

**AN EVALUATION OF GENDER DISCRIMINATION AGAINST
WOMEN IN ADAMAWA STATE (1989 - 2008)**

BY

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ID No MPA/MT/06/0250**

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**A THESIS SUBMITTED TO DEPARTMENT OF MANAGEMENT IN
PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE
AWARD OF MASTERS IN PUBLIC ADMINISTRATION
IN THE SCHOOL OF MANAGEMENT AND INFORMATION
TECHNOLOGY,
MODIBBO ADAMA UNIVERSITY OF TECHNOLOGY, YOLA**

2012

DECLARATION

I hereby declare that this thesis was written by me and it is a record of my own research work. It has not been presented before in any previous application for a higher degree. All references cited have been duly acknowledged.

.....
Jatau David Jummai

DEDICATION

This Thesis is dedicated to my husband David F. Jatau and son Tahsanchi F. Jatau for their love and understanding.

APPROVAL PAGE

This thesis entitled “*An evaluation of Gender Issues and Women in Adamawa state 1998 - 2008*” meets the regulations governing the award of Masters degree in Public Administration (MPA) of the Modibbo Adama University of Technology, Yola and is approved for its contribution to knowledge and literary presentation.

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ABSTRACT

This study sought to determine the existence of gender discrimination and its effect on women in Adamawa state, base on these variables. These variables include Gender, governance, Politics, Culture, Education and the general attitude of the society towards women in Adamawa state. Attempt was made to examine the opinion of women and their male counterparts. Survey design was employed for the study, using questionnaire for data collection the data were analyzed with frequency counts and percentages. The data were presented in tables and charts. The findings of the study revealed that women were not given equal rights as men to education, during portfolio allocation to political appointees and to contest for political offices. It is therefore recommend that government should strengthen opportunity for secondary education for girls and meeting commitment to Universal Primary Education. Women should be given the chance to contest for elective offices by empowering them access resources. Government should encourage gender equality during portfolio allocation to political appointees

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CHAPTER ONE

INTRODUCTION

1.1 BACKGROUND OF THE STUDY

Gender is not used to classify the biological sexual characteristics by which we identify females and males, but to encompass the socially defined sex roles, attitudes and values which communities and societies ascribe as appropriate for one sex or the other. In this specific sense, it was first used as a phrase “the social relations of gender” for which gender seeks to make apparent and explain the global asymmetry which appears in male/female relations in terms of sex roles in power sharing, decision making, the division of labour both within the household and in the society at large. The phrase directs our attention to all the attributes acquired in the process of socialization ourselves and group definitions, our sense of appropriate roles, values and behaviours and above all, expected and acceptable interactions in relationships between women and men (Ityavyar 2000). In the traditional and even modern societies of Africa, women are given inferior status. They are regarded as merely assisting their men in quest for power.

The “real” African woman of collective imagination is content with her subordinate position as wife, mother and beast of burden. She is passive in the face of abuse, tolerant of all forms of infidelity. Her only ambition

is to retain respectability by labouring for the maintenance of a stable marriage and seeing to the satisfaction of her husband's desires (Babangida, 1988).

That today's African woman is reasserting her individuality, humanness, self-worth and freedom is in no doubt whatsoever. However, the struggle to reduce and do away with male dominance and absolutism has been on, even before independence for instance, the Aba women riot in 1929, which saw ordinary market women protesting against an inordinately high tax by colonialist. Also the Abeakuta Women's Union (AWU) riot, led by the amazing, chief Fumilayo Ransome Kuti which led to the voluntary exile of the "Alake" of Egba land, Oba Ademola in 1948 (Aderigbe, 2004).

Similarly in New York, a group of women working in a clothing factory decided to demonstrate against their inhuman working condition on March 8th, 1908. Today that has become a podium for agitation for equal rights between them and their male counterparts. Their action was validated by the United Nations (UN) which declared 1975 as international women's year and March 8th of every year as the international women's day (The Guardian, 2004).

