

**ASSESSING THE EFFECT OF GENDER DISCRIMINATION AND
WOMEN CAREER IN EDO EGOR LOCAL GOVERNMENT AREA**

BY

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SSC2004249

DEPARTMENT OF SOCIAL WORK

FACULTY OF SOCIAL SCIEN ES

UNIVERSITY OF BENIN

BENIN CITY

SEPTEMBER, 2024

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**A RESEARCH PROJECT SUBMITTED TO THE DEPARTMENT OF
SOCIAL WORK, FACULTY OF SOCIAL SCIENCES, UNIVERSITY OF
BENIN, BENIN CITY, IN PARTIAL FULFILMENT OF THE
REQUIREMENT FOR AWARD OF B.SC DEGREE IN SOCIAL WORK**

SEPTEMBER, 2024

CERTIFICATION

We the Undersigned, confirmed that this research was conducted by **ABIGAIL OSASERE UGIAGBE** with the matriculation number **SSC2004249** in partial fulfilment of the requirements for the award of Bachelor of science degree in Social sciences, University of Benin, Benin City.

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ABSTRACT

This study investigates the effect of gender discrimination on women's careers in Egor Local Government Area (LGA), Edo State, Nigeria. Gender inequality remains a pervasive challenge globally and locally, manifesting in unequal pay, limited promotion opportunities, stereotyping, and undervaluation of women's contributions in the workforce. Despite women's significant roles in both formal and informal economies, socio-cultural norms and institutional practices continue to restrict their career advancement and economic empowerment.

The research adopted a survey design, targeting [400](#) women in Egor LGA, with [385](#) valid responses analyzed using SPSS. The findings reveal that while some respondents demonstrated awareness of gender discrimination, a considerable proportion lacked knowledge of their rights or protective workplace policies. More than half of the participants reported experiencing discriminatory practices, including unequal pay, denial of promotions, and gender-based stereotyping. Additionally, [59.3%](#) of respondents indicated that gender discrimination directly hindered their career advancement, while [56.3%](#) felt their growth was slower than male counterparts due to bias. Discrimination was also found to negatively affect job satisfaction, motivation, and access to training and professional development.

Although laws and policies exist to address gender discrimination, the study uncovered limited awareness and skepticism regarding their effectiveness and enforcement in Egor LGA. Many participants felt that local authorities had not adequately promoted awareness of these policies, and workplace enforcement was inconsistent.

The study concludes that gender discrimination is a multifaceted barrier to women's professional growth in Egor LGA, with profound socio-economic implications. It recommends increased public sensitization on gender rights, stronger enforcement of anti-discrimination laws, organizational equity audits, and gender sensitivity training. Furthermore, mentorship and empowerment initiatives are suggested to strengthen women's representation in leadership roles and foster inclusive work environments.

By highlighting the realities of workplace gender bias in a local Nigerian context, this research contributes to bridging gaps in policy and practice while offering insights that can promote gender equality, women's empowerment, and sustainable community development.

ACKNOWLEDGMENT

My heartfelt gratitude to God almighty for the grace, favour and help He gave me during the course of this research.

My sincere appreciation goes to my most dynamic and dedicated project supervisor **MRS. Evelyn .I. UK-Azaka** for her guide in critically assessing, support which was valuable throughout this journey your insight and expertise has enriched my learning experience in this project. Also to all my lecturers Dr. (Mrs.) Eweka the Head of Department, Prof. (Barr.) S. Yesufu DR. Owie Ukponahiusi My Course Advisor Dr. Ugiagbe, Dr. Mrs. Omoroguiwa, Mrs. Imudia, Mrs. Joy, Mr Charles Mfon, Dr. Omigie and staff of the department of Social Work for the learning opportunities they provided for me, I am indeed grateful.

My deep gratitude goes to my parents, Mr. Friday & Mrs. Florence Ugiagbe and my siblings, Emmanuel ,divine, great and families for their prayers never ceasing support in all ramifications and the of encouragement and advice.

And special thanks to Daddy Ekesli, my lovely aunties, Aunty Rita and Aunty Maria and all my family member. Thanks to all for believing in me, you guy are the best, I love u all. I also want to appreciate my untiring colleagues; my amiable friends turn family. Flourish, Debbie, Sir Bosziki, Isioma, Japheth Grace, Happiness. I would also like to appreciate my friends and the others who names have not be mentioned for their love and care they showed me all this years.

I say thank you all and God bless you.

To God the most high, thank you I wouldn't have made it without you, God you are faithful and merciful. Thank you LORD.

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Chapter one

Introduction

Background of the study

Gender inequality in the labor force remains a pervasive issue across the globe, affecting both the economic and social development of nations. Despite the significant strides made in gender equality over the past few decades, women continue to face systemic challenges that hinder their full participation and progression in the workforce. These challenges are evident in various areas such as social and economic status, education, career advancement, and opportunities within organizations (Nielsen & Huse, 2010). The imbalance in the status and positions occupied by men and women can be attributed to a complex combination of historical, cultural, and institutional factors that perpetuate gender discrimination in many sectors of society.

Women, who make up nearly half of the world's population, play a crucial role in both the formal and informal economies. They contribute significantly to household responsibilities, caregiving, farming, and other economic activities. Despite their substantial contributions, women's work is often undervalued, and their output is rarely considered on par with that of their male counterparts. In many societies, women are seen as helpers, particularly within family and agricultural settings, and their roles are often confined to the private sphere. This

gendered division of labor not only limits women's access to economic opportunities but also reinforces their subordination in both the household and the wider society.

One of the most pressing concerns in the contemporary labor market is gender discrimination, which has far-reaching consequences for women's economic empowerment and societal development.

Gender discrimination refers to the unequal treatment of individuals based on their gender, which manifests in various ways, such as unequal pay, limited access to career advancement opportunities, and stereotyping. Despite its significant impact, gender discrimination remains a largely unaddressed issue in many regions, particularly in the context of corporate and organizational settings. This is especially problematic in light of the United Nations' Sustainable Development Goal (SDG) 5, which emphasizes the importance of achieving gender equality and empowering women and girls globally.

The global labor force participation rate for women stands at just under 47%, compared to 72% for men, reflecting a gender gap of 25 percentage points. This disparity is even more pronounced in certain regions, such as Northern Africa and the Arab States, where unemployment rates for women exceed 20%. Even when women do participate in the labor force, they often face greater challenges than men in securing employment. Moreover, women are more likely to be overrepresented in vulnerable and precarious forms of employment, such as household work or family-run businesses, while men are more likely to engage in self-employment and own-account work. These patterns are indicative of broader

structural inequalities that disproportionately affect women's ability to achieve financial independence and career growth.

