

**THE HIDDEN REALITY OF GENDER WAGE GAP AND JOB
REMUNERATION: CASE STUDY NIGERIA.**

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ABSTRACT

This study explores the hidden reality of gender wage gap and remuneration in Nigeria. The purpose of the study is to investigate the extent to which gender wage gap exists in Nigeria and to

identify the factors that contribute to this gap. The goal of the study is to provide a comprehensive understanding of the gender wage gap and to recommend strategies for addressing the issue.

The study employs a mixed-methods approach, combining both quantitative and qualitative research methods. A survey was conducted to collect data on the wages of male and female employees in various industries, while interviews were conducted to gain insights into the experiences of male and female employees in relation to their remuneration.

The results of the study reveal the existence of a significant gender wage gap in Nigeria, with women earning lower wages than men in almost all industries. The study also identifies factors such as gender discrimination, educational and skill level, and industry segregation as key contributors to the gender wage gap.

Based on the findings of the study, it is recommended that measures be taken to address gender discrimination and promote gender equality in the workplace. Such measures may include the establishment of policies and regulations aimed at eliminating gender bias in recruitment, promotion, and remuneration practices, as well as the provision of training and education to promote gender sensitivity in the workplace.

Overall, this study highlights the need for a concerted effort by all stakeholders, including the government, employers, and employees, to address the hidden reality of gender wage gap and remuneration in Nigeria.

1. INTRODUCTION

1.1 Background of the Study

Gender pay gap refers to the relative discrepancies between men and women's average gross incomes within an economy (Blau and Kahn 2017). According to UNDP (2009) inequality in Nigeria increased from 0.43 to 0.49 between 1985 and 2008, ranking the nation amongst nations with the highest inequality levels in the world.

Nigeria is one of the most unequal nations in the world despite its abundant resources. High inequality contributes to the nation's poverty problem by resulting in very unequal income distribution and unequal access to essential services like infrastructure, education, and employment prospects (Kanayo 2014). However, women have achieved major advancements in Nigeria during the past three decades, including increasing labor force participation, large increases in educational attainment, employment growth in higher-paying occupations, and significant increases in real incomes. Despite these advancements, there is still a wage difference in favor of men between men and women across virtually all industries (Bertrand et al. 2010).

According to the Nigeria Human Development Report (2009) independent growth specialists and Nigerian government officials have reached a consensus over the preferred course of development. However, achieving the stated objective of "growth with equality" is fraught with difficulties. There is general agreement that males get salary differentials from females. Furthermore, over 40 years ago, Nigerian lawmakers first proposed equal pay laws (Shabaya and Konad-Agyenmang 2004). The 2010 Equality Act and the 2007 Gender Equality Duty, which applied to all public entities, strengthened existing laws pertaining to gender equality (Maluleke 2012).

Thus, to attain workplace equality, Nigeria still has a long way to go. UNDP (2009) reports that Nigeria has one of the biggest gender pay gaps in the world, and women are underrepresented in positions with higher salaries and more clout. Due to the unstable financial situation, the lower income for women has a detrimental effect on the children as well as the household. When properly

compensated, employees are more driven to do well. They establish objectives or performance standards for the future based on the benefits that will be gained for achieving performance levels.

Therefore, the wage structure of the company must be fair and consistent, free from gender bias.

This essay investigates the gender wage gap in Nigeria, its reasons, and potential solutions.

Women make up almost half of the population in Nigeria due to their dual responsibilities in productivity and reproduction. Furthermore, women are renowned for their significant contributions as moms, producers, managers, community builders and facilitators, amongst other roles. However, it is irrelevant whether they participate in official or informal structures that determine how men and women use public services (Schlozman et al. 1994). A key aspect of traditional culture, which characterizes Nigerian society, is that it is a natural ancestor, 1998 (Moemeka 1998). It is the fundamental element that enables males to rule over women and the cornerstone of interpersonal relationships (Kramarae 1992).

Stacey (1993), and Lerner (1986) report that gender gap is a form of sex-based social segregation and isolation that helps males financially but puts a lot of pressure on women's duties and responsibilities. Patriarchal society limits women's position in the home and workplace by permitting equality between men and women in inheritance rights and legal maturity, accepting domestic and sexual violence without protest, and allowing equal pay for equal work (Hunnictt 2009). However, in Nigeria male dominance has always been emphasized at all levels of the social and institutional structure, and male-female partnerships have long been frowned upon in culture, tradition, and religion. Salaam (2003) claims that patriarchs use women's seclusion from family, home affairs, politics, business, and education as justification. And because of this ancestor's overwhelming preference for dominating women, men will continue to live inside the family to preserve the lineage, whereas women will marry outside the clan.

Thus, Men are trained for leadership roles, whereas women are trained for domestic duties; the roles they have been assigned by society have an impact on them later in life, causing them to lose their sense of self-importance, as well as their confidence in their adult roles, such as politics. The United Nations Development Program (2005) claims that despite the international community's

commitment to gender equality and closing the gender gap in official political arenas, as enshrined in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Beijing Platform of Action, an increasing number of women are marginalized and underrepresented in political activities. For a very long time, women's place in society in relation to males, as well as their subjugation, oppression, and discrimination, have been of interest to scholars, activists, women, and development workers. In addition, concerns about what is sometimes referred to as gender inequality have been more common during the past few decades. The three ideas that make up this category are the participation gap, salary gap, and development gap (King 2016).

Gender differences in employee involvement rates are used to compute the participation gap. The World Economic Forum's Executive Opinion Survey's yearly quality indicator and a hard data index (the average amount of money spent by women vs males) are used to determine the compensation inequality (equal pay for the same job). The following example demonstrates the disparity in women's and men's advancement (the proportion of women to men between legislatures, senior officials and managers, and the proportion of women to men among technical and technical personnel). According to Iconi (2009) education is a means by which individuals may escape poverty and achieve change, growth, and advancement. Even though the first deadline for the 2005 MDGs to achieve gender equality in primary and secondary school enrollment has already been missed, the burden of their daily labor market work still prevents women and girls from empowering themselves economically and socially through attending school or participating in productive and community activities. Many people, especially girls and women, are turned away from Nigeria's educational institutions because they are seen to be insufficient (1992).

According to the United Nations Human Development Report, Nigeria is a low-income developing nation with equitable access to education (2005). Women enrolled in 57 percent of primary, and secondary schools, while males enrolled in 71 percent, according to the country's Adult Literacy Rate (15 years and older), which was 59.4 percent compared to 74.4 percent for women. Ojo (2002) indicates that women are inferior to men in a variety of social and economic activities as a result. 2.4 percent, 3.5 percent, lawyers/lawyers, 25.4 percent, educators, 11.8 percent, obstetricians and gynecologists, 8.4 percent, pediatricians, 33.3 percent, and media, 18.3 percent, were the

occupations with the largest proportion of female employees, in her estimation. However, according to Omolewa (2002), these disparities might be linked to the colonial education system, which was primarily concerned with serving the interests of the colonial power and blatantly barred women from opportunities in both school and the workforce. That is the nature of Nigerian women. Legal discrimination against Nigerian women has emerged from the hard beating of men by poverty because of the wrong focus placed on women's education and the increase of young marriages, which frequently prolong women's poverty (Ojo 2002). Mamdani (1996) asserts that poverty is more pervasive amongst women and women in Africa due to educational inequality. With an estimated Earned Income of US\$614 for women and US\$1,495 for men, Nigeria is rated 123rd in the Gender-Development Index (GDI) (2005). Lack of education has limited the number of women who work in the legal field. High percentages of female illiteracy are mostly caused by societal restrictions on women, including early marriages and other outside pressures, as well as women's conceptions of secondary education and some restrictive religious traditions in particular regions of Nigeria. Because of teenage marriage and pregnancy.

According to the European Scientific Journal of June, girls are twice as likely to have access to education (2013). This is particularly accurate in the north, where certain customs are more common (NDHS, 2003). In general, patriarchal views on gender roles restrict girls' educational opportunities and force some parents to place boys' education ahead of girls' education. When parents don't have the money to send all their kids to school, this is typically the case. In certain households, investing in a girl's education is considered as an investment for the family to which she marries, but investing in a boy's education is seen as an investment for the family to which he marries. Higher education presents a special challenge because significant financial resources are spent on students who will mostly be responsible for childcare and housework. The school curriculum also promotes gender stereotypes, with some subjects—such as physics, math, and other technical disciplines—being categorized as men's studies, while others, like secretarial and home economics, are categorized as women's studies. This deprives both men and women of the chance to gain from exposure to a wide variety of subjects or to all the subjects. Low levels of support and encouragement, created from childhood via social interaction at home, including varying degrees of support and encouragement, impact objectives and, in the end, academic success for both boys and girls. The gender gap in current access to education for women and men is closed through the

percentage of women to men in elementary, secondary, and higher education. The country's longterm ability to educate an equal number of women and men depends on the balance of women's and men's literacy rates.

1.2 Research Gap

The gender gap is the distinction between men and women's social, political, intellectual, cultural, financial, and emotional advancements. The Global Gender Gap Index aims to measure this inequality in four different ways: There are many issues that need to be resolved, including those related to politics, economics, education, and health. The notion that the ideal place for women is in the "Kitchen" is pervasive in Nigeria because feminism has been denigrated to the status of a non-believer and a second-class citizen. This strategy has led to inadequate representation of women at all societal levels, from the family to the circle. Nigerian traditional society is by its very nature patriarchal. It is the basis for how males may interact with women and the cornerstone of social connections. A typical Nigerian woman is seen as a commodity for prostitution, forced marriage, street trafficking, long-distance trafficking, as well as a tool for social injustice; as a result, women face discrimination, are frequently denied access to formal education, mistreated, and forced to work as domestic servants. As a result, concealing a woman's socioeconomic level only serves to subtly weaken the average woman.

1.3 Aim and Objectives

The aim of this research is to investigate the hidden truths, myths and understanding of the gender pay gap and job remuneration in Nigeria.

1.4 Research Objective

- To investigate the impact of Nigeria's Economy on the gender pay gap.

- To analyze the PESTLE factors influencing gender gap in Nigeria.

1.5 Research Questions

- H1- What is the impact of Nigeria's economy on the gender pay gap; does it exist?
- H2- What are the PESTLE factors that influence gender gap in Nigeria?

2. LITERATURE REVIEW

This chapter will review models, theories and relevant literature related to gender gap and job remuneration.

2.1 DEFINITION OF TERMS

The pay differential between men and women is measured by the gender wage gap. It is frequently determined by dividing the salaries of women and men, and the resulting ratio is sometimes reported as a percentage or in monetary terms. This reveals the amount that a woman gets paid for every dollar that a male is paid (Blu and Kahn 2000). This gender pay ratio is frequently calculated for year-round, full-time workers and compares the median ("average") yearly salaries of men and women (of hourly wage and salaried workers); calculated in this way, the current gender pay ratio is 0.796, or, given as a percentage, it is 79.6%. (U.S. Census Bureau 2016). In other terms, a woman makes around 80 kobo for every naira a man makes.

The above-mentioned gender wage disparity has the benefit of being concise and easy to understand. The situation with normal women's salaries in comparison to men's is well-illustrated. The salary discrepancy between men and women performing comparable jobs is not disclosed, nor is it indicated if the magnitude of the gap is influenced in part by the different levels of education, experience, and other characteristics of working men and women. We also consider "adjusted" measures of the gender wage gap to complete our knowledge of the pay discrepancy between men and women, with the caveat that the adjusted measures may underestimate the salary inequalities.

Men and women who work in fields where one gender predominates are engaging in horizontal discrimination, sometimes referred to as occupational segregation. Accountants, architects, and engineers, for instance, often have a higher percentage of male employees than nurses, social workers, and teachers in elementary and secondary schools. Although sex-segregated employment is still the norm for most employees, occupational segregation has decreased since the 1980s. The gender pay gap is fueled by occupational discrimination since men's jobs typically pay more and offer more prospects for growth.

