

**GENDER INEQUALITY AND WOMEN EMPLOYMENT OPPORTUNITIES  
IN OREDO LOCAL GOVERNMENT AREA OF EDO STATE**

**ALUYA KELLY**

**SSC1809717**

**DEPARTMENT OF PUBLIC ADMINISTRATION**

**FACULTY OF SOCIAL SCIENCES**

**UNIVERSITY OF BENIN**

**BENIN CITY, NIGERIA**

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**BEING A PROJECT WORK PRESENTED TO THE DEPARTMENT OF PUBLIC  
ADMINISTRATION, FACULTY OF SOCIAL SCIENCES, UNIVERSITY OF BENIN,  
BENIN CITY IN PARTIAL FULFILLMENT OF THE REQUIREMENT FOR THE  
AWARD OF THE DEGREE OF BACHELORS IN PUBLIC ADMINISTRATION**

**SEPTEMBER, 2023**

## **CERTIFICATION**

We the undersigned certify that this project titled “Gender Inequality and Women Employment Opportunities in Oredo Local Government Area of Edo State” was carried out by **ALUYA KELLY** with matriculation number **SSC1809717** of the Department of Public Administration in partial fulfilment of the requirement for the award of Bachelor of Science (B.Sc.) in Public Administration, University of Benin.

\_\_\_\_\_  
**Dr. A. I. Mustapha**  
**Project Supervisor**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Prof. S. Aibieyi**  
**Head of Department**

\_\_\_\_\_  
**Date**

## **DEDICATION**

This work is dedicated to God Almighty, the Beginning and the End. The work is also dedicated to my wonderful parents, Mr. and Mrs. Aluya.

## ACKNOWLEDGEMENTS

My deepest gratitude goes to God Almighty, the King of kings and Lord of Lords. This endeavor would not have been possible without the help of the Holy Spirit for his grace and strength upon my life, despite the days of trials. He made everything readily available for me to complete my stay in the University of Benin. All I can say is thank you Lord.

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## TABLE OF CONTENTS

TITLE PAGE	-	-	-	-	-	-	-	-	-	I
CERTIFICATION	--	-	-	-	-	-	-	-	-	II
DEDICATION	-	-	-	-	-	-	-	-	-	III
ACKNOWLEDGMENT	-	-	-	-	-	-	-	-	-	IV
TABLE OF CONTENTS	-	-	-	-	-	-	-	-	-	V
ABSTRACT	-	-	-	-	-	-	-	-	-	VII
<b>CHAPTER ONE: INTRODUCTION</b>										
1.1	Introduction	--	-	-	-	-	-	-	-	1
1.2	Statement of the Problem	-	-	-	-	-	-	-	-	4
1.3	Research Questions	-	-	-	-	-	-	-	-	5
1.4	Objectives of the Study	-	-	-	-	-	-	-	-	6
1.5	Hypotheses	--	-	-	-	-	-	-	-	6
1.6	Scope of the Study	--	-	-	-	-	-	-	-	7
1.7	Significance of the Study	--	-	-	-	-	-	-	-	7
1.8	Limitation of the Study	-	-	-	-	-	-	-	-	8
1.9	Definition of Terms	-	-	-	-	-	-	-	-	9
<b>CHAPTER TWO: LITERATURE REVIEW</b>										
2.1	Introduction	-	-	-	-	-	-	-	-	10
2.2	Overview Gender Inequality in Employment Opportunities among Women	-	-	-	-	-	-	-	-	10
2.3	Factors Responsible For Gender Discrimination on Employment Opportunities for Women	-	-	-	-	-	-	-	-	13
2.4	Consequences of Gender Inequality on Employment Opportunities for Women	-	-	-	-	-	-	-	-	17
2.5	Measures towards Addressing the Challenges of Gender Inequality in Employment Opportunities among Women	-	-	-	-	-	-	-	-	20

### **CHAPTER THREE: METHODOLOGY**

3.1	Introduction -	-	-	-	-	-	-	-	24
3.2	Research Design -	-	-	-	-	-	-	-	24
3.3	Population of the Study -	-	-	-	-	-	-	-	24
3.4	Sample and Sampling Technique -	-	-	-	-	-	-	-	24
3.5	Sources of Data -	-	-	-	-	-	-	-	25
3.6	Validation of the Instrument -	-	-	-	-	-	-	-	25
3.7	Instrument for Data Collection	-	-	-	-	-	-	-	25
3.8	Techniques of Data Analysis -	-	-	-	-	-	-	-	26

### **CHAPTER FOUR: DATA ANALYSIS AND INTERPRETATION**

4.1	Introduction --	-	-	-	-	-	-	-	27
4.2	Analysis of Respondents Demographic Data -	-	-	-	-	-	-	-	27
4.3	Analysis of Findings	-	-	-	-	-	-	-	30
4.4	Test of Hypotheses --	-	-	-	-	-	-	-	39
4.5	Discussion of Findings -	-	-	-	-	-	-	-	48

### **Chapter Five: Summary, Conclusion and Recommendations**

5.1	Summary -	-	-	-	-	-	-	-	52
5.2	Conclusion - -	-	-	-	-	-	-	-	56
5.3	Recommendations	-	-	-	-	-	-	-	56
	<b>Bibliography -</b>	-	-	-	-	-	-	-	<b>58</b>

## ***ABSTRACT***

*This study investigated gender inequality and women employment opportunities in Oredo Local Government Area of Edo State. The sample size was made up of 90 respondents. The data collected was analyzed using frequency count and simple percentage.*

*The study revealed that societal norms, lack of access to education, lack of governmental support, gender stereotype and limited access to finance are the factors responsible for gender discrimination on employment opportunities for women in Oredo Local Government Area of Edo State. It was concluded that there is high level of gender inequality in employment opportunities among women in Oredo Local Government Area of Edo State.*

*The study recommends that government should make concerted efforts towards ensuring women have access to credit loans which they could use to start up their own businesses. It was also recommended that the Senate and House of Representatives should consider the adoption of a bill that constitutes strategies to fight against discrimination in Nigeria.*

# CHAPTER ONE

## INTRODUCTION

### 1.1 Background to the Study

Gender inequality on employment opportunities is a pervasive and persistent problem that has plagued societies across the world for centuries. Despite the progress that has been made in many areas of life, such as education and politics, women still face significant challenges when it comes to employment opportunities. The issue of gender inequality in the workplace is particularly acute when it comes to women's access to well-paying jobs, promotions, and leadership positions. Gender inequality in employment refers to the unequal treatment and opportunities that women face in the workforce compared to their male counterparts (Lawal, 2021). This pervasive issue stems from societal norms, stereotypes, and biases that limit women's access to equal job prospects and advancement. Despite progress, women continue to encounter barriers that hinder their participation in various industries and levels of employment.

One of the primary causes of gender inequality in women's employment opportunities is entrenched societal attitudes and beliefs about gender roles (Idoko, 2020). Even though we live in an era of greater gender equality, many people still hold traditional beliefs about men and women's roles in society. For example, many people believe that women are naturally less capable of leadership roles and that men are better suited to positions of authority. This belief is often reinforced by media portrayals of women as passive and emotional, while men are depicted as assertive and rational.

Another factor that contributes to gender inequality in women's employment is discrimination. Even though discrimination against women in the workplace is illegal in many countries, it still occurs. This can take many forms, from overt discrimination such as refusing to hire or promote women, to more subtle forms of discrimination such as assuming that women are less committed to their careers because they have children (Asuquo, 2020). Discrimination can be difficult to prove, and many women may not even realize that they are being discriminated against.

The impact of gender inequality on women's employment opportunities can be profound. Women are often denied access to well-paying jobs, and are more likely to work in low-paying industries such as healthcare and education. This not only affects their earning potential but can also limit their opportunities for career growth and advancement (Adamu, 2020). Women are also less likely to be promoted to leadership positions, which can further limit their ability to advance their careers. This can have a significant impact on their financial stability, as well as their sense of self-worth and confidence. Gender inequality in women's employment opportunities also has a broader societal impact. When women are denied access to well-paying jobs and opportunities for career growth, they are more likely to live in poverty or struggle to make ends meet. This can have a ripple effect on their families and communities, as women are often responsible for caring for children and elderly relatives. When women are unable to work or are forced to work in low-paying jobs, they may not have the financial resources to

provide adequate care for their families. This can lead to social problems such as increased poverty rates, higher rates of crime, and decreased social mobility

Despite some progress made over the last few decades in increasing women's participation in the work force and narrowing gender gaps in wages, gender equality in the labour market still remains an elusive goal in Nigeria (Ocho, 2020). Promoting gender employment equality has become a globally recognized and an acceptable reality. Women continue to face certain problems and discrimination in all areas of economic life. The government of many developing countries in the last decade has focused on issues relating to gender disparity and this disparity was found in work places. In Nigeria today, the idea of equality of sexes in different places of work is foreign to Nigerian native law and customs.

