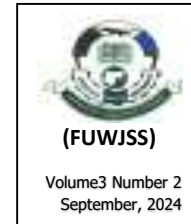# GENDER STEREOTYPING AND EMPLOYMENT OPPORTUNITIES FOR WOMEN IN KACHIA LOCAL GOVERNMENT AREA, KADUNA STATE, NIGERIA

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Abstract

The eradication of gender inequality appears almost impossible in human society. Glaringly, females generally get lesser opportunities, especially land and credit. Even basic demands for education, employment and healthcare have been illusive for women. This is an anathema to sustainable development. This study examines employment opportunities available for women in Kachia Local Government Area, Kaduna State. The study population consists of 124,944 women. A multistage sampling technique was used for the study. The population was stratified into homogeneous groups and the random sampling procedure was used to select samples for the study. Altogther, 120 women were purposively selected from 12 administrative subdivisions in Kachia Local Government Area. Chi-square was used to test hypotheses based on the objectives of the study. The study results revealed high level of stereotype against women in Kachia Local Government Area $(x2=(df=4) =66.667, p<01$. Discrimination against women manifests in some jobs being classified as belonging to some 'class of people', instead of relying on performances and excellence in determining employment rating. The study concludes that inequalities caused by gender stereotying in Kachia Local Government Area do not refer only to the ratio of women to men in employment, but also to the probability of women reaching certain position when emeployed. The study recommends that there is need for the removal of self-imposed inferiority complex on the part of the females and there should be awareness creation to eliminate stereotypic thought against women.

Keywords: development, gender-female, SDGs, stereotype, unemployment.

Introduction

Puzzlingly, the Breadwinner in most cases is conceived to be the masculine object who fend for the family which, is considered as ethos, characteristically entrenched in African setting. However, the study empirically takes the social discourse Breadwinner to mean the female – gender. Women; deeply and philosophically proven, else, astonishingly, she is the one that conceived the fetus from the period of gestation till birth. Culturally and socially, she metamorphically nurtures the newly birth. Added, the home chorus – traditionally within the realm of African tenet (cooking) in particular, she is the benchmark. Yet, she is crowned the weaker vessel! The woman!! Heavily stereotyped!!!

The argument remains unrecognized for the same reason as the capitalist admitted that the family is maintained at the expense of women, some other way of getting the chorus done is devised. Notwithstanding, alienation become another contending debate. Yet, if work is central it is also, in some senses, marginal as well. Hence, Sustainable Development Goals (SDGs) as fathom by UN, launch parameters for countries all over the world to use as pathfinder for inclusive growth, development and sustainability. Nigeria is signatories among other member States to the developmental agender of the UN programme. Arguably, how far has Nigeria been able to achieve the feats become worrisome. Many social problems are bedeviling the country – Nigeria contemporarily – political, insecurity, unemployment, religion contestations over civil and social matters, to mentioned few. Therefore, the study set out to x-ray the effects of stereotyping the 'Breadwinner' (gender discrimination) on employment opportunities of women in Kachia Local Government in Kaduna State, as it affects the society at large. Gender inequality receives constant attention on the global level because its eradication is almost impossible. Thus, reducing gender inequality is the fifth (5) of the seventeen Sustainable Development Goals. Also, closely linked to Goal 8 of SDGs - Decent work for all and economic. In this regard, gender inequality and the factors behind its formation deserve constant attention and reviewing. One of the main areas in which such inequality manifests is the work place. With significant differences in exercising the right to work, women suffer from inequalities not only at the stage of hiring and competing for jobs with men but also during the employment process. The well-known facts are inequalities in pay, career advancement, and work-life balance, especially given the unequal distribution of household responsibilities, which is also recognized to be one of the pressing

problems at the EU level in the Gender Equality Strategy 2020-2024 (European Commission (EC), 2020).

Remarkably, the exchange for either salary or a wage is the rationale for "work" which, debatably refers to embarking on activities executed in distinct place and for a duration of time. Women and girls who are at the bottom of the social, economic and political ladder in these societies get even lesser opportunities to have a command over productive resources such as land or credit. Meanwhile, basic demands (education, employment, or and healthcare for women) meant for women are denied. Ultimately; also harm the society and at large, the nations by hindering development. Therefore, the study intends to examine employment opportunities available to women and also to find out the response(s) of women who experience stereotyping (gender discrimination) regarding employment opportunities for women in Kachia Local Government, Kaduna State, Nigeria.

