

**GENDER DISCRIMINATION ON THE OCCUPATIONAL OPPORTUNITIES
OF WOMEN IN OKITIPUPA LOCAL GOVERNMENT AREA OF ONDO STATE**

BY

**AYENUBERUN NEYIN ELVIS
SSC1713285**

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CERTIFICATION

This is to certify that the original research work was carried out by AYENUBERUN NEYIN ELVIS with matriculation number SSC1713285 under our strict supervision and has been approved as adequate in scope and content in partial fulfillment in award for Bachelor of Science (B. Sc) degree in social work, University of Benin.

Dr. S.O Ibobor
(Project Supervisor)

Date

Dr. S.O Ibobor
(Head of Department)

Date

DEDICATION

This project is dedicated to God Almighty.

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I wish to sincerely appreciate my king and make, Almighty God, who makes all things beautiful in His time.

Also my profound gratitude goes to my indefatigable supervisor, Dr. Sunday O. Ibobor.

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ABSTRACT

This study examined the impact of gender inequality on women's employment opportunities in Okitipupa Local Government Area of Ondo State. The study used quantitative research methods, and a survey design was adopted as the research design. A random sample of one hundred (100) respondents was randomly selected using a simple random sampling technique. The research instrument used to collect data was the questionnaire, which is the basic instrument for data collection. Content validity was used for validation, and the test-retest method was used to determine the reliability of the instrument. The Statistical Package for Social Sciences (SPSS) was used to analyze the data. The study used frequency distribution and the simple percentage method. The study found that most women are highly qualified for employment in Nigeria but are not in the workforce due to various factors, such as gender inequality.

CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

Undoubtedly, there have been significant advancements in recent times regarding equality, fundamental rights and opportunity, life expectancy, and the enrollment ratio for women. But the harsh reality remains the same notwithstanding these victories. Globally, there are still more gender differences in access to resources, economic opportunities, political rights, and fundamental human rights. Urbanization is largely shaped by gender norms and relationships. Social, economic, and environmental changes brought about by the expansion of cities and towns frequently transcend municipal borders (Dankelman, 2003). According to UN-Habitat (2003), "gender" refers to the possibilities and characteristics that come with being male or female in terms of social, cultural, and economic aspects. The act of improperly using a person's sex to determine who gets what is known as gender discrimination. 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.

It most often affects women who feel they have been unfairly discriminated against, in favour of men. 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.

Discrimination in workplaces is now one of the most debated issues around the world. There had been innumerable findings on and strong charges against discrimination (Kelan, 2009). In particular, gender bias has become a common occurrence everywhere in most of the developing countries (Kelan, 2009). 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 being complicated more and more. It would be easier to realize the problems in implementing non-discrimination at workplaces in the light of the forms and specific aspects of biasness that women encounter generally (Kelan, 2009).

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 coworkers

Women who have young children at home may experience push-back when interviewing 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 coworkers. Destructiveness may manifest itself as physical violence against others, destruction of property or propagation of malicious rumors about people in the company and the company itself (Sue, 2005).

1.2 Statement of Problem

In underdeveloped nations, women are less likely than males to have an education. Furthermore, internationally, women have considerably fewer job prospects than males. In these civilizations, women and girls at the bottom of the social, economic, and political ladder have even less opportunity to control productive resources like credit or land. Therefore, even if women seek their essential rights—such as healthcare, work, and education—their denial eventually hurts society as a whole and the nations as a whole by impeding progress. In light of how gender discrimination impacts society as a whole, the researcher would ascertain how it affects women's career prospects.

1.3 Objectives/Purpose of the Study

The purpose of the study is to examine the effect of gender discrimination on employment opportunity of women Okitipupa Local Government Area of Ondo State. The main objectives of this study are to accomplish the following:

1. Determine the underlying factors of poor level of women employment.
2. Examine the degree of government exertions in the reduction of discrimination against women.
3. Explore ways that disparity in gender impacts the community.

1.4 Research Questions

1. What are the underlying factors of poor level of women employment?
2. What is the degree of government exertions in the lessening of discrimination against women?
3. How does disparity in gender impacts the community?

1.5 Significance of Study

This study amongst others will reveal the effect of gender discrimination on employment, thereby educating scholars, females in the society and the society at large.

1.6 Scope

This study is limited to women in living in Okitipupa Local Government Area of Ondo State. The major limitation is the time constraint for the gathering of relevant material for the research work. Moreover, since the responses of women formed the data for this study, there will be no proof to ensure that the information provided by the population sample is absolutely

1.7 Definition of Terms

- **Employment opportunities:** employment opportunities means hire, transfer, promotion, training and non-disciplinary retention, including in any reorganization or lay off.
- **Employment:** these are work activities in which an individual engages on and a state of having paid work.
- **Gender inequality:** Gender inequality is the discrepancy between persons due to gender.

- **Inequality:** the unfair or detrimental treatment of different categories of persons, it is the unfair situation in society when some persons have more opportunities, financial resources etc. than other persons.
- **Woman:** This is defined a female person who is an adult.