However Nigeria since 1978 has been so aggressive in the fight for gender equality. Gone are the days when women especially in the

northern region, take to the assumption that the women's roles is in the Kitchen and in the fending for the family, when they could neither vote or be voted for in the first republic. With the founding of Women in Nigeria (WIN) in 1982 as an organ made up of men and women interested in the elimination of gender discrimination, a stage was set for further consideration of gender issues. Women in Nigeria (WIN) brought Gender and Development (GAD) this motivated the mainstream women organization anchored by the national council of women societies (NCWS) to shift emphasis from economic self reliance to the efficiency of women. Emphasis now is placed on the role of women in development. Women were considered an underdeveloped human capital in need of skills training and improved access to resources. This two was the era when women came together to promote public enlightenment on social conditions of women. Clichés such as “Educate women for development; educate women and you educate a nation” etc were common phrases of sensitization on gender. This was the era when dominant programmes were conducted under the auspices of Women and Development (WAD) which later paved way to Gender and Development (GAD) programming. Though the issue of gender equality and empowerment is still underplayed in Nigeria, there are scores of women and men who clearly question the structure of inequality and especially, the discrimination

against women in politics, education, health, credit, access to land and property.

Ityavyar, (2000) reported that women at several instances advocated for equality of opportunity in spheres of the economy. To them, this would be possible through affirmative action to promote equal opportunity to men and women. They also call for a revision of national development plans so that women are equal participants and beneficiaries in the development process.

These developments, coupled with the ratification of world convention on the elimination of all forms of discrimination against women aided the responses of states to establish capacity building institutions such as national women commission. With this structure, women were now set to pursue more gender issues. Non-governmental organizations have also increased their efforts towards gender sensitization. There are several gender based NGOs such as inter-gender in Jos, UNICEF, UNDP, WHO, have specific departments within them to address gender issues. The evolution of gender issues in Nigeria is a recent phenomenon but the institutional capacity on ground shows good potentials not only to identify gender discrimination, gender gaps, their causes but may soon find more effective intervention to close the gaps and potential obstacle and opportunities in Nigeria.

The situation is even worse in Adamawa State in particular, women are treated like slaves where you find most women doing virtually domestics and farm work. The tradition conscious women that are qualified to join politics were discouraged and those who dare called names. The resources at their disposal were not enough to compete favourably with the men. As a result of these and other factors the social, economic, political and cultural status places them at a disadvantage relative to men. Women in Adamawa State face higher levels of poverty, encounter more barriers in accessing resources which has a significant impact on their health and socio-economic wellbeing.

1.2 STATEMENT OF THE PROBLEM

Despite the substantial increased awareness of and commitment by various facet of government over the past two decades, gender inequality and violation of women's human rights remain wide spread in Nigeria (Canadian International Development Agency CIDA, 2006).

In nearly all sectors of the economy, women are under-represented, particularly in the senior level positions and consequently are largely excluded from key decision making and policy formulation processes. Women's participation at each level, in all sectors is largely under valued and constrained as a result of patriarchal norms, attitudes and beliefs concerning the roles and responsibilities of women and men in Nigerian

society certain tradition, cultural and religious practices as well as weak legal and policy instruments reinforce gender inequalities and violations of women's human rights. As a result of these and other factors, the social economic, political and cultural status of women places them at a disadvantage relative to Nigerian men. Women face higher levels of poverty, encounter more barriers in accessing re-sources, services security employment and are frequently prevented from participating in key decision-making process in multiple sectors, which has a significant impact on their health and socio-economic well being (CIDA, 2006). Women themselves were often unaware of their rights under the law, and they might not be empowered to claim them effectively. Women's lack of empowerment to assert their rights was often compounded by insufficient or ineffective means of redress for violence at national level.

