

GENDER INEQUALITIES IN GOVERNMENT AND NATIONAL DEVELOPMENT: A STUDY OF ENUGU STATE.

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ABSTRACT

In spite of the Affirmative Action agreed by the United Nations that stipulates 30 percent inclusion of women in government appointments, women in Nigeria are still being sidelined and treated as unequal in government activities. This study therefore examined the effect of gender inequalities in government and national development in Nigeria using Enugu State as a case study. The study adopted survey design in its investigation. 400 political executives served as our population. Because of the researchable size of the population, they were also our sample size. Chi-square statistical method was used to test our hypotheses and derived our findings. Findings of the study were that gender inequalities in government have a significant effect on human development index in Enugu State; gender inequalities in government have a significant effect on poverty rate in Enugu State; and gender inequalities in government have a significant effect on employment rate in Enugu State, Nigeria. The study recommended that government should explore Affirmative Action as recommended by the United Nations Organization, provide facilities and incentives that will enable women to contribute more to national development.

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1. INTRODUCTION

1.1 Background of the Study

There are functional responsibilities that are given to men and women by society and are influenced by the cultural, political, economic, religious and social situation. It is worth noting that where women and men have equal conditions for realizing their full human rights and potentials

to contribute to and benefit from development such society tends to develop faster. Thus, taking into account their similarities, differences and the various roles they play, gender equality is often identified as a key issue in economic development of emerging economies. The world's worst countries for gender equality are observed to have consistently failed to provide the same opportunities for women that are available for men. Nigeria has been listed, ninth among the bottom 10 countries measured for equality by The World Economic Forum (WEF). The World Economic Forum Global Gender Gap report (2013) measured the disparities between men and women in 136 countries (Sauter, Hess & Frohlich, 2013). In the nations that scored the worst in gender gap, economic and educational opportunities, health and survival, political empowerment as well as political representation and health outcomes, were far worse for women than for men.

Gender inequality is a multifaceted concept that incorporates both opportunities and outcomes. The latest review of the Nigerian economy by the International Monetary Fund (IMF) revealed that closing the gender gap is key to achieving higher growth in the economy, enhancing productivity and greater economic stability (Archibong, 2018; Adegbite and Macheche, 2020). In Nigeria, women dominate the unpaid job sector, twice the figure for men. The economic value of females was projected to be about 30% of the Gross National Product (UNDP, 2015). Like other parts of the world, women in Nigeria face several discriminations that limit their full capacity. Gender inequality is seen as the disparity between the male and female gender. Inequality is associated with segregation, economically or socially. The presence of barriers mostly drives inequality. These barriers hinder upward movement in social classes through income and wealth crystallization. These barriers give certain class of people access to a better stake of societal resources, hence make them better off than those in the other class (Anyalebechi, 2016; Kleven and Landais, 2017; Matthew *et al.*, 2020). Several factors account for the gap in gender-based earning, such as segregation by occupation and industry, differences in physical structure, education and skill acquisition, contributing to differences in earning (Akinbi and Akinbi, 2015; Para-Mallam, 2017).

Women seem to be discriminated against in politics in Nigeria and the few of them that get elected or appointed to political positions have so much to contend with as it is believed to be the world of men. The number of women who even dare contesting elections in Nigeria is minimal as politics here is actually money politics. Many women are unable to afford the huge sum of money that this requires along with the fact that the society sees women as not being cut out for such in view of the nature of politics in Nigeria. In Nigeria, women representation in the House of Representatives is 5.5% and in the Senate, it is 5.8% in the Eight Assemblies (UN Women, 2019). The number of women who vied for elective positions in 2019 was too small compared to that of men. According to UN Women (2019), out of the 73 candidates that contested for the post of the President of Nigeria only 5 of them were women; 1,668 men as against 232 women vied for the 109 Senatorial seats in the Senate and only 560 women as against 4,139 men vied for the 360 seats in the House of Representatives. The differences in the number of women and men in the race point to the fact that women do not yet have the wherewithal to compete for political space in the country. Women make up only 23.7% of national parliaments globally (UN Women, 2019). Political space in Nigeria is characterized by violence and ethical practices seem alien to that space hence the inability of women to play on the same level with their male counterparts; they seem to cringe away from vying for political posts though they have much to give to the society based on their feminine instincts and natural potentials.

Nigeria as at 2010 had 7% of seats held by women in national parliaments, and the fact that it sank to all time low of 3.38% in 2019 is an indication that women are losing ground in terms of political space in Nigeria. The rather low statistics indicates that they are disenfranchised. The abysmal poor representation of women in the senate or being elected into political post is global. According to Robinson (2015) there are just 42 countries in the world where women hold 30% of seats in the national legislature. When compared with other countries in Africa, Nigeria is far behind. Out of the 186 countries whose data were used globally, Nigeria was the 181st position whereas Rwanda was the 1st and the best with 61.25% of women in the parliament; South Africa was in the 11th position with 45.71%. Togo and Chad who are neighbours to Nigeria had 16.48% and 14.88%, respectively. The picture does not paint Nigeria in good light in the comity of nations in the world or even in Africa.

Over the years, research works have shown clearly that there is an imbalance in gender allocation in society and sectors of the economy at large (Ndubuisi, 2017). In spite of several strategies put in place by the United Nations, the government of nations and various private institutions to reduce gender inequality to the barest minimum, gender inequality continues to be a menace to society. In light of this imbalance across gender, this study seeks to critically evaluate the gender inequalities in government and national development: A study of Enugu State.