CHAPTER TWO

REVIEW OF RELEVANT LITERATURE

2.1 Introduction

Theoretical and empirical research on gender advancement and development in the workplace generally, as well as on gender disparity in non-traditional occupations, abound. This is probably because gender discrimination against women in the workplace is a widespread issue. According to one school of thinking, testosterone, the hormone associated with male sex, influences women's empathy and verbal memory more than it does men's. Osman et al. (2018) looked at how women contribute less than males to local government and employment chances, and they concluded that this is because of cultural norms. Religion and low economic status, high marital duties, low self-esteem, and poor education all conflict with one other.

The study's findings support women's participation in the production and management processes, women's education across the country, and the financial advantages of educating women for leadership positions. According to Butt and Asad (2017), there is a global issue with male kid preference. It is believed that the boy is better than the daughter. Women were informed that after they were married, they would move out of

their house and into another, and that their kids would support and assist their parents in everything. Because they take care of them while they are ill and sustain them till they pass away, the son is regarded as the house's legal owner and the daughter as its temporary occupant. Being a mother of a son is the only channel that is the ultimate source of longevity for parents and when the son is the king then everyone gives him a high status in the society. This debate confirms the ideology that a son is better than a daughter, and state policies are still unable to improve the situation of women or eliminate discriminatory and habitual roles. The gender pay gap is the average difference between the total income of men and women. This difference is due to many factors, including differences in educational choices, differences in preferred personnel for industrial jobs, differences in the type of work that men and women do, differences in the type of work that men tend to do compared to women (especially good) work (paid and risky), differences in weekly working hours and breaks in work.

According to the European Commission, direct discrimination explains only a small part of the wage gap; they told us that there is a pay gap between men and women around the world. The main reason is skills and knowledge and men have more skills and knowledge than women and are therefore paid better than women. Human capital theories suggest that education, knowledge, and training earn a person a higher salary than women.

Women work mainly at home as caregivers and the entire family's expenses depend on men. Szymanowicz and Furnham found that there are cultural stereotypes about intelligence between men and women that reveal gender inequality.

The study found that women believed that disclosing their intelligence to a potential partner would reduce their chances with him. Men, on the other hand, would be much more willing to talk about their intelligence with a potential partner. Additionally, women are aware of people's negative reactions to IQ, which is why they limit sharing information only to trusted friends. Hoof (2010) showed that modern couples do not necessarily intentionally divide tasks such as housework between genders, but rather rationalize and make excuses. One excuse is that women are more competent and motivated to do household chores. Another reason is that some argue that the requirements for men's jobs are higher. A study was conducted among women living in an urban area. They were asked what they thought about gender inequality. Many women supported equal career opportunities for men and women; In this study, they also advocated that men should help with housework. Most respondents supported gender equality, and more and more people supported a change in gender roles where men could stay at home and do housework while women could work and provide for the family's needs. The study's authors, Robin and Douthitt (), concluded that the division of

household labor has changed gender roles. Finally, they found that men don't spend much more time with their children when their wives are working, and second, that working women spend much less time caring for their children than their full-time, stay-at-home counterparts. Gender inequality often arises from social structures that have institutionalized ideas about gender differences. Marginalization occurs on an individual level when a person feels outside of their society. It is a social process that shows how current politics can influence people. Cultural labels, which can dictate specific roles, are engrained in both men and women, and these stereotypes are a possible explanation for gender inequality and the resulting gendered wage disparity.

Nancy Lockwood of the Society for Human Resource Management, the world's largest human resource association with members in 140 countries, wrote in a 2009 report that female labor participation is lower than that of men. Globally, women have fewer opportunities for economic participation than men, less access to basic and higher education, greater health and safety risks, and less political representation. Guaranteeing the rights of women and giving them opportunities to reach their full potential is critical not only for attaining gender equality but also for meeting a wide range of societal development goals. The world gender goal describes the social constructed roles and responsibilities that societies consider appropriate for men and women.

Khan (2017) reported that discrimination represents a significant social problem in the world. Girls face discrimination; they often receive less food than boys, have fewer schooling and employment opportunities, and work long hours. In a society where male children are more regarded as valuable, women are often denied the right to life, the right to name and nationality, and by being married early or forced to stay at home, the right to associate freely and the right that comes with having liberty. The Global Report on Gender Gap Report 2016 compiled by the World Economic Forum ranks countries on gender gaps and includes factors such as economic participation and opportunities, education attainment, health and survival political empowerment. The report has ranked Pakistan 143 out of 144 countries that practice gender inequality.

Raza and Murad (2010) analyzed various aspects of the gender gap (gender inequality). The analysis is based on secondary data from reports published by several government and international development agencies. The analysis is descriptive in nature and relates to conditions relating to gender inequalities in the world. Hanan et al. (2017) discover all the hidden facts—cultural, traditional, structural, religious, economic deprivation, and prevalent illiteracy—for the purpose of coming up with workable methodologies to mitigate the distress in the agencies of women in the study area.