Discrimination of Women at Top Management Levels in the Organization

Inequalities caused by the glass ceiling do not refer only to the present ratio of women to men in higher management positions in Nigeria banks for instance, but also to the probability of reaching those positions.(Obiju, 2018) argues that the degree of representation of both genders in higher hierarchical levels depends on the entry level (if men embark on a career ladder from a better position than women, they will be dominant in higher management in the context of similar promotion conditions) and the proportion of those leaving the institution (if women start their career with the conception whereby their promotion possibilities are limited, there is the chance that they will change the work place much more often than men and consequently, the latter will find it much easier to get promotions even in the absence of discriminatory practices). The other characteristic of the glass ceiling is that the unequal practices it describes become more significant, in terms of impact and extent, over time.

To conclude, (Baba Isa,2019) opined that, throughout the last decades women's interest in career has increased considerably (the percentage of women enrolled in forms of tertiary education and average age for marriage have both risen), this transformation in individual psychology has not been reflected in the number of women reaching the higher echelons of organizations. Additionally, Gender and Sustainable Development Report issued by The Organization for Economic Cooperation and Development (OECD, 2017), the low level of

representation of women in management positions, both in the public and private sectors, represents an inefficient use of human capital; even though women represent 40-50% of the workforce, less than 8% have top management positions and this percent is dwindling. The highest proportion of women in management positions can be found in the USA, UK and Ireland, while at the other extreme there are the Southern European states, such as Italy, Spain, Greece and Portugal.

However, selectivity bias might be found at two stages of the employment process at the stage of joining the employed labour force and when a specific occupation or an occupation status is chosen. (Terry,2018) affirmed that occupation selectivity bias affects wage differential as occupations differ in average wage rates (even after controlling for workers characteristics) and barriers to entrance of the subordinate group create another source of discrimination. In the presence of sample selection, both types, OLS estimation of the wage equations can yield biased and inconsistent estimators. (Tebog,2019) stressed that, correction for the first type is standard, correction for the second type is not usually done, and if is performed it is not taken to the stage of decomposing wage differentials including the decomposition of the inverse mills' ratio.

(Obiju,2018) proposed two estimation techniques to overcome the self-selection problem, one consisting in maximum likelihood (ML) estimation of selection model assuming bi-variate normality of the error terms in the wage and participation equations. The other method proceeds in two steps, an estimation of the participation equation, and OLS (or GLS) estimation of the wage equations using participants only and the normal hazard estimated from the first step as additional regressor. Two reasons have been advanced to support the preference of two-stage estimation to the direct ML estimation of the Heckman model. First, ML relies on joint normality of the errors in the selection and level equations. Second, using OLS in the second stage has an advantage that the average of the residuals is zero, which does not hold for the ML Heckman estimator. For these reasons, this study used the two-stage procedure. Discrimination in the workplace is also forbidden by section 17 of the Constitution of the (1999) Federal Republic of Nigeria. The section states that the state social order is founded on the ideals of freedom, equality and justice. It goes on to provide that every citizen shall have equality of rights, obligations and opportunities before the law.

More specifically, the section stipulates that the state shall ensure that all citizens, without discrimination on any group whatsoever, have the

opportunity for securing adequate means of livelihood as well as adequate opportunity to secure suitable employment and that there is equal pay for equal work without discrimination on account of sex, or any other ground whatsoever. As we have already noted, section 17 being a provision under Chapter II of the Constitution is not justifiable. It follows therefore that unless a law is passed embodying the provision, it is impossible to rely on it as a basis for challenging any discriminatory practice in a court of law. There is an also an anti-discrimination protection in section 42 of the Constitution. The section provides that a citizen of Nigeria of a particular community, ethnic group, place of origin, sex, religion or political opinion shall not, by reason only that he is such a person be subjected either expressly by or in the practical application of any law in force in Nigeria or any executive or administrative action of the government to disabilities or restriction to which citizens of Nigeria of other communities, ethnic groups, places of origin, sex, religious or political opinions are not made subject. It is a limited provision in many ways. First, it seems to protect Nigerian citizens only. Second, it merely protects a person against discrimination based on statute or arising from the application of a statute or discrimination based on executive or administrative action of the government. Given the fact that government is increasingly becoming an insignificant employer vis a vis the private sector it follows that there is no constitutional protection as such for employees in respect of discriminatory policies in the workplace. Section 42(2) which provides that no citizen of Nigeria shall be subjected to any disability or deprivation merely by reason of the circumstances of his birth does not afford better protection either. The constitution does not define the phrase circumstances of his birth. The phrase is rather too nebulous. A person who is eligible to belong to a trade union cannot be denied membership of the trade union on the ground that he or she is of a particular community, tribe, place of origin, religion or political opinion. (Section 12 of the Trade Unions Act). If any person is refused admission into a trade union on the stated discriminatory grounds, the union and all its officials shall be guilty of an offence. (Section 12(2)).