Women have in one way or another experienced gender opportunity restrictions in their homes, politics, employment, wages amongst others. Most of them are not able to take a stand in decision-making within their families and the society, not able to participate in politics as a result of lack of financial strength and gender discrimination. This appears to be problematic because the consistency and persistence of gender inequality in Nigeria seem to be increasing, even when change is constant and reverberating around the globe. Nigeria is still deep-rooted in the cultural practice which put women in the backseat of achieving development by ensuring that they do not get equal employment opportunities with men which is supposed to be the major tool for national development (Okolo, 2020).

Discrimination against women in employment in Nigeria is so visible, primarily due to the high level of illiteracy and lack of skills among women compared to men. In fact, the country ranks 118 of 134 countries in the Gender Equality Index. Even when they are represented, they are discriminated against. No wonder the government has put a law that in every sector of work/employment, women should take at least 30% (Ibrahim, 2018). Even with this, there are rarely any organizations that women have such, except in some professions that are considered feminine, which include nursing, teaching etc. Relying on traditional gender roles and child care responsibilities, some employers assume that a female employee is less dependable than a male employee. Most entrepreneurs believe that females are inferior to their male counterpart and incompatible with a fast-paced business environment. This has led to series of discriminatory activities against women which comes in diverse forms such as direct gender discrimination which occurs when women are treated differently at work and an example includes disparity in salary based on gender.

## **1.2 Statement of the Problem**

Despite some progress made over the last few decades in increasing women's participation in the work force and narrowing gender gaps in wages, gender equality in the labour market still remains an elusive goal in contemporary Nigeria society. While millions of women have become successful entrepreneurs, women are still grossly underrepresented in the boardroom of companies across the world. Common observation has shown that in Nigeria, women continue to form a large majority of the world's working poor, earn less income, and are more often affected by long-term unemployment

than men. This is due to women's socio-economic disadvantages caused by gender-based discrimination and their double roles of being a worker and a care taker of the home.

Preliminary observation has shown that disparities still exist between men and women in employment and income opportunities, control over assets, personal security and participation in the development process. This may be as a result of lingering constraints including poor economic condition of Nigerian women, lack of adequate legislation and policies to support the rights of women, unequal access to education, limited access to land, lack of assertiveness among women. As a result of gender inequality in employment opportunities, women continue to embark on many unpaid care jobs, which has become an increasing challenge in their efforts to engage in productive work. The problem of this study is therefore to investigate on gender inequality and women employment opportunities in Oredo Local Government Area of Edo State.

### **1.3 Research Questions**

The following research questions are raised in order to guide the study;

1. What is the level of gender inequality in employment opportunities among women in Oredo Local Government Area of Edo State?
2. What are the factors responsible for gender discrimination on employment opportunities for women in Oredo Local Government Area of Edo State?

#### **1.4 Objectives of the Study**

The main objective of the study is to carry out an investigation on gender inequality and women employment opportunities in Oredo Local Government Area of Edo State.

The specific objectives of the study are to;

1. Determine the level of gender inequality in employment opportunities among women in Oredo Local Government Area of Edo State;
2. Examined factors responsible for gender discrimination on employment opportunities for women in Oredo Local Government Area of Edo State;

#### **1.5 Hypothesis**

**HO<sub>1</sub>:** There is no significant relationship between gender inequality and employment opportunities for women in Oredo Local Government Area of Edo State.

**HO<sub>2</sub>:** There is no significant relationship between gender discrimination and employment opportunities for women in Oredo Local Government Area of Edo State.

#### **1.6 Scope of the Study**

The study focuses on gender inequality and women employment opportunities in Oredo Local Government Area of Edo State. The study will be limited to respondents in Oredo Local Government Area of Edo State.

## **1.7 Significance of the Study**

The study will have both theoretical and practical significance. The theoretical aspect of the significance of the study is that subsequent researchers may find this study as a foundation for further research on the influence on gender on employment opportunities for women. This research will be of immense importance to a large number of people ranging from the researcher to the government and various nongovernmental organisations. Practically, the study will provide useful information that will shade more light on the difficulties encountered by women in the area of employment opportunities and proffer possible solutions to the government on how best to solve it.

The research work is of importance to the researcher as it is a basic requirement for the award of a university Bachelor of Science degree. Finally, Non-Governmental Organizations (NGOs) may find this research and its recommendation very useful in protecting the rights of women in respect to securing employments.

The findings of this study could be beneficial to the family, women, government and the society at large. The study could be an eye-opener to help families understand and see why their daughters and sons should not be treated differently as every child is important. The findings of this study could also sensitize society on the role(s) of women in society as well as on the essence of maximizing their potentials and stop the assertion that being a woman is an obstacle. The study could also enlighten the woman on the importance of acquiring formal education in society. The findings of this study could also help the government to make useful contributions to policy formulation and other related

programmes or intervention projects designed to reduce gender inequality. It is also expected that the presentation of this study could eventually serve as a basis for better work on similar subject(s) in the nearest future.

### **1.8 Limitation of the Study**

During the course of this research project, the researcher may encounter difficulties that may result in the study's limitations. In this study, there may be several major limitations, including time constraints (the time frame may be insufficient for the researcher to conduct a comprehensive research project), poor response from respondents, and respondents' reluctance to provide complete and accurate information which will be necessary for the study. A concerted effort will be made to minimize this limitation by assuring respondents of the security of their information and by reading questions and options to respondents who are unable to read the questions and options. In addition, in order for the researcher to meet the deadline, the study will cover a geographical scope that is easily accessible to the researcher.

### **1.9 Definition of Terms**

**Discrimination:** Distinct treatment of an individual or group to their disadvantage; treatment or consideration based on class or category rather than individual merit.

**Employment Discrimination:** This generally occurs when an employee is intentionally treated differently because of gender, race, colour, religion, national origin, disability, sexual orientation or age by the employer in either the phases of hiring, discipline, performance appraisal or termination of appointment.

**Employment Opportunities:** Employment opportunities means the creation of job positions provided for prospective employees.

**Gender Inequality:** A situation whereby men and women are not treated equally, with one having access to social benefits more than the other.

## **CHAPTER TWO**

### **LITERATURE REVIEW**

#### **2.1 Introduction**

This chapter presents a review of related literature on gender inequality and women employment opportunities in Oredo Local Government Area of Edo State. The chapter dealt on overview of the level of gender inequality in employment opportunities among women, factors responsible for gender discrimination on employment opportunities for women, consequences of gender inequality on employment opportunities for women, and measures towards addressing the challenges of gender inequality in employment opportunities among women.

#### **2.2 Overview Gender Inequality in Employment Opportunities among Women**

Gender inequality in employment opportunities among women in Nigeria remains a pressing issue that has far-reaching implications for the nation's social and economic development. Despite strides towards gender equality globally, Nigeria still grapples with deeply entrenched disparities in the workforce (Ajayi, 2021). Gender inequality in employment is a pervasive challenge in Nigeria, where traditional gender roles and societal norms continue to shape perceptions of women's roles in society. These deeply ingrained attitudes have translated into unequal opportunities in the labor market (Okoye, 2020). Women have in one way or another experienced gender opportunity restrictions in their homes, politics, employment, wages amongst others. Most of them are not able to take a stand in decision-making within their families and the society, not able to

participate in politics as a result of lack of financial strength and gender discrimination. This appears to be problematic because the consistency and persistence of gender inequality in Nigeria seem to be increasing, even when change is constant and reverberating around the globe. Nigeria is still deep-rooted in the cultural practice which put women in the backseat of achieving development by ensuring that they do not get equal employment opportunities with men which is supposed to be the major tool for national development (Okolo, 2020).

