

**THE EFFECT OF GENDER DISCRIMINATION ON WOMEN IN EMPLOYMENT**

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**SOC/14/2062**

**DEPARTMENT OF SOCIOLOGY**

**FACULTY OF SOCIAL SCIENCES**

**FEDERAL UNIVERESITY OYE EKITI,**

**EKITI STATE, NIGERIA**

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**THE EFFECT OF GENDER DISCRIMINATION ON WOMEN IN EMPLOYMENT**

BY

**BENJAMIN FOLASHADE VICTORIA**

**SOC/14/2062**

**A PROJECT SUBMITTED TO THE DEPARTMENT OF SOCIOLOGY, FACULTY  
OF SOCIAL SCIENCES**

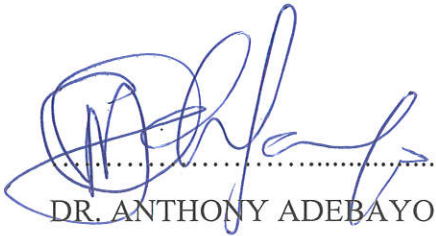
**FEDERAL UNIVERSITY OYE-EKITI, EKITI STATE**

**IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE AWARD OF  
BACHELOR OF SCIENCE {B.SC.} DEGREE IN SOCIOLOGY**

**2018**

**CERTIFICATION**

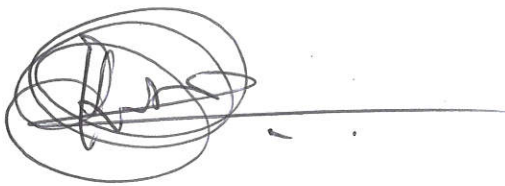
I certify that this project was carried out and submitted by BENJAMIN FOLASHADE VICTORIA under my supervision.



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12/03/2019  
.....  
DATE



.....  
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(Head of Department)

12/03/2019  
.....  
DATE

## **DEDICATION**

This project is dedicated to God Almighty, to my loving family who have been very supportive financially, morally and emotionally, and also to all women in Nigeria who are victims of discrimination.

## ACKNOWLEDGEMENT

The compilation and documentation of this project will be incomplete if I fail to acknowledge the grace and assistance of the Almighty God, who enriched me with good health, financial resources, human and material resources, intellectual, and psychological assistance and inspiration coupled with a stable mind throughout the period of carrying out this study.

Words alone cannot be enough to express my sincere gratitude to my project supervisor; Dr. Anthony Adebayo, who took his time to read through and correct this work, ensuring that I carried out an excellent study/work. Thanks sir for your strict and intelligent supervision and close scrutiny of this entire work from the beginning to the end. Using this medium, I give special thanks to our H.O.D; Dr. Olabode Kolawole Taiwo, and I appreciate my wonderful lecturers; Prof. Fashoranti, Dr. Omotosho B.J., Dr. Odedokun, Mr Fashoranti, Miss Adeoye, and Miss Oriola. I pray that the Good Lord shall reward you all abundantly and accordingly in Jesus Name, Amen.

My immeasurable appreciation goes to my treasured family; My mother (Mrs Elizabeth Benjamin), Mrs Temilade Omowunmi, Mr Ajibade David, Mr Adeoye Ezekiel, Mr Timothy, My lovely Adeshewa Florence (bestie like no other), my sweet Samuel Ademola, Oluwatobi Showunmi (Teminikan), Mrs Enitola, Ayomide, Bukunmi, Pearl, and baby Ireoluwadimeji, for their moral support, financial support, care, and advice throughout my four years journey in FUOYE and in every other aspects of life. Thank you all for believing in me. May God grant us all our heart desires and help us all to excel in life.

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May the Almighty God bless you and yours. May God grant all your heart desires in Jesus Name (Amen).

God bless you all.

## TABLE OF CONTENTS

Title Page.....	
Certification.....	i
Dedication.....	ii
Acknowledgement.....	iii
Table of Contents.....	v
Abstract.....	vii

### CHAPTER ONE: INTRODUCTION

1.1 Background Of The Study.....	1
1.2 Problem Statement.....	3
1.3 Significance of the Study.....	4
1.4 Study Objectives.....	4
1.5 Research Questions.....	4
1.6 Scope and Limitation of the Study.....	5
1.7 Definition of Terms.....	5

### CHAPTER TWO: LITERATURE REVIEW

2.1 Introduction.....	9
2.2 Literature Review.....	9
2.2.1 Employment and Employers.....	11
2.2.2 Historical Evolution of Employment and Women Discrimination.....	12
2.2.3 Legal Frame Work on Gender Discrimination in Employment.....	13
2.2.4 Arguments on different forms of Discrimination against Women.....	16
2.3 Argument on ways to handle work discrimination.....	19
2.4 Theoretical Orientation.....	21
2.4.1 Feminism.....	21
2.4.2 Equality Feminism.....	23
2.4.3 Equality Feminist Theory.....	23

## **CHAPTER THREE: RESEARCH DESIGN AND METHODOLOGY**

3.1 Introduction.....	25
3.2 Research Design.....	25
3.3 Population and Sample of the Study.....	25
3.3.1-Sample Size.....	25
3.4 Sampling Technique.....	26
3.5 Data Collection Instrument.....	26
3.6 Scoring Procedure.....	26
3.7 Procedure for Data Collection.....	26
3.8 Procedure for Data Analysis.....	26
3.9 Reliability and validity of instrument.....	27
3.10 Ethical Consideration.....	27

## **CHAPTER FOUR**

Data Analysis and Presentation of Results.....	28
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## **CHAPTER FIVE**

Summary.....	44
Conclusion.....	45
Recommendation.....	46
REFERENCES.....	49
APPENDIX.....	55



## ABSTRACT

This study investigated the effect of gender discrimination on women in employment. The study focused on gender discrimination as a serious problem that must be reported and addressed and this study gives an insight into the depth of the workplace discrimination among women, which is on the rise because of the increase in number of working women and also best possible ways to curb and eliminate discrimination in order to ensure a safe working environment for women.

This population of the study constituted women working in four selected workplaces in Ado-Ekiti, Ekiti State namely; Ministry of Education, Science and Technology, Ministry of Agriculture, Ministry of Justice, Ministry of Health; from which a sample of one hundred and fifty respondents (150) were selected for the quantitative research. The sampling technique used was random sampling method. Simple percentage analysis was used to analyze the quantitative data using the Statistical Package for Social Sciences (SPSS) Version 20.

The results and findings from the study revealed that gender discrimination is prevalent in the workplace and it has very negative effects on the attitudes and behaviours of working women in regards to their performance at work and general well-being. Some of these negative effects are absenteeism, physical and psychological stress which results in depression, and/or a hostile working relationship and environment. The study also reveals that the causal factors encouraging gender discrimination against women in the workplace are usually their age, job status and less years of experience in their place of employment. It was discovered that the major underlying causal factors are social constructs and traditional stereotypes that shapes the orientation of women that portray them as inferior and subordinate to men. The study also shows that gender discrimination hinders and hampers the realization of the full potentials of working women because they hold the belief that no matter what they do or how hard they try, their opinions and ideas may not count or account for anything as much as it should in their workplaces.

The researcher, therefore, recommended a need for sensitization and awareness campaign on gender discrimination. Gender equality should be made part of training and education programs at all levels in the workplace and there should be development of a gender neutral work environment so that there will be absence of segregation and poor workplace treatment because gender discrimination hampers social order and unity among colleagues in the work setting. Also, there should be clearly stated rules and regulations and policies against the perpetration and perpetuation of all forms of discrimination against female workers.

# CHAPTER ONE

## INTRODUCTION

### 1.1 Background to the study

The roles of women in society has been greatly overseen in the last few decades but now are coming to a more clearer perspective to people. In the early days, women were seen as wives who were intended to cook, clean and take care of the kids. They were not allowed to vote while men took care of having jobs and paying any bills that had to be paid. In recent decades, there have been large improvements, no doubt, in comparable levels, in basic rights and opportunities, in life expectancy and enrolment level for women. But despite these gains, the stark reality has not changed. There are still larger gender disparities in basic human rights, resources, and economic opportunity, and in political rights - the world over. Gender roles and relations to a large extent shape the process of urbanisation. The growth of cities and towns cause social, economic and environmental change that often goes beyond city boundaries (Dankelman, 2003; Dr. Rufus Akindola, 2017).

The term 'gender' refers to economic, social and cultural attributes and opportunities associated with being male or female (UN-Habitat, 2003).

Gender discrimination is any form of unfair and unequal treatment of women resulting in deprivation of opportunities, deserving benefits and rewards. Gender discrimination is the practice of letting a person's sex unfairly become a factor when deciding who receives a job, promotion or other employment benefit. It most often affects women who feel they have been unfairly discriminated against, in favour of men (Sue, 2005).

Women have been stereotyped, marginalized and trivialized in such a way that whatever men know and do in the society is considered superior to that which women do and know (Amadi, 1982). Gender discrimination has been encouraged, fuelled and reinforced by the traditional/cultural and religious factors militating against women's status and their participation in various sectors of the society.

Women face job discrimination and segregation. They consistently find themselves in low-status, low-paying jobs with few opportunities for advancement. They are overrepresented among part-time workers and informal sector operators. Moreover, the kind of paid work that women are more likely to be involved in pays less than the jobs that are predominantly male oriented.

All over the world, gender differences in the workplace/labour market have been persistent over time, all the major labour market indicators clearly points to the obvious gender differences in the market. In many countries, participation rate of women has generally lagged behind the rate for men on account of the high commitment of women to household activities and the Nigerian labour market is no exception (Sue, 2005).

Discrimination in workplaces is now one of the most debated issues around the world. There had been numerous findings on and strong charges against discrimination (Kelan, 2009).

In particular, gender bias has become a common occurrence everywhere especially in developing countries. Some reports also show that such discrimination happens even in developed countries, though the number of facts may be less compared to those in the developing and least developed countries. There are different forms in which discrimination may be evident at workplaces. In spite of the number of findings and reported cases in governmental and non-governmental institutions, the issue still remains beyond control. Environment around the office, the socio-economic status of women, the religious values and restrictions and above all the social psychology of the people can be figured out as the principal causes behind biasness.(Sue, 2005).

Unwillingness and lack of attention and supervision by the government adds to this to a great extent (Kelan, 2009). All these have led the issue to being complicated more and more.

Victims of gender discrimination lose motivation and morale necessary to perform their jobs effectively.

According to a report written by Dankelman (2003), gender bias also leads to a loss in productivity. Things that may lead to this loss of morale and motivation could include jokes about an employee's gender that imply inferiority, offensive jokes of a suggestive or sexual nature and jokes implying that an employee's work is sub-par due to his or her gender. Though, Federal law prohibits this type of workplace harassment, whether by superiors or co-workers.

Women who have young children at home may experience push-back when they are being interviewed due to family responsibilities. Although law prohibits a prospective employer from asking about family responsibility outright, it often comes out during the interview process anyway. This may provoke the hiring manager to pass over a qualified female candidate if he feels she will be torn between her home and job responsibilities. If the woman makes it into the position, her supervisor can view her employee file to see that she has young children signed up on insurance or other benefits.

He then may choose to give her less responsibility or assign menial tasks to her that do not fit her job description (Sue, 2005). Although illegal, this practice still exists in offices today. Those discriminated against may feel such strong resentment and loss of self worth that they resort to destruction as a way to get back at the discriminatory employer or co-workers. Destructiveness may manifest itself as physical violence against others, destruction of property or propagation of malicious rumours about people in the company and the company itself (Sue, 2005).