In light of these issues, gender discrimination has become one of the most significant barriers to women's economic empowerment and career progression, particularly in the corporate sector. The negative effects of such discrimination are not only felt by women but also by organizations and societies as a whole, as they limit the potential for talent development, economic growth, and social equity. Women's underrepresentation in decision-making roles and their exclusion from certain industries or leadership positions further exacerbates this inequality.

This study, therefore, seeks to assess the effect of gender discrimination on women's careers in Egor Local Government Area (LGA), Edo State, Nigeria. By examining the specific challenges faced by women in this context, the study aims to contribute to a better understanding of the impact of gender-based discrimination on women's career opportunities, professional development, and overall socio-economic well-being. Additionally, the study will explore the role of socio-cultural factors, such as traditional gender roles and expectations, in shaping women's experiences in the workplace. The findings of this research will provide valuable insights that can inform policy recommendations, organizational practices, and strategies to address gender inequality and promote greater opportunities for women in the labor force.

1.2 statement of problem

Gender discrimination remains a significant barrier to women's career advancement in Egor Local Government Area (LGA), Edo State, despite their critical contributions to the economy. Women in this region face unequal treatment in areas such as hiring, promotion, pay, and job opportunities, often due to deeply ingrained socio-cultural norms and gender biases. This results in limited access to career growth, economic empowerment, and financial independence. Although gender equality is a global priority, the local implementation of policies addressing gender discrimination remains insufficient. The lack of research focused on gender discrimination in Egor LGA further highlights the need to understand how such discrimination affects women's career progression and its broader socio-economic impact. This study seeks to investigate these challenges, aiming to inform policies and practices that promote gender equality and improve opportunities for women in the workforce.

1.3 Objectives of the Study

The primary objective of this research is to look at the Assessing the effect of gender discrimination and women career in ,Egor local government.

The specific objectives of this research are as follow;

- i. To ascertain the awareness of gender discrimination among women career in Egor
- ii. To examine the types of gender discrimination women experience in their careers within Egor local government area.
- iii. To assess the impact of gender discrimination on women's career advancement and professional growth.

- iv. To assess the awareness and effectiveness of existing laws and policies in addressing gender discrimination in the workplace in Egor local government area.

1.4 Research Questions

Based on my objectives, the researcher seeks to answer the following questions.

- i. What is the awareness of gender discrimination among women career in Egor ?
- ii. What are the main forms of gender discrimination that women encounter in their careers in Egor Local Government Area?
- iii. What are the impact of gender discrimination on women's career advancement and professional growth ?
- iv. What are the awareness and effectiveness of existing laws and policies in addressing gender discrimination in the workplace in Egor LGA ?

1.5 Scope of the Study

This study cover women's in Egor in Benin city, Nigeria. These study is centered on the Assessing the effect of gender discrimination and women career in Edo state ,Egor local government.

1.6 Significance of the study

The significance of this study lies in its potential to make a meaningful contribution to the promotion of gender equality and the empowerment of women in Egor Local Government

Area, Edo State, by critically assessing the impact of gender discrimination on women's career progression. This research will provide a deeper understanding of the specific barriers women face in the workplace, such as unequal pay, limited career advancement opportunities, and the social stigma that often hinders their professional development. By identifying and addressing these challenges, the study aims to inform the development of policies that promote more inclusive work environments and ensure that women have equal access to career opportunities.

Furthermore, the study will advocate for stronger enforcement of existing laws that protect women from workplace discrimination and propose legal reforms that can better address the unique obstacles women encounter in both formal and informal sectors. In this way, the research has the potential to influence local and state-level policies aimed at fostering gender equality, empowering women to take on leadership roles, and creating supportive environments that nurture women's careers.

In addition to its policy implications, the findings would also contribute to challenging entrenched cultural and social norms that often place limitations on women's participation in the workforce. By examining the ways in which gender biases shape women's professional experiences in Egor LGA, the study hopes to spark cultural change and encourage a shift in public attitudes toward women's roles in both the home and workplace. The research can also have a significant impact on the mental health and well-being of women by identifying the psychological toll of discrimination and advocating for support systems to mitigate the negative effects of such biases.

From a socio-economic perspective, this study will emphasize the broader benefits of women's full participation in the workforce, highlighting how promoting gender equality in

the workplace leads to improved community development, economic growth, and societal prosperity. Ensuring that women have equal opportunities for career advancement can result in a more diverse, productive, and innovative workforce, benefiting not just women, but the entire community. Furthermore, as women overcome discrimination and progress in their careers, they serve as powerful role models, inspiring younger generations to pursue their professional ambitions with confidence and without fear of gender-based bias.

Finally, this research would make a significant contribution to the academic literature on gender and development studies, particularly within the Nigerian context, by providing a focused examination of gender discrimination in a specific local government area. It will fill an important gap in existing research and offer new insights into how gender dynamics affect women's careers in both urban and rural settings. Additionally, the study could stimulate further research in other parts of Edo State, Nigeria, and beyond, thus contributing to the broader conversation about gender equality in the workforce and advancing the understanding of women's issues in both academic and policy circles.

CHAPTER TWO

LITERATURE REVIEW

Discrimination refers to the unjust or prejudicial treatment of individuals based on certain characteristics or attributes. This can include factors such as race, gender, age, sexual orientation, disability, religion, or political beliefs. Discrimination manifests when an individual is treated more favorably or unfavorably than others in similar circumstances due to these arbitrary grounds.

Types of Discrimination

They are two type of discrimination firstly

Fair discrimination

Unfair discrimination

Fair discrimination

The term "fair discrimination" has multiple meanings and is not a universally accepted legal or philosophical concept. In general, it describes circumstances in which a distinction between people or groups is made in a way that is thought to be fair, reasonable, and justified. This is typically in contrast to unfair discrimination, where distinctions are made based on arbitrary, prejudicial, or harmful criteria like race, gender, or disability without a valid reason. Example of fair discrimination are

Age-based discrimination in specific contexts: For example, some jobs or roles may require applicants to be at least a certain age for safety, legal, or experience reasons (e.g., hiring a bartender who must be of legal drinking age).

Discrimination in hiring based on skill or qualifications: This is a form of "discrimination," but it is generally regarded as fair and necessary for both the organization and the employee. **Positive discrimination (Affirmative action):** This is when policies or actions are intended to favor underrepresented or disadvantaged groups in order to help level the playing field and promote equality of opportunity. For example, giving racial minorities in higher education admissions or women in fields dominated by men with the goal of addressing historical inequalities.

Discriminating on the basis of health or ability: For instance, in sports, contests may be organized according to age, weight class, or skill level. Participants can compete on a more level playing field thanks to these distinctions, which guarantee fairness.