Measures to Address the Discrimination of Gender in an Organization

December 2018 declaration "Building Consensus for Fair and Sustainable Development", G20 leaders reaffirmed their commitment to supporting the 2030 Agenda and the Sustainable Development Goals

(SDGs) and emphasized a gender mainstreaming strategy across the G20 agenda (G20, 2018). As G20 countries represent two-thirds of the world's population, 85% of global gross domestic product and over 75% of global trade, their commitment is essential if progress is to be made globally on the SDGs. For example, India alone represents 28.5% of the total achievement gap on SDG 5 on Gender Equality (Sachs, J. et al., 2019). Indeed, as reflected in the Osaka Summit G20 leaders' communiqué in June 2019, gender equality and women's empowerment remain central to achieve sustainable economic growth, while leaders undertook commitments to take further action to "end all forms of discrimination against women and combat stereotypes" (G20, 2019). The concept of equality cannot be separated from the concept of justice. Similarly, equality and discrimination are two sides of a coin. Once there is discrimination in any form, then the doctrine of equality is violated and vice versa. However, for purposes of this discourse, there is a need to separate discrimination from a mere differentiation. The reason for this is that, there could be a cogent reason to differentiate even in the workplace on some grounds but such grounds should be reasonable. Differentiation is an enduring feature of labour markets everywhere in the world provided it took place for a good reason. Nigeria is not an exception. Consequent upon this, employers have the rights to determine not only the jobs that are available but the qualification that workers need in order to fulfill these jobs, the wages, working conditions, skills and capacities. To some extent, these reasons are permissible provided the employer does this within the ambit of the law. Consequently, treating everyone the same is not necessarily going to work, this is because different people will have different aspirations, expectations, opportunities, responsibilities and needs. Therefore, treating people fairly means recognizing their differences, respecting them and acting accordingly. For the purpose of this paper, discrimination means unfair or unjust treatment of or decisions affecting an individual because of factors not related to the ability of such individual to perform the job such as sex, race, age, marital status, disability, union membership, personal activities and similar factors. In other jurisdictions, the definition of workplace discrimination has been widened to incorporate harassment, sexual harassment, bullying, and workplace violence. The courts have been very proactive especially when the issue for determination before the court relates to invidious discrimination. Take for an example, in the American case of Brown versus Board of Education (1954) 98 L. ED 873 the Supreme Court held that it was unconstitutional to separate black

children from others of similar age and qualifications solely because of their race. The court concluded that in the field of public education, the 'doctrine of separate but equal, has no place because separate educational facilities are inherently unequal. The Equal Pay International Coalition (EPIC) is an initiative driven by stakeholders committed to reducing the gender pay gap and making equal pay for work of equal value a reality across all countries and sectors. Led by the ILO, UN Women and the Organization for Economic Cooperation and Development (OECD), the Coalition engages with governments, employers, workers and their organizations, the private sector, civil society and academia to accelerate the closing of the gender pay gap and the achievement of pay equity. EPIC provides a platform for member governments to share information on legislation and proactive measures to address the gender pay gap; to exchange methodologies, analysis and tools for measuring the gender wage gap, and to join a network of organizations and policymakers committed to gender equality in the world of work.25 The ILO, UN Women and the OECD leverage their expertise and convening power to offer resources to address this challenge.

EPIC has developed a network of experts in the field of equal pay and provides learning opportunities and inputs from a tailor-made perspective. Current G7 and EU governments belonging to EPIC include Canada, France, Germany, Italy, the United Kingdom and Portugal. Gender equality is one of the core values of EU legal frameworks, embedded in the Treaties, the Charter of Fundamental Rights of the European Union and the European Pillar of Social Rights. There is extensive EU legislation related to gender equality, particularly in the workplace, touching on issues such as maternity and parental leave; equal opportunities and equal treatment of men and women in employment and occupation, including equal pay, social security, working conditions and harassment; and equal opportunities for workers in self-employment, including access to maternity leave benefits. In June 2019, the European Parliament adopted a Directive on work–life balance for parents and careers, which sets out the conditions for paternity, parental and careers' leave, and extends current provisions on flexible working arrangements to workers with young children and other careers. Wage transparency policies are important for the effective enforcement of the principle of equal pay for work of equal value. In many countries, the principle is enforced when an employee makes a pay discrimination claim based on information from a colleague who is receiving a higher wage for comparable work. Some pay transparency policies give individuals the

right to request the information they would need to make such a claim, or allow social partners and government bodies to initiate investigations

