
ASSESSMENT OF GENDER EQUALITY IN ACCESS TO GOVERNMENT EMPLOYMENT IN EKYE DEVELOPMENT AREA OF NASARAWA STATE

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ABSTRACT

The study was on gender equality in access to Government employment in Ekye Development Area, Doma Local Government Area of Nasarawa state. Survey technique was used through direct observation of available records in data collection. simple statistical tool such as percentages were also used in data analysis: the result shows that there is great inequality in existing work force between the female and male gender. The findings revealed that the total number of workers in Ekye Development Area stood at eight hundred and Ninety Four (894). Out of which the male workers formed six hundred and seven (607) representing 67.90% of the work force while the female constituted two hundred and eighty seven (287) representing 32.10% of the staff. Conclusion and recommendations were made such as recruitment of staff into various departments should be gender sensitivity. That there be staff development programme. There should be enlightenment campaign on the need for gender equality in all sphere of life in the area.

INTRODUCTION

The development of societies all over the world, gender equality has become a globalize issues. The international concern for the plight of women world-wide, with respect to their socio-economic, and political rights, effectively began 1945, with the establishment of the United Nations, as the apex global body with international machinery for the promotion of economic and social advancement of all peoples. It was the United Nation, which through its charter, affirmed faith in fundamental rights, in the dignity of the human person, and in the equal rights of men and women as well as promoting and encouraging respect for human rights and for fundamental freedoms for all without distinction as to sex. In order to actualize this spectacular goal, the high point of global initiative for the attainment of universal gender equality, the United Nations, in 1979 adopted the convention on the elimination of all forms of discrimination against women. The convention, without equivocal, the most far-reaching international framework for the rights of women, originated from the following principles.

- i. the realization that the universal declaration of human rights affirms the principle of the inadmissibility of discrimination, and proclaims that all human beings are born free and equal indignity and rights, and that every one is entitle to all rights and freedoms set forth therein, without distinction of any kind, including distinction based on sex.
- ii. The truism that discrimination against women not only violates the principles of equality of rights and respect for human dignity, but is an obstacle to the participation of women, on equal terms with men, in the political, social, economic and cultural life of their countries, and also hamper the growth of the prosperity of society and the family, and make more difficult the full

development of the potentialities of women in the service of their countries and of humanity.

Discrimination against women within the context of the convention refers to any distinction, exclusion, or restriction made on the basis of sex, which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field (Dame 2004)

The Nigeria state has taken bold steps at integrating women in development since the adoption of the plan of action for integrating development women in development in 1974, in Addis Ababa, Ethiopia. A number of government machineries have been created for effective involvement of woman in nation building. Notable among these are, the creation of women development units which have now been upgraded to division, to enable them perform their numerous functions in the social development directorate, of the Federal Ministry of Social Development, youth and Sports and the life for Rural Women Programme, women for change and development initiative, women in development (WID) and gender and development (GAD) programmes. The employment policy of the federal government guarantees equal rights of men and women in employment, equal entry points to all public officers, professions and administrative posts. The Federal Civil Service as a state agent is probably the most important service sector in Nigeria. It is the largest employer of wage labour and women wage labour in particular (Shettima 1987). Similarly, the state civil service and local government service commission are likely the most patient and largest employers of wage labour at their levels of government. They are therefore expected to be impartial and non-sexist in its recruitment policies for this reason, they represents good examples of how the state (Federal, State and Local Government) works to integrate women in national development process, through its employment policies, recruitment and promotion procedure in the formal economy (Ityavyer and Obiagunwa 1992).

CONCEPTUAL CLARIFICATIONS

Gender specifically, is a global issue that has continued to generate a lot of concern because it is the basic differences between men and women. Despite its profile, the concept is not always understood by many even among the learned ones. Thus, it has different meaning to different people. To some, it is another word for sex or women. To others, it means cultural ideas and stereotype of masculinity and femininity. However, none of these labels adequately give the correct meaning of the term, gender. According to Ezeilo (1990), the concept of gender is not synonymous to the word, women nor is it shorthand for women, gender was coined by an American psychoanalyst, Robert stroller (1968) cited in Stark (1987). Gender is a term that has psychological or cultural rather than biological connotations. If the proper terms for sex are male and female, then the proper term for gender is masculine and feminine. Equality is the equal rights in terms of legal, responsibility and opportunities and the right to take part in the decision process (Dame 2004). Gender equality therefore refer to equity in terms of economic, social, political and cultural attributes and opportunities associated with being a man and woman. Government employment here is the available job

opportunities where people are recruited into the civil service at the local level and are paid at the end of the month

RESEARCH PROBLEM

Gender inequality is global issues that generate a lot of concern in our societies to day. The gaps that exist between the female gender and male gender has been a point of contention. Where one gender is not given equal opportunity to participate and contribute its quota in the process of national development, does it not having negative implication to our national development? Since development requires the participation and contributions of all members of the society irrespective of their gender.