It is challenging to explain the occurrence and persistence of occupational segregation since it is influenced by several factors that are frequently explained by opposing ideas. Some of these processes have to do with "supply" issues including people's skills and talents, socialization into gender roles, values of the workforce, opportunities accessible to the workforce, and the size of the labor pool. Others include "demand" variables including employer preferences, the demand for labor, economic pressures, discrimination, and personnel practices, which may result in differential treatment of men and women in the workplace (Brown et al. 2004).

Given that women do appear to have distinct professional interests than men, most experts agree that some degree of self-selection plays a role in classifying men and women into various jobs. Theories of social psychology place a strong emphasis on how gender socialization shapes men's and women's choices and expectations. Other views contend that women's obligations to their families affect their decision about what they will do for a living, however it is very debatable to what extent this is true. Numerous sociologists are deeply concerned about the degree to which women are choosing to pursue professions or the amount to which their decisions may be influenced by institutional limitations.

Despite having a significant impact on the gender pay gap, horizontal segregation cannot fully explain it on its own. Vertical segregation is a further factor in the gender pay difference. Men are far more likely than women to hold positions of power, which is referred to as vertical segregation, hierarchical segregation, or the "authority gap." Many researchers have discovered a sizable promale bias in promotion choices that cannot be attributed to variations in seniority (length of service), education, or extracurricular commitments.

Some claim that the paucity of women in leadership roles is the consequence of a cohort effect, which reflects disparities in men's and women's skill sets and experience in earlier generations. If a cohort effect were the root of vertical discrimination, it should logically follow that when older women leave employment and younger women—who are more like their male coworkers—take over—vertical prejudice would naturally decline (Willis and Schaie 2014). Many studies have indicated that vertical discrimination exists at a significantly higher level than would be anticipated if it were exclusively based on cohort effects, even though scholars recognize that cohort variables may account for some of the authority gap (Willis and Schaie 2014).

Men who hold the same job and have equivalent levels of competence and experience but are paid more than women are engaging in within-job discrimination. Most academics concur that, although it formerly played a large role in the gender wage difference, within-job discrimination no longer does. Yet some data suggests that within-job discrimination may be contributing to the gender wage difference in specific occupations or businesses, much as the female salary gap might vary by occupation, job title, and firm.

2.2 EMPIRICAL VIEW

2.2.1 Humanitarian capital theory

According to Arrow (2003), the central tenet of the human capital theory is that people's capacity for learning is comparable to that of other natural resources used in the production process, and that when the resource is effectively exploited, the outcomes are profitable for the business as well as for society at large. Men and women frequently enter the workforce with distinct preferences and skill sets, including varying levels of formal education, work experience, and other productivity-related traits that may lead to lower wages and a concentration of women in specific occupations. The theory makes the supposition that employers and employees are reasonable and that the labor market is well-functioning (Corcoran et al. 1979).

According to the theory, employees look for the highest paid positions according to their individual resources, restrictions, and preferences. This is the labor supply side of the equation. By increasing production and reducing expenses, employers constantly want to maximize profit. Women have historically had low levels of human capital, both in terms of what they bring to the workforce and what they pick up once there. Women suffer slower experience growth than males due to family commitments. Men receive more income because they have a greater number of productivity-related traits when they enter the workforce.

It goes both ways when it comes to how educated, experienced, and employed women are. As a result, women tend to pick professions with relatively modest beginning salaries, rewards for

experience, and sanctions for temporarily leaving the workforce, i.e., employment with flexibility in terms of entry and working hours. Male-female wage inequality is explained considering historical patterns in human capital characteristics. But as the country's educational disparity between men and women is narrowing, the impact of education on wage discrepancies ought to be declining. 57 percent of first-degree graduates from Nigerian colleges between 2008 and 2011 were women, according to the Federal Office of Statistics (2012).

Nevertheless, women are still more likely to take time out of work for reasons related to childbirth. Additionally, Becker (1993) contends that women who work full-time are more likely to invest more effort in unpaid housekeeping than in paid labor. According to the human capital hypothesis, women often have lower labor force attachments than men do, which results in their receiving less beneficial on-the-job training. Therefore, the household obligations of women are the main cause of women's lower overall and in female occupational incomes.

2.2.2 The Overcrowding Theory

This is based on the idea that diverse groups of workers generally have varying productivity, talents, and experiences, etc., and that hiring, and promotion choices frequently involve extensive search and information gathering (Pager 2007). The claim made here is that it is logical for employers to discriminate against certain groups of employees (such as women) when the costs of decision-making to find qualified employees of either sex are less than the average costs of variations in skills between people from various groups (Correl et al. 2006). This explains why some occupations are largely dominated by males even though some women are more qualified and have higher education levels than many men.

According to Bergmann (1974), prejudices and cultural expectations of what is "normal" separate the labor markets for men and women, where each group of people is a perfect replacement. They tend to be crowded into these sectors because the acceptable jobs for them tend to stress conventional female attributes; for individuals who don't pick these traditional female occupations, crowding becomes a kind of discrimination. The market for individuals who are discriminated against and the market for the favored coworkers are separated because of discrimination, and demand is no longer equal for both groups.

Jobs in the two marketplaces differ in that there is less labor available, and one group's compensation rises. To stay in the market, those in the second category must cram into a small number of places. Pay disparities emerge when one demand outweighs the other compared to the corresponding supplies. In a market where there is less demand than there is labor supply, more women are "packed" into that market. Traditional female jobs have a generalized discriminatory impact simply because they are dominated by women, even when wage differentials also occur in occupations where men are the majority. According to Macpherson and Hirsch (1995), when an occupation becomes more "feminine," both men and women make less money.

Pays are negatively impacted by the concentration index, which measures how female-dominated a person's profession is. An occupation's average wage decreases as it becomes increasingly female-dominated. Average salary and earnings are lower for "women's jobs," which makes up for it. Education therefore does not ensure the end of wage inequality, even if it is crucial in deciding which sector of the labor market women workers may enter. Women working in Nigeria are frequently at a disadvantage due to cultural and societal norms that contribute to their economic anxieties as well as Nigeria's low economic growth and human development.

2.2.3 The Discrimination Theory

When men and women with comparable productivity and goals are handled differently in recruiting, retention, training, and promotion processes, this is workplace discrimination. On the demand side, there is discrimination in the labor market, according to Becker (1993), when two equally competent people are treated differently purely based on their gender. Where there is no discrimination, profit-maximizing companies will compensate employees based on their productivity in a tight labor market. When discrimination is present, it has a negative impact on women's economic standing because it causes wage gaps between men and women that cannot be explained by variations in productivity-related traits (Correll and Benard 2006).

When women are paid less than their marginal products because of discrimination or when discrimination in the job market directly affects women's productivity and compensation, such disparity may happen. Different types of discrimination in the job market exist. One is the "taste for discrimination" model or human capital choice, which about gender entails a purely negative

attitude against working with someone of the other sex (Weichselbaumer 2003). This might come from employers, opposing workers, or consumers who are ready to pay either up front or indirectly through a lower income to be identified with a certain individual rather than another.

Discrimination on the job market can also result from market failures like inaccurate information.

According to Blau, Ferber, and Winkler (1996), the statistical discrimination model presupposes that customers and/or employers have limited knowledge about each person's capacity for production. They assign to specific applicants who belong to such groups their "average" attitudes about that group when making hiring or promotion choices. People are treated unfairly because it is assumed that the larger group to which they belong has certain negative, stereotypical traits. As a result, eligible candidates are wrongfully denied jobs. Employers may opt not to offer female employees the same chances for firm-specific training, job assignments, or advancement that they do to male employees because they think that women will likely leave the workforce sooner than men will. Employers could question the benefits of training or promoting married women and hence be less ready to do so if they believe that, on average, married women are more likely to leave the workforce at some time than males are to have children.

Even though this kind of prejudice is difficult to quantify, it gradually develops into an institutional component that has negative consequences on women's economic standing by diminishing their incentives to pursue further education, take part in training programs, stay consistently employed, and so on. Women's choices and access to school and employment are also impacted by "discriminatory socialization" on several levels.

Women's decisions on whether to join the workforce are heavily influenced by their capacity to balance employment with their ability to fulfill social and domestic duties. In Nigeria, for example, seclusion traditions limit Hausa women to home-based work in the unorganized sector.

Therefore, investing in human capital must take gender differences in academic and professional training into account. In conclusion, the literature analysis and theoretical reasons for the gender pay gap have to do with the effects of certain human capital characteristics on profession

(particularly how female-dominated an occupation is) and a residual, which mostly consists of discriminatory effects.

2.3 CONCEPTS AND THEORIES

We have all heard the adage that "all men are equal," irrespective of social class or economic circumstance. This is something that we can all agree on, but does it also apply to "women"? However, what does the reality of women's experiences in Nigeria say? This is a view shared by a lot of individuals in Nigeria. Do not some men (men) possess greater equality than others? The legislation in Nigeria states that no one may be denied admission to any course based on their gender, race, or religion (Makama 2013). However, this law is in opposition to what many women in Nigeria face.

Despite how sophisticated it may appear, many women in Nigeria still assert that there is a sizable gender gap in the business world between men and women. Despite the widespread denial by males that it exists. Many of us only consider it on a social and domestic level when we discuss gender discrimination in Nigeria, which is alarming because it is much more pervasive in the corporate sector (Williams et al. 2014). While many Nigerian women experience discrimination based on their gender, which can even affect their salary, some consider the problem of the gender pay gap in Nigeria to be a mythical feminist construct. To understand the gender wage gap in Nigeria and its causes, this essay will look at both the facts and misconceptions surrounding it (Metu et al. 2020). Therefore, we must first comprehend the gender wage gap to move forward.

2.3.1 Gender Pay Gap: What Is It?

The relative average difference in compensation between working men and women is referred to as the "gender pay gap." The disparity between the typical hourly salaries of men and women in each economy is known as the gender pay gap.

2.3.2 Top 4 Nigerian Gender Pay Gap Myths

2.3.2.1 What Is the Gender Pay Gap? It's Not Even Real

One of the biggest myths about the female wage gap in Nigeria is this one. It is quite unexpected to learn how many individuals in Nigeria do not believe that there is a gender wage difference. Therefore, it seems absurd to be real, a lot of people in Nigeria think that there isn't even a gender wage disparity. Nigerian males have the opinion that there is no such thing as a gender wage gap and that anyone who deserves a high salary would receive it regardless of gender. Even though the rate and prevalence of the gender pay gap vary depending on geography, industry, and job function, it remains in Nigeria (Lips 2016).

2.3.2.2 The gender gap is an overblown feminist myth.

This is regarded as one of the most absurd gender gap myths in Nigeria. In Nigeria, the gender wage gap is misconstrued as an inflated feminist fiction. People in Nigeria get the impression that what women are saying about their experiences with gender discrimination is simply a collection of inflated ideas brought on by their feminism. The fact is that many women do experience gender discrimination at work, but many are afraid to speak up about it for fear of it being dismissed as a fiction (Gill 2004).

2.3.2.3 A Pay Gap Is Not a Manifestation of Discrimination

Many Nigerians still think that even if there is a pay disparity, even one they don't quite agree with, it is not evidence of discrimination even though there is a huge pay discrepancy in many firms there (Bjerk 2008). Many individuals assert that Nigerian women favor low-paying, less skilled, and part-time employment. It is therefore a question of decision rather than prejudice. However, the salary difference is unmistakably evidence of discrimination, as demonstrated by the fact that many employers continue to promote males to high positions while hiring women for lower positions (Aasa 2021). This suggests that there is existing bias in the hiring process, which constitutes discrimination.

2.3.2.4 Women Do Not Bargain Well

Individuals who accept that there is a gender pay difference believe that since women are less skilled at negotiating their salary, they always get what they ask for (Fortin 2008). That is untrue, though, as women bargain exactly as males do. Many women in Nigeria struggle because no matter how they negotiate their wages, they always receive what their employers believe they should receive (Ulin 1992). Thus, the perception that women don't require as much money as men do, some employers in Nigeria choose to pay women less than men.