1.2 Statement of the Problem

Promoting gender equality can be an economic game changer. The IMF's latest economic review of Nigeria's economy says closing the gender gap would mean higher growth and productivity and greater economic stability. Women's equal participation in governance is, therefore, an important end in itself, recognition of their right to speak and be heard. More broadly, it is a means to social transformation. Decisions made and policies implemented by governance institutions at global, national and local levels help to shape perceptions of the roles that women and men play in society, as well as determining their access to rights and resources. Involving women in defining these policies and processes, and in influencing the institutions that produce them, makes it more likely they will respond to the different needs and situations of both women and men, and contribute to development.

However, poor systems of governance result in widespread discrimination related to sex, race, colour, religion and political opinion. Looking across the world, persistent and pervasive gender disparities continue to exist. In Enugu State, women and men do not have an equal level of political representation, freedom of association and expression. Employment and career structures in the public sector also favour men above women. Service delivery systems are discriminating, and services are more accessible to men than to women, although neither poor men nor poor women fare well in this respect. The society sees women who go to politics as 'rebels' and prostitutes; this attitude deters women from participating in politics.

In Nigeria, about 51 percent of women are involved in voting during elections. Despite these, women are still underrepresented in both elective and appointive positions. Available statistics revealed that overall political representation in government of Nigeria is less than 7 percent (Agbalajobi, 2010). This shows that Nigeria has not attained 30 percent Affirmative as prescribed by the Beijing Platform of Action. Enugu State has been recording low participation of women in both elective and appointive positions. This is a matter of concern to many residents. However, concerted efforts have been made by government and non-governmental organizations to increase

the level of participation of women in politics, in line, with the declaration made at the Fourth World Conference on Women in Beijing, which advocated 30% Affirmative Action. However, in Nigeria, the extant National Gender Policy (NGP) recommended 35% Affirmative Action instead and sought for a more inclusive representation of women with at least 35% of both elective political and appointive public service positions respectively. The underrepresentation of women in political participation gained root due to the patriarchal practice inherent in our society, much of which were obvious from pre-colonial era till date. This is not to forget that in Nigeria, particularly in Enugu state, women are rising. However, there is much room for improvement. It is based on this background that this study examined gender inequalities in government and national development: A study of Enugu State.

1.3 Objectives of the Study

- i. Ascertain the effect of gender inequalities in government on human development index in Enugu State, Nigeria.
- ii. Determine the effect of gender inequalities in government on poverty rate in Enugu State, Nigeria
- iii. Evaluate the effect of gender inequalities in government on employment rate in Enugu State, Nigeria.

1.4 Research Questions

- i. What is the effect of gender inequalities in government on human development index in Enugu State, Nigeria?
- ii. How has gender inequalities in government affected the poverty rate in Enugu State, Nigeria?
- iii. What effect do gender inequalities in government have on employment rate in Enugu State, Nigeria?

1.5 Statement of Hypotheses

- i. Gender inequalities in government have a significant negative effect on human development index in Enugu State, Nigeria.
- ii. Gender inequalities in government have a significant negative effect on poverty rate in Enugu State, Nigeria.
- iii. Gender inequalities in government have a significant negative effect on employment rate in Enugu State, Nigeria.

2. REVIEW OF RELATED LITERATURE

2.1 Conceptual Review

Gender Inequality

Gender refers to the roles, behaviors, activities, attributes and opportunities that any society considers appropriate for girls and boys, and women and men. Gender interacts with, but is different from, the binary categories of biological sex (World Health Organization,2020). Gender can also be the state of being male or female. Inequality, on the other hand indicates disparities. Gender inequality is seen as the disparity between the male and female gender. The concept of inequality is broad; it is expressed over the entire population and captures those below a certain poverty line (World Bank, 2011; UNDP, 2013). Inequality is associated with segregation, economically or socially. The presence of barriers mostly drives inequality. These barriers hinder

upward movement in social classes through income and wealth crystallization. These barriers give certain high-class people access to a better stake of societal resources, hence make them better off than those in the lower class (Anyalebechi, 2016; Kleven and Landais, 2017; Matthew et al., 2020).

Gender inequality can be regarded as the unequal treatment or perception of individual on the basis of gender. It is perspective in which members of a particular sex are not granted equal opportunities to develop their inert endowments and strengthen their natural capabilities to make choices without being constrained by traditional gender roles and stereotypes. Gender inequality does not imply that all women are worse off than all men. Rather, gender (being male or female) is an important social division characterized by inequality. Being a woman or a man influences people's perspectives and their social expectations.

Gender inequality causes and increases impact of poverty on women. In terms of women's representation in parliament, countries such as Mozambique, South Africa, Tanzania and Seychelles have achieved and some have exceeded the 30 per cent target of women's representation in parliament. Even in recent past, South Africa appointed a female Vice-President thereby achieving 43 per cent women's representation in the Cabinet. The situation in Nigeria has improved but very slowly with women still occupying less than stipulated 30 per cent of seats said to be reserved for women in the legislature by the current administration and in line with Affirmative Action.