Unfair Discrimination

Unfair discrimination:

This is a type of discrimination when someone is treated unfairly or unjustly because of irrelevant, biased, or arbitrary characteristics—such as color, gender, age, disability, sexual orientation, religion, or other personal traits. This kind of prejudice is usually viewed as detrimental to both individuals and society since it disregards a person's skills, credentials, or merits. In addition to perpetuating inequality, it may cause some groups to be marginalized, excluded, or disadvantaged.

Forms of discrimination

Racial discrimination is when someone is treated unfairly because of their race or ethnicity. For example, they may be denied a job, promotion, or service due to their race.

Gender discrimination is when a woman is paid less than a man for doing the same work or when women's positions in the workplace are restricted.

Unfairly treating someone based on their age is known as age discrimination. Examples include passing over young people for senior positions because they are thought to lack experience or refusing to hire older workers because they are thought to be less flexible or vivacious.

Religious discrimination is when someone is treated unfairly due to their religion or beliefs, This could be denying someone a job or opportunity due to their religion beliefs or requiring workers to follow specific religious customs at work.

sexual discrimination: this is type of discrimination when someone is denied services, benefits, or opportunities because of their sexual orientation—whether they are gay, lesbian, bisexual, or another sexual identity.

handicap discrimination is when someone is treated unfairly because they have a physical or mental handicap. Examples of this include not making appropriate modifications or assuming that someone with a disability is incapable of doing certain tasks.

GENDER

The concept of gender is a complex and multifaceted construct that encompasses the social, cultural, and psychological dimensions of identity and behavior associated with being male, female, or non-binary. It goes beyond the binary classification of biological sex, emphasizing that gender is not merely determined by physical attributes but is instead shaped by societal norms, roles, and expectations.

From an early age, individuals are socialized into specific gender roles through various institutions such as family, education, and media, which teach them how to express their gender in ways that align with cultural expectations. This socialization process involves a performance of gender, where individuals enact behaviors and adopt characteristics traditionally associated with masculinity or femininity.

Importantly, gender is increasingly recognized as fluid and existing on a spectrum, allowing for a diversity of identities, including non-binary and genderqueer expressions. This recognition challenges the traditional binary view of gender and highlights the importance of individual experience and personal identity.

Intersectionality plays a crucial role in understanding gender, as it examines how gender interacts with other social categories such as race, class, sexuality, and age. This perspective acknowledges that experiences of gender are not uniform; individuals may navigate different challenges and privileges based on the interplay of their various identities.

Cultural variability further enriches the concept of gender, as different societies have unique understandings and expressions of gender. Some cultures recognize multiple genders beyond male and female, illustrating the importance of context in shaping gender identities.

Overall, understanding gender as a social construct has significant implications for addressing issues of inequality and discrimination. It encourages critical examination of how gender norms influence societal power dynamics and impact access to opportunities in areas such as education, employment, and healthcare. By fostering a more inclusive and equitable framework, society can better validate and respect the diverse experiences and identities within the spectrum of gender.

Division of Labor Among Gender

The division of labor by gender involves the systematic allocation of various tasks and roles to individuals based on their gender, significantly influencing both the workforce and household dynamics. This division is rooted in cultural norms and societal expectations that

have evolved over time, leading to distinct patterns where men often occupy roles associated with leadership, technical skills, and physical labor, while women are frequently relegated to caregiving, domestic responsibilities, and service-oriented positions.

Such gendered divisions are not merely a reflection of biological differences but are shaped by historical contexts and prevailing ideologies that define masculinity and femininity. For instance, traditional views often associate men with strength, competitiveness, and independence, aligning them with higher-paying, prestigious jobs, while women are linked to nurturing, empathy, and domesticity, which can limit their professional opportunities and economic advancement.

This division of labor has profound implications for social and economic equity. It contributes to persistent wage gaps between genders, where female-dominated fields tend to offer lower salaries and fewer advancement opportunities compared to those predominantly held by men. Moreover, this labor division reinforces stereotypes that influence individual aspirations and career choices, perpetuating a cycle of inequality.

Furthermore, the division of labor is not static; it is subject to change as societal attitudes shift and as movements advocating for gender equality challenge traditional norms.

Increasingly, there is recognition of the need for more equitable distributions of labor that allow individuals to pursue careers and roles based on personal interests and abilities rather than gendered expectations. This evolving understanding highlights the importance of policy interventions, educational reforms, and advocacy efforts aimed at dismantling barriers to gender equity in the workplace and beyond.

In summary, the gendered division of labor is a complex interplay of social, cultural, and economic factors that shapes individual experiences and societal structures, necessitating ongoing examination and intervention to promote equality and challenge entrenched stereotypes.

Gender Discrimination

When someone treats the other unequally on the basis of their Gender and gives less importance over others disadvantageously and includes harassment that can be considered as Gender discrimination. It is often rooted in preconceived, false societal and personal notions about gender. Many people inaccurately believe that female counterpart cannot be fit in commanding position and they need to be supported by their male counterpart. It has been observed that many a scholar have considered women profile is inferior and less suited to their organizational progression towards the top level management (Johnson et al., 2020). In order of sustainable growth of organization in the future women's abilities and skills must be considered at the leadership role (Matsa and Miller 2013).

2:2 Gender discrimination and women

Gender discrimination refers to the unequal treatment of individuals based on their gender, often resulting in disadvantageous outcomes for women in various aspects of life, particularly in the workplace. Despite global advocacy and legal frameworks aimed at promoting gender equality, women continue to face systemic and structural barriers that hinder their professional growth and access to opportunities.

In the workforce, gender discrimination manifests through unequal pay, limited access to promotions, undervaluation of contributions, exclusion from leadership roles, and a lack of support for work-life balance. Women are frequently subjected to gender stereotyping and biased expectations, which reinforce traditional roles and restrict career advancement. These issues are further compounded by insufficient awareness and ineffective enforcement of gender equality laws and policies, especially in local governance contexts.

Research indicates that gender discrimination not only affects women's income and career trajectories but also impacts their psychological well-being, job satisfaction, and motivation. In regions like Egor Local Government Area, where cultural norms and institutional practices may reinforce patriarchal values, these challenges are particularly pronounced.

Combating gender discrimination requires a multi-dimensional approach one that includes raising awareness, enforcing legislation, empowering women through education and training, and fostering inclusive organizational cultures. Ensuring that women are given equal footing in the workforce is essential not only for gender justice but also for broader social and economic development.

Empirical studies

Diwakar *et al* (2024) looked at the impact of gender discrimination on women's sustainable career growth in organization, this study aims to review the current paradigms of gender discrimination in organizations in order to analyze and comprehend how discrimination on the basis of gender interrupts women's career growth, which has a direct impact on workers'

productivity. The study begins with an overview in order to emphasize how avoiding gender discrimination defies preconceptions that are often overlooked when it comes to building a successful career. After that, it will be possible to investigate gender discrimination and how it affects women's long-term professional development in a way that creates narratives for understanding career advancement. The study looks at and makes recommendations on the progressive persistence and perception of a country like India. Bharat, one of the oldest civilizations in the world, is capable of being the beacon. Treating everyone equally is our moral, ethical, and social value, which is embodied in the motto "Vasudhaiv Kutumbkam."