Gender-based violence and harassment (GBVH), including sexual harassment, is incompatible with decent work yet remains pervasive around the world, irrespective of sector or level of income. Sexual harassment is the most frequently reported form of GBVH. Globally, more than 30 per cent of women over the age of 15 have experienced physical and/or sexual violence, roughly 50 per cent have experienced sexual harassment, and 10 per cent have experienced harassment online (cyber harassment). The occurrence of GBVH, including domestic violence, entails high costs for victims, companies and the national economy. Those experiencing violence and harassment at work can suffer harm to their psychological, physical and sexual health, including physical injuries, anxiety, depression, stress and other lasting impacts of trauma, including harm to their dignity and to their family and social environment. GBVH negatively impacts women's economic empowerment. Women are more likely to leave the workplace or change jobs, resulting in financial stress. 7 GBHV may prevent women from accessing, remaining and advancing in the labour market.8 In the EU, the prevalence of GBVH on company boards rose from 11.9 per cent in 2010 to 26.2 per cent in 2018, representing an obstacle to women's leadership.

Economies and societies stand to lose a great deal when violence and sexual harassment are not addressed. In Australia, it is estimated that workplace bullying alone costs employers and the economy between 6 and 36 billion Australian dollars per annum. The Canadian economy loses about 19 billion Canadian dollars each year as a result of absenteeism due to violence and harassment. Prior to the COVID-19 outbreak, progress on equality between men and women in the world of work was stalling, and in some cases reversing. Gender gaps with respect to key labour market indicators had not narrowed in any meaningful way for over 20 years. At the time of finalizing this publication (October 2020), governments around the world are shaping policy responses to address the unprecedented global health pandemic, which has rapidly turned into an economic and labour market crisis, causing social disruption that threatens the long-term livelihoods and wellbeing of millions. Preliminary findings show that the pandemic has become a "magnifier" of gender inequality, exacerbating pre-existing gaps and posing a serious threat to the achievement of the SGDs, in particular SDG 5 on gender equality and women's economic empowerment, and SDG 8 on decent work. Women are disproportionately affected by the pandemic

in multiple ways. Before the pandemic, 1.3 billion, or 44.3 per cent, of women worldwide were in employment, compared to 2 billion, or 70 per cent, of men.6 In 2020, 527 million women, representing 41 per cent of total women in employment, were employed in sectors at high risk of severe COVID-19 impact in terms of job losses and reductions in working hours, compared to 35 per cent in the case of total male employment. This suggests that women's employment is likely to be hit more severely by the current crisis than men. In high-income countries, including G7 and EU members, the share of women employed in high-risk sectors is 40 per cent, representing 104 million women (67 million in G7 countries).ILO sectoral analysis shows that in high-risk sectors such as the arts, entertainment and recreation as well as accommodation and food services, women are over-represented. In other at-risk sectors, for instance the wholesale and retail trade, manufacturing, real estate, and business and administrative activities, a no Table percentage of jobs are done by women. The absence of adequate pay-equity frameworks, social protection systems and care Policies exacerbates working families' vulnerability to the crisis. Before the COVID-19 Outbreak, women were already paid less than men for work of equal value, were underrepresented in high-paying occupations and managerial positions, and were doing more than three-quarters of all unpaid care work globally. These persistent disparities between men and women have substantially increased. Women are more likely to have ceased from or reduced their involvement in paid work in order to meet the care needs of out-of-school children (over 1.4 billion (84.8 per cent) in 172 countries), older persons and sick relatives, and to perform intensive household work. In some countries, women are dropping out of the labour force at higher rates than men as a result of the long-term effects of the crisis and the lack of childcare solutions. Violence and harassment is still a reality for many women in the world of work, which extends beyond physical spaces into the digital world. National lockdowns across the world are also putting women at increased risk of experiencing gender-based violence, with reports from many countries of an escalation in the incidence of domestic violence since the COVID-19 outbreak. Such enormous and unprecedented challenges underscore the need for governments, workers and employers to renew their commitment to gender equality at work. Urgent action is required to ensure a human-centered COVID-19 response and recovery, in order to build a better "normal", tackling gender injustices and meeting the challenges of climate change and the digital and demographic transitions. These policies are not a luxury for

times of prosperity, but represent the core of crisis and recovery responses.

The 2030 Agenda for Sustainable Development sets out goals (SDGs) for lifting large portions of humanity out of poverty, while protecting human rights and the planet. Gender equality and women's empowerment are integral to the achievement of all 17 Goals. The SDGs "seek to realize the human rights of all and to achieve gender equality and the empowerment of all women and girls". Some SDGs are particularly relevant to achieving women's economic empowerment and gender equality at work. Thus; SDG 3 on ensuring healthy lives and promoting wellbeing for all at all ages. SDG 4 on ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all. SDG 5 on achieving gender equality and empowering all women and girls. SDG 8 on promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all; SDG 10 on reducing inequalities within and among countries; SDG 17 on promoting justice and peace in implementing the SDGs. Decent work for women contributes not only to making poverty history, but also to achieving better education, peace and safety, as well as food security and improved nutrition and health outcomes for children and all members of the household.