## **1.2 Problem Statement**

Women are seriously suffering from gender discrimination, both at work and in the home. Workplaces are rarely gender-neutral. Though gender differences in the terms and conditions of one's employment are almost never codified in firms' personnel policies or in employment law, women nonetheless frequently find that they are paid less, are promoted less often, and receive less training than their male colleagues (Blau, 1998; Blau, et al., 1998). Reports of sexual harassment are also common with as many as one in two women experiencing sexual harassment at some point in their work lives (Schneider, et al., 1997; Fitzgerald and Omerod, 1993). Women in developing countries receive less education than men. More so, women in general are allowed far less employment opportunities than men globally. In Nigeria, women constitute slightly over half of the total population and form a critical portion of the human resource base. Women who are able to nail some jobs in Nigeria experience workplace harassment (whether by superiors or co-workers); they consistently find themselves in low-paying jobs with few opportunities for advancement. Some experience segregation on the basis of age, religion, ethnicity, pregnancy or parenthood, because of disabilities i.e. mental or physical, genetic information, or because of their relationship to a discriminated person. These forms of gender discrimination have bad effects on the victims in terms of their performance and morale at work. A study by Darko (2008) revealed that in spite of having the formal qualifications and merit that are essential for a career and progression; women are still underrepresented in top major positions such as in administration, politics, etc., and other aspiring ones find it difficult to secure employment because of socially constructed stereotypes attached to their gender, this situation has been linked to the existence of different forms of inequalities. In spite of the institution of policies aimed at increasing the participation and job satisfaction of women in employment, the position of women has not changed much and this ultimately harms the society, the nation at large too, by hampering development.

### **1.3 Significance of the Study**

This study amongst others will reveal the effect of gender discrimination on women in employment, why it should and how it can be reduced (if not eradicated completely), thereby educating scholars, females and the society at large. In seeking to explain the various forms of discrimination women face in the workplace and the effect on their behaviour, this study, therefore, seeks to ascertain whether prejudices regarding gender occur in the professional setting and to examine how gendered assumptions and attributions affect already employed women and to find out the factors hindering women from reporting such discrimination and also what can be done to reduce all these forms of inequality to its tolerable minimum so that the inferiority complex that the female gender have been plagued with may be altered and then to accurately conclude how these acts can be curbed.

### **1.4 Study Objective(s)**

The purpose of the study is to examine the effect of gender discrimination on women in employment. This study will try to accomplish the following objectives:

1. To examine the various kinds and types of gender discrimination mostly faced by working women.
2. To ascertain and determine the rate of gender discrimination on working women.
3. To examine the level and effect of stereotypes on working women.
4. To determine the causes of gender discrimination against working women.

### **1.5 Research Questions**

1. What are the forms of gender discrimination mostly faced by working women?
2. What is the rate of gender discrimination that affects working women?
3. What is the level and effect of stereotypes on the attitude and performance of working women?
4. What are the causes of gender discrimination against working women?

## **1.6 Scope and Limitation of the Study**

This study covers and is limited to women of employable age within selected workplaces in Ado Ekiti, Ekiti State. It seeks to further analyze the rate and mode at which employed women experience discrimination with specified criteria which includes the bio-data information and age respectively. Moreover, since the responses of women will form the data for this study, there will be no proof to ensure that the information provided by the population sample will be absolutely accurate.

### **DEFINITION OF TERMS**

**GENDER:** The state of being male or female which is typically used with reference to social and cultural differences rather than biological ones.

**DISCRIMINATION:** The unjust or prejudicial treatment of different categories of people, especially on the grounds of age, race or sex.

**GENDER DISCRIMINATION:** This means discrimination based on gender or sex.

**WOMAN:** An adult human female.

**EMPLOYMENT:** Work or activity in which one engages in to earn a living.

**EMPLOYMENT OPPORTUNITIES:** Possibility of getting engaged in a work.

**WOMEN EMPLOYMENT OPPORTUNITIES:** The chances of giving women a particular job.

**WOMEN BEHAVIOR:** The behaviour one uses in employment that is normally more formal than other types of human.

**WOMEN WORK:** Work that is believed to be exclusively reserved for women alone.

## **What is employment/workplace discrimination and what constitutes discrimination against employees or job applicants?**

Employment/Workplace discrimination happens when an employee or job applicant is treated unfavourably either because of his or her race, skin colour, national origin, gender, disability, religion, or age. It is illegal to discriminate in any facet of employment, so workplace discrimination extends beyond hiring and firing to discrimination that can happen to someone who is currently employed. Federal contractors and subcontractors must take affirmative action to guarantee equal employment opportunity without regard to these factors.

### **Harassment**

Harassment is a form of discrimination. As with discrimination, there are different types of harassment, including unwelcome behaviour by a co-worker, manager, client, or anyone else in the workplace, that is based on race, colour, religion, sex (including pregnancy), nationality, age (40 or older), disability, or genetic information.

### **Different Types of Employment Discrimination**

Workplace discrimination occurs when an individual is adversely discriminated against due to any number of factors like Age, Gender, Race, Ethnicity, Skin Colour, and National Origin. In addition to the reasons listed above, employees and job applicants can also be discriminated against because of disabilities i.e. mental or physical, genetic information, pregnancy or parenthood, or because of their relationship to a discriminated person.

### **Examples of Employment Discrimination**

Employment discrimination could occur in any number of situations, including:

1. Stating or suggesting preferred candidates in a job advertisement
2. Excluding potential employees during recruitment
3. Denying certain employees compensation or benefits
4. Paying equally-qualified employees in the same position different salaries
5. Discriminating when assigning disability leave, maternity leave, or retirement options
6. Denying or disrupting the use of company facilities
7. Discrimination when issuing promotions or lay-offs
8. Discrimination Legislation and Issues

### **Age Discrimination**

Age discrimination is a practice specifically protected by law. With a few rare exceptions, companies are forbidden from specifying an age preference in job advertisements. Employees must receive the same benefits regardless of age, the only exception being when the cost of providing supplemented benefits to young workers is the same as providing reduced benefits to older workers. Also, age discrimination in apprenticeship programs or internship opportunities is illegal.

- ### **Religious Discrimination**

It is illegal for employers to discriminate based on an individual's religious customs. Businesses are required to reasonably accommodate an employee's religious beliefs, as long as doing so doesn't have excessive negative consequences for the employer.

### **Gender Discrimination**

When paying a salary to men and women of the same qualifications, responsibility, skill level, and position, employers are forbidden to discriminate on the basis of gender. Also, businesses are forbidden from lowering one gender's salary in order to equalize pay between men and women.

### **Pregnancy-Based Discrimination**

Additionally, pregnancy-based discrimination is illegal. Employers are required to handle pregnancy in the same way that they would handle a temporary illness or other non-permanent condition that would necessitate special consideration.

### **Hostile Work Environment**

A hostile work environment is created when harassment or discrimination interferes with an employee's work performance or creates a difficult or offensive work environment for an employee or group of employees.

### **Unlawful Discrimination and Harassment**

It's important to note that discriminatory practices can occur in any aspect of employment. It is illegal for an employer to make assumptions based on race, gender, or age-related stereotypes, and it's also unlawful for an employer to assume that an employee may be incapable because he or she is disabled.



Additionally, companies are prohibited from withholding employment opportunities from an employee because of his or her relationship with someone of a certain race, religion, or ethnicity. Unlawful discrimination also includes harassment based on legally protected personal traits, including (but not limited to) race, gender, age, and religion.

### **Employment Discrimination Complaints**

In Nigeria, Chapter II of the Constitution of the Federal Republic of Nigeria 1999, (as amended) provides for equality of sexes and the prohibition of discrimination of all forms. Under United States laws, companies are prohibited to subject employees to unfair treatment or blatant discrimination based on these legally protected characteristics. Also, it is illegal for an employer to retaliate against a person who has filed a complaint about discrimination or participated in an investigation. While not all unfavourable treatment constitutes unlawful discrimination, any employee who believes that he or she has experienced workplace discrimination can file a complaint with the EEOC (The Equal Employment Opportunity Commission).

## **CHAPTER TWO**

### **LITERATURE REVIEW**

#### **THE EFFECT OF GENDER DISCRIMINATION ON WOMEN IN EMPLOYMENT**

##### **2.1 INTRODUCTION**

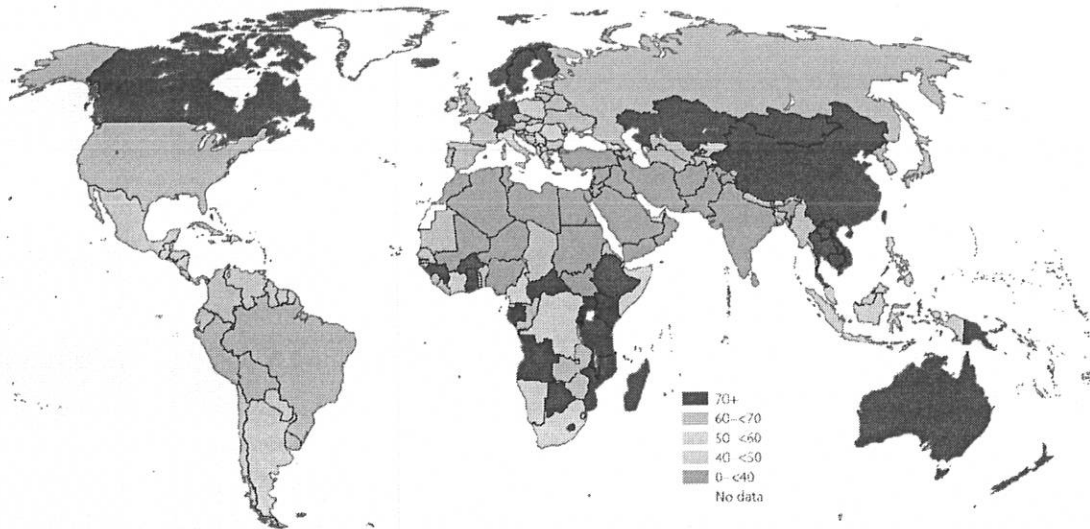
This chapter reviews the level of gender discrimination present in the society, most especially its effect on equal rights and opportunities available to the female gender; this chapter shall include the conceptual issues, theoretical framework and the empirical literatures as reviewed by various scholars and the limitation of previous studies concerning this issue of gender discrimination especially in the work environment.

We have little respect for women in Nigeria and in some other African countries because they are mostly male dominated. Women are pivotal to the development of any society; be it developed or developing. Women has for long suffered various forms of gender discrimination, inequality and exclusion. Women, being regarded as weaker sexes are social construct which came to be due to social values, norms and beliefs which have placed them in a subordinate position to men in nearly all areas. This social reality is deeply rooted in the cultural beliefs and values of societies in the world, like Nigeria.

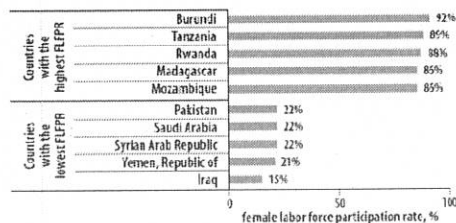
##### **2.2 LITERATURE REVIEW**

Gender differences in access to employment opportunities are frequently debated in relation to gender differences in labour market participation. According to World Development Report (2012), globally, economic development has been accompanied by growing economic opportunities for women (particularly in manufacturing and services).

However, female labour force participation is lowest in the Middle East and North Africa (26 percent) and South Asia (35 percent) and highest in East Asia and Pacific (64 percent) and Sub-Saharan Africa (61 percent). This can be seen in a graphical image released by the World Development Report (WDR, 2012) below.



Source: International Labor Organization (2010a).



This is a good record that has evolved over the years in other African countries. However, in a masculine dominated society; women’s right has been misunderstood because of cultural, customary practices and beliefs which encouraged discrimination against women. Relying on traditional gender roles and child care responsibilities, some employers assume that female employee is less dependable than male employee. The idea of equality of sexes in employment is foreign to Nigerian native law and custom.

According to Baba Isa Sanda Benisheikh *et al*, (2016), most entrepreneurs believe that females are inferior to their male counterpart and incompatible with a fast-paced business environment. Discrimination against women in employment in Nigeria is so visible, primarily given the high level of illiteracy and lack of skills among women compared to men.

There exists nexus (connection) between human rights and employment opportunities, such as right to life and human dignity as enshrined in the Nigerian constitution. Nigeria and other nations globally promulgated laws that further prohibit gender-based discrimination, such as the UN Convention on the Elimination of Discrimination against Women (CEDAW), Nigeria signed and ratified. However, the applicable laws have not provided any succor to womanhood. The vulnerability of Nigerian women is an incontestable fact despite the ratification by Nigeria of a number of international standard instruments which sanctions

gender discrimination and unequal access to education, healthcare, inadequate housing and employment. In all legal traditions, many laws continue to institutionalize second class status for women and girls with regard to nationality and citizenship, marital rights, employment rights, inheritance and property rights.

Gender discrimination is explained to include “any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, human rights and fundamental freedom in the political, economic, social, cultural or any other aspects of life. In the context of workforce, it can be defined as the giving of an unfair advantage (or disadvantage) to the members of the particular group in comparison to the members of the other group.