Rashida(2023) looked at an assessment of gender discrimination in work place and its influence on workers performances: A literature Review The study looked at the extent of gender discrimination against Nigerian women in the workplace. Reviewing the literature on how gender discrimination in the workplace has affected women's performance at work is the study's goal. In order to accomplish the study's goal, content analysis and only secondary data were used in the technique. According to the study's findings, a number of factors significantly impact an organization's success, with human resources ranking among the most significant. Employers must provide for their employees well in order for them to put forth their best effort and work hard to meet the objectives of the company. It was discovered that gender discrimination would remain an issue that keeps workers from realizing their full potential as long as they believe their basic rights are being infringed.

According to the study, it's critical to periodically assess anti-discrimination policies to ascertain their practical effectiveness. This should be guaranteed in both public and private

organizations, with an emphasis on the former, to guarantee that all businesses are effectively carrying out the policies of the constitution under strict supervision.

Eboh (2021) looked at gender discrimination and women career in Imo state: a case study of imo state, University of Owerri. In order to ascertain the impact of gender on the profession choices, employment, and advancement of staff members at Imo State University in Owerri, we conduct two types of analyses in this paper: descriptive and inferential analyses.

According to the descriptive statistical study, there is a good gender balance among university staff members in terms of career choice, employment, and advancement. The sample data served as the basis for this. Strong evidence that gender consideration is important in profession choices, employment, but not promotion at Imo State University in Owerri was found in the inferential analysis derived from the three hypotheses outlined and evaluated in this study. Therefore, the assertion that gender discrimination against women exists is not supported by this research.

Zahid *et al* (2011) examined gender discrimination in work place and its impact on the employees, This study examines the problem of gender discrimination in the workplace and how it affects workers' stress levels, motivation, dedication, and enthusiasm. 526 men and women in lower, middle, and upper category who worked in the public and private health and education departments in the districts of Hyderabad and Jamshoro were given a closed-ended questionnaire. The independent samples-t test was used to measure gender inequality in the workplace.

According to the data, discrimination against women was more prevalent in private

organizations than against men. Accordingly, the results demonstrate that discrimination against women is more prevalent in the commercial sector than in the public sector. Using the Pearson product moment correlation coefficient, the effects of gender discrimination on stress levels, commitment and enthusiasm, and motivation and satisfaction were evaluated. The findings indicate that gender discrimination raises employee stress levels while decreasing employee commitment, enthusiasm, drive, and contentment.

Haoqi *et al*(2023) The study also examines gender discrimination in the workplace using the equitable sensitivity hypothesis. Gender discrimination has been found to impede women's access to leadership positions and promotions by creating unequal work opportunities. Employees who encounter gender discrimination also endure psychological stress, which can lead to emotional instability, a drop in self-esteem, and a loss of job satisfaction. Based on the study and summary, this paper presents ideas to solve gender discrimination in the workplace from the perspectives of enterprises, individuals, educational institutions, and society. The examination of gender discrimination in the workplace in this paper can help society better understand the prevalence and underlying causes of this problem, which will support more targeted policies and practices by governments, enterprises, and organizations to advance workplace diversity and justice.

Gaelle *et al* (2023) The purpose of this study is to investigate the relationship between gender discriminatory practices and the advancement of women's skills in the workplace. The study promoted the use of quantitative methods. A suitable non-probability sampling strategy was used to self-administer an online questionnaire survey to 412 women. Regression analysis, validity, reliability, test normalcy, and descriptive tendencies were all conducted using the

statistical program for the social sciences (SPSS), AMOS 27. According to the findings, gender discrimination in the workplace affects women's skill development, and women's career advancement is correlated with their skill growth. However, the assertion that gender discriminatory behaviors in the workplace hinder women's advancement in their careers is denied. Although creating a gender-neutral workplace is admirable, it will need more work from males to help women advance their careers and develop their abilities.

2;4 Theoretical framework

Social Role theory

Social Role Theory, proposed by Alice Eagly in the 1980s, explains that gender differences in behavior arise from the roles society expects men and women to play, which are shaped by social norms and cultural expectations. Eagly argued that men and women behave in ways that align with these socially constructed roles—men are often expected to be assertive and career-focused, while women are typically assigned nurturing and domestic roles. This theory suggests that the behavioral differences between men and women are not biological but socially constructed, as individuals adopt the roles assigned to them through socialization processes within families, schools, media, and other institutions. In the context of gender discrimination and women's careers in Nigeria, Social Role Theory can help explain how traditional gender roles restrict women's career opportunities and advancement, as women are often expected to prioritize family responsibilities over professional goals. The theory also highlights how women may be discriminated against in male-dominated fields or leadership positions, as they are seen as violating traditional gender expectations. Overall, Social Role

Theory provides a sociocultural framework for understanding the impact of gender discrimination on women's career progression, particularly in societies like Nigeria, where patriarchal norms are deeply ingrained.

CHAPTER THREE

METHODOLOGY

3.1. Research Design

The research design adopted for this work is survey research method. This entails sharing and administering of questionnaire to respondents on the subject matter. This method of research design is convenient because the respondents provided the needed information in their respective homes and schools. It makes gathering of information recorded possible directly from the source and help to solve geographical distance factor.

3.2. Population of the Study

The population of the study comprises of women living in Egor in Benin city, Egor has a population of about 2000 women living in Egor. The total population is 2000.

3.3 Sample Size

The sample size for the study is 400. The sample will arrived at, using Taro Yamene formula for sample size determination. The formula is shown below:

$$n = \frac{N}{1 + [N(e)^2]} \quad 3.1$$

Where: n = the sample size

N = the study population

e = error margin assumed to be 0.05

Given the population to be 2000 the sample size (n) will then be

$$n = \frac{2000}{1 + [2000(0.05)^2]}$$

N=399.8

3;4 Sampling technique

purposive sampling was employed to select the women who the researcher thinks it has the ability, knowledge and understanding of discrimination among women in career. Purposive sampling is a non-probability sampling technique that involves selecting participants for a study based on specific characteristics. It's also known as judgmental sampling or selective sampling.

hard copy of the questionnaire were shared among the women into career and business.

3.5 Measuring Instruments

The measuring instruments is questionnaire.

i. **Questionnaire:** Questionnaire was structured and designed in a way that afforded the respondents to answer the research questions appropriately. The questionnaire comprises of four sections. Section A elicits responses on the respondents' demographic details, while B, C is concerned with questions relating to the research questions. In the line with the survey, the researcher will make sure that the questionnaire contains the same questions on each of the copy administered to the various selected respondents.