Discrimination against women in employment in Nigeria is so visible, primarily due to the high level of illiteracy and lack of skills among women compared to men. In fact, the country ranks 118 of 134 countries in the Gender Equality Index. Even when they are represented, they are discriminated against. No wonder the government has put a law that in every sector of work/employment, women should take at least 30% (Ibrahim, 2018). Even with this, there are rarely any organizations that women have such, except in some professions that are considered feminine, which include nursing, teaching etc. Relying on traditional gender roles and child care responsibilities, some employers assume that a female employee is less dependable than a male employee. Most entrepreneurs believe that females are inferior to their male counterpart and incompatible with a fast-paced business environment. This has led to series of discriminatory activities against women which comes in diverse forms such as direct gender discrimination which occurs when women are treated differently at work and an example includes disparity in salary based on gender.

In a masculine dominated society, women's right has been misunderstood because of cultural, customary practices and beliefs which encouraged discrimination against women (Okon, 2020). 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. Most entrepreneurs believe that females are inferior to their male counterpart and incompatible with a fast-paced business environment. Discrimination against women in places of work in Nigeria is so visible; this is primarily because of the high level of illiteracy and lack of skills among women compared to men.

In recent times, there has been a great deal of concern about the discrimination in the labour market based on gender considerations. Specifically, several practices, beliefs and stereotypes are held against the female gender as regards their suitability for certain jobs, eventual employment and advancement on the job (Nwaogu, 2019). It is extremely difficult in some societies for women to go beyond a particular level in their chosen careers. Some jobs are perceived as the exclusive preserve of the male gender, while women are taken to be the weaker sex and therefore, should be employed in those areas where their weakness can be managed or tolerated. Even in the face of modernization, most people still hold on to the view that the woman's place should be in the kitchen and therefore it is non-traditional for women to engage in paid jobs outside the home. The implication of these is that the rate at which women participate in the labour force is dictated by societal norms and stereotypes (Nwonsu, 2022).

The participation of the females in the labour force of Nigeria is still considered relatively low. The low participation rate may be because the males most of the time constitute the main employers of labour. This in turn gives them the opportunity to express their feelings and attitude towards the employment of the female gender. There are several cases where the males are preferred to their female counterparts because the former are presumed more likely to ensure maximum productivity and efficiency (Adagbasa, 2020). Other reasons being given include the number of times the female is likely to absent herself from work due to sickness, maternity leave, childcare and other domestic issues. Throughout the world, most women do not have an equal share of land, credit, education, employment, and political power, in comparison to the men of their society. Yet, in every society, women play vital roles. In rural areas, for example, they perform the bulk of 'unpaid' and unappreciated household work, as well as contributing significantly to agricultural production. Approximately half the world's food is grown by women and an estimated two-thirds of women workers in developing countries work in the agricultural sector (Omokheni, 2018).

## **2.3 Factors Responsible For Gender Discrimination on Employment Opportunities for Women**

Gender discrimination in employment opportunities for women in Nigeria is a complex issue influenced by a multitude of factors. These factors stem from societal, cultural, economic, and institutional contexts, intertwining to create a hostile environment that limits women's access to equal employment opportunities.

One of the primary factors contributing to gender discrimination in employment opportunities for women in Nigeria is the perpetuation of societal norms that prioritize men in the workforce. Traditional gender roles and expectations dictate that women should primarily focus on domestic responsibilities, relegating them to subordinate positions (Usenu, 2020). Nigeria's deeply ingrained traditional gender roles assign women primarily as caregivers and homemakers. Cultural beliefs that prioritize male dominance and women's submission perpetuate gender discrimination. These norms discourage women from pursuing ambitious careers and relegate them to lower-paying, less prestigious positions (Alimekhia, 2022). This biased perception hinders women from accessing professional opportunities and hampers their career progression. Furthermore, societal expectations often discourage women from pursuing careers that are seen as male-dominated, such as engineering or technology.

Deep-rooted cultural beliefs and practices contribute significantly to gender discrimination in employment opportunities for women in Nigeria. Patriarchal systems prevail in many Nigerian communities, where men are considered the primary

breadwinners, while women are expected to be submissive and obedient. These cultural norms limit women's access to education and skills development, perpetuating a cycle of gender disparity in the workforce (Agbonkhese, 2021). Additionally, cultural practices such as early marriage and female genital mutilation further impede women's chances of attaining higher education and pursuing successful careers.

Economic factors also play a significant role in perpetuating gender discrimination in employment opportunities for women in Nigeria. Limited access to capital, credit, and resources often impedes women's ability to start their own businesses or enter sectors that are traditionally male-dominated. This lack of economic empowerment further reinforces the existing gender gap in employment opportunities (Ugbede, 2019). Moreover, the gender pay gap persists, with women earning significantly less than their male counterparts, creating financial barriers that hinder women's career advancement and economic independence.

Another crucial factor contributing to gender discrimination in employment opportunities for women in Nigeria is the disparity in access to quality education and skills development. Limited access to education, particularly in rural areas, and gender bias within the education system, restricts women's opportunities for learning and acquiring necessary skills for employment (Ekrejebuo, 2022). The under-representation of women in STEM (Science, Technology, Engineering, and Mathematics) fields further exacerbates the gender disparity in employment opportunities, as these sectors are vital for technological and economic growth (Aneka, 2020). Unequal access to education

further exacerbates gender discrimination. Limited educational opportunities for girls result in a lack of skills and qualifications, limiting their eligibility for high-paying jobs. As a result, women are often confined to lower-skilled and lower-paying roles.

Gaps in legislation and inadequate enforcement mechanisms contribute to the persistence of discriminatory practices in employment. Women lack effective legal remedies to address workplace bias (Oboh, 2020). Although Nigeria has made significant progress in terms of enacting laws to promote gender equality, implementation remains a challenge. Despite the existence of legislation such as the Discrimination against Persons (Prohibition) Act of 2015, which prohibits gender discrimination in employment, enforcement mechanisms remain weak. The lack of stringent enforcement of these laws allows discriminatory practices to persist (Ukane, 2021).

Religion in some ways contributes to gender discrimination in employment opportunities for women in Nigeria. Women are suffering in countries where the law is based on religion, such occurs in most Islamic countries (Sanusi, 2021). Some religion such as Islam prohibits women from becoming leaders. They believe that men should take the responsibility while women are expected to be the followers of men. This stimulates men with overwhelming self-confidence and undermines women's ability without having to evaluate them. In-born egoism causes men to always think that they are right all the time and refuse to accept suggestion from women. This has also caused them to think that women do not have the ability to get things done. Therefore, some of the

religious beliefs will cause gender discrimination in the society and will bring a lot of bad effect to the society.

Aliyu (2018) carried out an investigation on factors responsible for gender inequality on women employment opportunities in Taraba state, Nigeria. The researcher sought to find out various factors responsible for gender inequality on women employment opportunities. The researcher proposed four research questions that guided the study. The descriptive survey research design was used for the study. The structured questionnaire on the factors responsible for gender inequality on women employment opportunities was used by the researcher as the main instrument for data collection. Analysis of data was done using frequency count and simple religious principals, cultural practices and lack of access to women education constitute the major factors responsible for gender inequality on women employment opportunities in Taraba state, Nigeria.

#### **2.4 Consequences of Gender Inequality on Employment Opportunities for Women**

Gender inequality is a persisting issue that affects societies across the globe, including Nigeria. The disparities in employment opportunities faced by women in Nigeria have far-reaching consequences, not only for the individuals affected but also for the overall development and progress of the nation (Ayemerie, 2022). In Nigeria, traditional gender roles and societal norms have led to a significant disparity in employment opportunities between men and women. Women are often expected to prioritize household responsibilities over professional pursuits, resulting in limited access

to education and training. This lack of access translates into fewer opportunities for skill development and career advancement, perpetuating a cycle of gender-based employment inequality (Akemeko, 2020).

The economic consequences of gender inequality on employment opportunities for women in Nigeria are profound. Women are often denied access to high-paying and leadership positions, resulting in a significant gender wage gap. This wage disparity limits the economic power of women, hindering their ability to support themselves and their families adequately. This, in turn, perpetuates a cycle of poverty and restricts economic growth (Ochei, 2020). Moreover, the underrepresentation of women in the labor force leads to a loss of potential talent and expertise. By excluding women from key sectors and industries, Nigeria is preventing itself from tapping into the vast pool of skills and knowledge that women possess (Ojaide, 2022). This ultimately hampers productivity and innovation within the nation, impeding its economic development and global competitiveness. One of the most glaring consequences of gender inequality in employment is the gender pay gap. Women in Nigeria, on average, earn less than their male counterparts for equivalent work. This wage disparity is largely a result of discriminatory practices, lack of representation in higher-paying industries, and a dearth of women in leadership positions. The wage gap not only hampers women's economic independence but also contributes to overall economic inequality within the nation (Isiaka, 2019).