2.4 Nigerian Statistics on the Gender Pay Gap

2.4.1 The existence of the gender wage gap

It is true that there is a gender wage difference in Nigeria and that many women face discrimination at work, despite what many Nigerians believe to be its exaggeration and fantasies. It's almost as if you're being indifferent to your surroundings if you claim that prejudice doesn't exist (Forman 2006). The lowest level of knowledge, according to some, is assumption, which is what it means to assert that gender discrimination does not exist. Research indicates that Nigeria is among the nations with the highest levels of inequality. Although there has been an increase in labor market participation over the past several years, there is still a wage difference between men and women in Nigeria across all occupations (Umukoro 2014).

2.4.2 Discrimination against women at work does not result from poor salary negotiations on their part.

Many people think that women are less skilled in salary negotiations, which contributes to the gender pay discrepancy (Obiyan and Kumar 2015). The reality is that gender discrimination is an issue in our culture and must be handled appropriately, not because women are incapable of effective negotiation.

In Nigeria, occupational segregation is one of the main causes or explanations for the gender wage gap. Men outnumber women in several professions. Research shows that only 7 occupations account for 50% of women's employment in Nigeria (Ituma 2009). Most Nigerian women work in sales, health care, social services, and education, as well as secretarial and administrative jobs. Because of this, the issue of discrimination is more of a society problem than a pay negotiating issue.

2.4.3. In Nigeria, more males than women hold prominent posts.

The fact that more men than women hold high jobs in Nigeria is one fact concerning the country's gender pay disparity. This is a fact rather than a supposition. Women are more likely to earn less than males when they are not given the same opportunities to hold high jobs as men. The salary disparity begins here. Between 2010 and 2015; 65.3 percent of senior posts were held by men, compared to 34.7 percent by women, according to data released by the national bureau of statistics in Nigeria (Umukoro 2014).

2.4.4. Nigeria has one of the largest gender gaps in the world.

According to the UNDP (2009), Nigeria has one of the biggest gender pay gaps in the world, and women are underrepresented in occupations with higher salaries. Even if the gender report for Nigeria is currently lower than it was a few years ago, this does not prove that there is no gender pay gap or that the idea of a gender pay gap is false in general. In Nigeria, it almost seems as though males are worth more than women.

2.5 Nigeria's gender pay gap causes and effects are listed below.

Women frequently pick professions that provide them greater flexibility so they may better manage their families and children. Employers actively discriminate against women; this is common in Nigeria, particularly when it comes to the positions that women hold in the workplace

(GrantVallone and Ensher 2011). Social and cultural issues; Traditional beliefs and obligations provide more household responsibility on women than males, allowing them to always hunt for employment that will allow them to reconcile their personal and professional obligations. Women would rather work less hours for this reason (Stone and Lovejoy 2004). The gender wage gap is not an isolated phenomenon. The gender wage gap in Nigeria is caused by several variables.

Stereotypes about gender; in Nigeria, some of these stereotypes about gender separate men and women from one another in terms of profession. The careers of both men and women in Nigeria are impacted by these preconceptions. Men are socially regarded more highly than women, according to generally held beliefs in Nigeria. Males are more likely to obtain favorable assessments of their abilities when compared to women, which is biased in favor of men given the societal environment in Nigeria where women are more frequently subjected to negative preconceptions regarding their ability to work.

2.6 Top Jobs in Nigeria with Differences in Average Pay between Men and Women

The following graphs show the average number of women and men in the most popular job categories as well as the average wage for each of these distinct career categories.

The proportion of males to women in the banking industry shows that Men outnumber women in the banking industry. Medicine; generally, there are about equal numbers of men and women working in medicine. Engineering; the average proportion of women in engineering is essentially insignificant. The masculine gender predominates in this profession. Telecommunications and information technology. According to the data shown in the graph below, men predominately control information and communication technologies (Billing 2011).

Project Management; one industry where the masculine gender is predominated is project management. In this profession in Nigeria, men make up more than 60% of the typical population (Ekundayo et al. 2013).

It is crucial to keep in mind that the data shown in the graph above could not be accurate. The wages are averages, and the data in general provided below is based on our research and will be reviewed throughout time. Justifies a solution to an issue, you must first acknowledge its existence. Taking steps to close the gender wage gap would be challenging if Nigeria, a wonderful country, refused to acknowledge its existence (Antonakis et al. 2010). This article seeks to debunk common misconceptions about the gender wage gap in Nigeria while also debunking some of the actual data. The pay gap will continue to exist until we completely remove all forms of prejudice in our country.

2.7 CONCEPTUAL FRAMEWORK

In partnership with the media, the African Policy Dialogues on Wage Employment in Nigeria wrote a newspaper article on women's access to decent employment. The feature illustrates how much less money males make than women who perform the same work. Men who labor in a rice processing mill are paid in cash, whereas women are compensated in broken rice. Due to local cultural norms, women are discriminated against depending on their gender (Cameron 1995). The article also demonstrates how women's contributions in Nigeria are not sufficiently valued and acknowledged. Women struggle to obtain land, financing, agricultural supplies, and extension services, for instance, while making up 70% of the workforce in the food production, processing, and marketing sectors (Boserup 2007).

Instead of variations in compensation between men and women doing the same jobs, this study found that the causes for the wage gap were differences in individual characteristics, differences

in employment characteristics, and desires of women to work. Given that there were more women unemployed in urban regions than in rural ones, the empirical findings demonstrate that the discrepancies were bigger in urban areas (Bosma and Sternberg 2014). This study examined the incomes and hourly rates of men and women in Nigeria and considered their typical disparities to comprehend the discrepancies that exist. The corrected gaps were essential because they helped to uncover the true causes of the pay gap, which were then used to track down the sources of the gaps.

Academic credentials received better ratings than careers with a greater proportion of women; after modifications, it became clear that women outperformed males in most of the variables in terms of earnings. Segregation, human capital, and stereotypes were the solutions to the variations in employment, and they accounted for a larger portion of the disparity. The unexplained portion of the gap cannot be explained by discrimination alone; rather, discrimination can only explain a portion of the unexplained component, with the remaining portion relating to preferences made by some members of the female group that would give them flexibility to manage their home and occupational job.

Instead of the distribution of qualities that causes women to suffer the glass ceiling effect and the sticky floor effect, gender variations in pay were mostly explained by the differences in gender attributes that were rewarded by the labor market. (Blau and Kahn, 2006) have demonstrated that the preferences of women quitting the labor market more frequently might explain the unexplained component. According to Altonji and Blank (1999), most of the gender pay gap theories attribute the discrepancy to variations in human capital and preferences.

The government should work to ensure that domestic and international rules against inequality are upheld and are seen favorably by the public to lessen the salary gap between men and women in Nigeria. The government should monitor salary disparities and encourage equal opportunity at work. The establishment of career development programs for women, the efficient and effective supply of childcare services to relieve women of the load of household duties, and the government's offer of parental leave for both parents to ensure a fair balance in family care are all necessary. Women should spend more in their human capital, and there should be a statutory quota for them in management, governance, and boardrooms. Women should be forced to enter industries where males predominate, as science and technology advance. Finally, the government should organize a

reorientation program to change the perspective of employers and the public, and make sure every trace of glass ceiling and sticky floor are eliminated.

Chapter Summary: The Gender Pay Gap (GWG) affects everyone, regardless of gender. Despite frequent usage in the media and other contexts, the phrase is susceptible to misunderstanding. The GWG, as used here, refers to the economic disparity between men and women. The proportion of a man's pay that a woman earns is the standard method of reporting the wage gap. Thus, the review of relevant literature demonstrates that a research gap truly exists which gives further credence to conduct this research.

3.0 METHODOLOGY

3.1 Research Philosophy

This chapter highlights the methodology adopted for the study, research philosophy, Research Design and Strategy, method of data collection and data presentation.

Mason (2014) reports that research philosophy is a systematic collection of norms, perceptions, and fundamental research assumptions in conducting a research investigation. There are rational reasons for understanding the significance of research philosophy. Furthermore, it is the nature of philosophical questions that determine the type of philosophy to be adopted (Smith 1998). In addition, exploring fundamental personal beliefs could help in comprehending and understanding of philosophical ideologies (Proctor 1998). This clarifies assumptions related to personal values. Fossey et al. (2015) and Agypong (2012) argue that a research philosophy demonstrates step by step processes and procedures of establishing a fact in social science research.

Thus, the philosophical context of the study suggests that the study was suitable to be conducted employing a case study and a qualitative approach.

3.2 Research Design and Strategy

Thornton et al. (2012) report cross sectional, experimental longitudinal and case study research designs as fundamentals in research design. Cross sectional deals with data collection from a number of spread jurisdictions over a short time which gives a snapshot of what the result could be like i.e mostly used for pilot study. However, a longitudinal study research design collects data over a period of time 5, 10 or decades of years (Wohrer et al. 2020). Thus, this makes longitudinal studies difficult to undertake where time of the study is narrow and resources are limited.

A case study refers to a unit or investigation within a jurisdiction. A case study involves a specific group, community, society, county or country. In addition, the term case study is used to define a technique (Myers 1997). Yin (1984) argues that a case study is equivocal which may influence the direction of the findings and hence bias in conclusion. In addition, a limited number of participants and by coincidence their perception may give the wrong impression about reality. More so, it is often difficult to convince participants to respond to survey questions and produces large volumes of documents. However, a case study technique selects a geographical area, gender, age group as the subject of study. The case study method is an empirical inquiry which investigates a contemporary phenomenon in its real-life context; these are amongst the advantages of case study based research. Furthermore, case study allows for detailed qualitative and quantitative data collection. Ultimately, a case study is replicable and allows for open-ended surveys (Abdelsalam 2017). Thus, when distinction between phenomenon and perception are not clearly evident, this allows the use of multiple resources and evidence from respondents. This makes a case study a unique way of an inquiry of a natural phenomenon (Yin 1984).

The present study will embark on a case study based research method to collect and analyze the perception of the respondents on gender gap. In addition, the advantage of case study is that it will allow the investigator to confine his study to a restricted area or group sect of people. Therefore, the outcome will remain valid to the confined study area, group or respondents. Thus, the relationship between dependent and independent variables would have a strong correlation (Philip and Nugent 2014).

3.3 Research Methods

Research method refers to the method in which a researcher adopts to put together data in conducting a research (Abdelsalam 2017). According to Frank (2013) a positivism employs a clear quantitative approach to investigate a phenomenon. However, a post-positivist approach aims to explore and describe an in-depth phenomenon from a qualitative point of view. Furthermore, the qualitative method employs relevant approaches including survey, in-depth interview, observation, life histories and content analysis amongst others (Hennink et al. 2010). In addition, amongst the major advantages of a qualitative approach it could be converted to quantitative and numerical findings through coding and hence, a theory could be developed from the data collected (Abdelsalam 2017). Figure 3.1 highlights the components of the research method, Saunders Onion (Saunders et al. 2012).