Madeline et al. (2015) reviewed that in different ways gender stereotypes create obstacles for women in the workplace. These challenges are wide spread and troublesome, with descriptive gender stereotypes resulting in women not being seen as competent and prescriptive gender stereotypes resulting in them not being seen as likable. Scholars also examined how prescriptive stereotypes create norms for how women should and should not. They also noted the conditions under which gender stereotypes are most likely to promote gender bias and discrimination. Despite changes in the landscape for women in the workplace, considerable inequalities continue to exist, and the evidence in this study points to gender discrimination as a likely cause. Today, when we still lack what it takes to thrive in male-dominated positions, they often shunned for behaving in ways that conflict with gender prescriptions. Understanding why these inequalities occur is an important first step in trying to minimize them, and they hoped schools continued to heed this call.

According to Worell's (2001) position, gender identities and gender problems are significant components of the culture of investigation in detail because they have an impact on how individuals conduct their lives at home as well as in wider society and the workplace. Due to the evident cultural implications assigned to men or women in various cultures, they function as an organizing element for society. The division of work due to

gender roles is an obvious manifestation of this in most civilizations. The roles of women and men are clearly defined both inside and outside the family, and explanations that are distinctive to a certain society differ from others and evolve over time. However, while the particular nature of gender relations varies from one culture to another, the general trend is that women have very little personal autonomy, few options at their disposal, and limited impact over the decision-making factors that govern both the culture of their cultures and their own lives.

This finally concludes that women have been treated very badly, and men are considered the caretakers of the home, not given the opportunities to engage in employment rolls and benefits in society. Over the years, inequality amongst women and men towards employment opportunity has diminished but has not yet disappeared. Two-income households have become increasingly normalized, and it is now common for both males and females to seek paid employment. However, despite this modernization, women still experience a number of unequal employment issues stemming from historical perspectives on the role of women. These barriers consist of difficulty advancing in the workplace, stereotyping unequal pay, a narrowed scope of job opportunities, and current human resources. Practices and policies as well as negative attitudes (Wolf & Fligstein).

After further research, it became clear that these issues could be lessened or resolved by implementing strategies such as mentoring programs and flexibility for family needs. Anti-discriminatory legislation for women and minorities entering the workforce and human resource (HR) policies that implement gender equality practices, although the wage gap has persisted despite ongoing improvement in the different sectors of gender inequality. It is important to first address the barriers presumably responsible for the majority of discrepancies. The current attitudes and behaviors directed towards women at work need modification if the goal is to move towards a more equal employment sector overall. Then, through the application of these strategies and a greater understanding of gender inequality, we will have the means necessary to shrink the gap between men and women in the workplace in terms of employment opportunities. A scenario where women have equal opportunities to men toward employment opportunities and the workplace should no longer be an aspiration but a requirement.

2.2 The Concept of Gender Inequality

Every girl and every boy deserves an equal opportunity to survive and thrive. However, gender discrimination in childhood means that women continue to have no employment opportunities. A girl is much more likely to be denied her rights, expelled from school, subjected to violence and not having her voice valued. This threat affects their

employability in society. In this chapter we focus on the concept of gender inequality, its causes and its effects on the structure of society. Gender inequality is attitudinal or gender discrimination that results in one sex or gender being systematically privileged or prioritized over another. Gender inequality is a fundamental human right and this right is violated by gender discrimination. It also refers to the unequal treatment of individuals' perceptions, in whole or in part, based on sex or gender; arises from differences in socially constructed gender roles. This includes the norms, behaviors and roles associated with being a woman, man, girl or boy, as well as the relationships between them. Gender as a social construct varies from society to society and can change over time. This problem in simple words is called gender bias, which in simple words means a gender stratification or distinction between a girl and a boy, that is, a man or a woman. This phenomenon occurs mainly in rural areas as many rural populations feel that girls are a burden to them. However, nowadays it can also be observed in urban areas, e.g., offices, institutions, schools and companies. However, gender inequality is not a uniform phenomenon, but a series of desperate and interconnected problems in many parts of the world. Women receive less attention and healthcare than men, and women in particular receive less support and fewer employment opportunities because of their gender.

2.3 Forms of Gender Inequality

The following research work highlights the seven important forms of gender inequality in world society.

- **Women work more hours than men:** In most societies, the mainstream male is the one who argues that women have a comparative advantage in non-market household production, such as cooking and cleaning the home, which can be characterized as emotional labor and care work. According to this way of thinking, household tasks are distributed asymmetrically. Women focus more on production. As a man who earns his bread, he therefore enjoys both power and status. From this we can conclude that women's activities primarily serve the well-being of the family. In addition, women from poor families face the double burden of housework and market work to earn monetary income (men's contribution in the form of hours worked), and women participate in market and non-market activities in developed and developing countries. . Demonstrated understanding of the dynamics of gender inequality. We observe an almost uniform pattern of gender inequality in working time spent during the day both at home and in the market