The coexistence of multiple legal systems where customary and religious laws governed personal status and private life prevails over positive law and even over constitutional provisions of equality, is a source of "great concern" (Mamma, 2005).

Gender inequality is the story of power and the powerless that has the power, who wields it and for what purpose? This study is therefore being carried out with the view to finding out the factors that militate against women participation in National Development and the effects of gender

discrimination against women in Adamawa State. This way, suggestions on how to equalize power between women and men in the home, at work places, under the law, in public policy and in every other areas of life that matter would be made. Why women are discriminated against and allowed limited opportunity to participate in governance in Nigeria and Adamawa State in particular? The endeavour of the study is to find answers to this question.

1.3 OBJECTIVES OF THE STUDY

The general objective of the study is to investigate the existence and effects of gender discrimination on women in Adamawa State. The specific objectives are:

- (i) To establish the existence of gender discrimination against women in Adamawa State.
- (ii) To examine the effects of gender discrimination on resource accessibility and employment opportunities of women in Adamawa State.
- (iii) To assess measures to redress the persistent gender disparity.
- (iv) To examine the opinion of the male folk on gender parity in resource allocation and all other opportunities.

1.4 RESEARCH QUESTIONS

This study attempts to answer the following research questions.

- a. Does gender discrimination exist?
- b. Are there cases of gender discrimination against women in Adamawa State?
- c. What are the effects of gender discrimination on women in Adamawa State?
- d. What are the measures to be taken to redress the persistent gender disparity in Adamawa State?
- e. What is the opinion of the male folk on gender discrimination against women in Adamawa State?
- f. What are the general attitude of the society towards women's right and abuses in Adamawa State?

Do we have support for women's right in Adamawa State?

1.5 SIGNIFICANCE OF THE STUDY

Nigeria and Adamawa State's vision for democratic governance must involve equitable participation and representation of women, in public services. Good governance is in itself a prerequisite for social and economic development. The significance of the findings of this study cannot be over emphasized. The study therefore is to expose the limited

participation of women in public life and factors militating against gender parity in Adamawa State. This is because the knowledge of the existence of the problem under study would make the government to be gender sensitive in policy formulation and implementation. The study will be particularly important for the growth and development of Nigeria as a country.

1.6 SCOPE OF THE STUDY

This study focuses on the evaluation of gender issues and women in Adamawa state. The study concentrates on the existence and effects of gender disparity from 1989 to 2008.

1.7 LIMITATION OF THE STUDY

The study like most other ones of its kinds is not without some limitations.

One of the main limitations of this study was the uncooperative attitude of some officers in releasing information that could make the study possible; making things difficult for the researcher. Administration of questionnaires is another area of difficulty in the course of this study, due to the category of civil servants intended to deal with. Some the respondents found it difficult to create time to fill the questionnaires because of the nature of their responsibilities which led to the

misplacement of the questionnaire, the researcher had to remind them times without number.

The researcher desired to obtain information from all senior civil servants in Adamawa state so as to get clearer picture of the situation on ground, but time and resources could not permit for that. However, certain percentage of the senior civil servant sampled would give good indication of the problem under study.

1.8 DEFINITION OF TERMS

GENDER The socially defined sex roles, attitudes and values which communities and societies ascribe as appropriate for one sex or the other.

GENDER GAP: Degree of differences in status, wages, political visibility, access to development benefits, etc. between men and women.

GENDER ROLES: Roles which are classified by sex where this classification is sexual, and not biological.

SEX ROLES: In contrast with sex role this refers to an occupation or biological function for which necessary qualification is to belong to one particular sex category.

GENDER ROLE STEREOTYPING: The constant portrayal, such as in the media or books of women and occupying social roles according to the traditional gender division of labour in a society.

GENDER DIVISION OF LABOUR: An over all societal patterns where women are allotted one set of gender roles and men another set.

GENDER EQUITY: Developmental policies and interventions leave women no worse off economically or in terms of social responsibility than before the intervention.