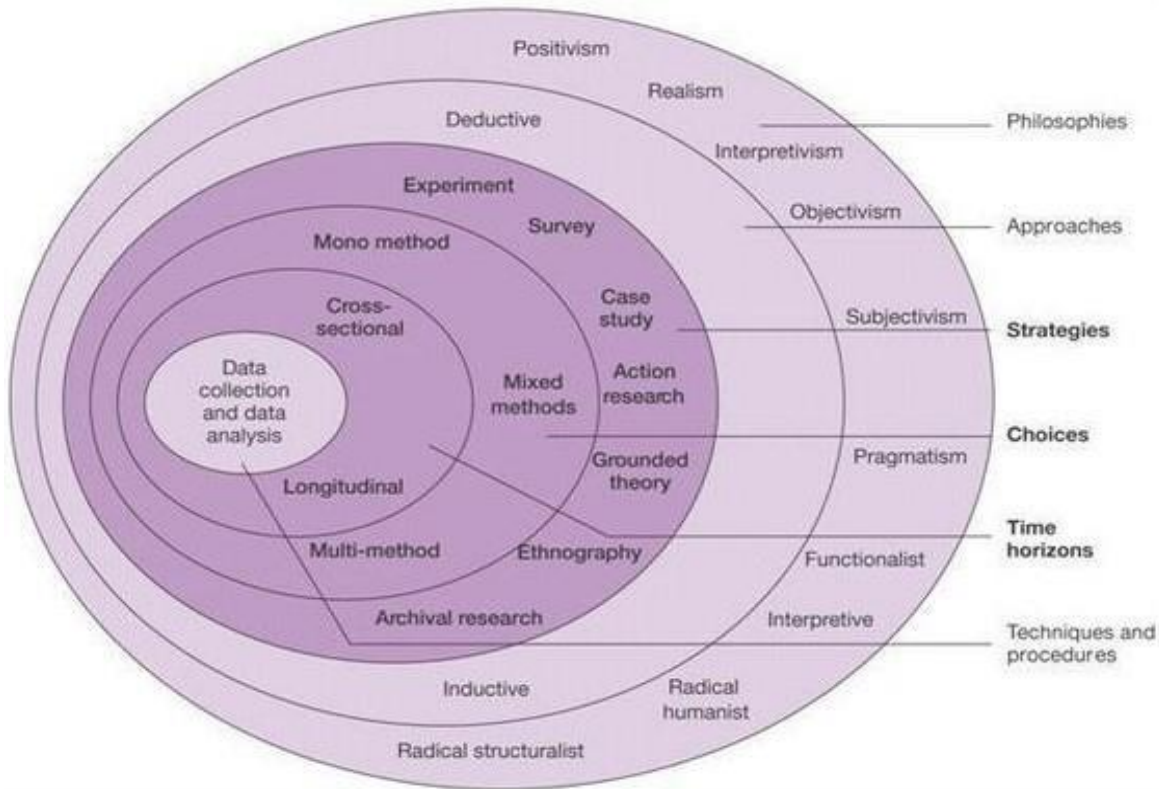


Figure 3.1: Saunders Research Onion (Saunders et al. 2012)

3.4 Primary and Secondary source of information

This study employs the use of primary data from respondents by using structured interviews and open online questionnaires from and across Nigeria. The respondents were sampled at random so as to allow inclusion of people from different backgrounds and industries. Furthermore, places such as city centers, bus terminals, creational centers, and institutions were amongst the places in which survey was conducted. However, peer reviewed articles, policy documents, convention and conference proceedings were reviewed and remain relevant sources of secondary sources of information for the present study.

3.5 Data Collection

According to Tumey and Winkeller (2006) data collection refers to the instrument adapted in data collation. The present study collects data through an open ended online survey. This survey allows respondents to respond to questions and where deemed necessary, there is a provision for contextual description to allow the respondent to express his opinion.

3.6.1 Sampling Process: Sampling Technique

The Population and sample of the study, attempt to sample the opinion, perception and beliefs from at least 200 respondents via a structured questionnaire and interview questions design and coding. The coded data were collected into an excel spread worksheet. In addition, the data were sorted and clean. Furthermore, the contextual aspects of the respondents feedback were analyzed using content analysis in which relative opinions were put together and generalized, these complete the open ended obligation of the survey design where respondents were allowed to highlight their perception in detail.

3.6 Data Analysis and interpretation.

The analyzed survey findings were highlighted in the form of descriptive statistics presented by graphics including Pie chart, Bar chart and Histograms amongst others to depict variation and demonstrate difference with respect to respondents from different age group, gender, region, occupation and culture amongst others. Thus, Pearson's correlation was used to analyze the correlation between quantities under observation.

Pearson's Correlation Coefficient Formula

$$r = \frac{n(\Sigma xy) - (\Sigma x)(\Sigma y)}{\sqrt{[n\Sigma x^2 - (\Sigma x)^2][n\Sigma y^2 - (\Sigma y)^2]}}$$

where,

- n = Quantity of information
- Σx = Total of all values for first variable
- Σy = Total of all values for second variable
- Σxy = Sum of product of first and second value
- Σx^2 = Sum of squares of the first value
- Σy^2 = Sum of squares of the second value

Linear Correlation Coefficient Formula

$$r_{xy} = \frac{n \sum_{i=1}^n x_i y_i - \sum_{i=1}^n x_i \sum_{i=1}^n y_i}{\sqrt{n \sum_{i=1}^n x_i^2 - (\sum_{i=1}^n x_i)^2} \sqrt{n \sum_{i=1}^n y_i^2 - (\sum_{i=1}^n y_i)^2}}$$

According to Chew (2012) posits that a PESTLE analysis is used to examine and discuss factors in the macro environment. In addition, a PESTEL framework examines six (6) macro environmental influencing factors of an organization; these include Political, Economic, Social, Technological, Legal and Educational factors. Freeman (1984) refers to PESTLE analysis as a fulcrum for the stakeholder theory. Furthermore, PESTLE analysis was used to evaluate the potential factor and drivers of change which are dependent on the nature of the relationship between the staff and the organization (Freeman 1984; Tan 2017 et al. 2017). In addition, PESTLE analysis was used to analyze macro and meso level drivers for moving Maybank toward a sustainable banking operation system (Tan et al. 2017).

Thus, the present study identifies the PESTLE approach to fit-for-purpose to critically analyze and evaluate the various factors that influence gender gap in Nigeria. Figure (3.2) depicts the elements embedded in PESTLE analysis.



Figure 3.2: Elements of PESTLE Model (SpringWorks 2021)

• **Validity and Reliability of the Study. What gender are you?**

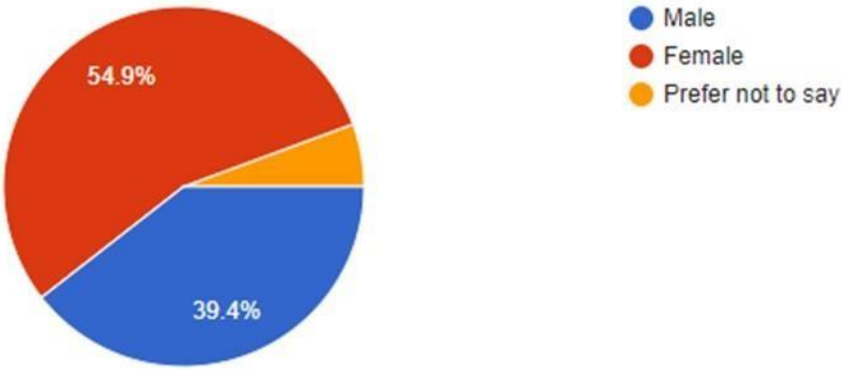


Figure 3.3: Gender participation in survey.

The response from this survey indicates that 54.9% are female, 39.4% and 15.5% decided not to identify their gender. Thus, based on gender sensitivity, the findings of the research may be gender bias because every gender will protect its interest. However, the findings of the survey will give a liable result on gender gap since the response by female gender was 54.9% and above the average.

How old are you?

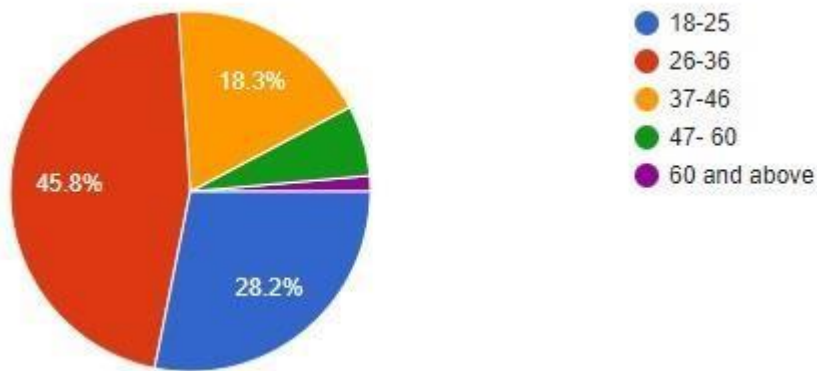


Figure 3.4: Age bracket of participants of the survey.

28% of the respondents were between the ages of 18-25, 45.8% between the ages of 26-36, 18.3% were between the ages of 37-46, 6% were between the ages of 47-60 and 2% were above the age of 60. According to the ILO () the age bracket for the labor force is between 18 and 65 years. Thus, the study found that about 98% of the respondents were within the labor force age bracket which will give a reliable finding on gender pay gap.

What is your education level?

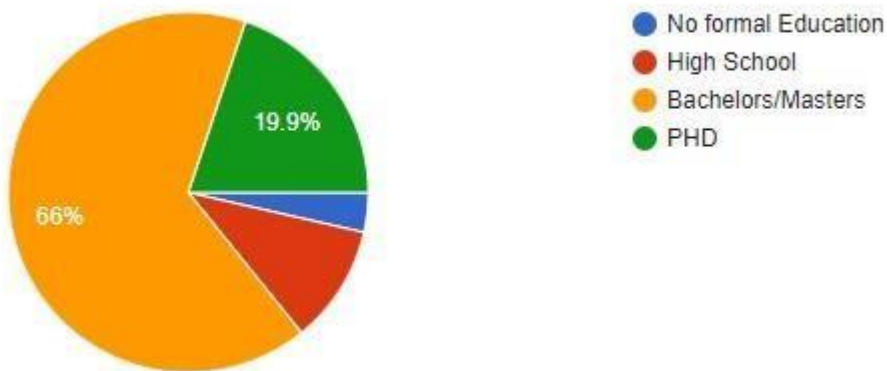


Figure 3.4: Education level of the respondents.

According to education level 66% of the respondents possess bachelor's/master's degree, 20% possess a doctorate degree. This suggests that 86% of the respondents have the knowledge to make an objective opinion. Thus, this projects the validity of the findings of the study.

What is your employment status?

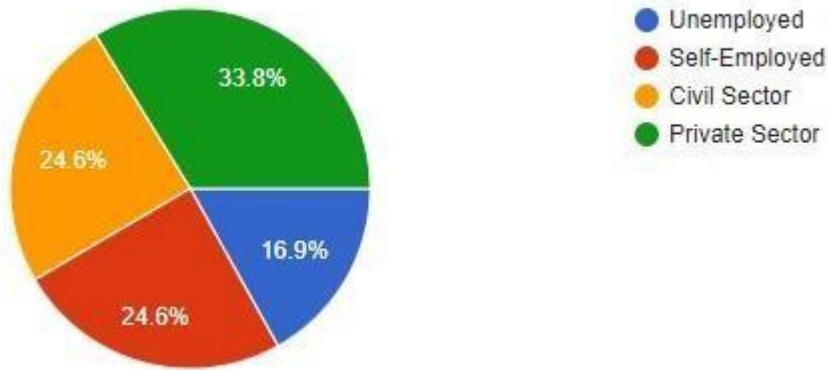


Figure 3.5: Employment status of the respondents.

Amongst the respondents 33.8% work in the private sector, 24.6% in the civil sector and selfemployed and 16.9%. Therefore, respondents from the private and civil sector was 58.4% which is a reasonable percentage of the respondents that were employees.

What industry do you belong to?

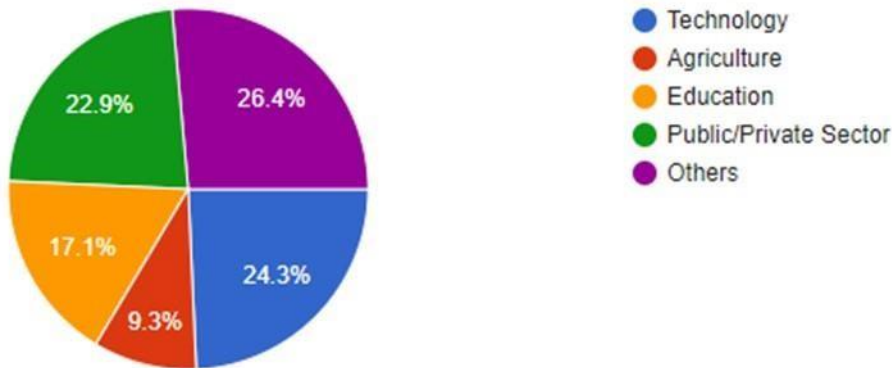


Figure 3.6: Respondents according to their industry.

What is your geographical location?