Theoretical Framework

Gender is a central organizing factor and also be defined as the culturally and socially constructed differences between men and women that vary from place to place and time to time, and it can significantly affect the processes of production, consumption and distribution. In fact, the influence of gender on rural people's lives and livelihoods is so substantial that "by any indicator of human development, female power and resources are lowest in rural areas of the developing world. Women's right has been misunderstood because of cultural, customary practices and beliefs which encouraged discrimination against women. Relying on traditional gender roles and child care responsibility. 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 female is 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. However, ILO (2018) laid

credence that, promoting decent productive employment and income opportunities equally for women and men is one of the key priorities of various governments across the world. Integrating gender concerns into employment and promotion can contribute to more effective boosting of productivity and economic growth, human resources development, sustainable development and reducing poverty.
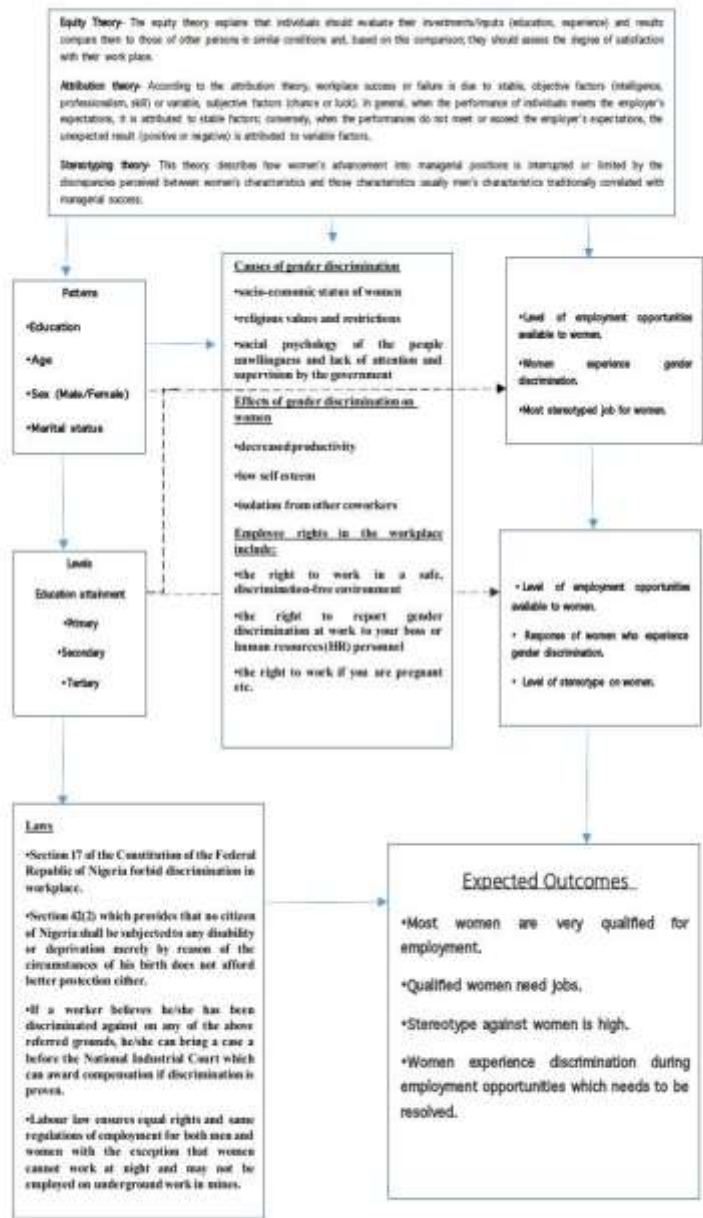
Source: Researcher adapted, 2023

Conceptual framework in Diagram 1 indicates the causes, effects of gender discrimination on women. Equity, Attribution, and Stereotype theories was adopted, and reviewed gender discrimination and the reasons why individuals should evaluate their investments/inputs (education, experience) and results compare them to those of other persons in similar conditions and, based on this comparison; they should assess the degree of satisfaction with their work place. The patterns (education, age, sex and marital status), levels of education (primary, secondary, and tertiary), as well as objectives of the research all have comparative trade advantage that are considered in this regard. Terry (2018) asserts that there are three theories that are not mutually exclusive, but rather complementary as they all contribute to a better understanding and analysis of gender discrimination in management and all of them combined (in different forms) might determine why men discriminate against women. Thus; the equity theory helps us analyze employee motivation in terms of equality and fairness that individuals should evaluate their investments/inputs (education, experience) and results compare them to those of other persons in similar conditions and, based on this comparison; they should assess the degree of satisfaction with their work place. Based on the aforementioned theory, there is the possibility for women to be disproportionately rewarded compared to men (better salaries, career advancement opportunities) even when they obtain the same results. According to equity theory, employees who identify a situation of inequality between them and their peers will feel demotivated and distressed (Adams, 1963, 1965) in International Encyclopedia of the Social & Behavioural Sciences (2001).