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) defined as “any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedom in the political, economic, social, cultural, civil or any other field”.

### **2.2.1 EMPLOYMENT AND EMPLOYERS**

According to Tylor C., (2001), Employment is a relationship between two parties, usually based on a contract, one being the employer and the other being the employee.. It is further defined as an agreement between an employer and an employee that the employee will provide certain services on the job, and in the employer’s designated workplace, to facilitate the accomplishment of the employer organization’s goals and mission, in return for compensation.

Tylor C. (2001) further defined that an employee is a person who is hired to provide exchange for compensation and who does not provide these services as part of an independent business. An employer is a person or institution that hires employees or workers. Employers offer wages or a salary to the workers in exchange for the worker’s work or labour. Employer includes everything from individuals hiring a babysitter to governments and businesses which may hire many thousands of employees.

The main ways for employers to find workers and for people to find employers are via jobs listing in newspapers (via classified advertising) and online, also called jobs boards.

Employers and job seekers also often find each other via professional recruitment consultants, who receive a commission from the employer to find, screen and select suitable candidates without discrimination. Evaluating different employees can be through a technique to analyse their skill, to measure their talents within the field can be best through assessments.

### **2.2.2 HISTORICAL EVOLUTION OF EMPLOYMENT AND WOMEN DISCRIMINATION.**

Women constitute the most marginalized and vulnerable segment of our society, with unequal access to employment. Anaeme, F.O (2015). This marginal and vulnerable position of women is a result of historical injustice occasioned by cultural practices.

The origin of gender discrimination in employment can be traced back to the remote past (Hussaini A, 2005). Before the industrial revolution, employment the way we now know did not exist. In the earliest stages of human civilization, work was confined to simple tasks involving the most basic human need; food, child care, and shelter (Mular, K, (2003). A division of labour likely resulted when individuals showed proficiency in particular tasks, such as hunting animals or gathering plants for food. As a means of increasing the food supply, prehistoric peoples organize the work of foraging and hunting and later, agriculture which was the chief human occupation. Gender imbalance affects every aspect of the society and its issue is as old as humankind, as well as part of many religion and cultural tradition, (Sha, D.P, (2007). During this period, most obvious division of labour arose from differences in age, sex, and class. The oldest people in the tribe lacked strength and agility to hunt or forage for afield and so performed more-sedentary task. The very youngest members of the tribe were similarly employed and were taught simple food gathering.

The sexual division of labour was based largely upon physical differences, with women specialized in cooking, child rearing and pottery making, while the gathering of the clay and firing materials was the work of men. Women in marriage were traditionally believed to be informally employed to render more services physically demanding chores such as grinding grain by hand in a stone quern, drawing and carrying water, and gathering wood. Food obtained had to be equally distributed to those employed to render the services, by a leader being the employer who organize and direct the group. Because the basic social group was the family tribe, kin-relationships, from the tribal chief down formed the basis for the managerial hierarchy. Gradually, the old contract of a job for life was replaced with a nice fat pension at the end of it.

Before industrial revolution, the relationship that existed as a result of social production was no more between the family head or community but between the Lord and the serf who had the status of a servant and has no any right except those granted by the Lords. The industrial revolution increased the capacity of mass production of goods radically transforming the relationship people entered into the production of commodities and creation of social surplus. For the first time, the relationship became that of employer/employee which as it evolved through various legislation aimed at ensuring industrial harmony took the form of a contract. The movement towards contract proceeded until it became firmly established as a result of agitation by trade unions defending the collective wellbeing of employees in various trades, which later resulted to shift from collective model to wage conditions. For any employment to exist now there shall be a contract between the employer and the employee satisfying the entire required element for it to be recognized by law.

The industrial revolution changed the nature of employment for both men and women, from home to factory. As a result of the growing humanitarian protest against the less employment and harsh treatment of women to bar them from harsh and certain dangerous occupations, women engaged primarily in employments, as a result of legislations enacted. Social developments changed the nature of women's work. The growth of public education increased the demand for more teachers and growing industrial and commercial enterprises required more office workers and sales people, the employers found that they could hire women for those occupations at lower salaries. These inequalities in men's and women's pay scales, even for equal work were based on the assumption that men had to be paid enough to support a family. In 1970s, married women entered labour force in great numbers, and the strict segregation of women began to lessen because of the rapid technological progress which does not always prevail over cultural views and social practices inherited from the past.

### **2.2.3 LEGAL FRAME WORK ON GENDER DISCRIMINATION IN EMPLOYMENT**

Gender equality is essential for the achievement of human rights. However, there are still discriminatory laws against women persisting in every part of the world and new discriminatory laws are enacted. There are two major sources of women's right in Nigeria, the international and domestic sources. International sources include international declarations, treaties, conventions and protocols signed and ratified by Nigeria while at the domestic level, it is the constitution and other promulgated laws to prohibits gender-based discrimination.

There exists nexus between human rights and employment opportunities; such as right to life, movement, peaceful assembly and association; privacy, and human dignity, liberty, property and other classes of human rights which will only be functional per excellence when a person's source of livelihood is unhindered. Chapter II of the Constitution of the Federal Republic of Nigeria 1999, (as amended) provides for equality of sexes and the prohibition of discrimination of all forms. The Constitution provided that, a citizen of Nigeria of a particular community, ethnic group, and place of origin, sex, religion, or political union shall not, by reason only that he is such a person, be subjected either expressly by or in practical application of any law in force in Nigeria or any executive or administrative action of the government, to disabilities or restrictions to which citizens of Nigeria of other ethnic groups, places of origin, sex, religion or political opinions, are not made subject; or privilege or advantage that is not accorded to citizens of Nigeria or other communities, ethnic groups, places of origin, sex, religion or political opinion. The Section of the Constitution provides that, the economic system will not be operated in such a manner as to permit the concentration of wealth or means of production and exchange in the hands of few individuals or of a group. The Constitution further provides that, the state social order is founded on ideals of freedom, equality and justice. Subsection (3) of the same section provides that the state shall direct its policy towards, ensuring that all citizens without discrimination on any group whatever, have the opportunity for securing adequate means of livelihood as well as adequate opportunity for securing suitable employment. Very vital to these provisions is Section 17 (3) (e), which provides that there is equal pay for equal work without discrimination on account of sex or no any other ground whatsoever.

It is trite law that when a provision under fundamental objectives and directive principles of state policy have correlative or incidental provisions in chapter four (Fundamental Human Rights) of the Nigerian Constitution, the question of justifiability (legal term meaning whether a person can approach court for redress) is settled. The Constitution also provides that, of the Nigerian Constitution 1999, provides that any person who alleges that any of the provisions of chapter IV has being or is likely to be contravened in any state in relation to him may apply to a High court or the Federal High Court depending on the nature of the claim in that state for redress. It is clear that sections 15, 16 and 17 cited fall under chapter II of the Nigerian Constitution which is classified by virtue of section 6(6)(c) of the same constitution as non-justiceable rights. Thus, the provision of section 42 under chapter IV is enough to cover all these anti discriminatory provisions.

The question of infraction of a fundamental right can be canvassed at any stage of the proceedings before a court of law, even where previously not pleaded by the party seeking to raise it. The instrument for enforcement of one's fundamental rights in Nigeria is the Enforcement of Fundamental Rights Rule 1979. The preamble to this enforcement instruments cover international instruments or treaties that have been ratified and domesticated.

Many countries have subscribed to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) adopted by the United Nations General Assembly in 1979. Article 15, explicitly provides that states who have ratified the Convention shall accord to women equality with men, and article 2 commits States who have ratified the Convention to take all appropriate measures including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women. By 2011, almost all countries had ratified the CEDAW Agreement--187; out of the 193 countries that have ratified. Nigeria is included.

Despite CEDAW requiring some state that have ratified the Convention to eliminate discrimination against women by all appropriate means and without delay, too many States still pervasively retain their discriminatory laws which indicates that the pace of reform is too slow for women. Consequently, at the 12<sup>th</sup> session of the Human Rights Council, a resolution titled 'Elimination of discrimination against women' was adopted requesting the Office of the High Commissioner for Human Rights to prepare a thematic study on discrimination against women in law and practice on how the issue is addressed through the UN, in consultation with all relevant stakeholders, in particular, the Commission on the status of Women. The Universal Declaration on Human Rights of 1948 offers protection against discrimination on Human Rights globally. The International Labour Organization's (ILO) conventions recognize broader notions of citizenship at work particularly those dealing with termination of employment, equal pay, fair remuneration, and the right of employed women to maternity and other forms of protection, which is similar to the provisions of the African Charter that prohibits discrimination. Suffice to say that discrimination is anti-development, and anti-social in all ramifications. It has been noted that apart from slavery, discrimination is the most comprehensive systematic and severe deprivation of human rights. The drive for civil rights in employment and other aspects of life became a national movement in the early 1960s. Rising public concern provided support for the first Federal Employment Discrimination Statute in 1963, and the Civil Rights Act of 1964.



Other laws are the Pregnancy Discrimination Acts and the Civil Rights Act. Some of the laws include the laws that prohibit wage discrimination based on sex, discrimination in workplace, including hiring, firing, workforce reduction, benefits and sexually harassing conduct, or pregnancy. It is significant to note that the Senate on the 16th day of March 2016 rejected the bill to domesticate gender and equal opportunity law in Nigeria.

#### **2.2.4 ARGUMENTS AGAINST DIFFERENT FORMS OF DISCRIMINATION AGAINST WOMEN**

Koshal et al. (1998) stated that women workers have to work harder to get the equal reward as the opposite gender received for the equal work. Ismail and Ibrahim (2007) in their studies found that 49.9 per cent of women employees in Sagamax agreed that women in general have to work harder and longer to prove their credibility in order to achieve the same progress as men. Studies by Ismail and Ibrahim (2007) also revealed that women have been discriminated in the promotion opportunities. Women workers face more resistance for promotion than men due to the perception that male workers are more suitable for managerial positions. The negative attitudes for women who seek higher managerial position in organization were influenced by the existence of a male managerial model. This type of prejudice restricts women's recruitment and promotion to the higher position in the organizations. Women faced a great deal of resistance to be promoted to position of higher ranks even though they are qualified to meet the challenge of the position (Koshal et al., 1998). Study by Mun (2010), concluded that in Japan, women are discriminated from male-typed jobs. The male-type jobs provide higher wages, requires longer training and different masculine characteristics. Since women are being discriminated of this job, the wage-gap will increase due to the large training differential. Lower earning for women in the labour market is one of the results of gender discrimination (Besen & Kimmel, 2006). The same scenario happened in Pakistan as Sadaquat and Sheikh (2010) found that employment of women in higher paying jobs is very limited and their advancement is slow compared to men. Most of the women occupy low position and they are suffering from gender discrimination. Burgess (2003) stated in her findings of study in hospitality industry that women are still being pushed into lower status job. This is either caused by lack of opportunities for promotion or attitudes towards their employment. There were still less female in the senior management level.

Discrimination against women at workplace also existed in other parts of the world.

Antecol, Barcuss and Clark (2009) discovered in their studies that sex discrimination is one of the main factors which influence workers' job satisfactions and workers' intention to quit. A study by Wood (2008) revealed that in Australia gender stereotyping influenced the attitudes of women toward promotion to higher management ranks.

Both men and women employees believed that women will need a longer time to be in the senior position due to the gender stereotyping attitudes. Hung (1998) revealed a finding where male are significantly over represented in management positions (33.3 percent of the sample) compared to female (15.94 percent). The career advancement of female managers in middle management position in Australia is continuously influenced by gender stereotyping. Although studies showed that some extraordinary women rise to the top, only a few remain. According to Noble and Moore (2006) many women who aspire to get to leadership positions find it impossible to get there, whereas others who make it eventually leave. Hutchings (2000) indicates that result from her study in Thailand suggest that women are not represented at managerial level in numbers comparable to their membership of the workforce. According to Cai and Kleiner (1999), since management was traditionally viewed as a male occupation, women had great difficulty in moving up the career ladder. This is due to the perception that most women managers are viewed as less likely to possess the attributes characteristics of successful managers than male managers. Study by Orser and Leck (2009) also shows significant discrepancies about the percentage of women in higher level management. For example, In Nigeria, there is no female vice-chancellor in any university presently.