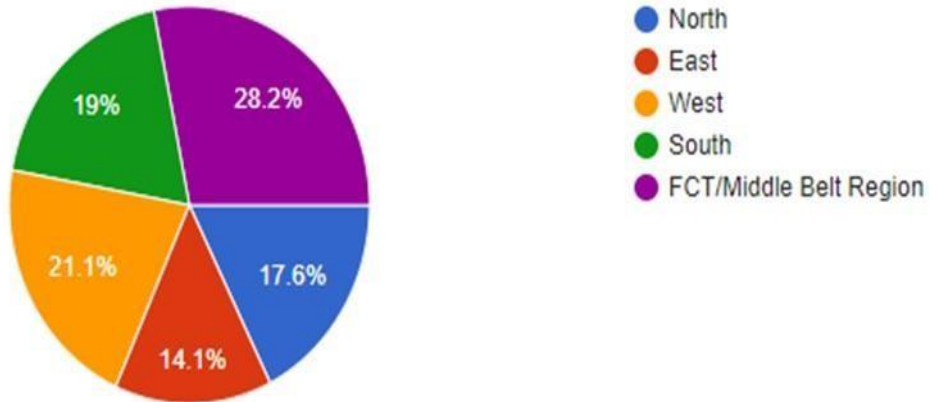


Figure 3.7: Respondents according to their regions.

Summary: the summary of the survey has shown that the respondents of the online survey have a wide coverage from all facets of the age bracket of the working class. Thus, this gives the study good validity and reliability.

4. RESEARCH METHODOLOGY

4.1 Data Presentation and Data Analysis

The result and interpretation of correlation analysis a Pearson correlation 2-tail was conducted and was interpreted as follows, when the value of $P < 0.05$ there is statistically significant difference, when $P > 0.05$ suggest that there is no statistically significant difference. The correlation between should implement policies and regulations to address gender wage gap and gender wage gap effects on women in the society and experience was 0.512; the p-value was 0.55 and the number of samples was 142.

Therefore, this indicates that there is statistically significant correlation between the 2 quantities. Where $P = 0.55$. Furthermore, the interpretation of the correlation between gender wage gaps affects more women in the society and gender wage gap is caused by difference in skills or qualifications between men and women? Suggest a correlation of 0.879 and a P-value of 0.013 (See Table 4.1). Therefore, there is no correlation between the 2 quantities and the hypothesis was rejected. However, the interpretation of correlation between gender wage gaps affects women more in the society and experience and gender wage gap caused by difference in skills and qualifications between men and women? Suggest that there is negative weak correlation between the 2 quantities $P = -0.16$ and a correlation of 0.848. Thus, no correlation between implementation of policies and regulation and gender wage gap & difference in skills or qualifications between men and women and the hypothesis is rejected.

Table 1: Result of correlation analysis

Correlations

		Do you agree that the Nigerian government should implement policies and regulations to address the gender wage gap ?	Who do you think the gender wage gap affects womem more in your society and experience?	Do you think that the gender wage gap in Nigeria is caused by differences in skills or qualifications between men and women?
Do you agree that the Nigerian government should implement policies and regulations to address the gender wage gap ?	Pearson Correlation	1	.055	-.016
	Sig. (2-tailed)		.512	.848
	N	142	142	142
Who do you think the gender wage gap affects womem more in your society and experience?	Pearson Correlation	.055	1	.013
	Sig. (2-tailed)	.512		.879
	N	142	142	142
Do you think that the gender wage gap in Nigeria is caused by differences in skills or qualifications between men and women?	Pearson Correlation	-.016	.013	1
	Sig. (2-tailed)	.848	.879	
	N	142	142	142

Table: Interpretation of correlation coefficient

4.2 Result and Discussion

Do you agree that the Nigerian government should implement policies and regulation to address gender gap?

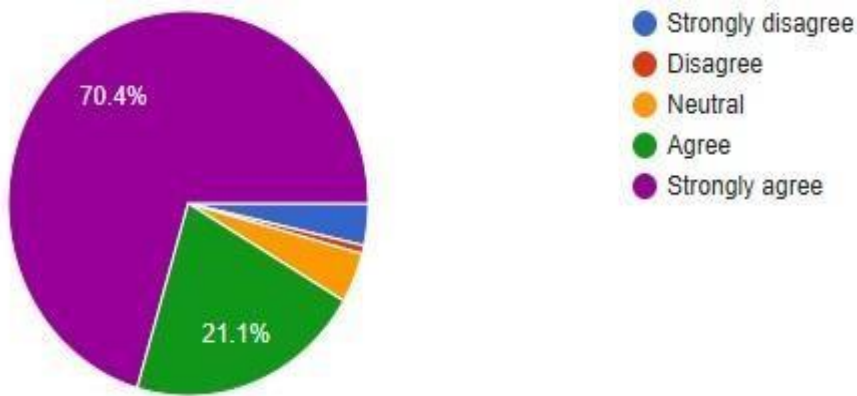


Figure 4.1: Gender wage gap affects perception

Analysis demonstrates that 70.4% of the respondents strongly agree that the government should implement policies and regulations to address gender wage gap (See Figure 4.1). Furthermore, 21.1% respondents agree that the government should address the gender wage gap. However, 5% of the respondents were neutral and 1% disagreed. In addition, 4% of the respondents strongly disagree on the gender wage gap. Thus, 91.1% of the respondents agree that the Nigerian government should implement policies and regulations to address the gender gap. This is supported by (section 2.3.1), that women receive less benefit on the job (Becker 1993).

Who do you think the gender wage gap affects more in your society and experience?

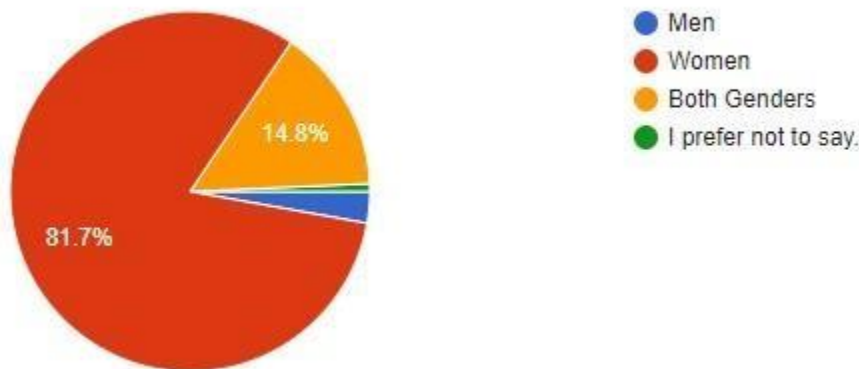


Figure 4.2: Wage gap effect on labor force.

81.7% of the respondents believe that female gender wage gap affects women in Nigeria. However, 14.8% of the respondents believe both male and female gender were affected by wage gap.

Furthermore, 2.5% of the respondents believe gender wage gap affects the male gender and 1% was neutral. Therefore, it could be deduced that female gender are most affected in terms of gender pay gap in Nigeria with 81% of respondents according to the polls (See Figure 4.2). Correll and Benard 2006) posit that the discrimination theory state that negative impact on women’s economic imbalance stand amidst wage between men and women which was not justified by productivity related traits (See Section 2.3.3). Weichselbaumer (2003) supports that men are paid more than women (See Section 2.3.3).

Which of the following gender gaps do you experience in society? Please, select all that applies to you?

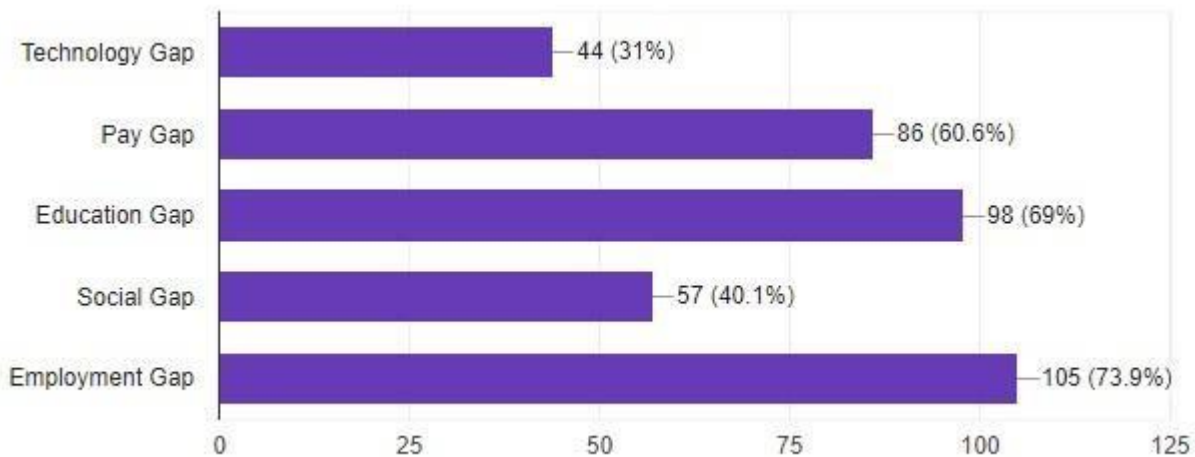


Figure 4.3: Gender gaps experienced in society.

73.9% of the respondents suffer from an employment gap, 69% claim an education gap, 60.6% experience a pay gap, 40.1% report they experience social gap in the society and technology gap was reported by 44% of the respondents. Thus, employment 73.9%, education 69% and pay gap 60.6% are must identified gender gap experience by the respondents from the polls. Correll and Benard (2006) report pay gap experience in the Nigeria labor force. Forman (2006) reveals the low level of education by the female gender in Nigeria which creates what is called an education gap which means women were not given the privilege to attain high levels of education in Nigeria (See Section 2.5.1). Knowledge gap may lead to employment gap and pay gap. Knowledge gap is becoming narrow in recent times (Umukoro 2014).

What are the current gender wage gap statistics in your selected industry, and how have they changed over time?

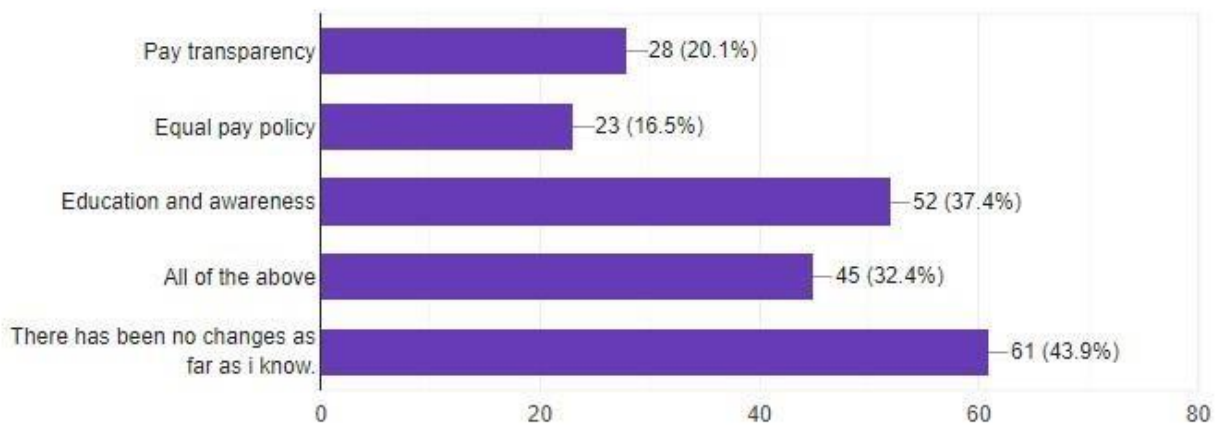


Figure 4.4: Gender gaps at work in selected industries.

The result of the survey indicated that the education and awareness gap was at 37.4%%. Furthermore, there has been no change in the trend of the gender wage gap polled, the respondents polled 43.9%. Thus, these responses were below 50%, therefore, could be returned negative or insignificant to conclude.

Do you think that the gender wage gap in Nigeria is caused by differences in skills or qualifications between men and women?