- **Employment and income inequality:** Historically, men have been more involved in work outside the home than women. However, women, especially those from poor families, share family responsibilities and economic production unequally. That why they work longer hours than men. This type of division of labor can be seen as an accumulation of women's work, as described by Amartya Sen. Housework is often viewed as a sedentary activity that requires fewer calories for energy. Apart from economic production, women also share household responsibilities unequally. That's why they work longer hours than men. This type of division of labor can be seen as an accumulation of women's work, as described by Amartya Sen. Housework is often viewed as a sedentary activity that requires fewer calories for energy. When women undertake domestic tasks, they typically work in a narrow range of occupations called women's industries (textiles, clothing, electronics, food and beverages, etc.), where wages are generally lower than in other sectors. Because these jobs have lower status than men, women are paid differently, leading to a gender pay gap. In addition, the concentration of women's labor can also be observed in small farms, biri production, paid domestic work, etc.

- **Property inequality:** In the case of social inequality, we move on to another type of inequality called property inequality. In most societies, ownership of goods and means of production rests primarily with men. Inheritance law grants these property rights to male children. This rejection, resulting from the hierarchical dualism within the family, not only limits women's voice but also prevents them from participating in commercial, economic and social activities. This type of social disadvantage means lack or lack of skills or due to lack of skills, women are subjected to various types of exploitation and servitude. Social inequalities interrupt the development process. Unfortunately, property inequality in the country is not a new development. In her previous life, a woman is influenced by her father, then by her husband's entry into marriage, and finally by her ownership rights to property, which she cleverly avoids.
- **Survival inequality:** Another primitive form of gender inequality is the very high female mortality rate, even though biologically women live longer than men! Therefore, more boys are born than girls everywhere, leading to a shortage of women and a surplus of men in developed countries due to the lack of gender bias in health care and nutrition, while women in developing countries receive less care and support than men.

There is a strong preference for threads. There is a male preference when it comes to food distribution.

- **Gender bias in the distribution of education and health care:** Health care and education - the two main forms of human capital are linked to economic development. Human capital accumulates as society advances in education. Our attention is drawn to the contribution of human capital to Japan's remarkable economic progress. Improving health capital also improves the return on investment in education and vice versa, but there are large differences in education and health care between developed and developing countries.
- **Gender inequality in the expression of freedom:** Women experience inequality not only in terms of income or wealth, but also in terms of freedom, and their powerlessness is unimaginable. They lack economic freedom in the country, not only because of a lack of property rights and low wages. Although he has earned the freedom, he also lacks the freedom to express his opinion on his children's education. In some poor and backward societies, women are completely denied the right to express their opinions. However, such a lack of freedom is not uncommon, even among educated elites who enjoy enormous power and authority in a male-dominated society. In addition, there is great apathy towards granting

women political power and authority, i.e. their participation in administrative and political decision-making processes. In fact, women are politically disadvantaged and excluded in many countries.

- **Gender inequalities in violence and victimization:** Misogynistic prejudice begins before a girl is born (through sex-selective abortion) and is a social attitude that women hold throughout their lives. This is due to the unequal distribution of family income, assets and social benefits. Women are victims of physical and sexual violence, which is the opposite of freedom and an extreme form of coercion. This is common among the poor and not uncommon in rich countries, and among the rich, dowry harassment is viewed as an instrumental use of force. Death by dowry is the most serious form of domestic violence. Beating a woman is not an uncommon human rights violation. In addition to increasing poverty, trafficking in women and children for sexual exploitation has become an extremely profitable and low-risk business for organizers.

2.4 The Effect of Gender Inequality on Employment Opportunity

Gender inequality has many adverse effects on employees and organizations here are some major effect which is stated as follow.

- **Commercial effects:** Gender inequality can halt economic growth. When women receive lower salaries and job opportunities than in education and work, it creates income inequality. The situation makes it harder for women and their families to raise their living standard or at makes ends meet.
- **Lower productivity and innovation:** Gender inequality in the work place or employment assessment prevents creativity and productivity. Women's ideas and perspectives are over looked when they are left out of decision making and leadership roles. Having diverse inputs and experiences is important for bringing new ideas and solving problems however, gender inequality limits that possibility.
- **Health and well-being, gender:** Inequality can harm women's health and well-being. They may experience higher stress levels due to unequal treatment, discrimination and limited career opportunities. Chronic stress negatively impacts their mental health, increasing their anxiety depression, and other psychological problems.
- **Social and cultural consequences:** Gender inequality reinforces harmful stereotypes and restricts individual freedom it can create divisions within communities and promotes discrimination. Gender inequality also limits

opportunities for personal and professional growth making it harder for people to move up and weaken social bonds.

- **Human rights violation:** Gender inequality is a violation of fundamental of human rights. It denies women their right to be treated fairly and take advantage of the same opportunities as men. Left unchecked, inequality leads to violence, bullying harassment and unequal access to education, healthcare, and even politics and governance.