2.2 National Development

Development implies positive social change and improvements in the living standards of people (Okaforet al., 2007). According to Okeke and Ifeagwazi (2018), national development refers to nationwide development in a nation-state and implies the state in material terms. It therefore denotes decreases in inequality levels and means the guarantee of security of lives and property in the nation-state. Then, insecurity in Nigeria, argue Obarisiagbon and Akintoye (2019), has recently assumed an alarming rate, affecting every facet of Nigerian life, with no end in sight. This detracts from national development ideals. Although national development is preferably indicated by economic indices, it is not synonymous with economic development. National development, therefore, is not essentially indicated by the gross domestic product (GDP) paradigm, which leaves the average citizen bewildered (even neglected). From a record low of US\$4.20 billion in 1960 (year of country's independence) to US\$397.30 billion in 2018, GDP in Nigeria has continued to grow. It averaged US\$125.26 billion from 1960 until 2018, reaching an all-time high of US\$568.50 billion in 2014 (Trading Economics, 2019). What do these GDP figures truly prove in the face of abject poverty prevalence in the same country? Okeke and Ifeagwazi further argue that the occurrence of national development entails a process, which is indisputably in evolution, and once disputes begin to arise about the progress in this positive developmental movement, it is symptomatic of underdevelopment.

The difference between developed and developing countries lies not in the amount of resources at the disposal of each country but in the quality and quantity of human resources. Gross domestic product (GDP) or gross national income (GNI) per capita only measures a country's economic development in terms of income, but human development takes into account a wider range of factors, including the quality of its health care, education system, living conditions, and level of personal freedom. The world has thus moved on from which country has the highest number of millionaires and now rates countries based on the number of economically active, productive, and

financially independent citizens. This has led to the development of the human development index (HDI) (Omodero, 2019).

2.3 Human Development Index

The Human Development Index (HDI) is a summary measure of average achievement in key dimensions of human development: a long and healthy life, being knowledgeable and having a decent standard of living. The HDI was created to emphasize that people and their capabilities should be the ultimate criteria for assessing the development of a country, not economic growth alone. The HDI was developed to stress that a society's progress should be measured not just by its GDP but also by the quality of life its citizens enjoy. HDI is a useful indicator of a state's economic health and growth prospects, and its components should continue to be prioritized in national planning processes. In Enugu state, the human development efforts of governments have historically favored males to the detriment of females.

2.4. Poverty Rate

The poverty rate is the ratio of the number of people (in a given age group) whose income falls below the poverty line; taken as half the median household income of the total population. It is also available by broad age group: child poverty (0-17 years old), working-age poverty and elderly poverty (66 year-olds or more). However, two countries with the same poverty rates may differ in terms of the relative income-level of the poor.

Poverty is classified into two forms: absolute poverty and relative poverty. "The former means that a person's basic subsistence needs (for food, clothing, and shelter) are not being met while the latter means that a person's needs are not being met in comparison with the rest of his or her society" (Alters, 2009). In the Human Development Report 1997, cited by her, UNDP incorporated two distinct elements to the standard definitions of poverty, that is income poverty and human poverty where each further sub-divided into two. The income poverty consists of extreme and overall poverty.

2.5 Employment Rate

Employment rates are defined as a measure of the extent to which available labour resources (people available to work) are being used. They are calculated as the ratio of the employed to the working age population. Employment rates are sensitive to the economic cycle, but in the longer term they are significantly affected by governments' higher education and income support policies and by policies that facilitate employment of women and disadvantaged groups. Employed people are those aged 15 or over who report that they have worked in gainful employment for at least one hour in the previous week or who had a job but were absent from work during the reference week. The working age population refers to people aged 15 to 64. This indicator is seasonally adjusted and it is measured in terms of thousand persons aged 15 and over; and in numbers of employed persons aged 15 to 64 as a percentage of working age population.

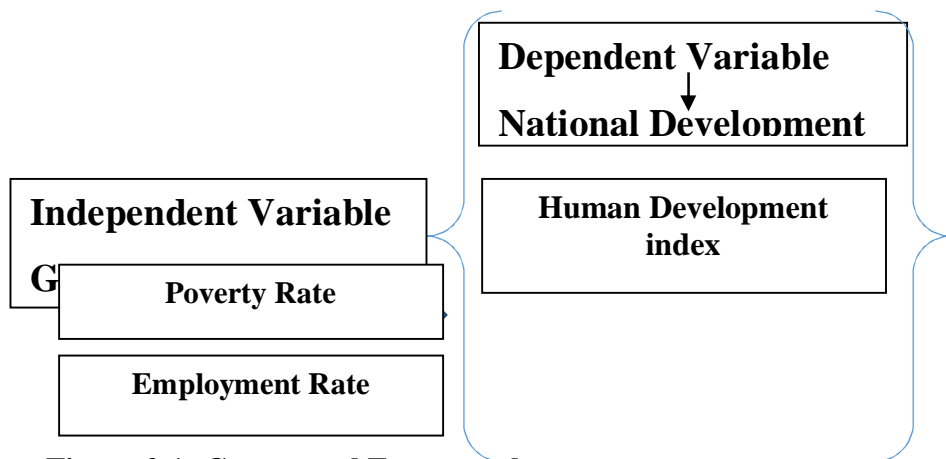


Figure 2.1: Conceptual Framework

Source: Author's conceptualization, 2023.