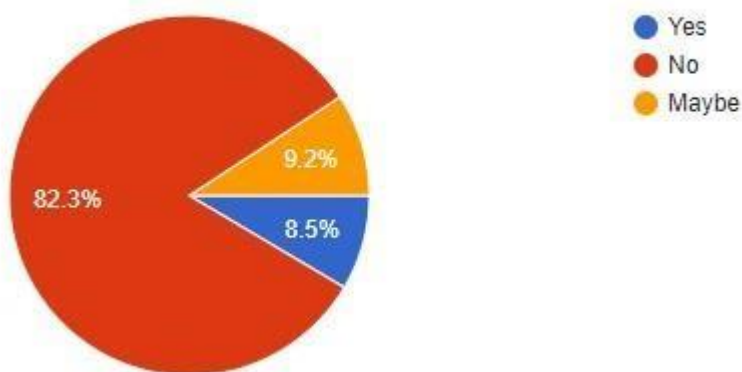


Figure 4.5: Gender wage gap on qualification and skills.

Analysis demonstrates that 82.3% of the respondents agree that the gender wage gap was not caused by differences in skills and qualifications between the male and female gender. However, 8.5% polled that difference in skills and or qualification are the drivers of gender wage gap in Nigeria. Furthermore, 9.2% of the respondents feel the difference in skills or experience may cause gender wage gap in Nigeria. Therefore, according to the poll conducted, 82.3% is 4.7 times greater than 17.7% which is below the threshold of 50% which was return not significant. The findings of the study demonstrate that difference in skills or qualifications between male and female gender are not the major drivers of gender wage gap in Nigeria. Furthermore, the Federal Office of Statistics (2012) confirms that between 2008 and 2011 57% of Nigerian graduates were women (See Section 2.3.1).

Do you agree that women are less likely to be promoted to higher positions than men in Nigeria?

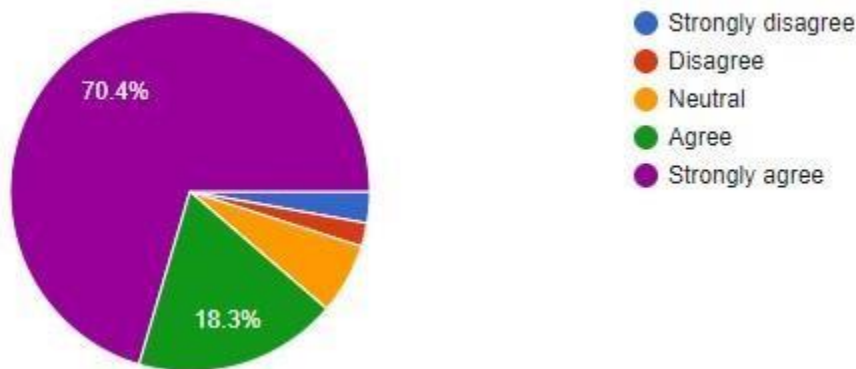


Figure 4.6: Promotion nexus between men and women.

70.4% of the respondents polled said that it is strongly agreed that female genders are less likely to be promoted to higher positions in Nigeria. In addition, 18.3% of the respondents agree that women are less likely to be promoted. However, 11.3% of the respondents polled disagree, neutral

and strongly disagree that female gender are less likely to be promoted to higher positions than men in Nigeria.

Thus, according to the respondents, 89.7% agree/strongly agree that female gender are less likely to be promoted to a higher position in Nigeria. In the executive arm of government, during the implementation of Transformation Agenda for Mid Term Development between; 2011-2015, (See Section 4.4) the highest number of female gender ministers was awarded in history with the representation of 32% of ministerial slots (FGN 2011). However, the pace was diminished as the representation became 31.4% to 19.4% suggesting from 11 female ministers to 6 in the cabinet (Winihin Jamide Series 2016). However, the salary difference is unmistakably evidence of discrimination, as demonstrated by the fact that many employers continue to promote males to high positions while hiring women for lower positions (Aasa 2021).

How do you think the gender wage gap in Nigeria can be addressed?



Figure 4.7: Options to address gender wage gap in Nigeria.

83.8% of the respondents believe that gender wage gap could be addressed through provision of equal opportunities for career development and gender stereotypes and biases. However, 7.7% agree that only provision of equal opportunity is required to address gender wage gap in Nigeria. Furthermore, 7% of the respondents believe that gender wage gap could be addressed through gender stereotypes and biases. 1.5% of the respondents believe that gender wage gap should be ignored and hope it goes away naturally. Therefore, the gender gap could be addressed through upholding of sustainable development goal 5 by the federal ministry of women affairs (Paramallam

2020). Furthermore, Sabo (2015) reported the implementation of the 1979 convention on the elimination of any form of discrimination (See Section 4.4).

Do you agree that men have stronger bargaining skills for salary than women?

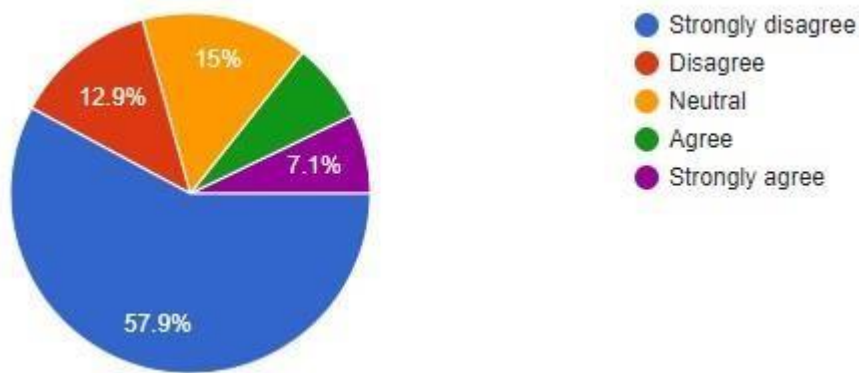


Figure 4.8: Bargaining skill for salary amongst men and women.

57.9% of the respondents strongly disagree that men have stronger bargaining skills than women, 7.1% agree. However, 7.1% agree that men have stronger salary bargaining skills than women. Furthermore, 12.9% disagreed and 15% were neutral. Analysis suggests that between 57.9% and 65% strongly/agree that men have stronger bargaining skills than women. Section (2.4.2.4) confirms that there is a gender pay difference and believes that since women are less skilled at negotiating their salary, they always get what they ask for (Fortin 2008).

Do you think that the Nigerian government is doing enough to address the issue of the gender wage gap?

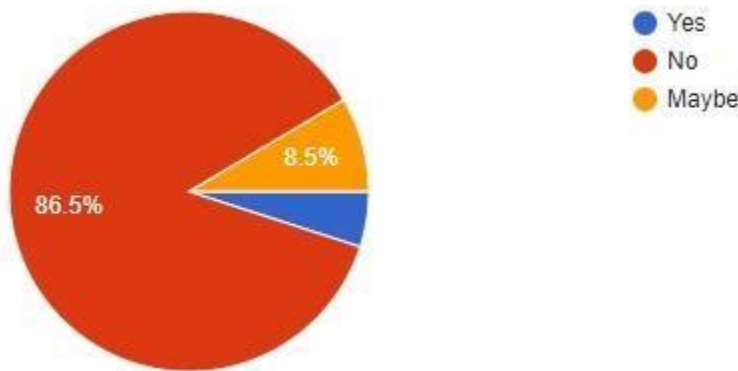


Figure 4.9: Commitment of Nigerian government on gender gap.

86.5% of the respondents do not agree that the Nigerian government is keeping to its best to address gender wage gap. However, 5% of the respondents agree that the government is doing enough to address gender wage gap. Furthermore, 8.5% respondents polled may be the government is doing enough to address gender wage gap in Nigeria. Thus, this suggests that the Nigerian government is not fully implementing national policies and global convention on gender equality at the workplace. Para-Mallam (2020) states that the 1979 Convention on the Elimination of any Forms of Discrimination Against Women (CEDAW), this convention was ratified in 1985 in Nigeria (See Section 4.4 legal dimensions in gender inequality in Nigeria).

Have you ever asked for a pay raise in your current job? If yes, were you successful?

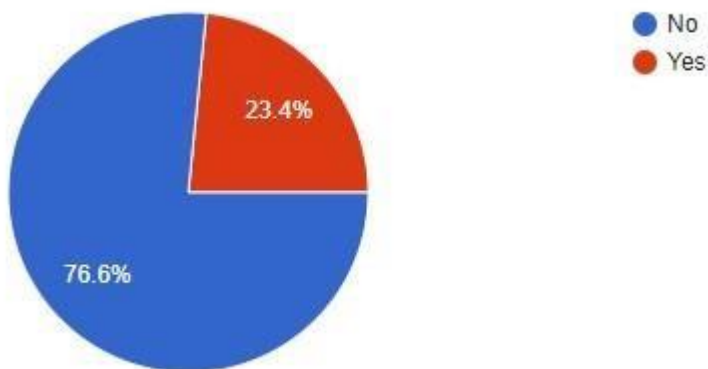


Figure 4.10: Pay raise in place of work.

76.6% of the respondents claim that they have not asked for a pay rise in their place of work. However, 23.4% claimed that they had asked for a pay rise in their place of work. Thus, the analysis

indicates that most employees are not asked for a pay rise in their place of work due to the fear that their employer may terminate their appointment.

In your opinion, what can employers do to reduce the gender wage gap in Nigeria?

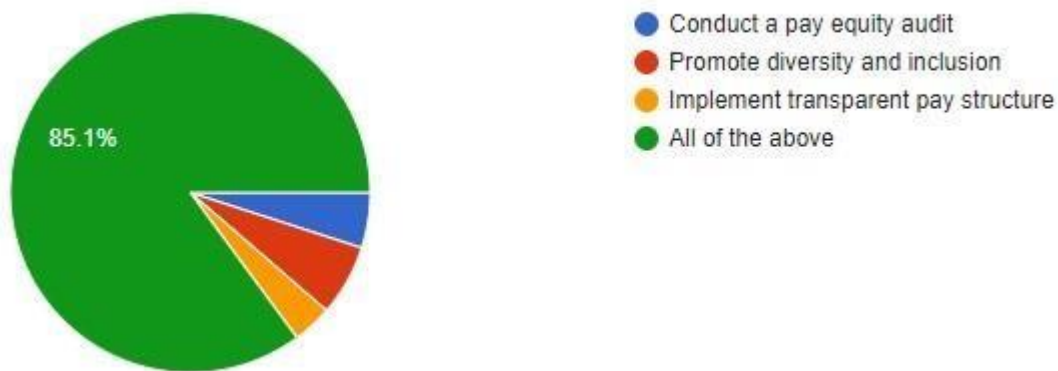


Figure 4.11: Government proposes commitment of gender wage gap.

85.1% believe that employers could conduct a pay equity audit, promote diversity and inclusion and implement transparent pay structure to reduce gender wage gap in Nigeria. The government should improve on the PESTLE factors identified and analyzed (See Section 4.4).

What PESTLE factors affect the female gender experience in Nigeria? Please, select all that apply

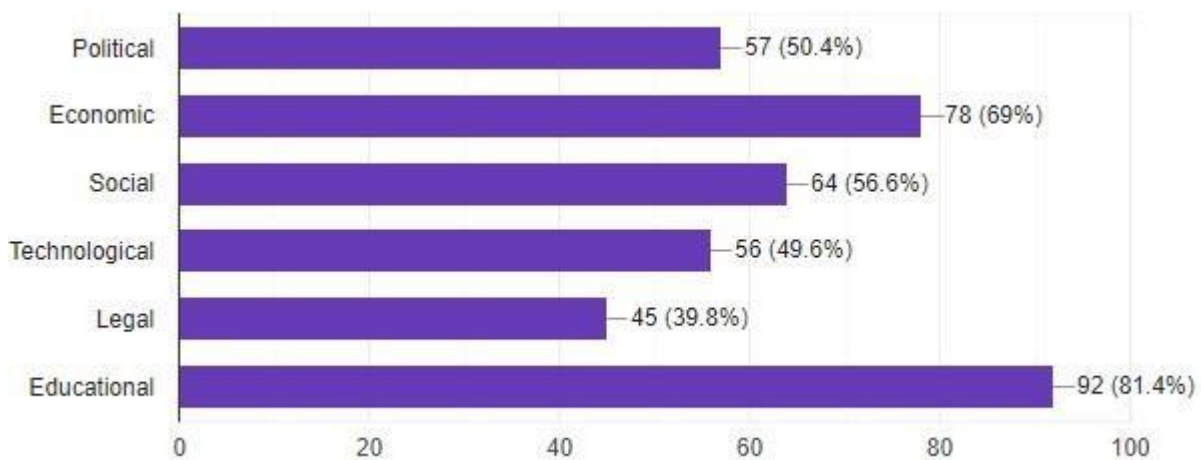


Figure 4.12: PESTLE factors impeding female gender experience in Nigeria.