Gender inequality in employment opportunities also has profound social consequences. The lack of equal access to employment perpetuates traditional gender roles and stereotypes, reinforcing societal expectations that confine women to domestic responsibilities. By limiting women's participation in the workforce and denying them equal opportunities for career advancement, Nigeria is impeding progress towards gender equality and perpetuating gender-based discrimination (Emenalo, 2020). Furthermore, the limited representation of women in leadership positions perpetuates a patriarchal power structure, where decisions are made predominantly by men. This lack of women's voices and perspectives in decision-making processes hinders the development of inclusive policies and practices that address the needs and aspirations of all citizens. It also sends a message to future generations that women are not capable of assuming leadership roles, further entrenching gender inequality and limiting the potential for social progress (Adebayo, 2019). Furthermore, gender inequality directly impacts the representation of women in various industries. Fields such as science, technology, engineering, and mathematics (STEM) continue to be male-dominated due to societal biases and inadequate support for women's participation. This lack of representation not only deprives women of valuable career opportunities but also perpetuates the notion that certain professions are not suitable for them.

Gender inequality in employment opportunities for women in Nigeria also has cultural consequences. Traditional norms and customs often stifle women's aspirations and limit their career choices. Societal expectations place immense pressure on women to

prioritize marriage and motherhood over professional pursuits. This often leads to a reduced investment in education and skills development, further perpetuating the cycle of gender inequality (Nkese, 2021). Additionally, cultural norms that perpetuate gender inequality discourage women from pursuing non-traditional careers, reinforcing gender stereotypes and limiting their potential for professional growth and fulfillment. Breaking these cultural barriers is crucial for creating an environment that encourages women to explore diverse career paths and contribute to all sectors of society.

Akume (2020) carried out a study on the consequences of gender inequality on women employment opportunities in Enugu state, Nigeria. The study sought to examine the consequences of gender inequality on women employment opportunities. Six research questions and three null hypotheses guided the study. A questionnaire tagged “consequences of gender inequality on women employment opportunities” was used for the study. Analysis of data was done using mean score and standard deviation while Hypotheses were tested with the Pearson product moment correlation coefficient at 0.05 level of significant. The result of the study among others revealed that limited representation of women in leadership positions, gender-based discrimination, and limitation on women’s ability to support themselves and their families adequately constitute some of the consequences of gender inequality on women employment opportunities in Enugu state, Nigeria.

## **2.5 Measures towards Addressing the Challenges of Gender Inequality in Employment Opportunities among Women**

Gender inequality in employment opportunities is a pressing challenge that Nigeria, like many other countries, continues to grapple with. Despite significant progress in various sectors, women still face disparities that hinder their access to equal opportunities in the workforce. To address this issue, a combination of policy, societal, and cultural measures must be adopted.

At the policy level, the Nigerian government can play a pivotal role in fostering gender equality in employment. Implementing and enforcing legislation that guarantees equal pay for equal work is essential. This not only ensures that women are remunerated fairly but also serves as a deterrent against discriminatory practices (Olawole, 2020). Furthermore, creating and promoting flexible work arrangements, such as telecommuting and job-sharing, can assist women in balancing their professional and personal responsibilities. Stricter enforcement of existing laws that promote gender equality is crucial. The Nigerian government should take measures to ensure that laws prohibiting gender-based discrimination in the workplace are effectively implemented. This includes penalizing employers who engage in discriminatory practices and providing legal support to victims of gender-based discrimination (Edeki, 2019).

Promoting equal access to education is fundamental in addressing gender inequality in employment opportunities. The Nigerian government should ensure that girls have access to quality education at all levels. Investing in girl-child education will

equip them with the necessary knowledge and skills to compete in the job market on an equal footing (Omeje, 2019). Creating access to quality formal education gives women a sense of belonging and the individuality will then be projected beside their husbands (Elemu, 2022). Fidahu (2019) opined that achieving literacy education is the first step to enabling women to take control over their own lives to participate as equals in society and to free themselves from economic and patriarchal exploitation.

Providing financial education to women will create awareness of control over their financial opportunities and choices. Iniebe (2019) assert that economic education creates awareness of and control over financial opportunities and choices since economic education aims to increase access to knowledge of financial resources and to increase women's self-confidence in independently managing and coping with financial problems. Since education enhances a person's self-worth and confidence and also creates an awareness of capacity, women will become more effective in their roles in social activities and take initiatives in the decision making processes if they are educated (Asuquo, 2018).

Employers should adopt gender-neutral hiring practices that focus on merit and qualifications rather than gender. This can be achieved through the implementation of blind hiring processes, where a candidate's personal information, including gender, is concealed during the initial stages of recruitment (Iweala, 2020). Encouraging diverse interview panels can also help eliminate bias and promote fair selection. Companies in Nigeria should be encouraged to adopt policies that promote gender diversity within their

organizations. This includes setting gender diversity targets, implementing affirmative action plans, and providing equal opportunities for career advancement. Encouraging corporate transparency and reporting on gender-related metrics can also promote accountability and drive change.

Lack of affordable and accessible childcare facilities is a significant barrier for women seeking employment in Nigeria. The government should invest in the establishment of affordable daycare centers and preschools to enable working mothers to balance their professional and familial responsibilities (Tamuno, 2021). This will empower women to pursue careers without compromising their parental duties. Promoting and supporting female entrepreneurship is crucial in addressing gender inequality in employment opportunities. The government should provide financial incentives, business mentorship programs, and access to capital for aspiring women entrepreneurs. Empowering women to establish and sustain their businesses will not only contribute to economic growth but also foster gender equality in the workforce (Dieberuo, 2021).

Okeke (2017) carried out a study on the relationship between students' lack of subject mastery and academic performance in public secondary schools in Abakaliki, Ebonyi state. The study specifically sought to find out if there exist any relationship between students' lack of subject mastery and academic performance in public secondary schools. Five research questions and a null hypothesis was raised by the researcher which guided the study while correlational research design was used for the study. The sample

size for the study was made up of 180 respondents. Hypotheses were tested with the Pearson product moment correlation coefficient at 0.05 level of significance. Data were analyzed using mean score and frequency distribution. The researcher found out that there exist a significant relationship between students' lack of subject mastery and academic performance in public secondary schools in Abakaliki, Ebonyi state.

## **CHAPTER THREE**

### **METHODOLOGY**

#### **3.1 Introduction**

This chapter contained the procedure and methods adopted in carrying out the research work under the following subheadings; research design, population of the study, sample size and sampling technique, sources of data, validation of the instrument, instrument for data collection, and technique for data analysis.

#### **3.2 Research Design**

The research design adopted for this study is the descriptive survey research design. The descriptive survey design involves observing and collecting data on a given topic without manipulating variables. This design is considered suitable for this study as it will help to collect data to help investigate on gender inequality and women employment opportunities in Oredo Local Government Area of Edo State.

#### **3.3 Population of the Study**

The population of the study will be made up of participants from three (3) communities in Oredo local government namely; Ihogbe, Abiala and Ekehuan community.

#### **3.4 Sample Size and Sampling Technique**

The sample size will be made up of 90 respondents which will be drawn from three communities in Oredo local government namely; Ihogbe, Abiala and Ekehuan. The

researcher will adopt the simple random sampling technique. Simple random sampling is a type of probability sampling in which the researcher randomly selects a subset of participants from a population. With the aid of the simple random technique, 30 respondents each will be selected from the three communities thus making a total sample size of 90 respondents.

### **3.5 Sources of Data**

The source of data for the study include primary and secondary sources of data. The primary sources which depends mainly on the design and administration of questionnaire to elicit information from the respondents on gender inequality and women employment opportunities while the secondary source involves the use of archival materials such as books, journals, publication conferences, newspapers and internet materials.

### **3.6 Validation of the Instrument**

The questionnaire which will be used as the research instrument will be subjected to face its validation. This research instrument (questionnaire) adopted will be adequately checked and validated by the supervisor, the supervisor's contributions and corrections will be included into the final draft of the research instrument which will be used.

### **3.7 Instrument for Data Collection**

The instrument that will be used for data collection for the study is the structured questionnaire designed by the researcher. The structured questionnaire will be divided into two sections. The first section will comprised of demographic details of the

respondents such as sex, age, marital status. The second section will covers questions bothering on gender inequality and women employment opportunities in Oredo Local Government Area of Edo State.