From the mentioned studies above, women were being under-represented in the higher ranks of the organizations. It is perceived that a worker needs certain masculine traits to be in the managerial ranks. The perception of women being ineffective as managers because of not having the masculine traits led to fewer women in the higher managerial levels.

Mihail (2006) found in his study that gender stereotyping still persists in the Greek culture and therefore also exist in the Greece workplace. In the study, gender was found to be the most influential factors in forming the attitude towards women as managers.

Organizational cultures often reflects continuing gender stereotypes and studies also shows that the perception of "women take care and men take charge" is a prevailing stereotype of the difference between men and women, and that women are not as good as men at problem solving (Bible & Hill, 2007).

As stated by Wood (2008), senior management and leadership positions continued to be perceived as a male domain and it will continue to exert a negative influence on the career advancement of women. This is in line with Brink and Stobbe (2009), which in their studies found that female students are seen incompetent to pursue a career in earth sciences, due to the perception that they are not physically strong enough to do the hard work of an earth scientist. The fewer number of women involvement in the higher position contribute to the gender earnings gap. Women tend to be concentrated on lower ranking positions that are lower paid (Fernandez, 2009). From the study, it also suggested that not only wage discrimination exist in all occupations, discrimination in wage is more in male dominated occupation. Equality in education in men and women appear not to be a sufficient condition for pay equality. This is evidence in Kuwait, when findings from study of Hosni and Al-Qudsi (1988) indicate that even with higher educational attainment, women are still earning less than men. This pay differential is due to wage discriminatory practices. In Turkey, gender discrimination existed in the form of gender wage gaps. Kara (2006) stated that discrimination against women is 30 per cent and that women are paid less than men in all occupations. In Turkey, discrimination happened more in the private sectors than in the public sectors. Study by Ismail and Ibrahim (2007) also revealed that 78.7 per cent of the women workers perceived that they are not being paid as well as their counterparts for the same job and that they are being subjected to gender-related discriminations. Orser and Leck (2009) also provide evidence of earnings disparities between genders when their findings show a gender compensation gap among senior management. Burgess (2003) explained that data collected in her survey shows evidence of differences between male and female earnings. In the United States, gender pay gap is decelerated in the 1990s and expected to continue declining in the next few years. However, it is very unlikely to vanish. The gender pay gap is surely tied to the effect of discrimination against women (Blau & Kahn, 2000)

According to the ILO (2008), gender discrimination will still exist despite the increase in education level and experience of women at work. This is supported by Tam (1996), where his study revealed that employers' gender discrimination contributed to the gender income gap. Gender discrimination could affect the behaviour of the woman workers which in turn negatively affects their productivity level, thus reducing their earnings. In term of education level, even though relatively more women are educated, they still face gender inequality such as earnings gaps. Only by increasing numbers of women enrolling in education is not enough to eradicate gender inequality (Durbin & Fleetwood, 2010).

Study by Hutchings (2000) indicates that discrimination against women workers exist in Thailand when majority of the organization resist to incur time and costs associated with introducing policies which could help to reduce gender inequality.

Absence of specific training programmes, organization policy, and under-representation at managerial levels indicates the existence of discrimination against women in Thailand. In their studies which used a large sample of medical professionals, Carr, et al. (2003) found that 75 per cent of the female respondents chose gender discrimination as one of the most important factors that hindered their careers. The study revealed that these respondents were inadequately prepared as a result of their formal and informal training to deal with gender discrimination at workplace.

### **2.3 ARGUMENT ON WAYS TO HANDLE WORK DISCRIMINATION**

Zaiton (2011) in her research revealed that there is a need for women workers to understand the existence of discrimination against them in the workplace. They need to understand their equal rights as employees and there are ways to avoid discrimination. It would be beneficial to educate and prepared them on the discrimination issues before they enter the workforce. Introduction of the issues can begin as early as in the primary and secondary school levels. It could be done by eliminating all kinds of sexism and stereotyping of the women's roles from the textbooks, references and any materials used in the teaching and learning processes. Then, the effort can be continued in the college and university levels. The education of gender discrimination and other discriminatory employment practices should be covered in relevant courses such as Human Resource Management and Business Law. Students should be exposed to forms and nature of discriminations, ways to avoid discrimination and how to handle discrimination to increase their knowledge and understanding over the issue. The effect of gender discrimination such as less opportunity for promotion and pay inequality may be minimized if these future workers are better prepared on the discrimination problems. The negative impacts of discrimination on self-confidence, job satisfaction, and career commitment may also be reduced if they are better prepared with the knowledge. In addition, employers should continuously make effort to address and reduce gender discrimination through policies, training and enforcement (Sipe et al., 2009; Cai & Kleiner, 1999). Employers may encourage the employees, especially the woman employees to file complaints or reports of any discriminatory practices against them.

The employees should be ensured that if they make the report, they are not going to be perceived as a troublemaker or a complainer which in turn, may be burdened with undeserved performance rating or increased workload (Leslie & Gelfand, 2008).

Employers should be aware that internal discrimination claims are much less costly than the external claims, such as legal claims. External claims are highly costly in term of both time and money. By encouraging internal discrimination claims, organizations are able to retain talented employees and reduce the possibility of external claims against the organization by those who perceive discrimination (Cai & Kleiner, 1999). In addition, organization may provide their managers, decision makers and policy makers with training programs, seminars or workshops on discrimination at workplace. Providing them with the knowledge and trainings will allow them to increase their understanding, awareness and ability to avoid discriminatory practices. With this it is able to increase the organization's ability to prevent valuable employees from leaving the organization or filing legal claims of discrimination.

Finally, the government, specifically the Human Resource Ministry could increase and continue to implement anti-discriminatory tools and regulations to reduce the gender gaps. The Courts and government of Malaysia need to give commitment in implementing comprehensive laws with effective remedies if violated. The government needs to promulgate legislation with clear gender equality objective which applicable in all circumstances. Among the main concerns are the definition and understanding of gender equality, definition of direct discrimination and indirect discrimination. The legislation must also be construed in accordance with the provisions of CEDAW (Abdul Aziz, 2008).

Zaiton (2011) further states that women workers experience of discrimination in the workplace is surprising and differs than what was expected in which the higher percentage of negative responses recorded from the respondents, even though majority of the previous research indicates that there are existences of discriminations against women in the workplace. According to previous researches, discrimination against women normally happened more in the higher position or decision making level and fewer discrimination practice in the lower level management. This result may also be due to the higher level of education parity that Malaysian women received. As Huang (1998) explained in his article that the gap between the male and female workers can be narrowed effectively by women pursuing higher level of education. Women in Malaysia surpassed men in enrolment and academic achievements in many situations and they seem to be closing the gap with men in the socio-economic arena (Nadchatram, 2005).

Women in Malaysia have made encouraging progress in many key areas such as education, employment and thus increased participation in power sharing and the decision-making process. Even though inequality still persists in Malaysia, due to the increase in education level, the gap can be narrowed (Malaysia, 2003).

The other factor that may lead to the lower level of discrimination is the government efforts in curbing the discriminatory practices in the workplace. The government, especially the Human Resources Ministry and the Ministry of Women Affairs should develop and implement many tools and programmes of anti-discrimination that can help to control and reduce the discrimination practices against women workers.

Anti-discriminatory laws, procedures and policies that will be functional should also be developed to provide guidelines and helps in handling claims of discrimination against women.

## **2.4 THEORETICAL ORIENTATION**

The theory that would be used to explain this research is Feminist Theory of Inequality.

### **2.4.1. FEMINISM**

Feminism is the belief that women should have equal rights to men, be it in terms of education, employment opportunities, or politics and in all other aspects of the society.

Many writers on feminism use it both as a concept and as a theory.

As a concept, feminism is a process of reducing gender discrimination, ensuring that women have rights and lifting them out of poverty by getting out of the cycle of early marriage and child birth and empowering them to be full members of society. It is a process of socio-economic change which includes: the changing roles of men and women in the society change in various components of women's life including reproduction; allowing women control over pregnancy, reducing motherhood and infant mortality, keeping girls in school for longer period and to make sure that well-paid jobs are available for them when they finish education. The feminist is a group of progressives that provide leadership for the struggle for the attainment of gender equality, economic, security, religious tolerance and political freedom, (Banks, 1986).

As an approach, feminism was developed in 19<sup>th</sup> and 20<sup>th</sup> centuries in the years 1960 & 1980 with the aim of overturning gender discrimination and violence against women. It first appeared in France in 1864, Netherlands in 1872, Great Britain in 1890s and United States in 1904 (Evans, 1981).

The Feminist Theory is one of the major contemporary sociological theories which analyses the status of women and men in the society with the purpose of using that knowledge to better women's lives (Mason, 1968).

It is an approach to gender equality like education, economic & employment opportunity along with women's rights and equal access to resources and decision making processes.

The feminist framework is mostly concerned with giving a voice to women and highlighting the various ways women have contributed to the general development of the society. The argument of feminist theory is that gender discrimination makes woman disillusioned and unable to develop their potentials (Eisenstein, 1991).

Feminist theory focuses on analyzing gender inequality. The central themes or issues explored in feminism include discrimination, objectification (especially sexual objectification), oppression, patriarchy, stereotyping, art history and contemporary art, and aesthetics.

Feminism is a range of political movements, ideologies, and social movements that share a common goal: to define, establish, and achieve political, economic, personal, and social equality of sexes. This includes seeking to establish educational and professional opportunities for women that are equal to those for men.

Feminist movements have campaigned and continue to campaign for women's rights, including the right to vote, to hold public office, to work, to earn fair wages or equal pay, to own property, to receive education, to enter contracts, to have equal rights within marriage, and to have maternity leave. Feminists have also worked to protect women and girls from rape, sexual harassment, and domestic violence. Feminist campaigns are generally considered to be a main force behind major historical societal changes for women's rights, for example, they are near-universally credited with achieving women's suffrage, gender neutrality in English, reproductive rights for women (including access to contraceptives and abortion), and the right to enter into contracts and own property.

Feminist theory, which emerged from feminist movements, aims to understand the nature of gender inequality by examining women's social roles and lived experiences, interests, chores, and feminist politics: it has developed theories in a variety of disciplines in order to respond to issues concerning gender.

Feminist theory is the extension of feminism into theoretical, fictional, or philosophical discourse.

### **2.4.2 EQUALITY FEMINISM**

Equality Feminism is a subset of the overall feminism movement that focuses on the basic similarities between men and women, and whose ultimate goal is the equality of the sexes in all domains. This includes economic and political equality, equal access within the workplace, freedom from oppressive gender stereotyping, and an androgynous (genderless) worldview.

Feminist Theory seeks to promote the legal status of women as equal and undifferentiated from that of men. While equality feminists largely agree that men and women have basic biological differences in anatomy and frame, they argue that on a psychological level, the use of reason or logic is androgynous. For equality feminists, men and women are equal in terms of their ability to reason, achieve goals, and prosper in both the work and home front.

Equality Feminism was the dominant version of feminism following Mary Wollstonecraft's "A Vindication of the Rights of Woman" (1792). Wollstonecraft made the case that women's equality to men manifests itself in education and worker's rights, and further produced a proverbial roadmap in order for future women to follow in terms of activism and feminist theorizing. Since then, active equality feminists include Simone de Beauvoir, the Seneca Falls Convention Leaders, Elizabeth Cady Stanton, Lucretia Coffin Mott, Susan B. Anthony, Betty Friedan, and Gloria Steinem.

### **2.4.3 EQUALITY FEMINIST THEORY**

Equality Feminist Theory is the extension of the equality of the male and female into theoretical and philosophical fields of thought. At its core, equality feminist theory advocates for the equal standing of both men and women in terms of desires, wants, goals, and achievement. Thus, from this view point, the basis of human nature outside of culture is androgynous, neutral, and equal.

Much of equality feminism focuses on the relation of reason as the central tenet of both men and women equally. Mary Wollstonecraft in "A Vindication on the Rights of Women" (1792) claimed that women should enjoy the same legal and political rights as men on the grounds that they are human beings. Specifically, Wollstonecraft argues for asserting the rights which women in common with men ought to contend for". In this way, both men and women should have equal access to rights because they have an equal access to the capacity to reason. Similarly, in *The Subjection of Women* (1869), John Stuart Mill advocated that society ought to be arranged according to reason and that 'accidents of birth' is irrelevant.