2.5 Causes of Inequality of Gender on Employment Opportunities

In decades, the world has gotten closer to achieving gender equality. There is better representation of women in politics and more economic opportunities in many places of the world. Some causes of gender inequality include:

Unequal Access to Education: Around the world, women still have fewer accesses to education than men half young women between 15-24 will not finish primary school, these makes most women not to complete their basic education of all the illiterate people in the world 70 percent are women. When girls are not educated on the same level as male gender, it has a huge effect on their future and the kind of opportunities they will get.

Inadequate employment equality: Few countries of the world give women the same legal

work rights as men in fact most economics give women only 40 percent the right of men. Studies show that if employment becomes a more even playing field, it has a positive effect on other areas prone to gender inequality.

Job segregation: One of the causes for gender inequality within employment is the division of jobs in most societies, there is an inherent belief that men are simply better equipped to handle certain jobs. Most of the time, those are the jobs that pay the best. This discrimination result to lower income for women. Women also take on the primary responsibility for unpaid labour, so even as they participate in the paid workforce, they have extra work that never gets recognized financially.

Poor legal protections: According to research from the World Bank over one billion women don't have legal protection against domestic sexual violence or domestic economic violence. Both have a significant impact on women's ability to thrive and live in freedom. In many countries, there is also a lack of legal protections against harassment in the workplace, at school, and in public. These places become unsafe and without protection women frequently have to make decisions that compromise and limit their goals.

- ✓ **Bodily self-sufficiency:** Many women around the globe do not have authority over their own bodies or when they become parents. Accessing birth control is frequently very difficult. According to the world health organization W.H.O, over 200million women who don't want to get pregnant are not using contraception. There are various reason. For this such as a lack of options, limited access, and cultural or religious opposition. One a global scale, about 40 percent of pregnancies is not planned and while 50 percent of them do end in abortion, 38 percent result in births. These mothers often become financially dependent on another person or the state of losing their freedom.
- ✓ **Epileptic Medical Care:** In addition to limited access to contraception, women overall receive lower quality medical care than men. This is linked to other gender inequality reasons such as a lack of education and job opportunity, which result in more women being in poverty they are less likely to be able to afford good health care. There is also been less research into diseases that affect women more than men, such as autoimmune disorders and chronic pain conditions many women also experience discrimination and dismissal from their doctors broadening the gender gap in healthcare quality.

- ✓ **Poor religious freedom:** When religious freedom is attacked, women suffer the most. According to the world economic forum, when extremist ideological (such as ISIS) come into a community and restrict religious freedom, gender inequality gets worse.
- ✓ **Inadequate political representation:** Of all national parliament at the beginning of 2019 only 24.3% of seats were filled by women. As of June 2019, it heads of state were women, despite progress in this grossly underrepresented in government and the political process. This means that certain issues that female politicians tend to bring up such as parental equality laws and gender based violence are often neglected.
- ✓ **Ethnicity:** It would be impossible to talk about gender inequality without talking about racism. It affects what jobs women of color are able to get and how much they are paid, as well as how they are viewed by legal and health care system. African women's work was labour so it was taxable, while work performed by English women was domestic and not taxable. The pay gap between white women and women of color continues that legacy of discrimination and contributes to gender inequality.

- ✓ **Societal mindsets:** It's less tangible than some of the other causes on this list, but the overall mindset of a society has a significant impact on gender inequality. How society determines the differences and value of men to women plays a starring role in every arena, whether it's employment or the legal system or health care. Beliefs about gender run deep and even though progress can be made through laws and structural changes, there's often a push back following times of major change. It's also common for everyone (men and women) to ignore other areas of gender inequality when there's progress, such as better representation for women in leadership. These types of mindsets prop up gender inequality and delay significant change.

2.6 Interventions for Gender Inequalities

Gender disparity is an unsatisfactory treatment of people based on their gender that includes granting privileges to a certain gender or marginalizing someone because of their gender identity. On an individual level, stopping gender discrimination requires internal reflection and willingness to change. Here is some key way to end inequality in the society.

- A. **Ensure equal access to education:** There's been significant progress in education equality but gaps remains. According to the global gender gap report in 2020, 85 percent of female had primary educations compared to 95% of males. The 2021 report stated that with current progress, it will take just over 14 years to close the gap entirely. This is good news, but as the report also says, there are quality variations based on factors like income and ethnicity.
- B. **Empowering women in the workplace:** In most workplaces there are more men than women in high- level positions. The gender pay gap also persists in many places and intersects with race and ethnicity. Gender discrimination can be tackled by offering paid leave and child care, supporting more women in senior roles and review salaries. It should also be remembered that allow of challenges in the workplace makes more women than men left their jobs, often because women tend to do more in child care.
- C. **Protection of Reproductive rights:** Reproductive rights, sexual and reproductive rights are frequently threatened in 2019, women in low- income countries wanted to avoid pregnancy, but weren't using a modern contraception method. Every year, these women give birth and many don't receive care. Young people are especially affected by the lack of reproductive care, which make it much harder to get an education and access professional opportunities. To protect right solution like universal health

coverage are important. Protecting reproductive rights also means gathering data on these historically ignored.