2.6. Theoretical Framework

Neoclassical economics theory

The foundation of the neoclassical theory was laid by Adam Smith (1723-1790) and David Ricardo (1772-1823). However, Alfred Marshall (1842-1924) and Vilfredo Pareto (1848-1923) developed the theory. Neoclassical is a theory that focuses on determining goods, output and income distribution through the forces of demand and supply in the market. Hypothesizing maximization of utility by income constrained individuals and profit by firms facing production cost and managing production factors. After the Second World War, white male economists were greatly influenced by Victorian ideology. This physical embodiment induced patriarchy's reproduction over the years (Ferguson, 1969; Asproumorgos, 1986).

This patriarchal, discriminatory root of neoclassical economics has led to the fallible analysis of women's role in society. This continued the notion that men are breadwinners and women are caregivers, which led the economists to view household labor as women's work. The domestic roles played by women, including social reproduction, has long been categorized as unproductive. Hence, no economic value is attached since the activities are not captured in the market sphere.

Furthermore, gender inequality creates gap in human capital development and equal employment opportunity. Based on theoretical literatures, gender inequality reduces the average amount of human capital in a society and thus harms economic performance. It does so by artificially restricting the pool of talents from which to draw from politics, thereby excluding potentially and highly qualified girls and taking less qualified boys instead (Dollar and Gatti, 2009). Again, for competitive economy to emerge and grow women need to be educated and there must be no barrier to their employment in economic sector. Therefore, gender inequality in education will exclude women in economic activities and thus reduce the ability of Nigeria to grow a strong economy.

Corollary to gap in human capital development and equal employment opportunities occasioned by gender inequality in education is the emergence of a wide rate of poverty among women. According to Ajani (2008), women are marginalized in their access to social and economic resources compared to men, rendering them relatively poorer than their male counterparts. Similarly, Odozi (2012) observes that inequality in education has some socio-economic implications for women. According to the author, women lag behind men in most indicators of

socio-economic development and they constitute the majority of the poor, the unemployed and the socially disadvantaged.

2.7. Empirical Review

Gender Inequality and Human Development Index

The study by Fatukasi and Ayeomoni (2015) exposes the consequences of income inequality on health indicators in Nigeria. Considering data from the IMF between 1980 and 2014, the study employs a dynamic ordinary least square (OLS) methodological approach. Evidence supports that income inequality significantly affects health indicators in Nigeria for the period under review. Consequentially, per capita income, saving level and educational attainment contribute positively to health indicators in the county.

Checchi and van De Werfhorst studied the relationship between education dispersion and earnings (2018). In their study, there exists a positive relationship between educational attainment and the level of earning. Differences in skills acquired also add to the inequality gap as those who possess better skills and education earn more. The study was in line with the neoclassical economic theory.

The participation of women in the e-wallet program and the use of modern agricultural tools was the focus of Uduji and Okolo-Obasi (2018). The study examines the impact of the government e-wallet on young females' performance in the rural agriculture sphere in contributing to the enhancement of female productivity in the agriculture sector. Evidences suggest that the program has helped young females access infrastructure and helped close the inequality gap on their male counterparts. Furthermore, women engaged more in the farm value chain than they did previously, earning more and closing female–male earnings inequality in Nigeria's rural agriculture sector.

Idike, Okeke, Okorie, Ogba, and Ugodulunwa (2020) examined the relationship among gender, democracy, and national development in Nigeria. This translates to a discussion of the possible linkages among gender identity, gendered representation, and national development in the country. Beyond the typical gender theorization, this article squarely focuses on women's political representation within the Nigerian state and the power implications of the inherent challenges. The work reechoes the issue of underdevelopment as a societal phenomenon. The methodology of the contribution is normative argumentation. The theoretical framework is the power theory. The study concludes that the disarticulations between gendered representation and democracy have invariably led to contentious national development in Nigeria.

Dupe (2021) focused on Gender Equality and Sustainable Development in Nigeria: Issues and Challenges. The study adopted survey research design. Frequencies and percentages were used to analyze the demographic data collected from the respondents. The regression analysis was used to determine the equality or otherwise of genders based on socio-cultural factors. The study establishes that there is no equality between the genders; that women are discriminated against and they still play the second fiddle and that the inequality hinders the coveted sustainable development in the nation.

Okoye et al (2022) researched on an empirical analysis of women's participation in Nigerian politics from 1963 to 2022. Based on library research method as methodology for the study, they found out that women are sidelined and most of the time, relegated to the background in terms of politics in Nigeria despite the affirmative action of 35% of women.

Oluwatoyin (2022) studied overview of women and political participation in Nigeria (2015-2022). Using a mixed method of study, the author concluded that women's political participation in Nigeria is low and that women don't have equal chances of winning election due to some factors like culture, religion, financial, historical-structural, etc

2.8 Gender Inequality and Poverty Rate

Mbunya (2021) worked on an Assessment of the Role of Women in Development and Poverty Alleviation in Cameroon. In the study, a total of 222 households surveyed by questionnaires revealed that women capabilities to contribute to poverty alleviation are limited by both their individual capacity and social networks within which they identify themselves. Correlation analysis as used to test the hypotheses. The results reveal that women monthly wages are below US\$80. Women who did not contribute directly to the household income reported that they spend their income in buying for personal needs. Some women of this opinion argued that according to their cultural ethics men are fully responsible for providing for the household. Notwithstanding, this study argues that they indirectly contributed in one way or another to poverty alleviation by earning wages, and subsequently spending earned wages on other activities.