Thus, because both men and women are governed by principles of reason, "then the biological elements such as sex, gender, and race are not contributing factors to the essence of the individual. Mill notes that within a patriarchal society, "Men hold women in subjection by representing to them meekness, submissiveness resignation of all individual will into the hands of a man as an essential part of sexual attractiveness".

In this way, to say that women have essential characteristics of submission by nature of their sex is an oppressive measure that contradicts the basic principle of reason that governs all human nature.

Mill believes that the moral and intellectual advancement from giving women the opportunity to be considered equal would translate to greater happiness for everyone involved. Mill claims that by giving women this opportunity to figure out exactly what they were capable of would double the mass of mental faculties to serve humanity, and could produce a great impact on human development. [Mary Wollstonecraft (1792), John Stuart Mill (1869)].

## CHAPTER THREE

### METHODOLOGY

#### 3.1 INTRODUCTION

This chapter presents the research design, population of the study, sample and sampling techniques, measuring instrument, procedure for data collection, data analysis procedure, validity and reliability of the instrument and ethical consideration respectively.

#### 3.2 RESEARCH DESIGN

A research design is a plan through which the researcher collects data in a controlled setting for the purpose of the research. A research design is used to structure a research and to show how all of the major parts of the research work together to address the central questions in the study. Descriptive survey research was used for the study. This method is appropriate as it involves the extensive collection of data for describing as well as interpreting the problem under study i.e. the effect of gender discrimination on women in employment.

#### 3.3. POPULATION AND SAMPLE OF THE STUDY

The target population of the study were women of employable age in about four (4) workplaces in Ado Ekiti, Ekiti State namely;

- Ministry of Education, Science and Technology, Ado Ekiti, Ekiti State.
- Ministry of Agriculture, Ado Ekiti, Ekiti State.
- Ministry of Justice, Ado Ekiti, Ekiti State.
- Ministry of Health, Ado Ekiti, Ekiti State.

##### 3.3.1 SAMPLE SIZE

A sample size is based on the total number of potential participants. In this study, about 150 participants were selected to reflect the study's purpose and they were selected from each of the following workplaces in Ado Ekiti;

NO.	NAME OF WORKPLACES	POPULATION	SAMPLE SIZE
1	Ministry of Education, Science and Technology, Ado-Ekiti	36	40
2	Ministry of Agriculture, Ado Ekiti.	33	35
3	Ministry of Justice, Ado Ekiti.	37	40
4	Ministry of Health, Ado Ekiti.	34	35
	Total	140	150

### **3.4 SAMPLING TECHNIQUE**

Sampling technique is a procedure a researcher follows in selecting the sample of the study. In this regard; a simple random sampling technique was employed in selecting the sample of this study. This was done to ensure that each participant was given an equal and independent chance of being selected.

### **3.5 DATA COLLECTION INSTRUMENT**

The measuring instrument that was used for this study was a semi-structured questionnaire. This instrument was used to assess the effect of gender discrimination on women in employment. Specifically, the instrument collected data on the levels of discrimination experienced by women at their workplace, the rate of the discrimination, the causes of gender discrimination, the most stereotyped jobs attributed to them, the different types of discrimination they suffer in the workplace and the number of women who have reported or did not report such cases to the appropriate authorities.

The instrument was divided into four sections and each section made to answer a question.

### **3.6 SCORING PROCEDURE**

The likert scoring procedure and multiple category scales was utilized. The likert scoring procedure of

Agree (A)

Disagree (D)

Undecided (UD)

### **3.7 PROCEDURE FOR DATA COLLECTION**

The administration, distribution and collection of the completed instrument (questionnaire) in the area under study were done personally.

A letter of permission or to whom it may concern was obtained from Department of Sociology, Federal University Oye-Ekiti, for permission to be granted to the researcher whenever she went out to carry out the research in the area under study.

### **3.8 PROCEDURE FOR DATA ANALYSIS**

The data collected was analyzed using basic descriptive statistics such as frequency, percentages, charts and SPSS was used to analyse the data collected.

### **3.9 RELIABILITY AND VALIDITY OF INSTRUMENT**

According to Merriam Webster dictionary, reliability refers to the extent to which an experiment, test, or measuring procedure yields the same results on repeated trials. Reliability refers to accuracy, precision and dependability, that is, how accurate, precise and dependable a measuring instrument is when used and re-used.

Validity refers to how effective and justifiable a test or an instrument is and whether it measures what it is intended or supposed to measure.

In testing for the reliability and validity of the research instrument, the researcher used internal consistency method which entails cross-checking questions built into the questionnaire and further ensuring reliability by cross-checking the information against many sources and by ensuring that facts and figures collected from those various sources shall not only be accurate and authentic but would remain same if the collection is repeated again and again. The researcher also ensured reliability of the instrument by ensuring that the questions in the instrument are in simple, precise and understandable form to the respondents. The project supervisor also scrutinized the research instrument to ensure that the major issues raised by the study were duly covered by the instrument and also to verify the authenticity of the instrument. All these gave credibility and validity to the research instrument

### **3.10 ETHICAL CONSIDERATION**

The researcher made sure that the study presented minimal risk to participants pertaining to experimental treatment or exposure to physical or psychological harm. Extreme care was taken to ensure that the participants fully understood the nature of the study and the fact that participation is involuntary. A statement was made that the confidentiality of recovered data will be maintained at all times, and that the identification of participants would not be required during or after the study.

## CHAPTER FOUR

### DATA PRESENTATION, ANALYSIS AND RESULTS

#### 4.1 INTRODUCTION

This chapter focuses on data presentation and the result of the statistical analysis of primary data gathered through the administration of questionnaire to respondents on the level and effect of discrimination women face in employment. The univariate analysis shows the frequency and percentage distribution of respondents' characteristics and information regarding women employment discrimination which is presented in tables. The statistical techniques used were bar chart, pie chart and chi-square test. Out of a total of 150 questionnaires administered, 140 were duly filled and returned, while 10 were not returned. This gives a return rate of 93.3% for the study.

#### 4.2 DATA PRESENTATION

##### SECTION A: Distribution of Respondents by Socio-Demographic Characteristics

Table 4.1		
	Frequency	Percent%
<b>Sex (Gender)</b>		
Male	0	0.0
Female	140	100.0
Total	140	100.0
<b>Age</b>		
21-30yrs	36	25.7
31-40yrs	58	41.4
41-50yrs	37	26.4
51-60yrs	7	5.0
61yrs & above	2	1.4
Total	140	100.0
<b>Marital Status</b>		
Single	33	23.6
Married	95	67.9
Separated	7	5.0
Divorced	5	3.6
Total	140	100.0
<b>Ethnicity</b>		
Yoruba	106	75.71
Hausa	3	2.14
Igbo	12	8.57
Others	19	13.57
Total	140	100.0
<b>Religion</b>		
Christianity	117	83.6
Islam	23	16.4
Total	140	100.0

Source: Researcher's survey, 2018

Table 4.1 presents the gender distribution of the respondents. The result shows that 100% of the respondents are females. This reveals that only women constitute the respondents of the

study. Table 1 shows the age distribution of the respondents that 58 (41.4%,) of the women are within the age range of 31-40 years, 37 (26.45%) women are between 41-50years, 36 (25.7%) women are between 21-30 years and the least age group were age 7 (5.0%) are between 51-60 years while the remaining 2 (1.4%) are 61 years & above. Table 4.1 depicts the marital status distribution of the respondents. It shows that 23.6% of the women are single, 67.9% of the women are married, 5.0% of the women are separated while 3.6% of the women are divorced. Table 4.1 presents the ethnic groups of the respondents. The result reveals that 75.71% of the respondents are Yoruba, 2.14% are Hausa 5.7% are Igbo while 13.57% are from other ethnic groups. This indicates that the majority of the respondents are Yoruba. Table 4.1 shows that 83.6% of the respondents practice Christianity while the remaining 16.4% are Muslims.

**SECTION B: Distribution of Respondents by Job Status and Educational Qualification**

<b>Table 4.2</b>		
	<b>Frequency</b>	<b>Percent%</b>
<b>Job Status</b>		
Junior cadre	34	24.3
Middle cadre	57	40.7
Senior cadre	49	35.0
Total	140	100.0
<b>Educational level</b>		
Primary	2	1.4
Secondary	27	19.3
Tertiary	94	67.1
Others	17	12.1
Total	140	100

Source: Researcher’s survey, 2018

Table 4.2 presents the respondents status at their workplace. The result indicates that 40.7% of the respondents are at the middle cadre, 35.0% are at senior cadre and 24.3% are at junior cadre. Table 4.2 represents the educational level of the respondents. The result shows that 67.1% of the women acquired tertiary education followed by 19.3% that acquired secondary education while the remaining 1.4% attained primary education.

## SECTION C: Distribution of Respondents by Number of Children and Duration of Employment

Table 4.3		
	Frequency	Percent%
<b>How many dependent children do you have?</b>		
1	32	22.9
2	39	27.9
3	29	20.7
4 and above	16	11.4
None of above	24	17.1
Total	140	100.0 <sup>a</sup>
<b>Age of dependent children</b>		
1-5yrs	35	25.0
6-10yrs	27	19.3
11-15yrs	34	24.3
16-20yrs	20	14.3
None of above	24	17.1
Total	140	100.0
<b>What is your mode of childcare?</b>		
Partner/Spouse	18	12.9
Baby sitter	17	12.1
Day-care centre	28	20.0
Live-in maid	21	15.0
Others	56	40.0
Total	140	100.0
<b>How long have you been employed?</b>		
1-5yrs	34	24.3
6-10yrs	60	42.9
11-15yrs	23	16.4
16-20yrs	15	10.7
21-25yrs	6	4.3
26-30yrs	2	1.4
Total	140	100

Source: Researcher's survey, 2018

Table 4.3 shows that 71.5% of the women have less than three dependent children and those with dependent children above four were 11.4%. Table 4.3 presents the age of dependent children of the respondents and the result indicates that 25.0% of the dependent children ranks from 1-5years, 24.3% of the respondents' children are between the age range of 11-15years, 19.3% of the respondents have children that are between 6-10years while 14.3% of them have dependent children who are between the ages of 16-20years. Table 4.3 reveals the mode of childcare that the respondents with dependent children employ when they are away at work. The day-care centre accounted for a higher proportion by 20%, followed by live-in maid by 15% and the other modes of child care were either their partner or a baby sitter by 12.9% and 12.1% respectively. Table 4.3 above presents the working years that the respondents have spent in their current place of work. The result shows that 42.9% of the women have been working in their current place of employment within the duration of 6-10 years, 24.3% have been working in their current place of employment within the duration of 1-5 years, 16.4% have been working in their current place of employment between 11-15years, while the remaining respondents with the duration of employment of 21-25yrs were 4.3% and 1.4% have been employed for 26-30 years.

**SECTION D: Distribution of Respondents by Experience of Gender Discrimination**

<b>Table 4.4</b>		
	<b>Frequency</b>	<b>Percent%</b>
<b>Have you ever experienced gender discrimination?</b>		
Yes	123	87.9
No	17	12.1
Total	140	100.0
<b>Have you ever been a victim of gender discrimination in your work place?</b>		
Yes	111	79.3
No	29	20.7
Total	140	100.0
<b>What kind of problem(s) have you experienced because of your gender?</b>		
Lower salary	16	11.4
Poor workplace treatment	42	30.0
Lower chance of promotion	16	11.4
Sexual harassment	21	15.0
Pregnancy-based discrimination	17	12.1
None of the above	27	19.3
Others	1	0.7
Total	140	100.0

Source: Researcher's survey, 2018

Table 4.4 depicts that 87.9% of the women have been victims of gender discrimination of one kind or the other while 12.1% responded no that they have never experienced gender discrimination. Table 4.4 reveals that 79.3% of the women affirmed that they have been victims of gender discrimination in their workplace while those that said no are 20.7%. In respect of the forms of discrimination experienced by the respondents, table 4.4 reveals that 30% of the respondents experience more of poor workplace treatment, 15% experience sexual harassment, 12.1% of them are faced by pregnancy based discrimination, those who experience discrimination based on lower salary and lower chance of promotion were of the same proportion by 11.4%, 19.3% responded none of the above while 0.7% responded that they are faced by other kinds of discrimination.