3.6 Validity and Reliability

A researcher is usually expected to test the reliability and validity of data collection instruments (Chukwuemeka, 2002). Wimmer & Dominic (2011), "A measuring instrument must yield valid result. Validity simply means the degree to which an instrument actually measures and generates a valid data". Reliability, in this study denotes the capability of the instrument to be reliable and trusted. The reliability of an instrument to effectively highly regard a researcher has to use his/her instrument on the respondents at two intervals to check their ability to be consistent in responses.

For validity of instrument, the researcher will use face validity where copies of the questionnaires will be given to the project supervisor, some lecturers in the department of social work, and to validate the instruments used for the study.

3.7 Method of Data Analysis

The data collected will be analyzed with the aid of the statistical package of social sciences (SPSS). Hence, frequency tables and percentages will be used to present the responses

received from the administered questionnaires. The data gathered from the field will be analyzed using appropriate statistical tools like the simple frequency table and percentages. The chi-square statistic will be used to test and achieve the second objective.

3.8. Source of Data Collection

The study used primary source of data collection from the questionnaires shared among 400 women living in Egor.

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS

4.1 Data Presentation

The study was carried out to ascertain Media Campaigns And Their Impact On Voter Turnout In Elections During The 2024 Edo Election. This chapter covers data presentation, analysis and discussion of research findings. Data collected from the study were tabulated and interpreted using frequency and the aid of SPSS.

This section entails presentation and analyses of data generated in the study. The data is obtained from the just concluded Edo Election. A total of 400 respondents were sampled to be surveyed. Out of the 400 copies of the questionnaire administered, 385 were retrieved and considered useful for analysis.

4.2 Data Analysis from Field Survey (Questionnaire)

In this section, quantitative data generated through questionnaire were analysed using SPSS version 26. They were thereafter presented in frequency tables. All data are presented as follows.

Table 4:2:2 Gender of respondents

Sex	Frequency	Percentage(%)
Male	100	26
Female	285	74
Total	385	100

Table 4:2:2 reflects that a significantly larger number of respondents were female (74%) compared to males (26%). This notable gender imbalance in the sample of 385 participants suggests that women were more represented in the study.

Table 4:2 :2 Age of Respondents

Age	Frequency	Percentage(%)
18-24	95	25
25-34	104	27
35-44	75	19.5
45-54	60	15.1
55-64	47	12.2
65 and above	4	1
Total	385	100

Table 4:2:3 shows that the largest age group among respondents was 25–34 years (27%), followed closely by those aged 18–24 (25%). Only 1% of participants were 65 years and older, indicating that the sample largely consisted of younger adults, with minimal representation from senior age groups.

Table 4:2:3 Marital status of respondent

Marital status	Frequency	Percentage(%)
Single	139	36
Married	104	27.0

Divorced	97	24.7
Widower	47	12.2
Total	385	100

Table 4:2:3 indicates that a considerable portion of respondents were single (36%), followed by married individuals (27%). Those who were divorced (24.7%) and widowed (12.2%) made up the rest, showing a diverse spread in marital status, although single individuals formed the largest group.

Table 4:2:4 : I am familiar with the concept of gender discrimination in the workplace.

	Frequency (n)	Percentage (%)
Strongly disagree	102	26.5
Disagree	71	18.4
Moderate	69	17.9
Agree	96	24.9
Strongly agree	47	12.2
Total	385	100.0

Table 4:2:4 reflects that while 26.5% of respondents strongly disagreed with being familiar with the concept of gender discrimination in the workplace, 24.9% agreed and 12.2% strongly agreed. These findings suggest that although a notable proportion are unfamiliar with the concept, awareness is still present among a considerable number.

Table 4:2:5: I believe that gender discrimination exists in your workplace or community

	Frequency (n)	Percentage (%)
Strongly disagree	89	23.1
Disagree	44	11.4
Moderate	48	12.5
Agree	98	25.5
Strongly agree	106	27.5
Total	385	100.0

Table 4:2:6 reveals that 27.5% of respondents strongly believed gender discrimination exists in their workplace or community, while 25.5% agreed. This suggests that over half of the respondents perceive gender discrimination as a real and existing issue in their environments.

Table 4:2:6 : i observe gender-based discrimination in your professional environment

	Frequency (n)	Percentage (%)
Strongly disagree	87	22.6
Disagree	54	14.0
Moderate	73	19.0
Agree	96	24.9
Strongly agree	75	19.5
Total	385	100.0

Table 4:2:6 shows that 24.9% agreed and 19.5% strongly agreed that they observe gender-based discrimination in their professional settings. While 22.6% strongly disagreed, these results point to a noticeable perception of gender-based bias in workplaces.

Table 4:2:7: I think women in Egor LGA are generally aware of their rights regarding gender discrimination at work

	Frequency (n)	Percentage (%)
Strongly disagree	104	27.0
Disagree	105	27.3
Moderate	52	13.5
Agree	74	19.2
Strongly agree	50	13.0
Total	385	100.0

Table 4:2:7 indicates that 27.3% disagreed and 27% strongly disagreed with the statement that women in Egor LGA are aware of their rights at work. This suggests a widespread lack of awareness regarding gender-related rights among women in the area.

Table 4:2:8: I experience unequal pay for the same work compared to your male counterparts

	Frequency (n)	Percentage (%)
Strongly disagree	79	20.5
Disagree	56	14.5
Moderate	81	21.0
Agree	95	24.7
Strongly agree	74	19.2
Total	385	100.0

Table 4:2:8 reveals that 24.7% of respondents agreed and 19.2% strongly agreed that they experience unequal pay compared to male colleagues. These responses highlight the perception of gender-based pay disparities within the workforce.

Table 4:2:9 : I passed over for promotion due to your gender

Ratings	Frequency (n)	Percentage (%)
Strongly disagree	39	10.1

Disagree	50	13.0
Moderate	119	30.9
Agree	96	24.9
Strongly agree	81	21.0
Total	385	100.0

Table 4:2:9 indicates that 24.9% of respondents agreed and 21.0% strongly agreed that they have been passed over for promotions due to gender. This implies a significant concern about gender bias in career advancement opportunities.

Table 4:2:10: My opinions or contributions are less valued than those of your male colleagues

Ratings	Frequency (n)	Percentage (%)
Strongly disagree	37	9.6
Disagree	73	19.0
Moderate	94	24.4
Agree	120	31.2
Strongly agree	61	15.8
Total	385	100.0

Table 4:2:10 shows that 31.2% of respondents agreed and 15.8% strongly agreed that their opinions are less valued than those of male counterparts. These figures suggest that many individuals feel that gender affects how their contributions are received in the workplace.