### **3.8 Techniques of Data Analysis**

The researcher will make use of the statistical package for social sciences (SPSS) as the technique of data analysis. Simple descriptive statistics such as frequency count and simple percentage will be used in computing the findings of the research.

## CHAPTER FOUR

### DATA ANALYSIS AND INTERPRETATION

#### 4.1 Introduction

This chapter dealt on the presentation and analysis of the responses to questionnaire by the respondents. The responses are presented using a frequency table distribution, simple percentage and detailed analysis was made accordingly. The data were primarily sourced from the administered questionnaires. A total of ninety (90) questionnaires were administered to 90 respondents. The 90 questionnaires were returned completely filled. Hence, the analysis of data was based on the ninety (90) questionnaires recovered.

#### 4.2 Analysis of Respondents Demographic Data

This section starts with the demographic data of respondents which include age, gender, marital status, religion and educational qualification which are all aimed to give a concise understanding on gender inequality and women employment opportunities in Oredo Local Government Area of Edo State.

**Table 1:** Age Distribution of Respondents

<b>AGE RANGE</b>	<b>RESPONDENTS</b>	<b>PERCENTAGES</b>
15-20	8	8.9%
21-25	27	30%
26-30	19	21.1%
31-35	15	16.7%
36-40	12	13.3%
40 years and above	9	10%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source:** Field Work, 2023

Age distribution of respondents in the above table shows that 8.9% of the respondents are between the age of 15-20 years, 30% are within the age of 21-25 years, 21.1% are within the age of 26-30 years, 16.7% are within the age of 31-35 years, 13.3% are within the age of 36-40 years while 10% are those in the category of 40 years and above. This indicates majority of the respondents are those within the age range of 30-35 years.

**Table 2: Distribution of Respondents by Gender**

<b>Sex</b>	<b>Frequency</b>	<b>Percentage</b>
<b>Male</b>	33	33%
<b>Female</b>	57	67%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

Table 2 shows the distribution of respondents according to sex. As shown in the table above, male respondents are 33 which constitute 36.7% while female respondents are 57 representing 63.3%. This indicates that majority of the respondents were females.

**Table 3: Distribution of Respondents by marital status**

<b>Marital Status</b>	<b>Respondents</b>	<b>Percentages</b>
Single	17	18.9%
Married	57	63.3%
Divorce	16	17.8%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

The table above shows the distribution of respondents according to marital status. As shown in the table above, single respondents are 17 which constitute 18.9%, married respondents are 67 representing 63.3% while divorced respondents are 16 representing 17.8%. This indicates that majority of the respondents were married couples.

**Table 4: Distribution of Respondents by religion**

<b>Religion</b>	<b>Respondents</b>	<b>Percentages</b>
Christian	72	80%
Muslim	3	3.3%
ATR	6	6.7%
Others	9	10%
<b>Total</b>	<b>90</b>	<b>100%</b>

The table above shows the distribution of respondents according to marital status. As shown in the table above, Christians respondents are 72 which constitute 80%, Muslim respondents are 3 representing 3.3%, ATR respondents are 6 representing 6.7% While Others respondents are 9 representing 10%. This indicates that majority of the respondents were Christians.

**Table 5: Distribution of Respondents by Educational Qualification**

<b>Marital Status</b>	<b>Respondents</b>	<b>Percentages</b>
SSCE	63	70%
B.SC	13	14.4%
M.SC	11	12.2%
PHD	3	3.3%
<b>Total</b>	<b>90</b>	<b>100%</b>

The table above shows the distribution of respondents according to marital status. As shown in the table above, SSCE respondents are 63 which constitute 70%, B.SC respondents are 13 representing 14.4%, and M.SC respondents are 11 representing 12.2% While PHD respondents are 3 representing 3.3%. This indicates that majority of the respondents were SSCE holders.

### 4.3 Analysis of Findings

**Objective One:** To determine the level of gender inequality in employment opportunities among women in Oredo Local Government Area of Edo State.

**Table 6: Question 1:** Do you think women experience gender discrimination when searching for jobs?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	81	90%
No	9	10%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

The table 6 above shows that 81 respondents representing 90% of the sampled size agreed that women experience gender discrimination when searching for jobs while 9 respondents representing 10% of the sampled population disagreed that women experience gender discrimination when searching for jobs.

**Table 7: Question 2:** Do you believe that women receive equal pay for equal work in comparison to their male counterpart?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	3	3.3%
No	87	96.7%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

Table 7 above shows that 3 respondents representing 3.3% of the sampled population agreed that women receive equal pay for equal work in comparison to their male counterpart while 87 respondents representing 96.7% disagreed that women receive equal pay for equal work in comparison to their male counterpart.

**Table 8: Question 3:** Do you think women have equal access to job opportunities as men in the society?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	16	17.8%
No	74	82.2%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

Table 8 above shows that 16 respondents representing 16% of the sampled population agreed that women have equal access to job opportunities as men in the society while 74 respondents representing 82.2% disagreed that women have equal access to job opportunities as men in the society.

**Table 9: Question 4:** Does women often experience incidence of being denied on job opportunities as a result of their gender?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	83	92.2%
No	7	7.8%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

Table 9 above shows that 83 respondents representing 92.2% of the sampled population agreed that women often experience incidence of being denied on job opportunities as a result of their gender while 7 respondents representing 7% disagreed that women often experience incidence of being denied on job opportunities as a result of their gender.

**Table 10: Question 5:** Do you think men experience promotion and career advancement in jobs than women?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	88	97.8%
No	2	2.2%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

Table 10 above shows that 88 respondents representing 97.8% of the sampled population agreed that men experience promotion and career advancement in jobs than women while 2 respondents representing 2.2% disagreed that men experience promotion and career advancement in jobs than women.

**Objective Two:** To examined factors responsible for gender discrimination on employment opportunities for women in Oredo Local Government Area of Edo State.

**Table 11: Question 6:** Do you think societal norms constitute a factor responsible for gender discrimination on employment opportunities for women?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	79	87.8%
No	11	12.2%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

The table 11 above shows that 79 respondents representing 87.8% of the sampled size agreed that societal norms constitute a factor responsible for gender discrimination on employment opportunities for women while 11 respondents representing 12.2% of the sampled population disagreed that societal norms constitute a factor responsible for gender discrimination on employment opportunities for women.

**Table 11: Question 7:** Does lack of access to education constitute factor responsible for gender discrimination on employment opportunities for women?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	78	86.7%
No	12	13.3%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

Table 11 above shows that 78 respondents representing 86.7% of the sampled population agreed that lack of access to education constitute factor responsible for gender discrimination on employment opportunities for women while 13 respondents representing 13.3% disagreed that lack of access to education constitute factor responsible for gender discrimination on employment opportunities for women.

**Table 12: Question 8:** Does lack of governmental support constitute a factor responsible for gender discrimination on employment opportunities for women?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	77	85.6%
No	13	14.4%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

Table 12 above shows that 77 respondents representing 85.6% of the sampled population agreed that lack of governmental support constitute a factor responsible for gender discrimination on employment opportunities for women while 13 respondents representing 14.4% disagreed that lack of governmental support constitute a factor responsible for gender discrimination on employment opportunities for women.

**Table 13: Question 9:** Does gender stereotypes constitute factor responsible for gender discrimination on employment opportunities for women?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	87	76.7%
No	3	3.3%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

Table 13 above shows that 87 respondents representing 76.7% of the sampled population agreed that gender stereotypes constitute factor responsible for gender discrimination on

employment opportunities for women while 3 respondents representing 3.3% disagreed that gender stereotypes constitute factor responsible for gender discrimination on employment opportunities for women.

**Table 14: Question 10:** Does limited access to finance constitute a factor responsible for gender discrimination on employment opportunities for women?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	82	91.1%
No	8	8.9%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

Table 14 above shows that 92 respondents representing 91.1% of the sampled population agreed that prompt payment of civil servants salaries can lead to better focus on work task which can lead to high productivity in the civil service while 8 respondents representing 8.9% disagreed that prompt payment of civil servants salaries can lead to better focus on work task which can lead to high productivity in the civil service.