Udeh, Odey, Obiagu, Ekoyo&Onele, (2021). Contributions of women empowerment strategies: And poverty reduction in Isoko South L.G.A Delta State. The study adopted both survey and documentary methods of data collection, descriptive/inferential statistics and content analysis method. The study revealed that there were existing women empowerment programmes in Isoko South L.G.A. of Delta State which the women were actually aware, but never participated actively due to lack of proper sensitization and commitment on the part of government and its agencies. Furthermore, it also revealed the various obstacles such inconsistency of the personnel, poor funding, amongst other things, militated against the effectiveness of women empowerment programmes and the active participation of the women in such programmes.

Adeosun and Owolabi (2021) looked into Gender inequality: determinants and outcomes in Nigeria. The paper obtained data from the Living Standard Measurement Survey Wave 3, published 2017 with emphasis on the earnings that accrued to both male and female. The study employed the ordinary least square (OLS) method to show the relationship between the mean income and other parameters such as the sector of employment, marital status and education level. Theil's entropy index was used to measure the within and between inequality that exist in the economy and across regions and sectors while adopting the overcrowding theory. Findings – The result shows that gender inequality is more pronounced across the region, location and in some sectors of employment than the others. Geographical area has a higher effect on earnings disparity but is more pronounced among females. Also, the result showed that gender within inequality was high in the regions, education, location, and marital status while a higher level of education contributes to high wages for women. However, married women are more deprived.

Ikwuegbu (2022) worked on gender issues in Nigeria: Women in elective positions. She adopted both historical and analytical research methods and found out that women are excluded in contending for leadership positions in Nigeria.

2.9 Gender Inequality and Employment Rate

Azuh, Egharevba, and Azuh (2014) worked on Gender Discrimination and National Politics: The Nigerian Case, Using secondary data, from the Nigerian Bureau of Statistics, the paper found that gender discrimination exists in all variable indicators considered. Current status of Nigerian women in relation to men in the areas of education, income, labor force and share of seats in parliament or level of political participation were considered. Some of the main factors militating against women’s effective participation in politics are illiteracy, poverty, money politics, and instrument of intimidation, harmful traditional practices and discriminatory cultural stereotypes, violence against women, barriers by electoral process, and religious barriers.

Osunde (2015), using data from ILO, studied the labor market for male and female workers. It was found that the labor market demand for both genders differs, favoring the male. Osunde (2015) put the adult male’s market participation rate in the country to be 73.7% as of 2000. This figure declined to 71.7% in 2005 and 70.6% in 2007; consequently, female labor participation during this period stood at 38.7% in 2007, a rise from 38.1% in 2005 and 37% in 2000. However, evidence suggests that women in the age bracket of 50–55 have a high labor market participation rate. This means that many women are active in the labor market only after the childbearing period. The study confirmed income inequality, which is more pronounced in the wage-paying job than the self-employment job. The source of income is attributable to the level of disparity in earning. However, based on Theil index measurement, urban inequality is lower than rural; urban is 0.334 and rural is 0.672 in Nigeria.

Khadija and Ogohi (2021) focused their study on effect of Female Entrepreneurial Experience on Business Start-Ups in Nigeria. The study utilized the quantitative research tool. Data was obtained via an online survey. The researcher generally used Descriptive statistics (mean, standard deviation, frequency, and percentages), correlation matrix, and regression models for the analysis of the data. The result of the study revealed that there is indirect and significant relationship between the political instability of Nigeria and female entrepreneurial start-up success. The level of significance for Entrepreneurial Experience is .000 hence there is a relationship between female entrepreneurial experience and success of female-led business start-ups in Nigeria, as higher entrepreneurial experience will lead to a marginal increase in start-up success score.

Oyuru (2023) examined women participation in Nigerian politics: challenges and prospects to Nigeria democracy. She wanted to discover the extent that Nigerian women contributed to political participation in the country and the factors hindering them from participating fully. Adopting content analysis methodology, the study revealed that women’s participation in politics in Nigeria is limited mainly due to cultural, economic and legal constraints.

Table 2.1: Summary of Empirical Review

S/N	Author(s)	Year	Area of Study	Title	Methodology	Findings
1	Azuh, Egharevba, and Azuh	2014	Nigeria	Gender Discrimination and National Politics: The Nigerian Case,	Content analysis	The paper found that gender discrimination exists in all variable indicators considered.

2	Osunde	2015	Nigeria	The labor market for male and female workers.	Percentage distribution-n	The study confirmed income inequality, which is more pronounced in the wage-paying job than the self-employment job.
3	Fatukasi and Ayeomoni	2015	Nigeria	The consequences of income inequality on health indicators in Nigeria.	A dynamic ordinary least square (OLS) methodological approach	Evidence supports that income inequality significantly affects health indicators in Nigeria for the period under review.
4	Checchi and van De Werfhorst	2018		The relationship between education dispersion and earnings	Correlation Analysis	In their study, there exists a positive relationship between educational attainment and the level of earning.
5	Uduji and Okolo-Obasi	2018		Impact of the government e-wallet on young females' performance in the rural agriculture sphere		Furthermore, women engaged more in the farm value chain than they did previously, earning more and closing female–male earnings inequality in Nigeria's rural agriculture sector.
6	Idike, Okeke, Okorie, Ogba, and Ugodulunwa	2020	Nigeria	The relationship among gender, democracy, and national development in Nigeria.	Normative argumentation	The study concludes that the disarticulations between gendered representation and democracy have invariably led to contentious national development in Nigeria.
7	Khadija and Ogohi	2021	Nigeria	Effect of Female Entrepreneurial Experience on Business Start-Ups in Nigeria.	Mean, Standard Deviation, Frequency, and Percentages), Correlation matrix, and Regression Models.	The result of the study revealed that there is indirect and significant relationship between the political instability of Nigeria and female entrepreneurial start-up success.