According to the survey, 50% of the respondents agree that women experience political gender balance in the Nigerian political space. Furthermore, 69% report economically women are

experiencing gender economic imbalance. More so, in the aspect of social inclusion 56% of the respondents report that women are experiencing inclusion and social imbalance in Nigerian society. However, 49.6% of the respondents claim that women are experiencing a technology gap in Nigerian society. However, 39.6% of the respondents agree that women are experiencing legal imbalance and 81.4 of the respondents polled that women are experiencing an educational gap in Nigerian society.

Thus, in the order of priority from this analysis women are experiencing a gap in education with 81.4% according to the respondent, economic 69%, social 56.6%, and political 50%. However, legal stood at 39%, technology, 49.6%. Therefore, those with the percentage above 50% should be the areas of priority to address gender gap in Nigeria.

4.2 PESTLE Analysis of factors influencing gender gap in Nigeria.

Human beings are creatures gendered to be influenced by political, economic, social, technological, legal and educational factors. However, these factors if not well managed pose to create inequality in the society. Thus, this section will analyze the major factors affecting gender gap in Nigeria. Furthermore, the Nigerian society is inclined towards traditional and religious values which affect about 178.5 million people (UNDP 2015).

Political factor: Political dimensions of Gender Inequalities in Nigeria.

The political settings in Nigeria are the poorest in terms of gender inequality. The male gender dominates the 3 arms of government from federal, states and local government level. Beteille (2003) describes political inequality as the unequal distribution of influential positions in leadership, esteem, authority amongst others in the society. The significance of political participation is to allow a group of people to align their interest with a public policy agenda.

According to the Winihin Jemide Series (2016) a high ranking reputable report posits that between 1999-2003 the proportion of women in the National Assembly was 3.3% which improved to 6.85% between 2003-2007; and 7.8% female gender representation between 2007-2011. However, this was relegated to 7% between; 2011-2015 and further diminished to 5.2% between; 2015-2019. Thus, these demonstrate that female gender participation is very negligible where laws are made. Therefore, the implication of this is that women will not be able to align their priorities with the government policy.

In the executive arm of government, during the implementation of the Transformation Agenda for Mid Term Development between; 2011-2015, the highest number of female gender ministers was awarded in history with the representation of 32% of ministerial slots (FGN 2011). However, the pace was diminished as the representation became 31.4% to 19.4% suggesting from 11 female ministers to 6 in the cabinet.

On the other hand, at public office in Nigeria women participation at the top management level remains below 10%. However, in the judiciary and the civil service the gap is being narrowed. Figure 4.1 and 4.2 depict gender based distribution of permanent secretaries and commissioners between; 2011-2015. Furthermore, Chief Justices and States Chief of Staff between; 2011-2015 were presented (Winihin Jemide Series 2016).

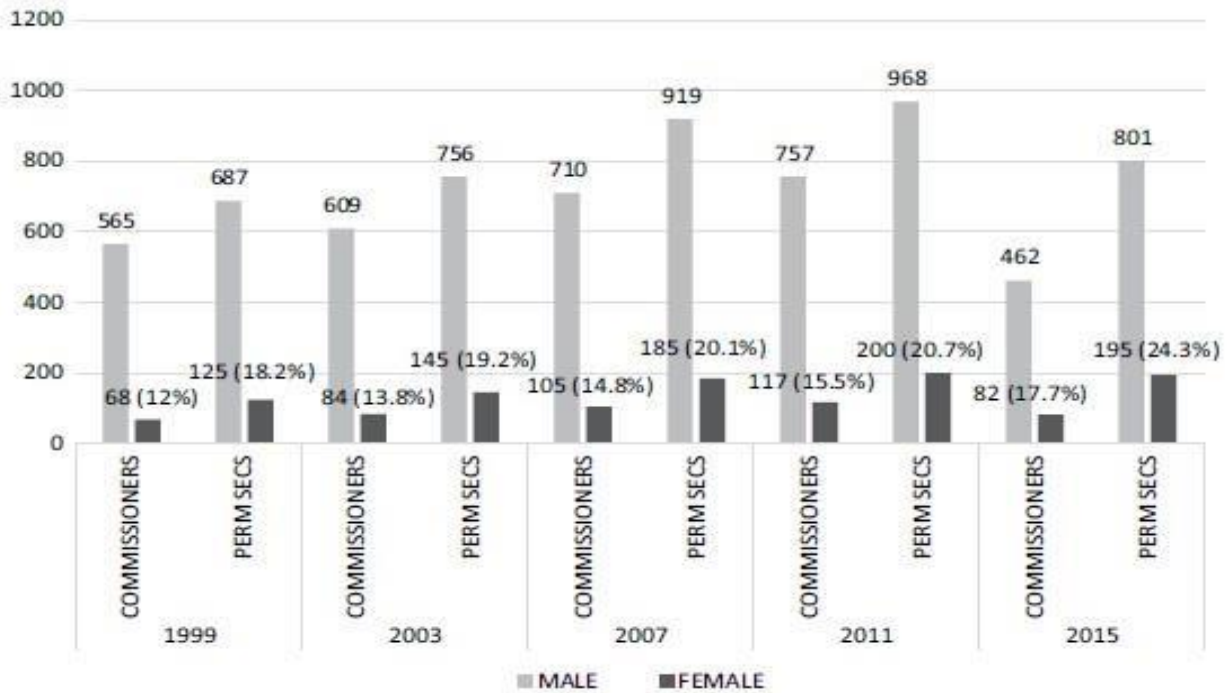


Figure 4.13: distribution of permanent secretaries and commissioners between; 2011-2015 (Para-Mallam)

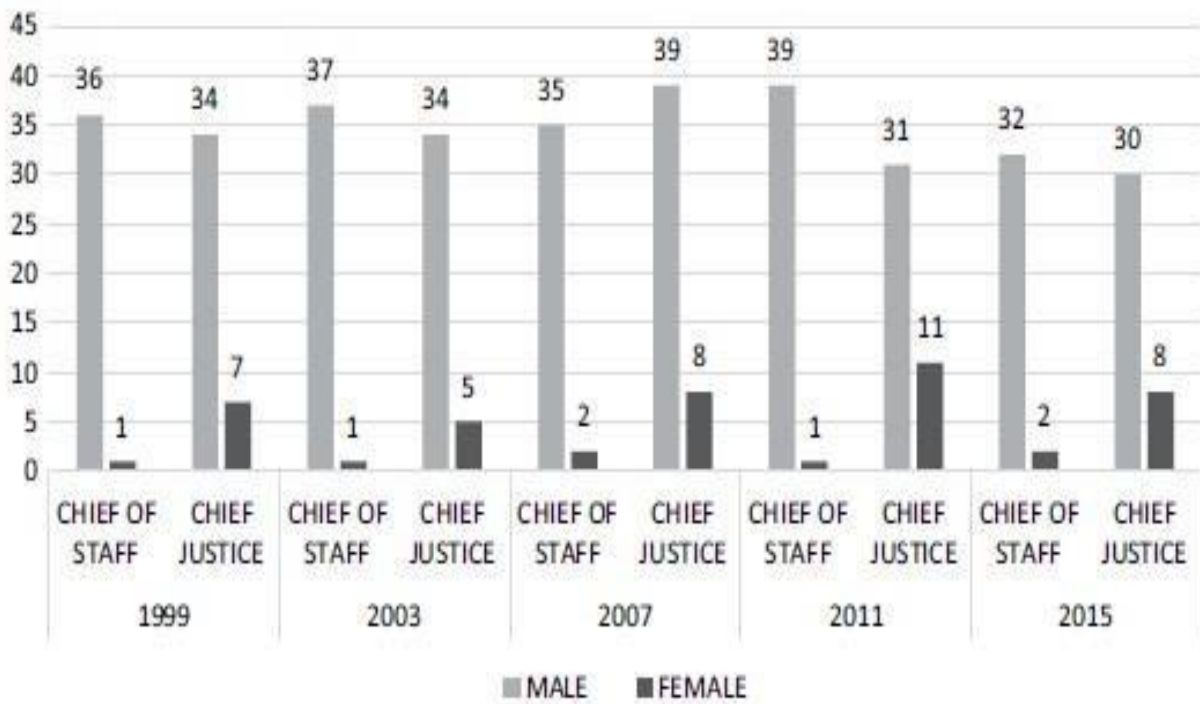


Figure 4.14: Chief Justices and States Chief of Staff 2011-2015 (Para-Mallam 2020).

Plateau State Northern Nigeria had a better situation between 2007-2011 there was 22-member state executive council where female gender had 22.7% including the deputy governor, however, in the state house of assembly of Plateau State 12% of 22 members which translates to 3 female representatives of 22 members. Furthermore, amongst the 36 chief executives of the Plateau State ministries, department and agencies 10 were women which translated to 27.8% (Winihin Jemide Series 2016). Thus, these figures of Plateau State are higher than national average in Nigeria. Consequently, in 2006 female gender were short of 35% representation of national gender policy and in 2000 were short of 30% national policy on women. A minimum 33% is required for any group of people for their perception and priority to be considered in national policy (Lovenduski 2001).

Economic factors: Economic Dimensions of Economic Gender inequalities in Nigeria.

Nigeria is the largest economy on the African continent and the largest market on the continent. UNDP (2015) reports that Nigeria possesses low human development and is based on gender parity indicators of economic empowerment. In addition, the Nigeria gender development index in 2015 was 0.514 which was below the Sub Saharan Africa average of 0.518 in the period 2000-2015. However, the sustainable development goal 5 which is gender equality is now a priority to make a positive impact towards the 2030 up hold by the Federal Ministry of Women Affairs (Para-Mallam 2020).

A research on rural women and low income from Plateau and Kaduna States north central in 2007 have shown that rural men spent an average of 2 hours per day less than the hours women spent per day. In addition, men have 1 hour of leisure time per day. Men spent 40 minutes per day morethan women on productive labor. The findings of the research demonstrate that women work between 13 hours and 40 minutes per day which is mostly unpaid subsistence labor (EffahChukwuma et al. 2001). Ajani (2008) reports 49% of the Nigerian population were engaged in farming whilst 70% associated with the rural labor force. More so, women contribute to the agricultural labor force in most parts of the country and women have only user rights to the

farmlands, not absolute ownership. Furthermore, women do not absolutely have full control of the income derived from their labor (Paa-Mallam 2020).

According to the UNDP (2009) , 60%-80% of food production is done by women in Nigeria, which is a major factor in achieving national food security. However, they possess ownership of 7.2% of land and 4% of this is in the North East. In urban settlement land is at a premium which makes it difficult for women to own land. Table 4.1 presents the human development index.

Table 4.15: Economic Indicators (UNDP 2015)

Gender	(Purchasing Power Parity USD)	Labour Force Participation
Female	38.10% (4,052)	35.50%
Male	61.90% (6,585)	64.50%

Social factors: Social Dimension of Gender Inequalities in Nigeria.

In typical West African settings including Nigeria which is rich in culture and diversity, the indigenous traditional beliefs of Islam and colonial patriarchy do not consider the male and female gender as a universal gender (Nweze and Takaya 2001). But, identify male with specific roles from the female gender. British Council of Nigeria (2012) posit that in the gender report in Nigeria, systematic gender inequality effect 80.2 million female gender including women and girl child experience significantly worse life compared to advantages men have and also when compared to sister societies in the world. Makama (2013) confirmed that gender inequality in Nigeria was as a result of poverty and underdevelopment. Furthermore, inequality has short and long term consequences on human capital development as well as social & economic development (Todaro and Smith 2012). Therefore, through denial of opportunities female experience social exclusion include political, social, economic rights and opportunities in the system (UN Secretary General Kofi Annan 2006).