**Objective Three:** To highlight the consequences of gender inequality on employment opportunities for women in Oredo Local Government Area of Edo State

**Table 15: Question 11:** Do you think gender inequality often result to women having reduced access to well-paying jobs?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	84	93.3%
No	6	6.6%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

The table 15 above shows that 84 respondents representing 93.3% of the sampled size agreed that gender inequality often result to women having reduced access to well-paying

jobs while 6 respondents representing 6.6% of the sampled population disagreed that gender inequality often result to women having reduced access to well-paying jobs.

**Table 16: Question 12:** Does gender inequality often result to women having limited leadership roles?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	85	94.4%
No	5	5.6%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

Table 16 above shows that 85 respondents representing 94.4% of the sampled population agreed that gender inequality often result to women having limited leadership roles while 5 respondents representing 5.6% disagreed that gender inequality often result to women having limited leadership roles.

**Table 17: Question 13:** Do you think gender inequality often limit women career options and opportunities?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	79	87.8%
No	11	12.2%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

Table 17 above shows that 79 respondents representing 87.8% of the sampled population agreed that gender inequality often limit women career options and opportunities while 11 respondents representing 12.2% disagreed that gender inequality often limit women career options and opportunities.

**Table 18: Question 14:** Do you think gender inequality often confined women to certain industries and limit their exposure?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	82	91.1%
No	8	8.9%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

Table 17 above shows that 88 respondents representing 91.1% of the sampled population agreed that gender inequality often confined women to certain industries and limit their exposure while 2 respondents representing 8.9% disagreed that gender inequality often confined women to certain industries and limit their exposure.

**Table 19: Question 15:** Do you think gender inequality often make women to earn less than men in similar work leading to financial disparity?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	77	85.6%
No	13	14.4%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

Table 19 above shows that 77 respondents representing 85.6% of the sampled population agreed that gender inequality often make women to earn less than men in similar work leading to financial disparity while 13 respondents representing 14.4% disagreed that gender inequality often make women to earn less than men in similar work leading to financial disparity.

**Objective Four:** To examined how gender inequality relating to employment opportunities for women can be reduced in Oredo Local Government Area of Edo State.

**Table 20: Question 16:** Do you think promoting equal access to education constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	87	76.7%
No	3	3.3%
<b>Total</b>	<b>100</b>	<b>100%</b>

**Source: Field Work, 2023**

The table 20 above shows that 87 respondents representing 76.7% of the sampled size agreed that civil service commission regularly engage in recruitment and promotion of civil servants while 3 respondents representing 3.3% of the sampled population disagreed that civil service commission regularly engages in recruitment and promotion of civil servants.

**Table 21: Question 17:** Do you think providing business mentorship programmes to women constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	83	92.2%
No	7	7.8%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

The table 21 above shows that 83 respondents representing 92.2% of the sampled size agreed that providing business mentorship programmes to women constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women while 7 respondents representing 7.8% of the sampled population disagreed that

providing business mentorship programmes to women constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women.

**Table 22: Question 18:** Do you think promoting and supporting female entrepreneurship constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	87	76.7%
No	3	3.3%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

The table 22 above shows that 87 respondents representing 76.7% of the sampled size agreed that promoting and supporting female entrepreneurship constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women while 3 respondents representing 3.3% of the sampled population disagreed that promoting and supporting female entrepreneurship constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women.

**Table 23: Question 19:** Do you think adequate representation of women in leadership constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	77	85.6%
No	13	14.4%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

The table 23 above shows that 77 respondents representing 85.6% of the sampled size agreed that adequate representation of women in leadership constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women

while 13 respondents representing 14.4% of the sampled population disagreed that adequate representation of women in leadership constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women.

**Table 24: Question 20** Do you think granting women access to loan credit constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women?

<b>Responses</b>	<b>Frequency</b>	<b>Percentages</b>
Yes	81	90%
No	9	10%
<b>Total</b>	<b>90</b>	<b>100%</b>

**Source: Field Work, 2023**

The table 24 above shows that 81 respondents representing 90% of the sampled size agreed that granting women access to loan credit constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women while 9 respondents representing 10% of the sampled population disagreed that granting women access to loan credit constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women.

#### **4.4 Test of Hypotheses**

The assumption contained in the research hypotheses was subjected to chi-square test to reinforce the analysis in the findings. The four hypotheses formulated for this study in chapter one will be tested using the chi-square test ( $X^2$ ) based on the data collected through the administration of questionnaires. Our decision in accepting the null hypothesis is if the  $X^2$  calculated is greater than the  $X^2$  critical value.

## Test of Hypothesis One

There will be no significant high level of gender inequality in employment opportunities among women in Oredo Local Government Area of Edo State.

Respondent Data collected in Question 1 to 5, this is further presented below;

Response	Question					Total
	1	2	3	4	5	
Yes	81	3	16	83	88	271
No	9	87	74	7	2	179
<b>Total</b>	90	90	90	90	90	450

Source: Field Work, 2023

$$X^2 = (F^o - F^e)/F^e$$

To calculate for Expected Frequency ( $F^e$ );

$$F^e = \text{Row} \times \text{Colum} / \text{Grand Total}$$

1<sup>st</sup> Response;

$$F^e = \frac{90 \times 271}{450} = 54.2$$

2<sup>nd</sup> Response;

$$F^e = \frac{90 \times 179}{450} = 35.8$$

## Contingency Table;

Table 1; Contingency table on Hypothesis 1;

F <sup>o</sup>	F <sup>e</sup>	F <sup>o</sup> – F <sup>e</sup>	(F <sup>o</sup> – F <sup>e</sup> ) <sup>2</sup>	$\frac{(F - F)^2}{F^e}$
81	54.2	26.8	718.24	13.2517
3	54.2	-51.2	2621.44	48.3661
16	54.2	-38.2	1459.24	26.9233
83	54.2	28.8	829.44	15.3033
88	54.2	33.8	1142.44	21.0782
9	35.8	-26.8	718.24	20.0626
87	35.8	51.2	2621.44	73.2246
74	35.8	38.2	1459.24	40.7609
7	35.8	-28.8	829.44	23.1687
2	35.8	-33.8	1142.44	31.9117
X <sup>2</sup>				314.0511

$$X^2 = 314.0511$$

Degree of freedom [Df] = (R - 1) (C - 1)

$$Df = (2 - 1) (5 - 1) = 1 \times 4 = 4$$

$$Df = 4$$

The value of X<sup>2</sup> at 4 degree of freedom and 0.05 significance is 9.49

**DECISION:** From the computation above, it can be observed that the table value of X<sup>2</sup> (9.49) which is less than the X<sup>2</sup> (=314.0511). Therefore, we reject the null hypothesis and accept the alternate hypothesis. Thus, we concluded that there is significant high level of

gender inequality in employment opportunities among women in Oredo Local Government Area of Edo State.

### Test of Hypothesis Two

There will be no specific factors responsible for gender discrimination on employment opportunities for women in Oredo Local Government Area of Edo State

Response	Question					Total
	6	7	8	9	10	
Yes	79	78	77	87	82	403
No	11	12	13	3	8	47
<b>Total</b>	90	90	90	90	90	450

Calculating for Expected Frequency [ $F^e$ ]

$$F^e = \text{Row} \times \text{Column} / \text{Grand Total}$$

1<sup>st</sup> Response;

$$F^e = \frac{90 \times 403}{450} = 80.6$$

2<sup>nd</sup> Response;

$$F^e = \frac{90 \times 47}{450} = 9.4$$

### Contingency Table for Hypothesis Two

F <sup>o</sup>	F <sup>e</sup>	F <sup>o</sup> – F <sup>e</sup>	(F <sup>o</sup> – F <sup>e</sup> ) <sup>2</sup>	$\frac{(F - F)^2}{F^e}$
79	80.6	-1.6	2.56	0.0318
78	80.6	-2.6	6.76	0.0839
77	80.6	3.6	12.96	0.1608
87	80.6	6.4	40.96	0.5082
82	80.6	1.4	1.96	0.0243
11	9.4	1.6	2.56	0.2723
12	9.4	2.6	6.76	0.7192
13	9.4	3.6	12.96	1.3787
3	9.4	-6.4	40.96	4.3575
8	9.4	-1.4	1.96	0.0243
X <sup>2</sup> =				75.61

$$X^2 = 7.561$$

Degree of freedom [Df] = (R - 1) (C - 1)

$$Df = (2 - 1) (5 - 1) = 1 \times 4 = 4$$

$$Df = 4$$

The value of Critical X<sup>2</sup> at 4 degree of freedom and 0.05 significance is 9.49

**DECISION:** From the computation above, it can be observed that the table value of X<sup>2</sup> (9.49) which is less than the X<sup>2</sup> (=75.61). Therefore, we reject the null hypothesis and accept the alternate hypothesis. Thus, we concluded that there are specific factors responsible for gender discrimination on employment opportunities for women in Oredo Local Government Area of Edo State.