STRUCTURAL GENDER INEQUALITY: A system of gender discrimination is practiced by public or social institutions.

GENDER ISSUES: The classification of being male or female, an important topic of argument.

GENDER DISPARITIES: Degree of difference in status, wages, political visibility, access to development.

MAINSTREAMING: Addressing gender issues in all development projects and programmes irrespective of sector or type of project.

EMPOWERMENT: Collective action by the oppressed and deprived to overcome the obstacle of structural inequality which have previously put them in a disadvantage position.

CONSEQUENTISATION: The process of becoming aware of the extent to which problem arise not so much from an individuals inadequacies, but rather from the systematic discrimination against a social group which puts all members of the system as a whole at a disadvantage.

CHAPTER TWO

LITERATURE REVIEW

2.1 INTRODUCTION

In this chapter, literature related to the following variables, gender, governance, politics, culture, education of women in Adamawa State and general attitude of the society towards women's rights and abuses, support for women's right are reviewed.

2.2 GENDER

It is not used to classify the biological sexual characteristics by which we identify female and males, but to encompass the socially defined sex roles, attitudes and values which communities and societies ascribe as appropriate for one sex or the other. The social relations in terms of sex roles in power sharing, decision making, the division of labour, return to labour both within the household and in the society at large. The phrase directs our attention to all the attributes acquired in the process of socialization. Our self and group definitions, our sense of appropriate roles, values and behaviours, above all, expected interaction in relationships between women and men (Ityavyar, 2000).

Gender roles, contracts and relations are not static but do change over time. They can also be changed deliberately by society. Many groups not only feminists groups, are actively trying to change gender roles, contracts and relations in most countries. Education and experience of other cultures may encourage change but does not necessarily imply more tolerance and openness.

Canadian International Development Agency (CIDA) maintained that corporate gender equality policy requires that gender equality be mainstreamed in all agencies policies, programmes and projects. Perceives investment in gender equality as a strategy for expanding the human capital base of a nation. Thus gender mainstreaming is applied as a mechanism for improving the relevance, efficiency and effectiveness of public goods there by increasing the overall productivity of all citizens. Mainstreaming gender equality as a cross-cutting theme involves ensuring that women's views, interest, and needs shape the development agenda on an equal basis with those of men and that the development agenda supports progress toward more equal relations between men and women (CIDA, 2006).

As in other male dominated societies, the social relations and activities of Nigerian women and men are governed by patriarchal systems of socialization and cultural practices which favour the interest of men

above those of women. By comparison, men employed within formal sector are predominantly engaged in more lucrative income generating activities that ensure financial independence for women is a critical step for mainstreaming gender into the governance sector especially with respect to politics and public life (CIDA, 2006).

2.3 GOVERNANCE

Winters (2004) broadly define governance as the traditions and institutions by which authority in a country is exercised. This includes the process by which governments are selected and replaced, the capacity of the government to formulate and implement sound policies and the respect of citizens and the state for the institutions that govern economic and social interaction among them. Good governance is achieved through the work of political institutions and mechanisms that ensure high levels of public participation and the delivery of pro-people benefits. One feature common to these institutions in Nigeria is the near absence of women in their leadership structures and operational modalities thus limiting opportunities for including a gender equitable range of voices and views (CIDA, 2006).

Through the increasing number of appointments within the Nigerian government accorded to women, the representation of women among cabinet members has been raised to an overall high of 20%. However,

women represent only 10% of senior level positions, such as special advisers, special assistant's etc. women also represent approximately 5.5% of Federal House of Representatives and 3.7% of the senate. At local government level, approximately 1.42% of chairpersons are women. Additionally, gender issues are not adequately represented within area of public financial management. Consequently, policy priorities and management systems do not sufficiently reflect gender concerns, as is evidenced by the lack of gender considerations factored into various budgets. (CIDA, 2006).

