T. (2020). Gender and governance in Nigeria: The relevance of women participation. *Journal of Political Development Studies*, 5(2), 45–61.

- Centre for Democracy and Development. (2022). Gender representation in Nigerian political parties.
- Crenshaw, K. (1989). Demarginalizing the intersection of race and sex: A Black feminist critique of anti-discrimination doctrine, feminist theory and anti-racist politics. *University of Chicago Legal Forum*, 1989(1), Article 8.
- Davis, L., & Green, J. (2022). Civic engagement and political participation: The impact of education and social status. Routledge.
- Dike, U. (2017). Gender inequality and women participation in politics: A critical evaluation in Nigeria. *International Journal of Politico*, 2(1), 2–14.
- Eagly, A. H., & Wood, W. (1991). Explaining sex differences in social behavior: A meta-analytic perspective. *Personality and Social Psychology Bulletin*, 17(3), 306–315.
- ECOWAS Gender Directorate. (2022). Assessment of women political participation in ECOWAS member states.
- Egwu, I. O. (2022). Federalism and federations. John Jacob's Classic Publishers.
- Electoral Reform Network. (2023). Cost of elections and its impact on women participation in Nigeria.
- International GOP Institute. (2021). Women's political participation in Nigeria.
- Ibrahim, Y., & Mohammed, S. (2019). Access to social networks and political participation among married women in Nigeria.
- NBS (National Bureau of Statistics). (2020). Nigerian economic indicators.
- Nnaji, C. C., & Eze, S. (2021). Gender discrimination and legislative performance in Nigeria. *Journal of Legislative Studies*, 17(2), 45–60.
- Okeke, C., & Onah, O. (2021). Gender prejudice in leadership recruitment in Nigeria. *African Journal of Leadership & Governance*, 3(1), 78–92.
- Okeke-Uzodike, U., & Onuoha, F. (2020). Internal party democracy and gender disparities in Nigerian nominations. *Party Politics in Nigeria*, 12(4), 234–249.
- Oladeji, O., & Yusuf, M. (2019). Cultural stereotypes and women's political participation in Nigeria. *African Journal of Political Science*, 8(3), 112–127.
- Olufemi, O., & Adekunle, A. (2021). Women's representation and legislative efficacy in Nigeria. *Legislative Review*, 9(1), 33–48.
- UNDP (United Nations Development Programme). (2023). Women's political participation in Nigeria.
- UNECA (United Nations Economic Commission for Africa). (2022). Women's participation in African politics.