8	Dupe	2021	Nigeria	Gender Equality and Sustainable Development in Nigeria: Issues and Challenges.	The Regression analysis	The study establishes that there is no equality between the genders; that women are discriminated against and they still play the second fiddle and that the inequality hinders the coveted sustainable development in the nation.
9	Mbunya	2021	Cameroon	Assessment of the role of women in development and poverty Alleviation in Cameroon.	Correlation analysis	The results reveals that women monthly wages are below US\$80. Women who did not contribute directly to the household income reported that they spend their income in buying for personal needs.
10	Udeh, Odey, Obiagu, Ekoyo&Onel e,	2021	Delta State, Nigeria	Contributions of Women Empowerment Strategies: And Poverty Reduction in Isoko South L.G.A Delta State.	Descriptive/Inferential statistics and content analysis method.	The study revealed that there were existing women empowerment programmes in Isoko South L.G.A. of Delta State which the women were actually aware, but never participated actively due to lack of proper sensitization and commitment on the part of government and its agencies.
11	Adeosun and Owolabi	2021	Nigeria	Gender inequality: determinants and outcomes in Nigeria.	Ordinary least square (OLS)	– The result shows that gender inequality is more pronounced across the region, location and in some sectors of employment than the others.
12	Okoye et al	2022	Nigeria	An empirical analysis of women's participation in Nigeria politics	Library research method	Women are sidelined and relegated in Nigeria politics most of the times.

				from 1963-2022.		
13	Oluwatoyin	2022	Nigeria	Overview of women and political participation in Nigeria (2015-2022).	Mixed method	Women's political participation in Nigeria is low.
14	Ikwuegbu	2022	Nigeria	Gender issues in Nigeria: Women in elective positions.	Historical and analytical method.	Women are excluded in contending for leadership positions in Nigeria.
15	Oyuru	2023	Nigeria	Women participation in Nigeria politics: Challenges and prospects to Nigerian democracy.	Content analysis	Women's participation in politics in Nigeria is limited mainly due to cultural, economic and legal constraints.

Source: Author's compilation, 2023.

2.9 Gap in Empirical Review

From the empirical review, it was observed that studies have been conducted in the area of gender inequality, few studies focused on gender inequality in politics. Most of the studies on women did not employ survey analysis, to the best of the knowledge of the researcher; no study has been conducted on the gender inequality in governance and national development in Enugu State. The study therefore sought to bridge the gap noted in earlier literature.

3. METHODOLOGY

3.1 Research Design

The study adopted survey design in view of the nature of the study which among other things sought the opinions of respondents through the administration of questionnaire instrument. The reason is because it allows the researcher to have a face to face interaction with the proposed population and an opportunity to go to the field where information can be sourced freely.

3.2 Area of the Study

The study was conducted in Enugu State's three senatorial zones- Enugu East, Enugu West and Enugu North. Two local governments were selected from the senatorial zones. Enugu South, Enugu North, Udi, Oji River, Igbo Etiti and Nsukka local government areas.

3.3 Sources of Data

The researcher made use of primary and secondary data.

3.3.1 Primary Data: Primary data used was from the answers from the questionnaire used in the study.

3.3.2: Secondary Data:Secondary data were sourced from published journals, books, articles, magazines, newspapers, internet and other related materials.

3.4 Population of the Study

The population used for the study was 400 political executives from two local governments each from the three Senatorial zones of Enugu state.

Table 3.1: Population distribution of LGAS

LGA	Population
Enugu South	80
Enugu North	80
Udi	60
Oji River	60
Igbo Etiti	60
Nsukka	60
Total	400

Source: Research data, 2023.

3.5 Determination of Sample Size

Because of the manageable number of our population, they all served as our sample size. Therefore, our sample size is 400 respondents.

3.6 Sampling Technique

The sampling technique used for this study in the selection of sample population was the simple random sampling technique. In that regard, each of the sample size population has equal and independent opportunity of being selected in the sample of the study. The researcher then used simple random sampling to select respondents within each of the sub-group. To ensure the respondents were equally represented, the researcher purposively selected political appointees who are knowledgeable on the topic of investigation.

3.7 Method of Data Collection

The researcher used the questionnaire for the study. They were used to establish the gender inequality in governance and national development using Enugu State as a case. The rationale for using this instrument was because it helped to provide the researcher with relevant quantitative and qualitative data that were used to test the formulated hypotheses. The questionnaire instrument was in a 5-point Likert scale structured form (Strongly agreed, agreed, undecided, disagreed, strongly disagreed)

3.8 Method of Data Analyses

Data collected for the study were presented with descriptive statistic using table, frequencies and percentages, mean score. Chi-square test with the aid of SPSS version 23.0 was used to test the hypotheses.