D. Strengthening legal protection: Gender discrimination can be deadly in that it often head to sexual harassment and assault. Domestic violence is especially pervasive. The W.H.O Estimates that half women between 15 to 49 years old have been victim in a relationship with physical and sexual violence. In 2021, the world banks examined whether domestic violence legislation is effective. They concluded that while it's not the only method needed to protect women. It is important these laws need to be actually enforced and strengthened when necessary, especially since the pandemic contributed to an increase in violence. Law that address economic inclusion is also needed.

E. Provision of better medical care: Overall, women receive poorer medical care than men. There are many reason, such as the fact that more women live in poverty and therefore can't afford better healthcare medical professional can have gender bias and gender gap in medical research. Improving healthcare includes training medical staff on gender bias including racial bias and bias against persons. Improving research methods and data collection and empowering women, transgender people and non-

binary people to take leadership roles in health organizations. Better health outcomes can also be attained by reducing poverty and empowering people economically.

- F. **Attaining better political representation:** Political representation is an area with one of the biggest gender gaps. As of September 2021, there were just 26 women who were minister and head of political office from data base, women only up few position in political power. But political representation can be gained by eliminating the intersectional barriers that make it difficult for women to enter politics like lack of funding, more responsibilities at home (like children) and cultural/social biases. Should be eradicated, more political training can also help to empower women.
- G. **Prioritizing the most marginalized Groups:** Not everyone affected by gender discrimination is affected in the same way. Factors like income level, race, ethnicity, and sexuality raise additional barriers to safety, work opportunities, reproductive rights, political representation, and more. Gender discrimination want be eliminated using a trickle down method where resources are focused on more privileged groups. Those who are most marginalized, who are at the most risk, should be prioritized. Government policies should be implemented that will favor the women to avoid violation of human right and marginalization in the society.

2.7 Theoretical Framework

So many theoretical and empirical, studies have emerged finding that gender inequality in employment opportunities reduces economic growth. This study is found upon the theoretical literature by Osman et-al (2018) maintain that regarding education, gender inequality reduces the average amount of human capital in a society and thus harms economics performance. There are declining marginal returns to right of liberty and participation in politics, restricting the education of girls to lower levels while taking the education of boys to a higher level (World Bank, 2010). Khan (2017) also argues from the angle of discrimination represent. Women face discrimination, they often receive less education, less employment opportunities and work long hour. Women need to be educated and there must be no barriers to employment in industries, society would reduce the ability of countries to capitalize on these opportunities.

Finally, Khan (2017) theoretically emphasized that promoting female education is known to reduce level of illiteracy and promote education to the next generation.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

The quantitative method of research was used for this study. This section consists of the research design, population of the study, sampling size and sampling technique, validity and reliability and concluded with the method of data analysis of gender inequality among women and girls in Okitipupa Local Government Area of Ondo State.

3.2 Research Design

This study will adopt the Survey research design and this is because it summarizes divergent views toward gender inequality on employment chances of women. Considering the fact that the work integrates the adult women and men folks of the whole Nigeria, a single individual cannot come out with a complete research report within the time frame for this work. The areas of emphasis in the study are how inequality in gender militates against women employment opportunities.

3.3 Population of the Study

The total population under study in Okitipupa Local Government area which has a population of 359,700 (NPC, 2006). Though it may appear impossible to study the entire population of the area, the study has depended on those in some wards in the area. The data collected from the respondents is a primary data. It is primary data because the researcher collects these data by himself.

3.4 Data Collection Method

Data gathering was done through the use of primary method of data collection which is the questionnaire. It is presumed that the respondent gave their answers in a truthful and honest manner.

3.5 Sampling Size and Technique

According to Ayiwe (1991), a sample refers to the small part of fraction of a population that is subjected to detail and wide ranging examination. It could be seen as a subject of the entire population of study from which we select variables in the population by observation and then apply what we observed to the entire area. A sample size of 100 was randomly selected from Okitipupa Local Government Area in Ondo State.

3.6 Instrument of Data Collection

The questionnaire was used for the collection of data with the help of some individuals who carefully interpreted the questions for the respondents. During the administration of the instrument, questions were asked on the respondents demographics and on questions deduced from the research questions..

3.7 Validity and Reliability of Instrument

The questionnaires were validated by research experts who certified the tool to be administrable before it was administered to the respondents. Some queries that do not conform to the researcher's area of interest were removed and others added where necessary. Hence, the research instrument was validated before the researcher began to use it.

3.8 Method of Data Analysis

In the course of this research, the researcher applied the frequency distribution method, simple percentage to analyze the data. In descriptive analyze the data. In simple percentage he applied frequency table to determine the response of the variable the researcher tested the hypothesis on the significant factors responsible for low

employment of women against gender inequality on employment opportunities and promotion gap between men and women variable.

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS

4.1 Introduction

The analysis focuses on gender inequality between women and girls in Nigeria. Critically examine how women and girls experience widespread systemic disadvantage and discrimination in Okitipupa Local Government Area of Ondo State. The study excluded men from sectors but used their numbers in different sectors to highlight gaps and differences between women and girls. In this way, the researcher identifies in tabular form the various research questions and factors that influence gender inequality in women's employment opportunities.