### Test of Hypothesis Three;

There will be no consequences of gender inequality on employment opportunities for women in Oredo Local Government Area of Edo State.

Response	Question					Total
	11	12	13	14	15	
Yes	84	85	79	82	77	407
No	6	5	11	8	13	43
<b>Total</b>	90	90	90	90	90	450

Calculating for Expected Frequency [ $F^e$ ]

$F^e = \text{Row} \times \text{Column} / \text{Grand Total}$

1<sup>st</sup> Response;

$$F^e = \frac{90 \times 407}{450} = 81.4$$

2<sup>nd</sup> Response;

$$F^e = \frac{90 \times 43}{450} = 8.6$$

### Contingency Table for Hypothesis three

$F^o$	$F^e$	$F^o - F^e$	$(F^o - F^e)^2$	$\frac{(F - F)^2}{F^e}$
84	81.4	2.6	6.76	0.0831
85	81.4	3.6	12.96	0.1592
79	81.4	-2.4	5.76	0.0708
82	81.4	-0.6	0.36	0.0044
77	81.4	-4.4	19.36	0.2378
6	8.6	-2.6	6.76	0.7861
5	8.6	-3.6	12.96	1.5070
11	8.6	2.4	5.76	0.6698
8	8.6	-0.6	0.36	0.0419
13	8.6	4.4	19.36	2.2517
$X^2=$				58.18

$$X^2 = 5.8118$$

Degree of freedom [Df] = (R - 1) (C - 1)

$$Df = (2 - 1) (5 - 1) = 1 \times 4 = 4$$

Df = 4

The value of Critical  $X^2$  at 4 degree of freedom and 0.05 significance is 9.49

**DECISION:** From the computation above, it can be observed that the table value of  $X^2$  (9.49) which is less than the  $X^2$  (=58.18). Therefore, we reject the null hypothesis and accept the alternate hypothesis. Thus, we concluded that there are consequences of gender inequality on employment opportunities for women in Oredo Local Government Area of Edo State

**Test of Hypothesis Four;**

There will be no specific ways of reducing gender inequality relating to employment opportunities for women in Oredo Local Government Area of Edo State

Response	Question					Total
	16	17	18	19	20	
Yes	87	83	87	77	81	415
No	3	7	3	13	9	35
<b>Total</b>	90	90	90	90	90	450

Calculating for Expected Frequency [ $F^e$ ]

$F^e = \text{Row} \times \text{Column} / \text{Grand Total}$

1<sup>st</sup> Response;

$$F^e = \frac{90 \times 415}{450} = 83$$

450

2<sup>nd</sup> Response;

$$F^e = \frac{90 \times 35}{450} = 7$$

450

**Contingency Table for Testing Hypothesis 4**

$F^o$	$F^e$	$F^o - F^e$	$(F^o - F^e)^2$	$\frac{(F - F)^2}{F^e}$
87	83	4	16	0.1928
83	83	1	1	0.0121
87	83	4	16	0.1928
77	83	-6	36	0.4337
81	83	-2	4	0.0482
3	7	-4	16	0.1928
7	7	0	0	0
3	7	-4	16	0.1928
13	7	6	36	0.1928
9	7	2	4	0.0482
$X^2 =$				1.5062

$$X^2 = 1.5062$$

$$\text{Degree of freedom [Df]} = (R - 1) (C - 1)$$

$$Df = (2 - 1) (5 - 1) = 1 \times 4 = 4$$

$$Df = 4$$

The value of Critical  $X^2$  at 4 degree of freedom and 0.05 significance is 9.49

**DECISION:** From the computation above, it can be observed that the table value of  $X^2$  (9.49) which is less than the  $X^2$  (1.5062). Therefore, we reject the null hypothesis and accept the alternate hypothesis. Thus, we concluded that there are specific ways of reducing gender inequality relating to employment opportunities for women in Oredo Local Government Area of Edo State

#### **4.5 Discussion of Findings**

Findings from the study revealed that there is high level of gender inequality in employment opportunities among women in Oredo Local Government Area of Edo State. From the analysis of data, it could be seen that 81 respondents representing 90% of the sampled size agreed that women experience gender discrimination when searching for jobs while 9 respondents representing 10% of the sampled population disagreed that women experience gender discrimination when searching for jobs. It was also seen from the analysis that 3 respondents representing 3.3% of the sampled population agreed that women receive equal pay for equal work in comparison to their male counterpart while 87 respondents representing 96.7% disagreed that women receive equal pay for equal

work in comparison to their male counterpart. This findings is in line with Akpocha (2020) found out that limited representation of women in leadership positions, gender-based discrimination, and limitation on women's ability to support themselves and their families adequately constitute some of the consequences of gender inequality on women employment opportunities.

Findings from the study also revealed that societal norms, lack of access to education, lack of governmental support, gender stereotype and limited access to finance are the factors responsible for gender discrimination on employment opportunities for women in Oredo Local Government Area of Edo State. The analysis of data revealed that 79 respondents representing 87.8% of the sampled size agreed that societal norms constitute a factor responsible for gender discrimination on employment opportunities for women while 11 respondents representing 12.2% of the sampled population disagreed that societal norms constitute a factor responsible for gender discrimination on employment opportunities for women. Analysis also indicated that majority of the respondents agreed that lack of access to education, lack of governmental support, gender stereotype constitute factor responsible for gender discrimination on employment opportunities for women. This findings is in collaboration with Achilike (2020) who found out that some of the religious beliefs will cause gender discrimination in the society and will bring a lot of bad effect to the society.

Findings from the study revealed that reduced access to well-paying jobs, limited leadership roles, limitation on women career options and opportunities, confinement of

women to certain industries, and financial disparity constituted some of the consequences of gender inequality on employment opportunities for women in Oredo Local Government Area of Edo State. This could be seen as the analysis of data indicated that 84 respondents representing 93.3% of the sampled size agreed that gender inequality often result to women having reduced access to well-paying jobs while 6 respondents representing 6.6% of the sampled population disagreed that gender inequality often result to women having reduced access to well-paying jobs. Analysis of data also shows that 85 respondents representing 94.4% of the sampled population agreed that gender inequality often result to women having limited leadership roles while 5 respondents representing 5.6% disagreed that gender inequality often result to women having limited leadership roles. Analysis of data also shows that majority of the respondents agreed that limitation on women career options and opportunities, confinement of women to certain industries, and financial disparity are the consequences of gender inequality on employment opportunities for women in Oredo Local Government Area of Edo State. This findings is in consonance with Toyosi (2020) who submitted that limited representation of women in leadership positions, gender-based discrimination, and limitation on women's ability to support themselves and their families adequately constitute some of the consequences of gender inequality on women employment opportunities.

Findings from the study also revealed that promoting equal access to education, providing business mentorship programmes to women, promoting and supporting female entrepreneurship, adequate representation of women in leadership, granting women

access to loan credit are some of ways gender inequality relating to employment opportunities for women can be reduced in Oredo Local Government Area of Edo State. The analysis of data revealed that 77 respondents representing 85.6% of the sampled size agreed that adequate representation of women in leadership constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women while 13 respondents representing 14.4% of the sampled population disagreed. Analysis of data also shows that 81 respondents representing 90% of the sampled size agreed that granting women access to loan credit constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women while 9 respondents representing 10% of the sampled population disagreed. These findings is in line with Odeje (2017) who asserted that empowering women to establish and sustain their businesses will not only contribute to economic growth but also foster gender equality in the workforce.

## CHAPTER FIVE

### SUMMARY, CONCLUSION AND RECOMMENDATIONS

#### 5.1 Summary

This study investigated gender inequality and women employment opportunities in Oredo Local Government Area of Edo State. To achieve the purpose of the study, four research questions were raised and examined. The objectives of the study were to determine the level of gender inequality in employment opportunities among women, find out the to examined factors responsible for gender discrimination on employment opportunities for women, to highlight the consequences of gender inequality on employment opportunities for women in Oredo Local Government Area of Edo State. The research design that was used in this study is the descriptive survey research design. The sample size was made up of 90 respondents which were drawn from the respondents. Both primary and secondary data were used in the study. As regard the primary data, questionnaire was used to elicit information from the respondents. The analysis of data was done using frequency count and percentages.