4. DATA PRESENTATION AND ANALYSIS

4.1 Data Presentation

Research question One: What is the effect of gender inequalities in government on human development index in Enugu State, Nigeria?

Table 4.1: Effect of gender inequalities in government on human development index in Enugu State, Nigeria

S/N	Items	SA (5)	A (4)	U (3)	D (2)	SD (1)	FREQ	Mean	Decision
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1	Gender inequality reduces women ability to perform executive functions in governance	160	115	5	10	10	300	4.3	Accepted
2	Being knowledgeable and having a decent standard of living is hampered by gender inequality	140	120	20	10	10	300	4.2	Accepted
3	It has affected the quality of life of women in the society	130	100	10	40	20	300	3.9	Accepted
4	In Enugu State, the human development efforts of governments have historically favoured males to the detriment of females	140	100	10	25	25	300	4.0	Accepted
5	Gender inequality had restricted women from being involved in certain decision that affects their lives	110	140	10	20	20	300	4.2	Accepted
	Grand Mean							4.1	

Source: Field survey, 2023

Table 4.1 displays the responses to the question of how gender inequalities in government affect human development index in Enugu State, Nigeria. The respondents strongly agreed with all of the issues from 1 to 5, with mean scores of 4.3, 4.2, 3.9, 4.0, and 4.2, respectively. The grand mean score of 4.1 indicates that the respondents felt that gender inequalities in government tend to favour male's human development index to the detriment of women in Enugu State, Nigeria.

Research Question Two: How has gender inequalities in government affected the poverty rate in Enugu State, Nigeria?

Table 4.2: How gender inequalities in government has affected the poverty rate in Enugu State, Nigeria

S/N	Items	SA (5)	A (4)	U (3)	D (2)	SD (1)	FREQ	Mean	Decision
1	Gender inequality in government had made female gender income falls below the poverty line	120	110	20	20	30	300	3.9	Accepted
2	Gender inequality affected Higher female financial earnings and bargaining power translate which result in poverty	120	120	20	20	10	300	3.9	Accepted
3	Inequality in politics decreases women's access to economic resources and opportunities thereby increasing poverty rate	110	100	30	30	30	300	3.5	Accepted
4	Competing for political positions in Nigerian requires huge financial backup	100	110	20	30	40	300	3.6	Accepted

	which many women could not measure up as a result of poverty rate								
5	Most banks do not give loans to women and most times women have to be guaranteed by men before they can access credit for economic activities. This results in more women becoming poorer.	120	109	11	40	20	300	3.9	Accepted
	Grand Mean							3.8	

Source: Field survey, 2023

Table 4.2 shows that all of the respondents were positive in their comments. All of the items 1–5 were accepted by the respondents, with mean scores of 3.9, 3.9, 3.5, 3.6, and 3.9. The grand mean score of 3.8 indicates that the respondents supported the fact gender inequalities in government limits women ability which further increases the poverty rate in Enugu State, Nigeria.

Research Question Three: What effect does gender inequalities in government has on employment rate in Enugu State, Nigeria?

Table 4.3: Effect of gender inequalities in government on employment rate in Enugu State, Nigeria

S/N	Item	SA (5)	A (4)	U (3)	D (2)	SD (1)	FREQ	Mean	Decision
1	Gender inequalities in government do not offer women better employment opportunity	123	97	20	30	30	300	3.8	Accepted
2	Gender inequality in governance result the sexual division of labour	111	108	10	51	20	300	3.7	Accepted
3	Women do not generally earn the same wages as men for the same work	106	112	15	37	30	300	3.7	Accepted
4	Women in public service are discriminated against in the area of maternity, sexual harassment and employment practices.	99	116	10	43	22	300	3.6	Accepted
5	Gender inequality in government leads to shortage of workforce.	120	100	10	50	20	300	3.8	Accepted
	Grand Mean							3.7	

Source: Field survey, 2023

Table 4.3 shows respondents' opinion on the effect of gender inequalities in government on employment rate in Enugu State, Nigeria.

Based on the responses, it can be seen that the respondent affirmed all of the questions from 1 to 5, with mean scores of 3.8, 3.7, 3.6, and 3.8, respectively. The grand mean of 3.7 indicates that the respondents overwhelmingly agreed with the questions posed.

4.2 Test of Research Hypotheses

Data generated from the study were used to test the hypotheses using the chi-square test tool with formula as:

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

E

Where O = observed frequency, E = Expected frequency, **Assumptions:** Level of significance = 0.05

Decision Rule:

1. Reject Ho if the P-Value cal < 0.05 at 5% level of significance.
2. Otherwise accept the null hypothesis (Ho).

4.2 Test of Hypothesis One

Restatement of hypothesis One

Ho: Gender inequalities in government have a significant negative effect on human development index in Enugu State, Nigeria.

Hi: Gender inequalities in government have a significant positive effect on human development index in Enugu State, Nigeria.

Table 4.4 Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	85.598 ^a	16	.000
Likelihood Ratio	99.604	16	.060
Linear-by-Linear Association	1.060	1	.203
N of Valid Cases	204		

a. 12 cells (48.0%) have expected count less than 5. The minimum expected count is .20.