4.2 Demographics of Respondents

Table 1: Gender

Values	Frequency	Percent
Female	100	100
Male	-	-
Total	100	100

Source: Field Survey 2021

From the table 1 above, 100 (100%) per cent of respondents are females. This means that the entire respondents are female.

Table 2: Religion

Values	Frequency	Percent
Christian	94	94
Muslim	6	6
Total	100	100

Source: Field Survey 2021

From the table 2 above, 94 (94%) per cent of respondents are Christians while 6(6%) are Muslims. This means that majority of respondents are Muslims.

Table 3: Is the Government making exertions towards lessening gender inequality in employment

Values	Frequency	Percent
Yes	86	86
No	14	14
Total	100	100

Source: Field Survey 2021

From the table 3 above, 86(94%) per cent of respondents answered with a Yes while 14(14%) No. This means that the respondents agree that government is making efforts towards reducing gender inequality in employment.

Table 4: Are employment opportunities available to women in Okitipupa Local Government Area of Ondo State?

Values	Frequency	Percent
Yes	17	17
No	83	83
Total	100	100

Source: Field Survey 2021

From the table 4 above, 17(17%) per cent of respondents answered with a Yes while 83(83%) No. This means there are employment opportunities available to women.

Table 5: Are there social cultural influences impacting on the employment opportunities of women

Values	Frequency	Percent
Yes	83	83
No	17	17
Total	100	100

Source: Field Survey 2021

From the table 5 above, 83(83%) per cent of respondents answered with a Yes while 17(17%) responded with a No. This means that there are social cultural factors impinging on the employment opportunities of women.

Table 6: Can women gain employment without gender disparities among the males?

Values	Frequency	Percent
Yes	29	29
No	71	71
Total	100	100

Source: Field Survey 2021

From the table 6 above, 29(29%) per cent of respondents answered with a Yes while 70(70%) responded with a No. This means that women do not gain employment without gender disparities among the males.

Table 7: Do women experience gender Inequality

Values	Frequency	Percent
Yes	94	94
No	6	6
Total	100	100

Source: Field Survey 2021

From the table 7 above, 94(94%) per cent of respondents answered with a Yes while 6(6%) responded with a No. This means that there women experience gender Inequality.

Table 8: Are there stereotype Jobs available for women in the region

Values	Frequency	Percent
Yes	94	94
No	6	6
Total	100	100

Source: Field Survey 2021

From the table 8 above, 94(94%) per cent of respondents answered with a Yes while 6(6%) responded with a No. This means that there are stereotype Jobs available for women in the region.

Table 9: Is employment obtained based on qualification or gender

Values	Frequency	Percent
Yes	71	71
No	29	29
Total	100	100

Source: Field Survey 2021

From the table 9 above, 71(71%) per cent of respondents answered with a Yes while 29(29%) responded with a No. This means that there employment obtained based on qualification or gender.

Table 10: Are women given the chance to play leadership role and development towards contributing to national interest?

Values	Frequency	Percent
Yes	22	22
No	78	78
Total	100	100

Source: Field Survey 2021

From the table 10 above, 22(22%) per cent of respondents answered with a Yes while 78(78%) responded with a No. This means that women are not given the chance to play leadership role and development towards contributing to national interest

Table 11: Is there equal treatment, fair hearing, education, equal earning, and medical care.

Values	Frequency	Percent
Yes	-	-
No	100	100
Total	100	100

Source: Field Survey 2021

From the table 11 above, 100(100%) per cent of respondents answered with a Yes while none responded with a No. This means that there is no equal treatment, fair hearing, education, equal earning, and medical care.

4.3 Discussion of Findings

First, the study found that the government is working to reduce gender inequality in employment in Okitipupa Local Government Area, in line with Ifemeje and Ogugua (2012). The study also revealed that employment opportunities exist for women, which is consistent with Okeke (2017).

Secondly, the study found that there are socio-cultural factors that influence women's employment chances, which is consistent with Mushfigure (2018). Similarly, the results showed that women do not get jobs without gender differences between men, which is consistent with Oseni et al. (2015). Other findings have shown that women experience gender inequalities, which is confirmed by Makama (2013).

Thirdly, the result shows that there are stereotypical jobs accessible to women, which is confirmed by Ogboku (2011), and also shows that employment is based on skills or gender, which is confirmed by Gberevie (2014).

Finally, the study found that women are not given opportunities like men to assume leadership roles and contribute to the national interest, which was suggested by Ajibola et al. (2019).