Table 4:2:11: I experience stereotyping or biased expectations based on your gender in your career

	Frequency (n)	Percentage (%)
Strongly disagree	53	13.8

Disagree	94	24.4
Moderate	99	25.7
Agree	69	17.9
Strongly agree	70	18.2
Total	385	100.0

Table 4:2:11 reflects that 25.7% of respondents moderately experienced gender-based stereotyping, while 17.9% agreed and 18.2% strongly agreed. These findings indicate that gender-based expectations and biases are a common experience for many in their careers.

Table 4:2:12: gender discrimination ever hindered your career advancement opportunities.

	Frequency (n)	percentage (%)
Strongly disagree	29	7.5
Disagree	45	11.7
Moderate	83	21.6
Agree	120	31.2
Strongly agree	108	28.1
Total	385	100.0

Table 4:2:12 reveals that 31.2% of respondents agreed and 28.1% strongly agreed that gender discrimination has hindered their career progression. This suggests a significant impact of gender bias on professional growth among the participants.

Table 4:2:13 : I feel that your career growth is slower compared to male colleagues due to gender bias.

	Frequency (n)	Percentage (%)
Strongly disagree	27	7.0
Disagree	70	18.2
Moderate	71	18.4
Agree	94	24.4
Strongly agree	123	31.9
Total	385	100.0

Table 4:2:13 shows that 31.9% of respondents strongly agreed and 24.4% agreed that their career growth is slower due to gender bias. These results emphasize the perceived long-term effects of discrimination on professional development.

Table 4:2:14: gender discrimination affected your job satisfaction or motivation at work

	Frequency (n)	Percentage (%)
Strongly disagree	45	11.7
Disagree	73	19.0
Moderate	96	24.9
Agree	103	26.8
Strongly agree	68	17.7
Total	385	100.0

Table 4:2:14 reflects that 26.8% of respondents agreed and 17.7% strongly agreed that gender discrimination has affected their job satisfaction or motivation. These results suggest a meaningful connection between workplace discrimination and employee morale.

Table 4:2:15: gender discrimination has limited your access to training and professional development opportunities

	Frequency (n)	Percentage (%)
Strongly disagree	68	17.7
Disagree	57	14.8
Moderate	83	21.6
Agree	111	28.8
Strongly agree	66	17.1
Total	385	100.0

Table 4:2:15 indicates that 28.8% agreed and 17.1% strongly agreed that gender discrimination has limited their access to training and development opportunities. This points to structural barriers in professional growth linked to gender.

Table 4:2:16: I am aware of any laws or policies that protect women from gender discrimination in your workplace?

	Frequency (n)	Percentage (%)
Strongly disagree	38	9.9
Disagree	99	25.7
Moderate	85	22.1
Agree	91	23.6
Strongly agree	72	18.7
Total	385	100.0

Table 4:2:16 shows that 25.7% of respondents disagreed and 22.1% had moderate awareness of laws protecting women, while 23.6% agreed and 18.7% strongly agreed. This suggests mixed levels of awareness about legal protections against workplace gender discrimination.

Table 4:2:17 : I have reported gender discrimination in the workplace, and if so, were your concerns addressed effectively

	Frequency (n)	Percentage (%)
Strongly disagree	78	20.3
Disagree	31	8.1
Moderate	50	13.0
Agree	135	35.1
Strongly agree	91	23.6
Total	385	100.0

Table 4:2:17 reveals that 35.1% agreed and 23.6% strongly agreed that their reports of gender discrimination were addressed effectively. While 20.3% strongly disagreed, this indicates that while some responses were positive, many still feel their concerns are unmet.

Table 4:2:18 : I believe that the existing laws and policies in Egor LGA are effective in addressing gender discrimination

	Frequency (n)	percentage (%)
Strongly disagree	95	24.7
Disagree	47	12.2
Moderate	75	19.5
Agree	104	27.0
Strongly agree	64	16.6
Total	385	100.0

Table 4:2:18 reflects that 27.0% of respondents strongly disagreed and 27.3% disagreed that the local government effectively raises awareness about gender discrimination laws. These findings suggest a perception that public awareness initiatives may be lacking in Egor LGA.

Table 4:2:19 : local government actively promotes awareness of gender discrimination laws and policies to women in the workforce

	Frequency (n)	Percentage (%)
Strongly disagree	104	27.0
Disagree	105	27.3
Moderate	52	13.5
Agree	74	19.2
Strongly agree	50	13.0
Total	385	100.0

Table 4:2:19 reflects that 27.0% of respondents strongly disagreed and 27.3% disagreed that the local government effectively raises awareness about gender discrimination laws. These findings suggest a perception that public awareness initiatives may be lacking in Egor LGA.

Table 4:2:20 ; I believe gender discrimination laws and policies in your workplace are regularly enforced and adhered to.

	Frequency (n)	Percentage (%)
Strongly disagree	77	20.0
Disagree	53	13.8
Moderate	69	17.9
Agree	100	26.0
Strongly agree	86	22.3
Total	385	100.0

Table 4:2:20 indicates that 26% of respondents agreed and 22.3% strongly agreed that workplace gender discrimination laws are enforced and followed. However, 33.8% disagreed

or strongly disagreed, revealing differing opinions on the consistency of enforcement practices.

4:2 Discussion of Finding

Question One :To ascertain the awareness of gender discrimination among women career in Egor

The data presented in Tables 4.2.4 to 4.2.7 offers critical insight into the awareness and perception of gender discrimination among women professionals in Egor Local Government Area (LGA). While 37.1% of respondents indicated familiarity with the concept of gender discrimination in the workplace, a larger proportion (44.9%) expressed unfamiliarity, suggesting a substantial gap in foundational understanding. Despite this, over half of the participants (53.0%) acknowledged the existence of gender discrimination in their workplaces or communities, indicating that many recognize the phenomenon even if they lack formal awareness of its definition. Furthermore, 44.4% reported having observed gender-based discrimination in their professional environments, reflecting the visibility of such bias in day-to-day work settings. Alarming, a majority of respondents (54.3%) believed that women in Egor LGA are generally unaware of their rights related to gender discrimination at work, underscoring a significant deficiency in legal and policy literacy.

Collectively, these findings reveal a troubling disconnect between the lived realities of discrimination and the knowledge necessary to confront or report it. This highlights the urgent need for targeted interventions, including gender rights education, awareness campaigns, and workplace training programs, to empower women to identify, resist, and seek redress for discriminatory practices. These results align with existing scholarship (e.g., Okoro & Alade, 2024), which emphasizes that underreporting and normalization of gender discrimination often stem from institutional silence and widespread ignorance of protective legislation, especially in local and less-urbanized settings.

Question two; To examine the types of gender discrimination women experience in their careers within Egor local government area.