Aim & Objectives

The aim of this research is to assess the gender equality in access to government employment in Ekye Development Area of Nasarawa State

Specific Objectives are

- a. ascertain the total number of work force in Ekye development Area
- b. find out the number of female and male gender in the employment of the Development Area
- c. To know the number of male and female gender department by department
- d. Ascertain the qualification of the staff on the basis of male and female gender
- e. Find out the grade level of the workers on gender basis
- f. To know which department that attract more of female and male gender, and vice versa recommend possible suggestions to overcome the gender in balance in the employment of the development area.

Significance

The result of the research findings will not only benefit the government of the development area, but the entire state and general public. It will also assist the government to formulate policies or make laws that will breach the gap or inequality that exist between the gender in government employment in the area.

METHODOLOGY

The study is a survey aimed at assessing gender equality in access to government employment. Data were collected through direct observation of available records at the Ekye Development Area. Simple statistical tool such as percentages were also used in data analysis. The study was carried out in six (6) departments in the Development Area. The population comprised men and female employees in all the department. However, the study did not include the night watchmen as it was job meant for only men. The tables below are the comparism of male and female gender in the various departments, their qualifications, grade levels, numbers employed in each department and the managerial positions held.

Table 1: Personnel Department

Number of staff	Male	Qualifications					GL		Female	Qualification					GL	
		Nil	FSLC/GCE	NCE Dip	Degree HND	1 – 6	7& above	Nil		GCE/FSLC	NCE Dip	Degree HND	1 – 6	7 & above		
184	118	10	66	34	7	83	35	66	27	30	8	1	57	9		

Source: Staff Disposition list Ekve Development Area 2012

Table 2: Finance Department Number of Employed staff by department and sex

Status	Male	Qualifications					GL		Female	Qualification					GL	
		Nil	FSLC/GCE	NCE Dip	Degree HND	1 – 6	7& above	Nil		GCE/FSLC	NCE Dip	Degree HND	1 – 6	7 & above		
Accountants	5	-	-	-	-	5	-	5	1	-	-	-	1	-	1	
Executive officers account	26	-	-	-	26	-	-	26	1	-	-	1	-	-	1	
Clerical officers	22	-	22	-	-	-	22	-	17	-	17	-	-	17	-	
Revenue officer	25	-	25	-	-	-	25	-	4	-	4	-	-	4	-	
Total	78	-	47	-	26	5	47	31	23	-	23	1	1	21	2	

Source: Staff Disposition list Ekve Development Area 2012

Table 3: The Distribution of Staff in Health Department

Status	Male	Qualifications				GL		Female	Qualification				GL	
		Nil	FSLC/GCE	NCE Dip	Degree HND	1 – 6	7& above		Nil	GCE/FSLC	NCE Dip	Degree HND	1 – 6	7 & above
Environmental health officers	14	-	-	8	6		14	2	-	-		2		2
Nursing officers	3	-	-	3	-		3	1	-	-	1	1	-	1
Community health officers	2	-	-	2	-	2		1	-	-	1	-	1	
Medical record	5	-	-	-	-	5	-	5	-	-	-	-	-	-
Medical lab officers	5	-	-	5	-	5	-	3	-	-	3	-	3	-
Community health extension officers	40	-	-	40	-	40	-	12	-	-	12	-	12	
Health attendants	49	6	43	-	-	49	-	69	3	66	-	-	69	-
Total	118	6	43	63	6	10	17	88	3	66	17	2	85	3

Source: Staff Disposition list Ekye Development Area 2012

Table 4: Works Department

Designation	Male	Qualifications				GL		Female	Qualification				GL	
		Nil	FSLC/GCE	NCE Dip	Degree HND	1 – 6	7& above		Nil	GCE/FSLC	NCE Dip	Degree HND	1 – 6	7 & above
Engineers	3	-	-	-	3		3	-	-	-	-	-	-	-
Technical officers	7	-	-	7	-		7	-	-	-	-	-	-	-
Land & survey officers	36	6	27	3	-		3	-	-	-	-	-	-	-
Cleaner	17	10	7	-	-	50		45	35	10	-	-	45	-
Total	63	16	34	10	3	50	13	45	35	10	-	-	45	-

Source: Staff Disposition list Ekye Development Area 2012

Table 5: Agriculture Department

Designation	Male	Qualifications				GL		Female	Qualification				GL		
		Nil	FSLC/GCE	NCE Dip	Degree HND	1 – 6	7& above		Nil	GCE/FSLC	NCE Dip	Degree HND	1 – 6	7 above	&
Veterinary	29	10	10	4	5	20	9	4	2	1	1	3	3	1	
Home economics	-	-	-	-	-	-	-	20	4	10	5	1	14	6	
General agriculture	58	1	40	14	3	50	8	1	1	-	-	-	1	-	
Total	87	11	50	18	8	70	17	25	7	11	6	1	18	7	