## SECTION E: Distribution Showing Respondents' Opinion about Stereotypic Statements

<b>Table 4.5</b>		
	<b>Frequency</b>	<b>Percent%</b>
<b>Women are never in charge</b>		
Agree	68	48.6
Disagree	58	41.4
Undecided	14	10.0
<b>Total</b>	<b>140</b>	<b>100.0</b>
<b>Women are better at raising children</b>		
Agree	109	77.9
Disagree	23	16.4
Undecided	8	5.7
<b>Total</b>	<b>140</b>	<b>100.0</b>
<b>Women are supposed to have clean jobs such as teachers, nurse, secretaries and librarian.</b>		
Agree	88	62.9
Disagree	43	30.7
Undecided	9	6.4
<b>Total</b>	<b>140</b>	<b>100.0</b>
<b>Women are good at multitasking</b>		
Agree	107	76.4
Disagree	29	20.7
Undecided	4	2.9
<b>Total</b>	<b>140</b>	<b>100.0</b>
<b>It is very likely to cause problems if a woman earns more money than her husband</b>		
Agree	100	71.4
Disagree	31	22.1
Undecided	9	5.9
<b>Total</b>	<b>140</b>	<b>100.0</b>
<b>Women are supposed to make less money than men.</b>		
Agree	23	16.4
Disagree	108	77.1
Undecided	9	6.4
<b>Total</b>	<b>140</b>	<b>100.0</b>
<b>Women are supposed to cook and do housework.</b>		
Agree	65	46.4
Disagree	66	47.1
Undecided	9	6.4
<b>Total</b>	<b>140</b>	<b>100.0</b>

Source: Researcher's survey, 2018

Table 4.5 presents the respondents' opinion about a stereotypic statement. The result indicates that majority of the women disagreed with the statement that men and women are

equal by 65% and those that agreed were 33.6%. Table 4.5 presents the respondents' opinion about a stereotypic statement. 48.6% of the respondents agreed that women are never in charge, 41.4% disagreed with this statement while 10% are undecided. Table 4.5 presents the respondents' opinion about a stereotypic statement. The result depicts that 77.9% of the respondents agree that women are better at raising children and 16.4% of the women disagreed, while 5.7% are undecided. Table 4.5 presents the respondents' opinion about a stereotypic statement. 62.9% of the respondents agreed with the assertion that women are supposed to have clean jobs (such as teachers, nurse, secretaries, and librarian) while 30.7% disagree with the assertion although 6.4% are undecided. Table 4.5 presents the respondents' opinion about a stereotypic statement.

Table 4.5 shows that 76.4% of the respondents agree that women are good at multitasking, 20.7% of the respondents disagree, while 2.9% are undecided. This shows that most women believe they are able to handle more than one task at work coupled with family responsibilities.

From table 4.5 above, it is evident that 71.4% of the respondents agreed with the stereotypic statement that it is very likely to cause problems if a woman earns more money than her husband while 22.1% disagree with this statement even though 5.9% are undecided. Table 4.5 shows that 77.1% of the women disagree with this statement that women are supposed to make less money than men while 16.4% agree and 6.4% are undecided. Table 4.5 depicts the statement that women are supposed to cook and do housework, of which 47.1% of the respondents disagreed with the statement and it was followed closely by 46.4% of the respondents who agreed with the statement while 6.4% are undecided.

**SECTION F: Distribution of Respondents by Opinion on Equal Treatment at Workplace.**

<b>Table 4.6</b>		
	<b>Frequency</b>	<b>Percent%</b>
<b>At your workplace, do you feel that men and women treated equally?</b>		
Yes	59	42.1
No	81	57.9
Total	140	100.0
<b>Do you feel you are treated equally within the workplace by your employer compared with male colleagues?</b>		
Yes	64	45.7
No	76	54.3
Total	140	100.0
<b>In what way (if any) would you say your gender has impacted your chances of job promotion?</b>		
Very negatively	16	11.4
Negatively	58	41.4
Neutral	41	29.3
Positively	23	16.4
Very positively	2	1.4
Total	140	100.0
<b>Is there any awareness or training at your workplace for promotion of gender equality?</b>		
Yes	68	48.6
No	72	51.4
Total	140	100.0

Source: Researcher's survey, 2018

According to table 4.6, about 57.9% of the women replied no to the question of whether men and women are treated equally at their workplace while 42.1% affirmed that they are treated equally. Table 4.6 shows that 54.3% of these women do not feel that they are treated equally within the workplace by their employer compared with their male colleagues while those who feel they receive equal treatment are 45.7%. Table 4.6 shows that about 41.4% of the women affirmed that their gender has impacted their chances of job promotion negatively, 29.3% of them responded that there is no impact either negatively or positively, 16.4%, affirmed that their gender has impacted positively, 11.4% responded that the impact is very negative while 1.4% says the impact is very positive.

Table 4.6 shows that 51.4% of the women responded that there is no awareness or training at their workplace on the promotion of gender equality and affirmative action while 48.6% said yes there is.

**SECTION G: Distribution of Respondents' Opinions Mitigating Against Gender Discrimination**

<b>Table 4.7</b>		
	<b>Frequency</b>	<b>Percent%</b>
<b>Do you believe you have been treated differently by your co-workers because you are a woman?</b>		
Yes	76	54.3
No	64	45.7
Total	140	100.0
<b>Do you believe you have been treated directly by your director because you are a woman?</b>		
Yes	90	64.3
No	50	35.7
Total	140	100.0
<b>Have you been sexually harassed since you arrived at this employment?</b>		
No	25	17.9
Yes, but rarely	85	60.7
Yes, sometimes	18	12.9
Yes, frequently	7	5.0
None of the above	5	3.6
Total	140	100.0

Source: Researcher's survey, 2018

Table 4.7 depicts that 54.3% of the respondents believe that their co-workers have treated them differently because of their gender while 45.7% of the respondents do not believe they have been treated differently by their co-workers because of their gender.

Table 4.7 depicts that 64.3% of these women believe that because of their gender, they have been treated differently directly by their director/head of unit while 35.7% of them answered rejected this by responding no. According to table 4.7, the respondents who answered "yes but rarely" to the question of whether they have being sexually harassed since they arrived at their current employment were 60.7%, 17.9% said no, 12.9% affirmed that yes but it only happens sometimes, 5% said yes and it is frequent while 3.6% responded with none of the above.

**SECTION H: Distribution of Respondents by their Opinions on Reporting Cases of Discrimination.**

<b>Table 4.8</b>		
	<b>Frequency</b>	<b>Percent%</b>
<b>If you have you been sexually harassed since you arrived at this employment, did you report it?</b>		
Yes	15	10.7
No	67	47.9
None of above	58	41.4
Total	140	100.0
<b>If you report, what do you think would happen?</b>		
No action would be taken.	27	19.3
It would take a long time to handle the complaint.	46	32.9
The complaint would be dealt with quickly.	26	18.6
None of the above.	41	29.3
Total	140	100.0
<b>After report, what do you think would happen to the harassment?</b>		
The harassment would stop	32	22.9
The harassment would decrease	30	21.4
The harassment would not change	25	17.9
The harassment would increase	12	8.6
None of the above	41	29.3
Total	140	100.0
<b>After report, what do you think would happen to the harasser?</b>		
The harasser would be properly discipline	42	30.0
The harasser receive more punishment	11	7.9
The harasser receive too little punishment	26	18.6
The harasser receive no punishment	19	13.6
None of above	42	30.0
Total	140	100.0
<b>In a case where it is one person's word against another?</b>		
The woman would be believed over the man	29	20.7
The man would be believed over the woman	22	15.7
The higher ranking person would be believe	41	29.3
No one would be believed	12	8.6
None of above	36	25.7
Total	140	100.0
<b>Person more comfortable reporting to?</b>		
A woman in chain of command	49	35.0
A man in chain of command	12	8.6
A woman outside my chain of command	13	9.3
A man outside my chain of command	4	2.9
It makes no difference	32	22.9
None of the above	30	21.4
Total	140	100.0

Source: Researcher's survey, 2018

As observed from Table 4.8, it is clear that only 10.7% of the women reported the harassment, 41.4% of these women who have been victims said no that they did not report the

harassment while 41.4% of the respondents chose neither of the options. As evident from table 4.8, it is clear that 32.9% of the respondents believe that after reporting the harassment it would take a long time to handle the complaint, 19.3% believes that no action would be taken while only 18.6% of them are of the opinion that the complaint would be dealt with quickly, although, 29.3% of them chose none of the above. Table 4.8 depicts that after reporting the case, 22.9% of the women think that the harassment would eventually stop, 21.4% believe that the harassment would decrease, 17.9% think that the harassment would not change while 8.6% of them believe that even after reporting, the harassment would increase. Table 4.8 reveals that 30% of the women hold that if they reported the harassment, then the harasser might be properly disciplined, 18.6% said that harasser would receive too little punishment, 13.6% holds that the harasser would receive no punishment at all while 7.9% believes that the harasser might receive more punishment than is necessary. Table 4.8 presents the responses of the respondents when asked what they think would happen in a case where it is one person's word against another, 29.3% of the women reported that the higher ranking person would be believed, 20.7% believes that the woman would be believed over the man, 15.7% of them holds that the man would be believed over the woman while 8.6% are of the opinion that no one would be believed.

As observed from table 4.8, it is evident that 35% of the women said that if they were to report the cases of harassment, they would be more comfortable reporting to a woman in their chain of command, 22.9% said it makes no difference who they report to, 9.3%, said they would prefer a woman outside their chain of command, 8.6% of them would be more comfortable reporting to a man in their chain of command while 2.9% chose the option of a man outside their chain of command.

**SECTION I: Distribution of Respondents Showing the Privileges Available To Women at Workplaces.**

<b>Table 4.9</b>		
	<b>Frequency</b>	<b>Percent%</b>
<b>In my workplace, there is an official maternity/childcare leave.</b>	77	55.0
Strongly Agree	40	28.6
Agree	15	10.7
Neutral	5	3.6
Disagree	3	2.1
Strongly Disagree		
Total	140	100.0
<b>In my workplace, there is an official break for breastfeeding mothers.</b>		
Strongly Agree	25	17.9
Agree	26	18.6
Neutral	39	27.9
Disagree	41	29.3
Strongly Disagree	9	6.4
Total	140	100.0
<b>In my workplace, women have to perform better than their male counterpart to be promoted to the same position.</b>		
Strongly Agree	27	19.3
Agree	43	30.7
Neutral	26	18.6
Disagree	27	19.3
Strongly Disagree	17	12.1
Total	140	100.0
<b>The management of my workplace is committed to anti-discrimination practices?</b>		
Strongly Agree	30	21.4
Agree	34	24.3
Neutral	47	33.6
Disagree	23	16.4
Strongly Disagree	6	4.3
Total	140	100.0

Source: Researcher's survey, 2018

Table 4.9 indicates that 55% of the respondents strongly agree on having an official maternity/childcare leave in their workplaces, 28.6% agree with the assertion, 3.6% disagree with the statement while 2.1% of the respondents strongly disagree.