Carson (2019) in his expression regarding attribution theory, is of the view that workplace success or failure is due to stable, objective factors (intelligence, professionalism, skill) or variable, subjective factors (chance or luck). In general, when the performance of individuals meets the employer's expectations, it is attributed to stable factors; conversely, when the performances do not meet or exceed the employer's expectations, the unexpected result (positive or negative) is attributed to variable factors.) Attribution theory provides the framework to understand how individuals explain why events in their environment happen. Several factors stimulated the need for this special issue on attribution theory. It also explains why external relational attributions provide an important nuance to our understanding of relational attributions as attribution explanations that identify the cause of an outcome as the relationship between two people other than the focal

individual making the attribution. Teborg (2019) describes how women's advancement into managerial positions is interrupted or limited by the discrepancies perceived between women's characteristics and those usually men's characteristics traditionally correlated with managerial success. Women in general are perceived as mildly intuitive, devoid of aggression, emotional, dependent, oriented towards group, not competitive, less ambitious, devoid of entrepreneurial spirit and as lacking the desire to be in a leadership position. By associating feminine characteristics with women and masculine characteristics with men (and successful leaders), women's opportunities to climb the organizational ladder are limited.

Research Methodology

The population of this research work is the population of women in the Local Government Area, 124,944 which was drawn from the population of Kachia Local Government Area, Kaduna State, according to the March 21, 2022 national population census was put at 373,100(Kachia LGA,2022). Kachia is a Local Government Area in southern Kaduna State, Nigeria. Its headquarters are in the town of Kachia. Kachia Local Government Area shares boundaries with Zangon Kataf Local Government Area to the east, Kajuru Local Government Area to the northeast, Kagarko Local Government Area to the south, Jaba Local Government Area to the southeast, Chikun Local Government Area to the northwest and Niger State to west, respectively. Stratified random sampling was used which is a technique that involves dividing the entire population into homogeneous groups called strata (plural for stratum). Random samples are then selected from each stratum. Sampling is used to enable all the women in the administrative subdivisions of Kachia Local Government have an equal opportunity of being selected. The sample size is the selected part of the population. In view of this, the researcher used a sample size of 120 women from the 12 administrative subdivisions in Kachia Local Government, which were chosen to represent the total population. The researcher used stratified sampling technique in the research and this is to enable the questionnaire being sent out to receive attention without bias. Questionnaire Method: This is a lot of structure and segmental questions which are aimed at eliciting relevant data from the respondents to whom it is being administered, for the purpose of simplicity, the researcher decided to adopt the multiple choose of questionnaire format where the respondent can easily make their

choice. The questionnaire checklist was designed based mostly on the aspect of material management.

Structured Interview: interview as the name implies was used by the researcher to complement the data for study. These subjects to face interview relating to the issues at hand which cannot contain in the questionnaire from the selected sample to whom the questionnaire has been administered. This method is forward for its flexibility. Some of the questions can be altered as the situation of the interview demand.

For the purpose of this research work, data collected was analyzed from answer options derived from questionnaire. It was tabulated and interpreted using chi-square method to prove the hypothesis. With this technique, the researcher established a result of findings.

The formula for this technique is as follows:

Level of significance = 0.05

Degree of freedom (df) = (r-1) = (3-1) (2-1) = 2

Testing of statistics = X2 = S (O-E) 2

Decision rule = - Accept Hi if X2 is greater than table (5.991)

Hypothesis for the Study

H0: Stereotype against women in Kachia Local Government is low.

H1: Stereotype against women in Kachia Local Government is high.

Results and Discussions

Socio-Demographic of Respondents

Table 1:

Gender distribution of respondents.

		Frequency	Percent	Valid Percent	Cumulative percent
Valid	Male	75	62.5	62.5	62.5
	Female	45	37.5	37.5	100.0
	Total	120	100.0	100.0	

Source: Field Survey, October, 2022.

Table 1 above shows the gender distribution of the respondents used for this study.

75 respondents which represent 62.5% of the population are male.

45 respondents which represent 37.5% of the population are female.