D.F = Degree of freedom; D.F = 16; $\chi^2_{cal} = 85.598$, $p = 0.00$

Decision: From the Chi-square analysis in Table 4.4, based on the χ^2_{cal} value of 85.598 and P-value of 0.00, in table 4.4 revealed that gender inequalities in government have a significant negative effect on human development index in Enugu State, Nigeria and this influence is statistically significant at 5% level of significance as the P-value is within 5% significance level. This result, therefore suggests that we should accept our null hypothesis one (H₀) which states that gender inequalities in government have a significant negative effect on human development index in Enugu State, Nigeria.

Test of hypotheses Two

Statement of hypothesis Two

Ho: Gender inequalities in government have a significant negative effect on poverty rate in Enugu State, Nigeria.

Hi: Gender inequalities in government have a significant positive effect on poverty rate in Enugu State, Nigeria.

Table 4.5 Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	36.091 ^a	16	.003
Likelihood Ratio	42.634	16	.000
Linear-by-Linear Association	10.100	1	.001
N of Valid Cases	204		

a. 12 cells (48.0%) have expected count less than 5. The minimum expected count is .41.

D.F = Degree of freedom; D.F = 16; $\chi^2_{cal} = 36.091^a$, $p = 0.003$

Decision: From the Chi-square analysis in Table 4.5, based on the χ^2_{cal} value of 36.091a and P-value of 0.003, in table 4.5 revealed that gender inequalities in government have a significant negative effect on poverty rate in Enugu State, Nigeria and this influence is statistically significant at 5% level of significance as the P-value is within 5% significance level. This result, therefore suggests that we should accept our null hypothesis one (H_0) which states that gender inequalities in government have a significant negative effect on poverty rate in Enugu State, Nigeria. **Test of hypotheses Three**

Statement of hypothesis Three

Ho: Gender inequalities in government have a significant negative effect on employment rate in Enugu State, Nigeria.

Hi: Gender inequalities in government have a significant positive effect on employment rate in Enugu State, Nigeria.

Table 4.6: Chi-Square Tests

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	48.008 ^a	16	.000
Likelihood Ratio	60.354	16	.011
Linear-by-Linear Association	.040	1	.841
N of Valid Cases	204		

a. 14 cells (56.0%) have expected count less than 5. The minimum expected count is .26.

D.F = Degree of freedom; D.F = 16; $\chi^2_{cal} = 48.008^a$, $p = 0.00$

Decision: The Chi-square analysis in Table 4.6, based on the χ^2_{cal} value of 48.008^a and P-value of 0.011, in table 4.6 revealed that gender inequalities in government have a significant negative effect on employment rate in Enugu State, Nigeria and this influence is statistically significant at 5% level of significance as the P-value is within 5% significance level. This result, therefore suggests that we should accept our null hypothesis one (H_0) which states that gender inequalities in government have a significant negative effect on employment rate in Enugu State, Nigeria.

4.3 Discussion of Findings

The result of hypothesis one indicated that gender inequalities in government has a significant negative effect on human development index in Enugu State Nigeria. The finding is in agreement with the data obtained in table 4.1 which affirm that gender inequality reduces women ability to perform executive functions in governance. It was agreed that gender has affected the quality of life of women in the society. The findings affirmed that gender inequality had restricted women from being involved in certain decisions that affect their lives.

The result of hypothesis two indicated that gender inequalities in government have a significant negative effect on poverty rate in Enugu State, Nigeria. This is evident from the value of $\chi^2 = 36.091^a$ and P-value of 0.003. The finding collaborated the view of respondents who affirmed that gender inequality in government had made female gender income fall below the poverty line and that gender inequality affected higher female financial earnings and bargaining power which result in poverty. Moreover, the respondents accepted that inequality in politics decreases women’s access to economic resources and opportunities thereby increasing poverty rate, that competing for political positions in Nigeria requires huge financial backup which many women could not

measure up as a result of poverty rate and that most banks do not give loans to women and most times women have to be guaranteed by men before they can access credit for economic activities. This results in more women becoming poorer.

Lastly, the result of hypothesis three revealed that gender inequalities in government have a significant negative effect on employment rate in Enugu State, Nigeria. This is evident from χ^2 cal value of 48.008a and P-value of 0.00. This finding is a strong affirmation of the fact that gender inequalities in government do not offer women better employment opportunities and equal pay.

5. SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS

5.1 Summary of Findings

- i. Gender inequalities in government have a significant negative effect on human development index in Enugu State, Nigeria.
- ii. Gender inequalities in government have a significant negative effect on poverty rate in Enugu State, Nigeria.
- iii. Gender inequalities in government have a significant negative effect on employment rate in Enugu State, Nigeria.

5.2 Conclusion

The study concluded that gender inequality in government possess a threat to national development with respect to Enugu State. It has affected the human development index, poverty and employment rates in the state. The festering gender inequality and exclusion of women from decision making at different levels of government occasioned by the feminization of their contributions is the bane of Nigeria's sustainable development quest. For many decades, gender inequality has scarred the country affecting its development.

5.3 Recommendations

- i. Human capital development must be given adequate attention at all levels of government. Opinion leaders like religious and traditional rulers should be courted to push even more for the girl child.
- ii. We recommend that gender inequality in earnings can be solved by policies aimed at benefiting the female categories. Such policies should encourage their participation more in wage-paying jobs than the traditional house jobs that many have been relegated to do.
- iii. The government is encouraged to explore affirmative actions, provide facilities and incentives that will encourage female students to further their education. This is in line with our findings which show that the tertiary level of education provides higher returns than lower levels of education for females.

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