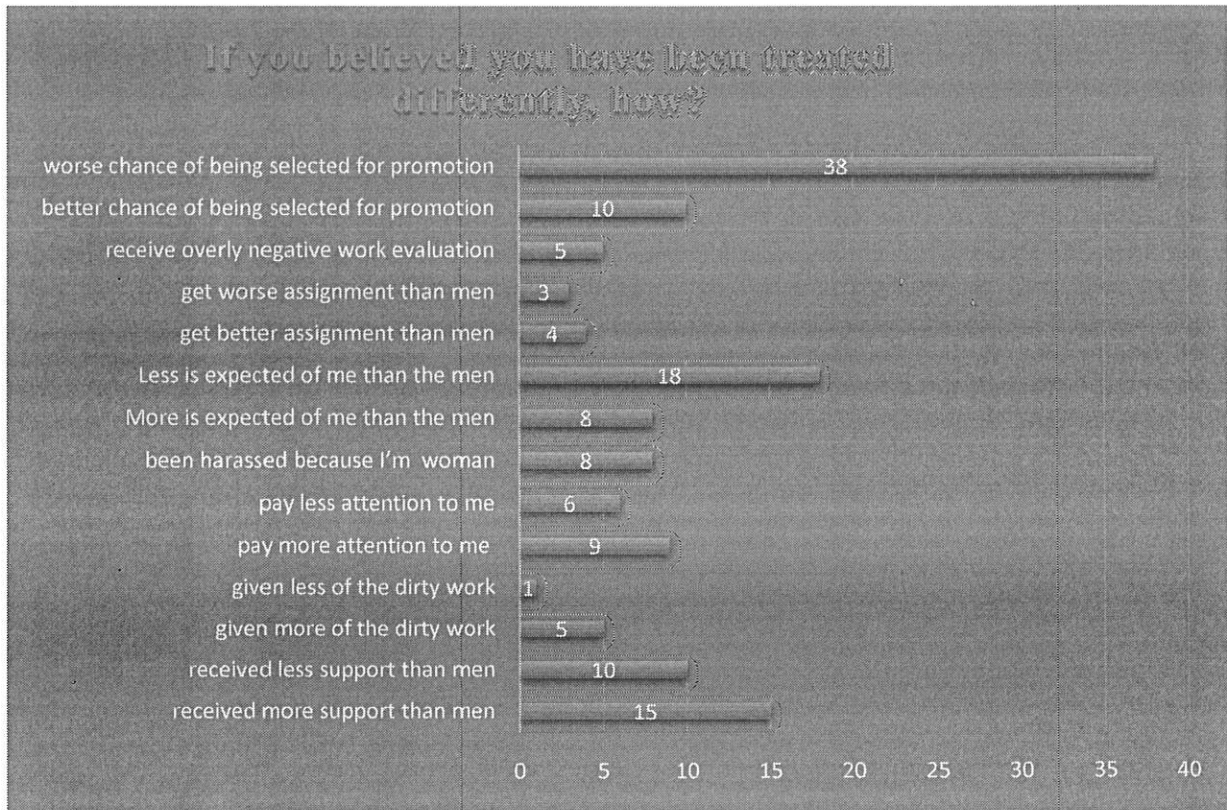
Table 4.9 shows that 27.9% of the respondents disagree with the assertion that there is an official break for breastfeeding mothers, 18.6% agreed that they have an official break for breastfeeding mothers, 17.9% of them strongly agree while 6.4% of the respondents strongly disagree. As evident from table 4.9, 19.3% of the respondents strongly agree and the same proportion of 19.3% also disagree with the assertion that they have to perform better than their male counterpart to be promoted to the same position, closely followed by a proportion of 18.6% who agree with the assertion while 12.1% of them strongly disagree. From Table 4.9 above, it is evident that 24.3% of the respondents agree and 21.4% strongly agree with the statement that the management of their workplace is committed to anti-discrimination practices while 16.4% disagree and 4.3% strongly disagree with the statement.

**SECTION J: Distribution of Responses According to Solutions Proffered by Respondents to Reduce Gender Discrimination.**

	<b>Frequency</b>	<b>Percent%</b>
<b>What do you suggest could be done to prevent gender equality?</b>		
Standing up for your rights	28	20.0
Raising awareness	30	21.4
Become an activist	19	13.6
Make gender equality part of training	53	37.9
Others	10	7.1
Total	140	100.0

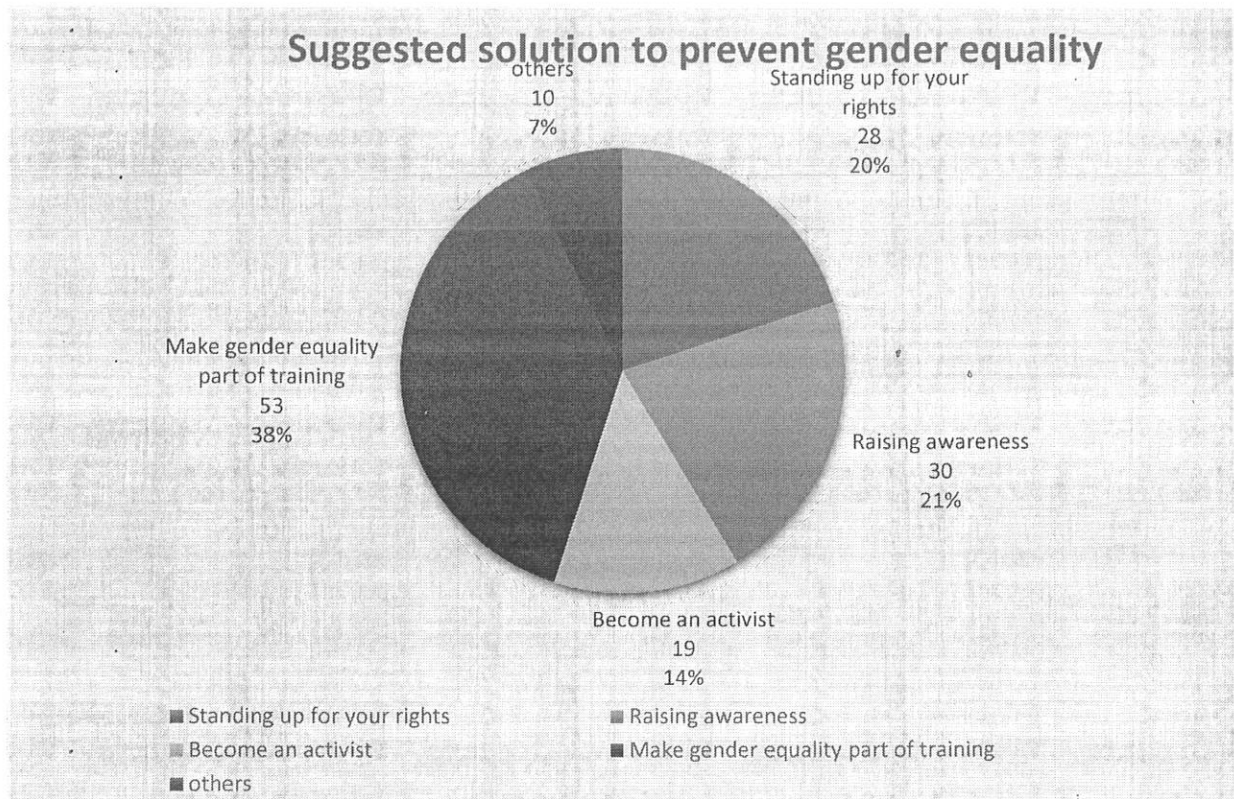
Table 4.10 presents the recommended ways to curb gender discrimination and inequality against women. The respondents chose among options provided to suggest possible solutions to prevent gender discrimination and gender inequality and 37.9% of the women affirmed that gender equality should be made part of training and education everywhere, for example, at work and in the home, 21.4% suggested raising awareness against all kinds of discrimination, 20% suggested standing up for one's rights while 13.6% recommended becoming an activist.





➤ *Source: Researcher's construct, 2018*

The bar chart above presents the responses of the respondents that affirm that they have been treated differently by their director/head of department/head of unit in their current place of work because of their gender. The bar chart depicts the result which shows that 38 of the respondents believe that in their workplace they have worse chance of being selected for promotion, 18 of the respondents holds that less is expected of them at their place of work than the men, 15 of the respondents maintains that they receive more support than the men. This reflects that they are not believed by the head of unit to be capable of carrying out some duties on their own. 10 of the respondents believe that they also receive less support than the men. 9 of the believe that more attention is paid to them because they are not trusted to be efficient enough and this can reduce the morale of a worker to contribute effectively for the attainment of organizational goals and objectives. 5 of them hold that they have received overly negative work evaluation. Another 5 of the respondents believe that they have been given more of the dirty work than their male counterpart.



➤ *Source: Researcher's construct, 2018*

The pie chart above depicts the suggested solutions recommended by the respondents to prevent and curb gender discrimination and inequality. The result shows that 53(38%) of the respondents suggested that gender equality should be made part of training education everywhere, (both at work and at home), 30(21%) of the respondents suggested that there should be raising of awareness/awareness campaign so that there would be sensitization of the population against discrimination, 28(20%) of the respondents recommended standing up for one's rights, 19(14%) of them suggested becoming an activist against discrimination, while the remaining 10(7%) recommended other means.

**Distribution of Respondents by Socio-Economic Characteristics of Gender  
Discrimination of Women at Workplace to Determine the Causes of  
Discrimination**

<b>Background Characteristics</b>	<b>Gender discrimination at workplace</b>		<b>Total</b>	<b>Statistics</b>
	<b>Yes</b>	<b>No</b>		
<b>Age</b>				
21-30yrs	34 (30.6)	2 (6.9)	36 (25.7)	X <sup>2</sup> =13.28 Pr= 0.010
31-40yrs	48 (43.2)	10 (34.5)	58 (41.4)	
41-50yrs	24 (21.6)	13 (44.8)	37 (26.4)	
51-60yrs	4 (3.6)	3 (10.3)	7 (5.0)	
61yrs & above	1 (0.9)	1 (3.45)	2 (1.4)	
<b>Job status</b>				
Junior cadre	31 (27.9)	3 (10.3)	34 (24.3)	X <sup>2</sup> = 9.60 Pr=0.008
Middle cadre	48 (43.2)	9 (31.0)	57 (40.7)	
Senior cadre	32 (28.8)	17 (58.6)	49 (35.0)	
<b>How long have you been employed?</b>				
1-5yrs	30 (27.0)	4 (13.8)	34 (24.3)	X <sup>2</sup> =18.48 Pr=0.002
6-10yrs	53 (47.8)	7 (24.1)	60 (42.9)	
11-15yrs	14 (12.6)	9 (31.0)	23 (16.4)	
16-20yrs	11 (9.9)	4 (13.8)	15 (10.7)	
21-25yrs	2 (1.8)	4 (13.8)	6 (4.3)	
26-30yrs	1 (0.9)	1 (3.45)	2 (1.4)	

Source: Researcher's survey, 2018

The Table above presents the level of significant association between socio-demographic profile of the respondents and gender discrimination faced by employed women in the workplace ( $P < 0.05$ ) to determine the causes of discrimination to the respondents.

There is significant association between age of women and gender discrimination ( $X^2 = 13.28$ ,  $P = 0.010$ ) whereby those that experienced gender discrimination the most were ages 31-40yrs (43.2%) and ages 21-30yrs (30.6%) compared to ages 41-50yrs (21.6%) and the least ages were ages 51-60yrs and 61yrs & above by 3.6% and 0.9% respectively who did not really experience gender discrimination as such.

This may be because the younger women are more vulnerable and the older ones may not really be as attractive or good looking as the younger women.

There is significant association between job status and gender discrimination among employed women in the workplace ( $X^2 = 9.60$ ,  $P = 0.008$ ) and middle cadre women turned out to experience gender discrimination more intensely in the workplace (43.2%), compared to those that did not really experience gender discrimination at workplace such as the senior cadre by 28.8% and the junior cadre by 27.9%. The perceived reason for the discrimination is that those women in the middle cadre are more efficient than their male colleagues and men feel less secure about their jobs when their female colleagues or workers are more efficient or good looking. This also reflects the male dominated society where people still think that men are superior to women even in the workplace.

There is significant association between duration of employment status and gender discrimination among employed women in the workplace ( $X^2 = 18.48$ ,  $P = 0.002$ ) and women employed within the period of 6-10years (47.8%) and 1-5years (27%) appear to experience more gender discrimination in their workplace compared to those that did not experience much gender discrimination in the workplace like those that have spent 11-15yrs (12.6%), 16-20yrs (9.9%) and the least were ages 21-25yrs and 26-30yrs by 1.8% and 0.9% respectively. This may be as a result of the fact that they are still getting used to the system and how it operates and are not fully aware (ignorant) of their right to complain.

## **CHAPTER FIVE**

### **THE EFFECT OF GENDER DISCRIMINATION ON WOMEN IN EMPLOYMENT**

#### **SUMMARY, CONCLUSION AND RECOMMENDATIONS**

##### **5.1 INTRODUCTION**

This chapter is divided into three sections. The first section presents the summary, which entails the overview of the entire work. The second section covers the conclusion drawn from the findings of the work while the third section covers the recommendations which are the suggestions of possible solutions that the study proffers to the research problem.

##### **5.2 SUMMARY**

The main aim of this study is to investigate and examine the effect(s) of gender discrimination on working women in Nigeria. This project thesis has, however, been divided and classified into five (5) chapters.

Chapter One introduces the research topic. It focused on different sub-sections such as the background of the study which gives a clear background in relation to the study, the statement of the problem, it gives an insight on the significance of the study which entails the relevance of the study and its importance in enlightening women, and the society at large against all practices of gender discrimination. It also contains the objectives of the study and the research questions which the study provided answers to. Additionally, the scope and limitation of the study were discussed with brevity. Some terms, or concepts were also defined and explained in the first chapter in relations to the study to make the research work more meaningful and comprehensive.