Nigeria's vision for stable democratic governance must involve equitable participation and representation of women in public life. Good governance is in itself, a prerequisite for social and economic development. Consequently, stable development is largely underpinned by increasing access to the political and public realm for all social groups including the poor, minorities and women. Addressing the numerous challenges related to the achievement of gender equality and good governance is fundamental to the success of development programming and must be a priority concern for development practitioners and donors (CIDA, 2006).

Most literature on women is centred on the societal or world's discrimination against women. However, the role of women in

governance in recent years all over the world, but more so in Africa has become an issue in the socio political order. Publications in these area have proliferated, testifying opening up of a vast new field of research and to the generation of a new body of knowledge about women. In the beginning women were preoccupied with child bearing and performing household chores that allowed them little time to think of other developmental issues (Imam 2003). In mamas observation (2003) as society progressed, women started to venture out of the homes, first to perform their roles as farm labourers, as required of them by their husbands, later a few ventured or veered into men's preserves in ruler ship and scholarship. Such examples are Queen Amina of Zazzau and Nana Asma'u the daughter of Shehu Dan Fodio. These and some others are supposed to be trail blazers, but sadly, the follower ship has been sparse, slow and far between. Reporting from his experience in high land Peru and West Sumatra where he studied the Quenchua and minanjkan societies Bolin (1991).

Found that women make important decisions in administration. Economics of the house, according to the culture of these people are controlled by the wife who organizes the family budget. Infact the wife determines how to administer the family harvest. Market activities are also in the domain of women who are the custodians of all revenue from

sales. Women dominate over the household economics, political and administrative activities. This is in contrast to the experience in Nigeria where administration is in the domain of men and women are not well recognized in the work places and are not given proper role to play.

This unfortunate situation arises from the poor conception of the role of women in the society and the place the culture accords them.

2.4 POLITICS

In Adamawa State society the cultural perception of women as inferior to men is very strong. As such, female politicians are always portrayed as wayward and social miscreants. This attitude has for long hindered well qualified but tradition conscious women from participating in politics. This attitude did not just emerge over night. The social meanings attached to being male and female are basis of gender differentiation. Cultural ideas and standard concerning masculinity and femininity are learnt through socialization, which begins practically at birth and continue through one's life.

In Adamawa state just like in any other place in Nigeria, girls perform more indoor tasks research finding (Delamont 1980, Badejo 1989) indicate that even among the homes of the educated elites in Nigerian society, it is often very glaring that children's toys are stereotyped. Girls

receive toys that reinforce the traditional role of a wife and a mother such as dolls and cooking utensils; boys receive toys such as trucks, guns and houses that reinforce adult male roles.

The socialization of most female children continues to stress attitude, values and skills that are likely to be needed someday as wives and mothers and not as public figures. Indeed, the ideological concept of women as domestic workers justifies their inclusion from politics and labour market and makes them suffer doubly. Most often they become economically dependent and therefore subservient to male wage earners particularly in Adamawa State (Badejo, 1989).

The extent to which women are able to gain membership and rise to leadership positions within political party hierarchies has direct impact on the overall advancement of women within the political sphere. This is largely due to the fact that membership within political parties serves as the main vehicle for both individual and collective participation within the political arena. Accordingly in order to gain access to political power and to hold political office, refusal to embrace and support affirmative action to empower women politically constitutes additional barriers to women as compared with men. Funding also plays a critical role in determining candidacy. Limited access to resources (Financial, human and technical) has persistently hindered women from gaining

nominations. These issues and related problems depict the trend of women's marginalization in party politics, which has remained perhaps the most critical barrier to the political development of Nigerian women. Almost all political parties have acknowledged the issue of women's participation in the political, but have failed to put in place concrete mechanisms to address this issue. (CIDA, 2006).