Tables Based on Research Questions

Table 2:

Most women are qualified for employment in Kachia Local Government

		Male	Female	Frequency	Percent	Valid percent	Cumulative percent
Valid	Strongly agree	20	32	52	43.4	43.4	43.4
	Agree	10	14	24	20.0	20.0	63.4
	Undecided	10	9	19	15.8	15.8	79.2
	Disagree	7	6	13	10.8	10.8	90.0
	Strongly disagree	5	7	12	10.0	10.0	100.0
	Total	52	68	120	100.0	100.0	

Source: Field survey, October, 2022.

Table 2 above shows the responses of respondents that most women are qualified for employment in Kachia Local Government.

Out of the 120 respondents, 52 which represent 43.3% of the population strongly agreed that most women are qualified for employment in Kachia Local Government. 24 respondents which represent 20% of the population agreed that most women are qualified for employment in Kachia Local Government. 19 respondents which represent 15.8% of the population were undecided. 13 respondents which represent 10.8% of the population disagreed that most women are qualified for employment while the remaining 12 respondents which represent 10% of the population strongly disagreed that most women are qualified for employment in Kachia Local Government.

Table 3:

Qualified women are not readily given jobs in Kachia Local Government

		Male	Female	Frequency	Percent	Valid percent	Cumulative percent
Valid	Strongly agree	30	46	76	63.4	63.4	63.4
	Agree	6	8	14	11.7	11.7	75.1
	Undecided	7	4	11	9.1	9.1	84.2
	Disagree	7	5	12	10.0	10.0	94.2
	Strongly disagree	4	3	7	5.8	5.8	100.0
	Total	54	66	120	100.0	100.0	

Source: Field survey, October, 2022.

Table 3 above shows the responses of respondents that qualified women are not readily given jobs in Kachia Local Government.

Out of the 120 respondents, 76 which represent 63.4% of the population strongly agreed that qualified women are not readily given jobs in Kachia Local Government. 14 respondents which represent 11.7% of the population agreed that qualified women are not readily given jobs in Kachia Local Government. 11 respondents which represent 9.1% of the population were undecided. 12 respondents which represent 10% of the population disagreed that qualified women are not readily given jobs in Kachia Local Government while the remaining 7 respondents which represent 5.8% of the population strongly disagreed that qualified women are not readily given jobs in Kachia Local Government.

Table 4: *Stereotype against women is high in Kachia Local Government*

		Male	Female	Frequency	Percent	Valid percent	Cumulative percent
Valid	Strongly agree	24	33	57	47.5	47.5	47.5
	Agree	10	19	29	24.2	24.2	71.7
	Undecided	8	5	13	10.8	10.8	82.5
	Disagree	7	4	11	9.2	9.2	91.7
	Strongly disagree	7	3	10	8.3	8.3	100.0
	Total	56	64	100	100.0	100.0	

Source: Field survey, October, 2022.

Table 4 shows the responses of respondents that stereotype against women in Kachia Local Government is high.

Out of the 120 respondents, 57 which represent 47.5% of the population strongly agreed that stereotype against women in Kachia Local Government is high. 29 respondents which represent 24.2% of the population agreed that stereotype against women in Kachia Local Government is high. 13 respondents which represent 10.8% of the population were undecided. 11 respondents which represent 9.2% of the population disagreed that stereotype against women in Kachia Local Government is high while the remaining 10 respondents which represent 8.3% of the population strongly disagreed that stereotype against women in Kachia Local Government is high.

Table 5
Kachia Local Government don't readily consider women for employment

		Male	Female	Frequency	Percent	Valid percent	Cumulative percent
Valid	Strongly agree	30	49	79	65.8	65.8	65.8
	Agree	8	13	21	17.5	17.5	83.3
	Undecided	3	2	5	4.2	4.2	87.5
	Disagree	5	3	8	6.7	6.7	94.2
	Strongly disagree	5	2	7	5.8	5.8	100.0
	Total	51	69	120	100.0	100.0	

Source: Field survey, October, 2022.

Table 5 shows the responses from respondents that Kachia Local Government don't readily consider women for employment.

Out of the 120 respondents, 79 respondents which represent 65.8% of the population strongly agreed that Kachia Local Government don't readily consider women for employment. 21 respondents which represent 17.5% of the population agreed that Kachia Local Government don't readily consider women for employment. 5 respondents which represent 4.2% of the population were undecided. 8 respondents which represent 6.7% of the population disagreed that Kachia Local Government don't readily consider women for employment while the remaining 7 respondents which represent 5.8% of the population strongly disagreed that Kachia Local Government don't readily consider women for employment.

Testing of Hypothesis
This hypothesis states that stereotype against women is high in Kachia LGA.
This hypothesis was tested using Chi-Square test and the results are tabulated and interpreted as shown below.