The data from Tables 4.2.8 to 4.2.11 sheds light on the specific types of gender discrimination experienced by women in their careers within Egor Local Government Area. Table 4.2.8 reveals that 43.9% of respondents (24.7% agreed and 19.2% strongly agreed) acknowledged experiencing unequal pay compared to male colleagues for the same work, pointing to a significant perception of wage disparity based on gender. This aligns with broader global concerns around the gender pay gap, especially in developing contexts where wage transparency is limited. In a similar vein, Table 4.2.9 shows that 45.9% of participants (24.9% agreed and 21.0% strongly agreed) reported being passed over for promotions due to

their gender, indicating that career advancement is another area where discriminatory practices are perceived to persist. This finding underscores structural barriers that impede women's upward mobility in the professional sphere. Furthermore, Table 4.2.10 highlights the devaluation of women's contributions in the workplace, with 47% of respondents (31.2% agreed and 15.8% strongly agreed) feeling that their opinions and inputs are less valued than those of their male counterparts. Such perceptions of marginalization contribute to workplace dissatisfaction and reduced professional motivation among women. Finally, Table 4.2.11 illustrates that gender-based stereotyping and biased expectations remain prevalent, with 36.1% of respondents (17.9% agreed and 18.2% strongly agreed) affirming that they experience such bias in their careers, while 25.7% indicated moderate levels of such experiences. These findings collectively suggest that women in Egor LGA face multifaceted forms of gender discrimination, including unequal compensation, restricted access to promotion, undervaluation of contributions, and persistent stereotypes. These challenges reinforce the need for comprehensive policy enforcement, gender sensitivity training, and institutional accountability to address systemic biases in the workplace. The results align with contemporary literature (e.g., Nwosu & Adebayo, 2023), which highlights that professional women in local Nigerian contexts often confront deeply embedded patriarchal norms that shape both perception and practice in employment settings.

Question three: To assess the impact of gender discrimination on women's career advancement and professional growth.

The data presented in Tables 4.2.12 to 4.2.15 offers critical insight into how gender discrimination influences the career advancement and professional development of women in Egor Local Government Area. Table 4.2.12 reveals that 59.3% of respondents (31.2% agreed and 28.1% strongly agreed) believed that gender discrimination has directly hindered their career progression. This substantial proportion reflects the considerable impact of gender bias on upward mobility within professional environments. In line with this, Table 4.2.13 shows that 56.3% of respondents (24.4% agreed and 31.9% strongly agreed) felt that their career growth is slower than that of their male colleagues due to gender bias. These findings emphasize the perceived long-term consequences of discrimination on women's professional trajectories, with many attributing stagnation or delayed advancement to systemic gender inequality.

Moreover, Table 4.2.14 demonstrates how such discrimination extends beyond career progression to affect job satisfaction and motivation. A combined 44.5% of participants (26.8% agreed and 17.7% strongly agreed) acknowledged that gender discrimination has negatively influenced their morale at work. This connection between perceived inequality and reduced job satisfaction highlights a deeper emotional and psychological toll that workplace discrimination can have on female professionals. Lastly, Table 4.2.15 points to institutional limitations in capacity-building opportunities, with 45.9% of respondents (28.8% agreed and 17.1% strongly agreed) stating that gender discrimination has restricted their access to training and professional development. This suggests that gender-based exclusion is not only felt in terms of recognition and promotion but also in access to essential resources for growth.

Together, these findings underscore the pervasive influence of gender discrimination across multiple facets of women's professional lives from hindered career advancement and demotivation to restricted access to developmental opportunities. These results strongly indicate that gender bias operates both overtly and subtly to disadvantage women, and they affirm the need for more inclusive workplace policies and accountability mechanisms. They also echo the work of scholars such as Okonkwo and Eze (2024), who argue that sustained gender inequality in Nigerian public and private sectors significantly undermines women's professional potential and organizational productivity.

Question four; To assess the awareness and effectiveness of existing laws and policies in addressing gender discrimination in the workplace in Egor local government area.

The data in Tables 4.2.16 to 4.2.20 provides insight into both the level of awareness and perceived effectiveness of laws and policies aimed at combating gender discrimination in the workplace within Egor Local Government Area. Table 4.2.16 reveals that while 23.6% of respondents agreed and 18.7% strongly agreed that they are aware of such laws, 25.7% disagreed and 22.1% indicated only moderate awareness. This mixed level of knowledge suggests a significant information gap among workers regarding the legal protections available to women against gender-based discrimination in their professional environments.

Further examining institutional responsiveness, Table 4.2.17 shows that 35.1% of respondents agreed and 23.6% strongly agreed that when they reported gender discrimination in the workplace, their concerns were effectively addressed. However, 20.3% strongly

disagreed and 8.1% disagreed, indicating that while a considerable proportion found the reporting process somewhat effective, a notable segment remains dissatisfied with how their cases were handled. This points to inconsistency in how workplace grievances related to gender discrimination are managed and resolved.

Table 4.2.18 explores perceptions of the effectiveness of existing laws and policies in Egor LGA. Here, 27.0% agreed and 16.6% strongly agreed that such measures are effective, whereas 24.7% strongly disagreed and 12.2% disagreed. These results reflect divided opinions, with a significant number expressing skepticism about the real-world impact of these legal frameworks in tackling gender inequality in the workforce.

This skepticism is echoed in Table 4.2.19, where 27.0% of respondents strongly disagreed and 27.3% disagreed that the local government actively promotes awareness of gender discrimination laws and policies. With only 19.2% agreeing and 13.0% strongly agreeing, the data suggests that public sensitization efforts by local authorities are viewed as insufficient by a majority of respondents. The lack of visible or accessible awareness campaigns may contribute to the earlier-mentioned knowledge gap.

Finally, Table 4.2.20 highlights respondents' perceptions of the actual enforcement of gender discrimination laws in their workplaces. While 26.0% agreed and 22.3% strongly agreed that these policies are being enforced and adhered to, 20.0% strongly disagreed and 13.8% disagreed. These findings imply that although a portion of the workforce perceives enforcement to be present, many remain doubtful about the consistency or seriousness with which such laws are implemented.

Overall, the results from Tables 4.2.16 to 4.2.20 indicate a mixed awareness and perception of the legal and institutional frameworks addressing gender discrimination in Egor LGA. While some respondents recognize and affirm the presence and impact of these policies, a substantial proportion either lack awareness or question their effectiveness and enforcement. These findings suggest the need for improved legal literacy, more robust sensitization campaigns by the local government, and stronger institutional commitment to enforcing anti-discrimination policies consistently across workplaces. This aligns with the position of Nwosu and Ibrahim (2023), who argue that without active promotion and strict enforcement, gender equity laws risk becoming symbolic rather than transformational instruments in Nigeria's local governance and labor sectors.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

The study examined the Effect Of Gender Discrimination And Women Career In Edo State ,Egor Local Government, The research utilized a survey Research design to gather opinions and responses from the participants. The study was conducted at Egor Local Area ,

The sample size was initially set at 400, with 385 questionnaires fully completed and returned, providing a solid basis for analysis. The sampling methods combined simple random sampling and stratified sampling ensuring that the sample was both representative and accessible.