The Nigeria gender development indicator suggests 0.841 which is category 5 as low gender inequality country. According to UNDP (2015) the human development indicator score for Nigeria was 0.514 which was ranked 152 of 188 countries globally. Consequently, life expectancy was identified with a marginal difference of 1.3 years male 53.1 and female 52.4 years, respectively. In addition, maternal mortality was 560/100,000 which is the highest in Sub Saharan Africa. Nigerian women have 38.1% of total gross national income whilst men have 61.9%. Furthermore, analysis demonstrates that Nigerian women are underrepresented in terms of paid work. More so, in the formal labor force women participation is 35.5% to 64.5% for female and male gender, respectively. Thus, female representation in the states level is 34% and 26% at the federal government level.

Technological factors: Dimensions of Technology in Gender Inequality in Nigeria. Para-Mallam (2010) highlights that the emerging realities of gender gap unfold as a result of urbanization, use of modern technology and outreach of digital media. Therefore, the push and pull between tradition and modernization constrains the fast transition of inequality to equal opportunity society in Nigeria. Thus, this constraint leaves the idea of technology in suppressing gender inequality stationary in the public and private domains. Therefore, rapid penetration of technology could easily flatten the technological gender gap in Nigeria.

Legal factors: Legal Dimensions in Gender Inequality in Nigeria

Equality refers to the equal treatment of persons by law to equal opportunities irrespective of gender. Beteille (2003) highlights that social inequality is justified because it emanated from natural and divine origins. Furthermore, in a typical Nigerian society, rationale like the holy books, the Qur'an "have it that men are leaders and women are followers, women do not participate in decision making" and the Biblical states that men and women are created differently. Traditionally, "woman is the gatherer means homemaker and man the hunter and the breadwinner of the family." Thus, these concepts have created an inequality amongst the female gender all ramifications in the

Nigerian society (Para-Mallam 2020). This inequality is multidimensional based on ethnic, religion and social class.

Para-Mallam (2020) states that the 1979 Convention on the Elimination of any Forms of Discrimination Against Women (CEDAW), this convention was ratified in 1985 in Nigeria.

However, the Nigerian legal system is a 3 divergent legal framework these include the Statutory Law, Sharia Law and the Customary Law. These indicate that traditional and religious beliefs have structural framework in all ramifications. Thus, improvement in governance is a major factor which will break the barrier of female gender inequality and job remuneration in Nigeria. Furthermore, these structures have complexities and contradictions of the tripartite legal system in Nigeria (the religious, colonialism and traditional legal systems).

The Federal Character Act of 1979 promotes the representation of ethnic groups in the public agencies. Furthermore, the 1999 constitution superior Law which establishes fair representation and nondiscrimination on the basis of Gender or other biological differences, ethnicity and geopolitical origin in Nigeria. However, the 1999 constitution section 26, 29 (4)(b), allows only the male gender to transfer residency right and nationality to a foreign spouses; section 29 allows girl child marriage. Therefore, improvement in the quality of governance will align the peoples' thoughts and conscience to the colonial legal system which is not biased towards gender agenda, because all genders in Nigeria are experiencing poor social status (Sabo 2015).

Educational: Dimension in Gender Inequality in Education in Nigeria

Gender parity to access to education has had more effect on the female gender in Nigeria. According to the World Bank Report (2013) and the National Bureau of Statistics (2013) report education indicators for Nigeria by gender. The report presents literacy rate in adult and youth; primary school enrolment rate and completion rate and secondary school completion rate from 2011 to 2013 in Nigeria. Table 4.2 literacy rate in adults for male was 74% and 48% for female gender and 78% against 66% amongst male and female youth in 2011. These suggest that there was 26% difference in literacy gap between male and female gender; amongst youth the difference was narrowed to 12% in 2011. In addition, the rate of enrolment in primary in 2010 was 54.3%

and 45.7% for boy and girl child in 2010 which demonstrate a difference of 8.6% further suggest that male gender are more enrolled in primary school than the girl child. Conversely, at completion stage the 53.3% and 46.7% which later fell to 46.6% in 2013. Furthermore, primary enrolment rate in 2013 increased to 62.1% for boys and 47.9% for girls. This has shown a rise in enrolment between 2011 and 2013. However, this indicates a difference of 14.2% with girl child enrolment lagging behind. Furthermore, the secondary school completion rate in 2013 was 53.2% and 46.8% for male and girl children, respectively. This suggests that there is a difference of 6.4%.

Thus, there is a need to improve the rate of girl child enrolment at various levels of education.

Table 4.16: Education indicators by gender in Nigeria (World Bank 2013; NBS 2013).

Gender	Literacy rate in 2011		Primary Sch. in 2010		Primary Sch. in 2013	Secondary Sch. in 2013
	Adult	Youth	Enrolment	completion	Enrolment	Completion
Female	48%	66%	45.7%	46.7%	47.9%	46.8%
male	74%	78%	54.3%	53.3%	62.1%	53.2%

Thus, the analysis shows that a girl child had a mean of 4.9 years and boys 7.1 years at school in 2014. Furthermore, the gender disparity is more in the North, particularly Muslim dominated northern states (FME 2010). Northern Nigeria demonstrates persistent gender gap in girl child school enrolment through primary and secondary schools. The Nigeria Bureau of Statistics (2014) correlate high rate of maternal and infant mortality, poverty and girl child marriage to persistent in educational gender gap.

5. CONCLUSION

- The gender pay gap, or GWG, affects everyone, regardless of gender. Despite frequent usage in the media and other contexts, the phrase is susceptible to misunderstanding. The GWG, as used here, refers to the economic disparity between men and women. The proportion of a man's pay that a woman earns is the standard method of reporting the wage gap.
- In comparison to peer countries—those with similar levels of development—Nigeria has a comparatively significant gender gap, or gender inequality. Given that gender disparity is a complex issue, there are several reasons why this is the case. Therefore, while we also discuss results, you speak about opportunities. What we observe is that there are gaps in each of these dimensions, essentially. Girls are less likely than males to enroll in school, according to enrollment rates. Women have a lower likelihood of using financial services or getting access to healthcare services Even while there are laws at the national level that give women and men equal rights, there are still legal gaps—at least in the application. Finally, these possibilities result in distinctions and results.
- The gender gap has persisted as contemporary civilization has advanced, posing a danger to gender equality in society. One of the major issues that many nations and businesses have faced is regarded to be the gender wage gap. In addition, the disparity in the salaries or wages paid to men and women at work is referred to as the gender pay gap. When women feel upset about being paid much less than men, which leads to the stress on gender equality issues, the gender pay gap appears to be a big problem

5.1 RECOMMENDATION

- The Nigerian government should implement the gender equality enshrined in the Nigerian constitution.
- Girl child enrolment and completion of various levels of education will catalyze gender gap in Nigeria.
- The Nigerian government should ensure equal opportunity and payment schemes for all employees irrespective of sector or gender.

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The sources on the list are a compilation of several works that discuss issues of gender and economic advancement in Nigeria and Sub-Saharan Africa. The sources include scholarly publications, background papers, reports, and PhD dissertations. Women's participation in unions, the effect of cultural and gender differences on women's promotion prospects, income distribution policies, the gender aspects of agriculture, poverty, and nutrition, the gender wage gap, statistical discrimination in hiring and promotion, and talent mismanagement are a few of the subjects covered in the sources. Additionally, there are publications on the list that speak to the significance of technology adoption and choice in economic growth.

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ANNEX

Additional details and information about "The Hidden Reality of Gender Wage Gap and Job Remuneration: Case Study Nigeria" are offered in this annex. This annex's goal is to give a more in-depth look at some of the important conclusions and analyses discussed in the thesis' main body.

Additional information regarding the questionnaire on compensation in Nigeria is included in the annex. Readers who want to learn more about the study's research procedures and data processing methods can use these resources as a reference.

Overall, the purpose of this appendix is to improve the reader's understanding of the research and to give more context and support for the conclusions presented in the thesis' main body.

1. Please, you are not required to provide any personal data in the survey. As such, I agree to participate in this study under the conditions listed in the information sheet.

- Yes
- No

2. What is your gender?

- Male
- Female
- Prefer not to say.

3. How old are you?

- 18-25
- 26-36
- 37-46
- 47-60
- 60 and above

4. What is your level of education?

- No formal Education
- High School
- Bachelors/Masters
- PHD

5. What is your employment status?

- Unemployed
- Self-Employed
- Civil Sector
- Private Sector

6. What is your geographical location?

- North
- East
- West
- south
- FCT/Middle Belt Region

7. What industry do you belong to?

- Technology
- Agriculture
- Education
- Public/Private Sector
- Others

8. Do you agree that the Nigerian government should implement policies and regulations to address the gender wage gap?

- Strongly disagree.

- Disagree
- Neutral
- Agree
- Strongly agree.

9. Who do you think the gender wage gap affects more in your society and experience?

- Men
- Women
- Both Genders
- I prefer not to say.

10. Which of the following gender gaps do you experience in the society? Please, select

all that applies to you.

- Technology Gap
- Pay Gap
- Education Gap
- Social Gap
- Employment Gap

11. What are the current gender wage gap statistics in your selected industry, and how have they changed over time?

- Pay transparency.
- Equal pay policy
- Education and awareness
- All of the above
- There has been no changes as far as I know.

12. Do you think that the gender wage gap in Nigeria is caused by differences in skills or qualifications between men and women?

- Yes
- No
- Maybe

13. Do you agree that women are less likely to be promoted to higher positions than men in Nigeria?

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

14. How do you think the gender wage gap in Nigeria can be addressed?

- Provide equal opportunities for career development
- Address gender stereotypes and biases
- Ignore it and hope it goes away
- Options 1 and 2
- None of the above

15. Do you agree that men have strong bargaining skills for salary than women?

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

16. Do you think that the Nigerian government is doing enough to address the issue of the gender wage gap?

- Yes

- No
- Maybe

17. Have you ever asked for a pay raise in your current job? If yes, were you successful?

- No
- Yes

18. In your opinion, what can employers do to reduce the gender wage gap in Nigeria?

- Conduct a pay equity audit
- Promote diversity and inclusion
- Implement transparent pay structure
- All of the above

19. What PESTLE factors affects the female gender experience in Nigeria? Please, select all that apply.

- Political
- Economic
- Social
- Technological
- Legal
- Educational

20. To what extent do you agree that Political factor affect female gender?

- Strongly
- Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

21. To what extent do you agree that Economic factors affect female gender?

- Strongly

- Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

22. To what extent do you agree that Social factors affect female gender?

- Strongly
- Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

23. To what extent do you agree that Technological factors affect female gender?

- Strongly
- Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

24. To what extent do you agree that Legal factors affect female gender?

- Strongly
- Agree
- Agree
- Neutral

- Disagree
- Strongly Disagree

25. To what extent do you agree that Educational factors affect female gender?

- Strongly
- Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

APPENDICES

DECLARATION

on authenticity and public assess of final master's thesis

Student's name: **HANNATU BWALA - JOSHUA**
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As a supervisor of HANNATU BWALA - JOSHUA, DNMZGW
I here declare that the final master's thesis has been reviewed by me, the student was informed
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DEDICATION

I dedicate this thesis to my loving family, who have always been my greatest source of support, encouragement, and motivation throughout my academic journey. Their unwavering love and belief in me have been instrumental in my success, and I am forever grateful for their sacrifices and endless prayers.

I also extend my heartfelt gratitude to my teachers, who have challenged me intellectually and inspired me to strive for excellence. Their guidance, expertise, and passion for teaching have shaped me into the person I am today, and I owe them a debt of gratitude.

To my boyfriend, who has been my rock and constant companion throughout this journey, thank you for your unwavering love, patience, and understanding. Your belief in me and your endless support have kept me going, even in the toughest of times.

Last but not least, I thank my friends, who have provided me with countless moments of laughter, joy, and inspiration. Your presence in my life has made this journey all the more meaningful and enjoyable, and I am grateful for each and every one of you.

This thesis is dedicated to all of you, and I hope that it serves as a testament to the love, support, and encouragement that you have given me. Thank you for being a part of my life and for helping me reach this milestone.