It was found out in the study that there is high level of gender inequality in employment opportunities among women in Oredo Local Government Area of Edo State. From the analysis of data, it could be seen that 81 respondents representing 90% of the sampled size agreed that women experience gender discrimination when searching for jobs while 9 respondents representing 10% of the sampled population disagreed that women experience gender discrimination when searching for jobs. It was also seen from

the analysis that 3 respondents representing 3.3% of the sampled population agreed that women receive equal pay for equal work in comparison to their male counterpart while 87 respondents representing 96.7% disagreed that women receive equal pay for equal work in comparison to their male counterpart. This findings is in line with Akpocha (2020) found out that limited representation of women in leadership positions, gender-based discrimination, and limitation on women's ability to support themselves and their families adequately constitute some of the consequences of gender inequality on women employment opportunities.

Findings from the study also revealed that societal norms, lack of access to education, lack of governmental support, gender stereotype and limited access to finance are the factors responsible for gender discrimination on employment opportunities for women in Oredo Local Government Area of Edo State. The analysis of data revealed that 79 respondents representing 87.8% of the sampled size agreed that societal norms constitute a factor responsible for gender discrimination on employment opportunities for women while 11 respondents representing 12.2% of the sampled population disagreed that societal norms constitute a factor responsible for gender discrimination on employment opportunities for women. Analysis also indicated that majority of the respondents agreed that lack of access to education, lack of governmental support, gender stereotype constitute factor responsible for gender discrimination on employment opportunities for women. This findings is in collaboration with Achilike (2020) who

found out that some of the religious beliefs will cause gender discrimination in the society and will bring a lot of bad effect to the society.

Findings from the study revealed that reduced access to well-paying jobs, limited leadership roles, limitation on women career options and opportunities, confinement of women to certain industries, and financial disparity constituted some of the consequences of gender inequality on employment opportunities for women in Oredo Local Government Area of Edo State. This could be seen as the analysis of data indicated that 84 respondents representing 93.3% of the sampled size agreed that gender inequality often result to women having reduced access to well-paying jobs while 6 respondents representing 6.6% of the sampled population disagreed that gender inequality often result to women having reduced access to well-paying jobs. Analysis of data also shows that 85 respondents representing 94.4% of the sampled population agreed that gender inequality often result to women having limited leadership roles while 5 respondents representing 5.6% disagreed that gender inequality often result to women having limited leadership roles. Analysis of data also shows that majority of the respondents agreed that limitation on women career options and opportunities, confinement of women to certain industries, and financial disparity are the consequences of gender inequality on employment opportunities for women in Oredo Local Government Area of Edo State. This findings is in consonance with Toyosi (2020) who submitted that limited representation of women in leadership positions, gender-based discrimination, and limitation on women's ability to

support themselves and their families adequately constitute some of the consequences of gender inequality on women employment opportunities.

Findings from the study also revealed that promoting equal access to education, providing business mentorship programmes to women, promoting and supporting female entrepreneurship, adequate representation of women in leadership, granting women access to loan credit are some of ways gender inequality relating to employment opportunities for women can be reduced in Oredo Local Government Area of Edo State. The analysis of data revealed that 77 respondents representing 85.6% of the sampled size agreed that adequate representation of women in leadership constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women while 13 respondents representing 14.4% of the sampled population disagreed. Analysis of data also shows that 81 respondents representing 90% of the sampled size agreed that granting women access to loan credit constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women while 9 respondents representing 10% of the sampled population disagreed. These findings is in line with Odeje (2017) who asserted that empowering women to establish and sustain their businesses will not only contribute to economic growth but also foster gender equality in the workforce.

## **Conclusion**

Based on the findings of the study, the researcher concluded that there is high level of gender inequality in employment opportunities among women in Oredo Local Government Area of Edo State. It was also concluded that societal norms, lack of access to education, lack of governmental support, gender stereotype and limited access to finance are the factors responsible for gender discrimination on employment opportunities for women in Oredo Local Government Area of Edo State.

### **5.3 Recommendations**

Based on the findings and conclusion drawn, the following recommendations were proffered:

1. Government should make concerted efforts towards ensuring women have access to credit loans which they could use to start up their own businesses. This will go a long way towards reducing the incidence of gender discrimination on employment opportunities for women.
2. Attempts should be made to change the prevailing norms, customs and traditions that create an environment for discrimination of women to take place. This could be done by conscious efforts being made to educate traditional rulers and religious leaders as regards the benefits of educating and empowering women.
3. The Senate and House of Representatives should consider the adoption of a bill that constitutes strategies to fight against discrimination in Nigeria. This would be

a giant step to curb the wide spread discriminatory practices currently being experienced.

4. Government should scale up their efforts to ensure there is adequate representation of women in leadership roles in Nigeria. This will help curb the incidence of gender discrimination on employment opportunities for women.

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**DEPARTMENT OF PUBLIC ADMINISTRATION**  
**FACULTY OF SOCIAL SCIENCES**  
**UNIVERSITY OF BENIN, BENIN CITY**

**QUESTIONNAIRE**

I am **Aluya Kelly**, a final year student of the Department of Public Administration, Faculty of Social Sciences, University of Benin, Benin City carrying out a research on **Gender Inequality and Women Employment Opportunities in Oredo Local Government Area of Edo State**.

Honestly, the research is purely for academic purposes to complete my degree in **PUBLIC ADMINISTRATION**, any information received by you would be treated with utmost confidentiality.

**PART A: DEMOGRAPHIC DATA**

Age: 15-20 ( ) 21-25 ( ) 26-30 ( ) 31-35 ( ) 36-40 ( ) 40 years and above ( )

Gender: Male ( ) Female ( )

Marital Status: Single ( ) Married ( ) Divorced ( )

Religious Affiliation: Christian ( ) Muslim ( ) ATR ( )

Educational Qualification: Primary 6 ( ) SSCE ( ) B.SC ( ) M.SC ( ) PHD ( )

## **PART B: DATA ON QUESTIONNAIRE**

Indicate the extent to which you agree or disagree with the following statements:

### **Section A: Level of Gender Inequality in Employment Opportunities among Women**

1. Do you think women experience gender discrimination when searching for jobs?  
Yes ( ) No ( )
2. Do you believe that women receive equal pay for equal work in comparison to their male counterpart? Yes ( ) No ( )
3. Do you think women have equal access to job opportunities as men in the society?  
Yes ( ) No ( )
4. Does women often experience incidence of being denied on job opportunities as a result of their gender? Yes ( ) No ( )
5. Do you think men experience promotion and career advancement in jobs than women? Yes ( ) No ( )

### **Section B: Factors Responsible For Gender Discrimination on Employment Opportunities for Women**

6. Do you think societal norms constitute a factor responsible for gender discrimination on employment opportunities for women? Yes ( ) No ( )
7. Does lack of access to education constitute factor responsible for gender discrimination on employment opportunities for women? Yes ( ) No ( )
8. Does lack of governmental support constitute a factor responsible for gender discrimination on employment opportunities for women? Yes ( ) No ( )
9. Does gender stereotypes constitute factor responsible for gender discrimination on employment opportunities for women? Yes ( ) No ( )
10. Does limited access to finance constitute a factor responsible for gender discrimination on employment opportunities for women? Yes ( ) No ( )

**Section C: Consequences of Gender Inequality on Employment Opportunities for Women**

11. Do you think gender inequality often result to women having reduced access to well-paying jobs? Yes ( ) No ( )
12. Does gender inequality often result to women having limited leadership roles? Yes ( ) No ( )
13. Do you think gender inequality often limit women career options and opportunities? Yes ( ) No ( )
14. Do you think gender inequality often confined women to certain industries and limit their exposure? Yes ( ) No ( )
15. Do you think gender inequality often make women to earn less than men in similar work leading to financial disparity? Yes ( ) No ( )

**Section D: Measures towards Addressing the Challenges of Gender Inequality in Employment Opportunities among Women**

16. Do you think promoting equal access to education constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women? Yes ( ) No ( )
17. Do you think providing business mentorship programmes to women constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women? Yes ( ) No ( )
18. Do you think promoting and supporting female entrepreneurship constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women? Yes ( ) No ( )
19. Do you think adequate representation of women in leadership constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women? Yes ( ) No ( )
20. Do you think granting women access to loan credit constitute a measure towards addressing the challenges of gender inequality in employment opportunities for women? Yes ( ) No ( )