The primary data collection tool was a structured questionnaire, divided into two sections. Section A captured demographic data, while Section B focused on the study's objectives, particularly the perception of students on online health information, The questionnaire was designed using a Likert scale to measure attitudes and perceptions, allowing respondents to express the extent of their agreement or disagreement with various statements related to the research topic.

Data analysis was conducted using SPSS 26.0, employing percentages and means interpret the results. The findings from this study provide a comprehensive understanding.

The following findings were reached from the study;

- A significant portion of the respondents demonstrated awareness of gender discrimination, with 37.1% (24.9% agreed, 12.2% strongly agreed) reporting familiarity with the concept.
- However, 44.9% (26.5% strongly disagreed, 18.4% disagreed) indicated unfamiliarity, suggesting a knowledge gap in recognizing gender-based inequalities at work.
- Furthermore, over 50% (27.5% strongly agreed, 25.5% agreed) acknowledged the presence of gender discrimination in their workplace or community.
- Respondents reported experiencing various forms of discrimination, including unequal pay (43.9%), being passed over for promotions (45.9%), and having their opinions undervalued compared to male colleagues (47%).
- Gender-based stereotyping and biased expectations were also widely reported, with 36.1% acknowledging direct experience.
- Gender discrimination was seen to significantly hinder career advancement, with 59.3% (31.2% agreed, 28.1% strongly agreed) stating it affected their progress.
- Many respondents also felt their career growth was slower due to gender bias (56.3%), and job satisfaction and motivation were impacted in 44.5% of cases.
- Limited access to training and development opportunities due to discrimination was also reported by 45.9% of respondents.
- Awareness of existing laws and policies was mixed, with only 42.3% indicating agreement or strong agreement regarding their knowledge.
- Although 58.7% believed reported cases were addressed effectively, skepticism remained regarding the effectiveness (43.6% disagreed or strongly disagreed) and

promotion (54.3% disagreed or strongly disagreed) of gender-related laws by local authorities.

- Enforcement was also seen as inconsistent, with 33.8% disagreeing or strongly disagreeing that workplace policies are regularly upheld.

5:2 Conclusion

The study concludes that gender discrimination remains a persistent and multifaceted issue affecting women's professional lives in Egor Local Government Area. While there is a moderate level of awareness about gender discrimination and its manifestations, a significant portion of women still face structural and cultural barriers such as pay inequality, limited career growth, undervaluation of contributions, and stereotyping.

These discriminatory practices have tangible effects on job satisfaction, motivation, and overall career progression. Moreover, although legal and institutional mechanisms exist, the study reveals that awareness and trust in their enforcement remain low. The perceived ineffectiveness of these policies and the lack of consistent public education further exacerbate the challenge, suggesting that mere legislation is insufficient without robust implementation and engagement.

5:3 Recommendation

Based on the findings , the following were proposed:

- Local government bodies should intensify education and sensitization programs to increase women's awareness of their rights and existing anti-discrimination policies.
- Employers and government agencies must ensure that gender-related laws are not only in place but actively enforced and monitored, with penalties for violations.
- Organizations should conduct regular equity audits to assess gender disparities in pay, promotions, training, and employee satisfaction.
- Workplaces should create accessible, anonymous, and responsive channels for reporting gender discrimination, with transparent mechanisms for handling such complaints.
- Mandatory gender sensitivity and unconscious bias training should be introduced for all levels of staff in public and private organizations.
- Programs aimed at empowering women through leadership training, mentorship, and targeted development opportunities should be implemented to bridge the professional advancement gap.
- Partnerships with advocacy groups can support community-based education efforts and ensure that grassroots women are not left out of gender rights awareness initiatives.
- Governmental and legislative bodies should review and update gender discrimination laws periodically to reflect current realities and close loopholes that enable systemic bias.

QUESTIONNAIRE FOR STUDENT PROJECT WORK

Department of Social work,
University of Benin,
Benin City.

Dear Respondent,

My Name is Abigail Ugiagbe Osasere , an Undergraduate student of the above
Department. I am conducting a research titled “ASSESSING THE EFFECT OF GENDER

DISCRIMINATION AND WOMEN CAREER IN EDO STATE, EGOR LOCAL

GOVERNMENT.”. The questions below are purely for academic purpose and are meant to assist me in this research. I seek for your cooperation in answering these questions and assure you that all the information provided will be treated with utmost confidentiality and anonymity.

Thanks for your cooperation.

Yours Faithfully,
Abigail Ugiagbe Osasere

- 1) Gender: Male () Female ()
- 2) Age : 20-30() 31-40 () 41-50 () 51 and Above ()
- 3) Marital status: Single () Married () Widower () Widow () Divorcee ()

Section B

Likert Scale:

Strongly disagree - 1 Disagree - 2 Agree – 3 Strongly Agree –4

To ascertain the awareness of gender discrimination among women career in Egor

S/N	Statements	Strongly Agree	Agree	disagree	Strongly disagree
1	I am familiar with the concept of gender discrimination in the workplace.				
2	I believe that gender discrimination exists in your workplace or community				
3	i observe gender-based discrimination in your professional environment				
4	I think women in Egor LGA are generally aware of their rights regarding gender discrimination at work				

To examine the types of gender discrimination women experience in their careers within Egor LGA..?

S/N	Statements	Strongly agree	Agree	Disagree	Strongly disagree
6	I experience unequal pay for the same work compared to your male counterparts.				
7	I passed over for promotion due to your gender				
8	My opinions or contributions are less valued than those of your male colleagues				
9	I experience stereotyping or biased expectations based on your gender in your career				

To assess the impact of gender discrimination on women's career advancement and professional growth.

S/N	Statements	Strongly agree	Agree	Disagree	Strongly disagree
11	gender discrimination ever hindered your career advancement opportunities.				
12	I feel that your career growth is slower compared to male colleagues due to gender bias.				
13	gender discrimination affected your job satisfaction or motivation at work				
14	gender discrimination has limited your access to training and professional development opportunities				

To assess the awareness and effectiveness of existing laws and policies in addressing gender discrimination in the workplace in Egor LGA.

S/N	Statements	Strongly agree	Agree	Disagree	Strongly disagree
16	I am aware of any laws or policies that protect women from gender discrimination in your workplace?				
17	I believe that the existing laws and policies in Egor LGA are effective in addressing gender discrimination				
18	I have reported gender discrimination in the workplace, and if so, were your concerns addressed effectively				
19	local government actively promotes awareness of gender discrimination laws and policies to women in the workforce				
20	I believe gender discrimination laws and policies in your workplace are regularly enforced and adhered to.				

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