Chapter Two deals with the review of literatures related to the research topic and theoretical framework. It was introduced and then the historical evolution of employment and women discrimination was reviewed and discussed. The legal frame work on gender discrimination in employment was also reviewed and different local, state, federal and international laws that militate against gender discrimination were discussed. Additionally, various arguments against different forms of discrimination by different scholars all over the world were also reviewed.

Finally in this chapter, the theoretical orientation or framework employed to explain the purpose of the study was the feminism theory which explained the issue of gender discrimination against women in employment.

Chapter Three of this study focused on research methodology which presents the research design, research instrument, population of the study, sampling techniques, sample size, procedure for data collection and analysis, validity and reliability of the research instrument, and ethnical consideration.

Chapter Four was focused on data presentation, interpretation, and analysis of results. Basic descriptive statistics such as frequency, percentages, charts and SPSS to analyze the data collected and answers were provided to the research questions which in turn resulted in the achievement of the study objectives. In addition, the results and findings of the study were carefully interpreted and presented.

Finally, Chapter Five presents the summary of the entire study, conclusions of the study and recommendation which highlights suggested solutions proffered to curb and bring gender discrimination on women in employment to its barest minimum.

## **CONCLUSION**

The findings of this study revealed that gender discrimination has a very negative effect on the attitudes and behaviours of working women in regards to their performance at work. Some of these negative effects are absenteeism, physical and psychological stress which results in depression, and a hostile working relationship and environment.

The study reveals that the causal factors encouraging gender discrimination against women in the workplace are usually their age, job status and less years of experience in their place of employment. The major underlying causal factors are those social constructions and traditional stereotypes accommodated by those women that portray them as inferior and subordinate to men. This was deduced from the analysis of the findings where most of the women believe that men and women are not equal and that women should make less money than their husbands (men) so that there would be no problem in the home.

The study also shows that most women who experience gender discrimination do not report it and the ones who reported the case believe that no serious action was taken, and that the perpetrators were given less punishment or no punishment at all.

Most women also believed that if they were to report the cases, they would be more comfortable reporting to a woman in their chain of command because only a fellow woman will understand their situation but then there are only few women who are at the top level of management.

The study also shows that gender discrimination hinders and hampers the realization of the full potentials of working women because they hold the belief that no matter what they do or how hard they try, their opinions in the decision-making processes that shapes the productivity and development of the organization they work in, may not count or account for anything as much as it should.

Gender discrimination on women in employment has been revealed to manifest itself in various forms ranging from poor workplace treatment, sexual harassment (verbal or violent), pregnancy based, flippant jokes which are offensive with particular ethnic or racial backgrounds, lower pay, to lower chances of promotion or mobility and even to other subtle forms which are usually ignored by the victims.

This study gives an insight into the depth of the workplace discrimination among women, which is on the rise because of the increase in number of working women. Gender discrimination is a serious problem that must be addressed by the government and management of all organizations, industries or companies in order to ensure a safe working environment for women.

## **RECOMMENDATIONS**

New solutions are emerging every day to combat gender discrimination and inequality issues in the workplace and in other spheres of life. So based on the results of the findings and some solutions proffered by the respondents in this study on ways through which gender discrimination can be curbed and reduced to its barest minimum ( if not completely eradicated), so as to ensure the promotion of equal treatment and opportunity for all women, my recommendations are:

1. There is a need to develop a gender neutral work environment so that there will be the absence of segregation and poor workplace treatment because gender discrimination hampers social order and unity among colleagues in the work setting.
- 2: There should be more sensitization and an awareness campaign on gender discrimination and gender equality should be made part of training and education programs at all levels in the workplace.

3. Workers who are parents should include gender equality into the orientating activities of the socialization process of their children because charity begins at home. There should be no favouritism of boy-child over girl-child. This will erase all forms of stereotype and prejudice from the minds of children so that we can have a future generation devoid of discrimination.
4. There should be clearly stated rules and regulations and policies against the perpetration and perpetuation of all forms of discrimination against female workers.
5. Organizations need to know what they are considering when they give raises and promotions. They should create a framework of work-related aspects like performance, and use it to set standards for evaluations that are to be used for all employees in the same way.
6. Pay/wage/salary transparency can help eliminate gender pay gaps and play an important role in helping to achieve balance. The current imbalance is even more apparent when women have children. This can be mitigated by embracing a policy that includes salary transparency and performing evaluations in the same way for everyone.
7. To ease some additional burden on working mothers, offer childcare on site, corporate discounted day-care, or employ a healthcare policy to help supplement parents' expenses in seeking medical care for their children. It shows respect for their effort and helps them achieve a better work-life balance.
8. Organizations should be finding good talent and providing mentors for them to help them grow and advance within the organization. Encourage women to engage in professional development by pairing them with strong leaders who can assess their skills and goals. Mentors can advise female employees on how to build their appeal for advancement opportunities, like adding to their skill sets, continuing their education, and learning how to network.
9. Many managers/ directors/head of unit do not realize they speak to women differently than men. The management team should be trained effectively to lead and do so in a fair way. Managers should offer every employee consistent feedback, encourage their input, offer professional development, and coach everyone equally.



10. In an organization founded on transparency, employees feel motivated to take ownership of their roles and are encouraged to address concerns with all levels of management. So if women feel like they are being discriminated against, they are comfortable in addressing this with leaders and working toward finding solutions and this can hamper the productivity of the organization.
11. Pregnancy should be treated like any other illness. Pregnant workers should not be regarded as incapacitated and incapable of performing certain duties and should not be perceived as useless because they are pregnant. Also, there should be job protection for the pregnant workers.
12. There should be an official break for breastfeeding mothers and official childcare leave.

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## APPENDIX

### QUESTIONNAIRE

This questionnaire is designed to gather relevant information and it aims at collecting data on the level of discrimination women face in employment. Please note that all the information you provide will be treated with utmost confidence and will only be used for academic purposes only.

Thank you for your cooperation.

#### SECTION A: SOCIO-DEMOGRAPHIC DATA

1. Sex (Gender): male ( ) female ( )
2. Age: 21-30 years ( ) 31-40 years ( ) 41-50years ( ) 51- 60 years ( ) 61 years and above ( )
3. Marital status: Single ( ) Married ( ) Separated ( ) Divorced ( )
4. Ethnicity: Yoruba ( ) Hausa ( ) Igbo ( ) Others (specify) \_\_\_\_\_
5. Religion: Christianity ( ) Islam ( ) Others (specify) \_\_\_\_\_
6. Job status: Junior Cadre( ) Middle Cadre ( ) Senior Cadre( )
7. Educational Level: Primary Education ( ) Secondary Education ( ) Tertiary Education ( ) Others (specify) \_\_\_\_\_
8. How many dependent children do you have? 1 ( ) 2 ( ) 3 ( ) 4 and above ( )
9. Age of dependent children (You may select more than one):  
1-5 years ( ) 6-10 years old ( ) 11-15 years old ( ) 16-20 years old ( )
10. What is your mode of childcare when you are at work?  
Partner/Spouse ( ) Baby sitter ( ) Day-care centre ( ) Live-in Maid ( ) others (specify) \_\_\_\_\_
11. How long have you been employed at your present place of employment? 1-5 years( )  
6-10 years ( ) 11-15 years ( ) 16-20 years ( ) 21-25 years ( ) 26-30 years ( ) 31-35 years ( )



**SECTION B**

Please choose the appropriate answer to indicate the extent to which you agree to the following statements.

1. Have you ever experienced gender discrimination? Yes ( ) No ( )
2. Have you ever been a victim of gender discrimination in your workplace? Yes ( ) No ( )
3. What kind of problem(s) have you experienced because of your gender? Lower salary ( ) Poor workplace treatment ( ) lower chance of promotion ( ) sexual harassment ( ) pregnancy-based discrimination ( ) None of the above ( ) others (specify) \_\_\_\_\_
4. Do you agree or disagree with these common stereotypic statements about women?

STATEMENTS	AGREE	DISAGREE	UNDECIDED
Men and women are equal.			
Women are never in charge			
Women are better at raising children			
Women are supposed to have “clean” jobs such as teachers, nurses, secretaries and librarian.			
Women always need to ask men for help around the house because they aren’t handy with tools.			
Women are good at multitasking.			
It is very likely to cause problems if a woman earns more money than her husband.			
Women are supposed to make less money than men			
Women are supposed to cook and do housework			

5. At your workplace, do you feel that men and women are treated equally? Yes ( ) No ( )
6. Do you feel you are treated equally within the workplace by your employer compared with male colleagues? Yes ( ) No ( )
7. In what way (if any) would you say your gender has impacted your chances of receiving (or not receiving) a promotion at your current workplace?

Very negatively ( ) negatively ( ) No impact neither negatively or positively ( ) positively ( )  
 Very positively ( )

8. Do you feel there is any awareness and training at your workplace in areas such as equal opportunity and gender equality, sexual harassment and affirmative action?  
 Yes ( ) No ( ) If yes, please specify how \_\_\_\_\_

### **SECTION C**

1. Do you believe you have been treated differently by your coworkers because you are a woman? Yes ( ) No ( )
2. Do you believe you have been treated differently by your director or head of unit because you are a woman? Yes ( ) No ( )
3. If you believe you have been treated differently, how have you been treated differently? (Circle all that apply)
  - a. I have received more mentoring/instruction/support than the men.
  - b. I have received less mentoring/instruction/support than the men.
  - c. I have been given more of the "dirty work."
  - d. I have been given less of the "dirty work."
  - e. Others pay more attention to me/single me out.
  - f. Others pay less attention to me/ignore me.
  - g. I have been teased or harassed because I am a woman.
  - h. More is expected of me than the men.
  - i. Less is expected of me than the men.

- j. I tend to get better assignments than the men.
- k. I tend to get worse assignments than the men.
- l. I tend to receive overly positive work evaluations
- m. I tend to receive overly negative work evaluations
- n. I have a better chance of being selected for promotion than the men.
- o. I have a worse chance of being selected for promotion than the men.

4. Have you been sexually harassed since you arrived at this employment?

By sexual harassment, I mean unwanted sexually-oriented comments, advances, or touching.

- a. No
- b. Yes, but rarely
- c. Yes, sometimes
- d. Yes, frequently

5. If so, did you report it? Yes ( ) No ( )

If you were being sexually harassed and you reported it, what do you think would happen...

6. ...with your complaint?

- a. No action would be taken.
- b. It would take a long time to handle the complaint.
- c. The complaint would be dealt with quickly.

7. ...with the harassment?

- a. The harassment would stop.
- b. The harassment would decrease.
- c. The harassment would not change.
- d. The harassment would increase.

8. ...to the harasser?

- a. The harasser would be properly disciplined.
- b. The harasser would receive more punishment than is fair.
- c. The harasser would receive too little punishment.
- d. The harasser would receive no punishment at all.

9. ...in a case where it was one person's word against another?

- a. The woman would probably be believed over the man.
- b. The man would probably be believed over the woman.
- c. The higher-ranking person would probably be believed.
- d. The lower-ranking person would probably be believed.
- e. No one is more likely to be believed.<sup>59</sup>

10. If you were being sexually harassed, who would you be more comfortable reporting it to?

- a. A woman in my chain of command
- b. A man in my chain of command
- c. A woman outside of my chain of command
- d. A man outside of my chain of command

Using any of these options, “Strongly Agree”, “Agree”, “Neutral”, “Disagree” and “Strongly Disagree”, kindly indicate the level of your agreement/disagreement with each of the following statements;

NO	STATEMENTS	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
11	In my workplace, there is an official maternity/child care leave.					
12	In my workplace, there is an official break for breastfeeding mothers.					
13	In my workplace, women have to perform better than their male counterparts to be promoted to the same position.					
14	The management of my workplace is committed to anti-discrimination practices and there are equal career development opportunities for men and women.					

15. What do you suggest could be done to prevent gender inequality?

Standing up for your rights ( ) Raising awareness ( ) Become an activist ( ) Make gender equality part of training and education ( ) others (please specify) \_\_\_\_\_

**Please suggest ways you think gender discrimination can be reduced to the barest minimum in the workplace.....**

.....  
 .....  
 .....