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Summary

Gender discrimination refers to the perception of unequal treatment of persons, in whole or in part, based on their sex or gender; arises from differences in socially constructed gender roles. Gender as a social construct varies from society to society and can change over time. This problem is called “gender bias” in simple words, which in simple words means a stratification or differentiation between the genders of girls and boys, i.e. H., Male or female. However, gender inequality is not a uniform phenomenon, but a series of desperate and interconnected problems in many parts of the world. Gender inequality can stop economic growth. When women receive lower wages and poorer job opportunities in terms of education and employment than men, income inequality arises. Diverse contributions and experiences are important to contribute new ideas and solve problems. However, gender inequality limits this possibility. They may experience higher levels of stress due to unequal treatment, discrimination and limited career opportunities.

Social and cultural consequences: Gender inequality reinforces harmful stereotypes and limits individual freedom; They can cause divisions within communities and promote

discrimination. Gender inequality also limits opportunities for personal and professional development, hinders progress and weakens social bonds. women work more hours than men; In most societies, the mainstream male is the one who argues that women have a comparative advantage in non-market household production, such as cooking and cleaning the home, which can be characterized as emotional labor and care work. In addition, women from poor families face the double burden of housework and market work to earn monetary income (men's contribution in the form of hours worked), and women participate in market and non-market activities in developed and developing countries. .They lack economic freedom in the country, not only because of a lack of property rights and low wages. Occupational segregation, one of the causes of gender inequality in employment, is the division of labor in most societies. There is a belief that men are simply better equipped for certain jobs. This is linked to other causes of gender inequality, such as a lack of education and job opportunities, which means more women live in poverty and are less able to afford healthcare. Often no one (men and women) is aware of the other areas of gender inequality where progress has been made, such as better representation of women in leadership positions. Gender discrimination can be combated by ensuring paid leave and childcare, promoting more women in leadership positions and changing wages. Protect reproductive rights: Reproductive, sexual and

reproductive rights are often under threat. In 2019, women in low-income countries wanted to avoid pregnancy but did not use modern contraceptive methods; Prioritize the most marginalized groups: Not all people affected by sexual discrimination experience it in the same way. Factors such as income level, race, ethnicity and sexuality create additional barriers to safety, employment opportunities, reproductive rights, political representation and more.

5.2 Conclusions

The researcher have briefly identified one of the main questions we need to answer. The effects of gender inequality, which can impoverish women's lives, are best understood by looking in detail at the specific forms of inequality found in particular regions. Gender inequality affects the interests not only of adult girls and women, but also of boys and men, through biological and social ties, including politics, respect for human rights, and economic and social life, and they have the right to equal rights to do so Gender equality. social values and socialization in every life work and enable women to make decisions in their lives without focusing too much on external interference.

5.3 Recommendation

Given the results obtained so far, it is necessary to adequately assess the significant impact of inequalities between women and men. The researcher recommended the following

- a. Women living in urban and especially rural areas should receive all the encouragement and support they need to go to school and become women educated themselves and defended their rights.
- b. The government should implement policies and procedures that govern the interaction of various institutional sectors. Access to government resources, including employment, is ensured through legislation, policy and regulation.
- c. Capital assistance from the state should be provided directly and women should receive grants in exchange for employment opportunities.
- d. Society must face the situation and accept that men and women are equal life partners, individuals with the same status and their own identity.
- e. There should be no discrimination between the two parties regarding job offers.
- f. The government should implement measures to reduce citizens' dependence on gender inequality between women and men, regulate citizens' activities in terms

of culture, norms and values for women, participation in employment status and respect for basic human rights.

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APPENDIX
UNIVERSITY OF BENIN
FACULTY OF SOCIAL SCIENCES
DEPARTMENT OF SOCIAL WORK

STURCTURED INTERVIEW QUESTION

Dear Respondents

I am an undergraduate of the above named institution and department currently carrying out a research titled “Gender discrimination on the occupational opportunities of women in Okitipupa Local Government Area of Ondo State”. The researcher hereby solicit your attention in completing this questionnaire in other to gather information needed for the study.

PERSONAL DATA

1. Gender a. Male b. Female

2. Religion a. Christian b. Muslim C. ATR

SECTION B

1. What are the influences responsible for low employment chances of women (a) Yes (b) No
2. Are there exertions government is making towards lessening gender inequality toward employment. (a) yes () (b) No ()
3. Are employment opportunities available to women (a) Yes (b) No
4. Are there social cultural influences that impact on the employment opportunities of women. (a) Yes (b) No
5. Are employment chances available for women (a) Yes (b.) No
6. Could it be possible for women to gain employment without gender disparities among male and female respondent (a) Yes () (b) No
7. Do several policies of the government towards alleviating gender inequality toward employment opportunities of women. (a) Yes (b) No
8. Do women experience gender inequality (a) Yes (b) No
9. Are there stereotype Jobs available for women in the area (a) Yes (b) No
10. Is employment obtain base on qualification or gender status in the region (a) Yes () (b) No ()

11. Are women given the opportunity to play leadership role and development towards contributing to national interest. (a) Yes () (b) No
12. Is there equal treatment, fair hearing, education, equal earning, medical care in the region. (a) Yes () (b) No ()
13. Economic effect, low productivity and innovation, health, social and cultural consequences, human right violation, all this are the effect of gender inequality on employment opportunities. (a) Yes () No