Source: Staff Disposition list Ekye Development Area 2012

Table 6: Social Services Department

Number of staff	Male	Qualifications				GL		Female	Qualification				GL		
		Nil	FSLC/GCE	NCE Dip	Degree HND	1 – 6	7& above		Nil	GCE/FSLC	NCE Dip	Degree HND	1 – 6	7 above	&
149	114	5	74	33	2	90	24	35	9	18	6	2	28	7	

Source: Staff Disposition list Ekye Development Area 2012

Table 7: Management staff (heads of Departments)

Designation	Male	Female
Personnel	1	-
Works	1	-
Finance	1	-
Health	1	-
Social services	1	-
Agriculture	1	-
Total	6	-

Source: Staff Disposition list Ekye Development Area 2012

RESULTS AND DISCUSSION

Table 1 shows that out of one hundred and eight four (184) workers representing 35.9% women constituted only sixty six (66) personnel while the male gender form one hundred and eighteen (118) workers representing 64.1%. The table further revealed that out of one hundred and eighteen male workers, ten of them had no qualification, sixty six of them had first school leaving certificate (FSLC) and General certificate of Education (GCE) thirty four (34) of them had National Certificate of Education (NCE) and National Diploma (ND). Seven of them had Degree and Higher National Diploma. Our of sixty six female gender that were employed, twenty seven of them had no qualification, thirty (30) had first school leaving certificate (FSLC) and General certificate of education, eight had National Dip0loma (ND) and only one female had Higher National Diploma (HND). The finding revealed that women workers had low level of education as compared to the male counterpart in the department. On grade level, eight three (83) male gender falls between grade level one to six (1-6) and thirty five falls between grade level seven and above (7 & above). Whereas, out of sixty six (66) female employees, fifty seven of them were between grade level one to six (1 – 6) and nine staff were on grade level seven and above (7 and above). The findings further revealed that much of the female workers were junior staff at low grade level as compared to the male gender. This is so because of their low level of educational qualification.

Table 2 depicts that out of one hundred and one (101) staff, women constituted only twenty three (23) employed representing 22.8% the remaining seventy eight (78) were male workers representing 77.2%. The findings revealed that out of six accountants, only one accountant was female, while five (5) were male. There were twenty seven (27) executive officers accounts, out of which twenty six were male and only one (1) was female. It further revealed that there were twenty two (22) male clerical officers and twenty five (25) revenue officers in the department. Whereas, the female had seventeen (17) clerical officers and four (4) revenue officers. The finding shows that there is concentration of the female workers on clerical section compared with other sections. This may be due to their low level of educational qualification. On grade level, forty seven (47) of the male employees falls between grade level one to six (GL1-6) and thirty one (31) were on grade level seven and above (7 & above). While, twenty one (21) out of twenty three female staff were on grade level one to six (1-6), and the remaining two (2) were on grade level seven and above (7&

above). Findings also revealed that there were low female gender in the finance department. The reason may be due to their low interest in financial courses. Table 3: Shows that out of two hundred and six (206) employees, one hundred and eighteen (118) were male representing 57.5% and eighty eight (88) were female were representing 42.7%. the finding revealed that out of one hundred eighteen (118) male workers, fourteen (14) of them were environmental health officers ninety three (93) were nursing officers, two (2) community health officers, five (5) were medical records officers, another five (5) were medical laboratory officers, forty (40) were community health extension officers and forty nine (49) were health attendants. While out of eighty eight (88) female workers, two (2) of them were environmental health officers, one (1) was a Nursing officer, another one (1) was a community health officer, non as a medical record officer, three (3) were medical laboratory officers, twelve (12) were community health extension officers and sixty nine (69) were health attendants. On qualifications, the findings shows that six (6) male had no qualification, forty three (43) had first school leaving certificate (FSLC) and general certificate of education (GCE), and six (6) had degree and higher national diploma (HND). Sixty three (63) had national certificate of Education (NCE) and national Diploma (ND). This revealed that high number of male workers had either Diploma or National Certificate of Education as their basic qualifications. While out of eighty eight (88) female employees, three (3) had no qualification, sixty six (66) had either general certificate of education (G.C.E) or first school leaving certificate (FSLC), seventeen (17) had either national Certificate of education (NCE) or national Diploma (ND) and two (2) had either degree or Higher national Diploma (HND).