Table 6:
Chi-Square test showing the level of stereotype against women in Kachia LGA

Responses	Observed N	Expected N	Residual	df	X^2	P
Strongly Disagree	10	24.0	-14.0			
Disagree	11	24.0	-13.0			
Undecided	13	24.0	-11.0	4	66.667	$P<.01$

|			
Agree	29	24.0	5.0
Strongly Agree	57	24.0	33.0
Total	120		

The result presented in Table 6 indicate that a significant number of the respondents strongly agreed that there is high level of stereotype against women in Kachia LGA ($X^2 = $ (df $= 4$) $= 66.667$, p<.01). This implies that women are dominated by men in the study area in almost all spheres of life.

Summary of the finding:

Since the p-value (0.000) is less than the level of significance (0.05), we reject the null hypothesis and accept the alternative thereby concluding that Stereotype against women in Kachia Local Government is high. For better understanding of the results, the percentages responses are graphically presented as seen in Figure 1 below.

Figure 1: *Chi-Square test showing the level of stereotype against women in Kachia LGA*
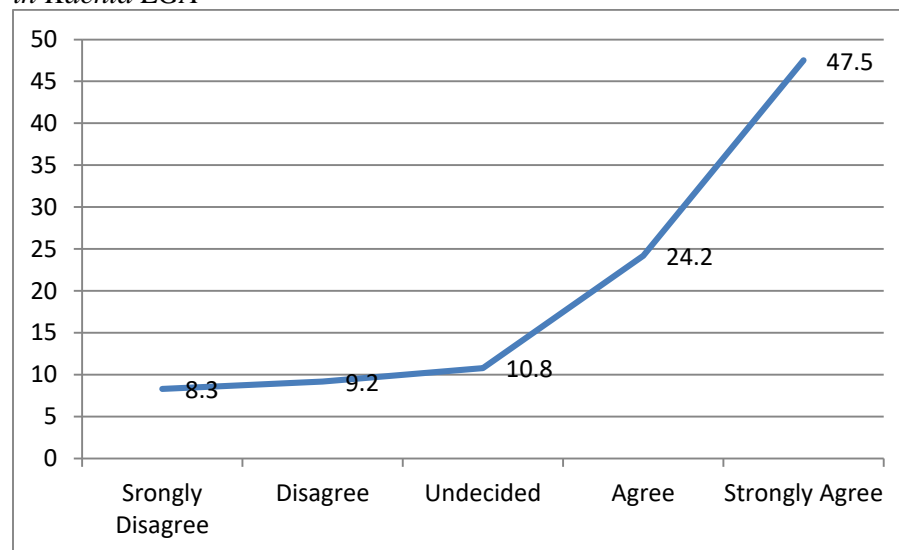
The plot in Figure 1 shows 47.5% of the respondents strongly agreed that there is high level of stereotype against women in Kachia LGA, 24.2% agreed to the assertion and 10.8% were undecided. On the contrary, 8.5% of the respondents strongly disagreed that there is high stereotype again women in Kachia while 9.2% disagreed.

Conclusion and Recommendations

It is clear from the findings that there are some challenges facing the effective implementation and elimination of gender discrimination in making employment decision. However, these reasons have high cost implication; lack of financial capacity and lack of qualified personnel were mainly cited as the factors against the smooth implementation of unbiased employment decision tools and techniques. The lack of exposure by some employees has also limited their awareness of the managements' requirement for potential employment opportunities and languish in general perception of a gender belonging to a class of job for implementing strategic and integrated system for recruitment enabled by gender rather than performance. In addition, it can be concluded that some of the employees' problems may be alleviated or resolved by exposure, pursuit of better qualification that matches with their cadre or department. Thereby expanding their opportunity beyond the stereotypical-gender perception and focus on improving performance. Corporations need to recognize the differences in males and females and use it to the betterment of the organization.

Finally, discrimination on the basis of gender is a widespread issue in various workplaces. In every sector effectiveness is commonly hurt by discrimination and employees can suffer from devastating effects of gender discrimination long after they have subjected to it at workplaces. Gender discrimination can damage the mental health as it was stated by National institute of health that gender discrimination will continue leading to low rate of job satisfaction. It can also cause stress in our various workplaces. It can also increase job turnover. It promotes inefficient hiring and promotion practices. Hence, gender discrimination is a tool for crumbling the success of any organization

Based on the result of the finding of this study and conclusion drawn from the study, it was recommended that there should be a Convention on the Elimination of All Forms of Discrimination Against women in kachia local government. The study equally suggests a need to extend Protection against gender-based discrimination to all aspects of employment including hiring, firing, pay, pensions, conditions of employment and promotions of women in kachia local government. Finally, the study posits relief or remedies must be available for employment discrimination, whether caused by intentional acts or by practices that have a discriminatory effect may include; back pay, hiring, promotion, reinstatement or front pay.

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