The findings further revealed that one hundred one (101) were on grade level one to six (1-6) and the remaining three (3) were on grade level seven and above (7& above). Furthermore, the findings shows that there is high concentration of both the male and female gender on the junior cadre because, out of two hundred and six (206) staff, one hundred and eighty six were on grade level one to six (1-6). Table 4 show level of inequality that exist between the female and male employment at different sections in the department. Out of one hundred and eight (108) workers, sixty three (63) were male representing 58.3% and forty five (45) were female were representing 41.7% out of sixty three (63) male staff, three (3) were engineers, seven (7) were technical officers, thirty six (36) were land and survey officers and seventeen (17) were cleaners. While, there were no female engineer(s), technical officer(s), land and survey officer(s). However, there were forty five (45) female cleaners in the department. The findings revealed that there were non female worker that had relevant qualification to occupy the status of either engineer, technical officer land and survey officer. The finding further shows that the majority of female staff in the department had no qualification. While we had three male workers that had either Higher national Diploma or Degree, seven (7) had either National Diploma or National Certificate of education (NCE) in relevant field of engineering. The findings also revealed that ninety percent (90%) of both female and male workers were junior staff on grade level one to six (1-6) and senior staff which were mainly male formed ten percent (10%) of the work force. Table 5 depicts that out of one hundred and twelve (112) staff, eight seven (77) were male gender representing 77.7% while twenty five (25) were female gender were representing 22.3% the

findings revealed that out of eighty seven male workers in the department, twenty nine (29) were veterinary officers, non in Home Economics section, fifty eight (58) were in general agriculture section out of the twenty five (25) female workers in the department, four (4) were veterinary officers, twenty (20) were from Home Economic section and one (1) from general agriculture. On qualification, out of eighty seven (87) male staff. Eleven (11) had no qualification, fifty (50) had either first school leaving certificate general certificate of education (GCE), eighteen (18) had either national Certificate of Education (NCE) or national Diploma (ND), Eight (8) had either Degree or Higher National Diploma (HND). While, out of twenty five (25) female employees, seven (7) had no qualification, eleven (11) had either first school leaving certificate (FSLC) or General certificate of education (GCE), six (6) had either national Certificate of Education (NCE) or National Diploma (ND) and one (1) had either Degree or Higher national Diploma (HND). The findings further revealed that seventy (70) staff out of eight seven male workers were junior staff as they were on grade level one to six (1-6). While seventeen (17) were senior staffs on grade level seven and above. On female staff, out of twenty five (25) staff, eighteen (18) were junior workers, on grade level one to six (GL1-6) and the remaining seven (7) were senior staff on grade seven and above (GL7 & above). The findings also revealed that the high concentration of female staff in home economics section also confirmed their role as home maker.

Table 6 shows that out of one hundred and eighty four (184) staff, one hundred and fourteen (114) representing 62.0% were male workers. While seventy (70) were female workers representing 38.0% on qualification, out of one hundred fourteen (114) male workers, five (5) had no qualification, seventy four (74) had either first school leaving certificate (FSLC) or General Certificate of education (GCE), thirty three (33) had either national certificate of Education (NCE) or National Diploma (ND) and two (2) had either degree or Higher National Diploma (HND). Ninety (90) male workers were on grade level one to six (GL1-6) and twenty four (24) were on grade level seven and above (GL 7 & above). While twenty eight (28) female staff were on grade level one to six (GL1-6) and seven (7) on grade level seven and above (GL7 & above). Table 7 show that all the management staff who occupied the status of directors in the six (6) departments were all male staff. This revealed that the female are far lacking behind at the managerial level. It make it difficult for the female to influence any decision taken at the managerial level as they have no representation.

The findings further revealed that the total number of workers in Ekye Development Area stood at eight hundred and ninety four (894). Out of which the male workers formed six hundred and seven (607) representing 67.90% of the work force. While the female constituted two hundred and eighty seven (287) representing 32.10% of the staff. The wide disparity in the existing work force between the female and male gender might be due to low level of female western education in the are. The low female western education may not be unconnected with the cultural values of the people in the area which belief that modern education is for male gender and not for female (Ada, 2010).

CONCLUSION AND RECOMMENDATIONS

Gender equality which guarantees equal participations and contributions of both male and female gender will have positive effect in our process of national development. Where there is gender inequality in participation and contributions in our places of works of life, it will have set back in our process of national Development.

The following recommendation are made based on the study

- Recruitment of staff into various departments should be gender sensitivity. Where one gender is lacking in the department such gender should be encouraged in that department in order to bring about gender balance.
- There should be staff development programme. This programme should offer staff with low educational qualification especially the female staff as most of them do not have the higher qualification the opportunity to improve their educational standard.
- There should be enlightenment campaign on the need for gender equality in all sphere of life in the area.
- There is need to revisit our societal cultural values with view to encouraging female education via free education.

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