Nigeria becomes independent with fire of patriotism burning brightly in the hearts of its men and women to build the nation together. However, records from previous attempts of the country at democracy in relationship to women participation in public life have not been really impressive only relatively few women have been involved in politics. In the present democratic dispensation, the representation of women in both elective and appointive offices is still below the United Nations recommendation of 30% representation. The role of women is complimentary to the role of men in nation building. It is supposed to be equal participation unfortunately and sadly enough, what obtains at the moment is uneven participation. (Mamman 2002) Mamman also observed that there are a lot of factors that are responsible for the low participation of women in politics, among which is socio-cultural factor. Some women are afraid of what people will say about them if they become active in politics. A lot of derogatory terms are used in describing

them; they are called way ward women, irresponsible women, over ambitious creatures, greedy women and more recently “Beijing Women” (This is Sequel to the women’s conference that took place in Beijing, China in 1995). Since men are allowed to fully participate in politics, is there any known law that prohibits women from doing the same?

An unfortunate imbalance has made women to assume the role which society dictates to them from time memorial some women have been serving as tools and semi-slaves to their men folks because the society only asked that of them (Mamman, 2002).

It is unfortunate that this unfair attitude towards women is generally wide spread event. A cross survey data by White (1978) as reported by Cohen (1985) revealed that no society exists where women are generally dominant over men. In general terms African men, either as husbands, compound leaders or heads, have the final authority in private spheres and greater degree of power is legally given to them by the binding rules and customs of the community. Women can be controlled, inherited, remarried by the decision of their husband’s leanage and given to male friends as part of household hospitality. He gave a vivid example at a national level with the case when two girls were given or donated to the then Nigerian president of the second republic, Alhaji Shehu Shagari by the then rivers state government in 1982 (Cohen, 1985).

2.5 CULTURE

The ideological cord binding gender and culture is patriarchy. Patriarchy is defined as a set of social relations common to members of a community who have lived together for a long period of time, sharing and learning from each other's customs and tradition, and who have a material base that enables men to dominate women. Under a patriarchal system, women and men are both conditioned to a pattern of behaviour, which underrates the females. The inferior position of women in patriarchal society is assumed to be normal and is reinforced by various institutions religions economic, political, social and legal. At a religious level, women are dynamic actors but must not lead any religion in some parts of Nigeria; animals sacrificed or used in traditional therapy can only be slaughtered by men and cooked by women but eaten only by men. In Christian religion, women are not to preach or lead in church. In Islam, they do not go to mosque on Fridays to offer prayers to "Allah". Traditional religion prevents women from eating a number of foods, especially those that provide animal protein such as egg and meat. But men rarely have such prohibitions. No wonder we now talk of harmful traditional practices against women but don't have against men (Ityavyar, 2000).

Economically, culture demands that Nigerian women are subordinate to men within and outside the household. Women's access to material resources is restricted, leaving them dependent on men. This explains why men dominate the formal sector as Ityavyar (1992) has shown men and their wives together prepare cash crops but in addition the women prepare food crops. The men go out into the world of big business but the women are expected to be only house-makers.

At the social level, Nigerian women are disadvantaged. Among most cultural groups, improper sexual conduct by women both before and after marriage is frowned upon. But the same is not true of men.

Ityavyar (1992) has observed that men expect to marry only virgins. But Nigerian men particularly Adamawa state are hardly themselves virgins at the time of marriage and no one expects them to be. Men could divorce their wives if they are caught in adultery, but men are free to have concubines with the full knowledge of their wives. The Nigerian cultures hardly frown at immorality such that even public office holders who should be an example, are not. In some parts of Nigeria, women are secluded within households while men go about uninhibited in their romantic adventures. While this is not true of all men and women in Nigeria it represents the dominant cultural expectation of Nigerians (Okojie 1994).

At the political level, the subordination of women is reproduced. Women are supposed to be silent in community and kindred meetings. Women are not allowed to attend community meetings. In many cultures, men meet and take decision which is binding on all .this patriarchal procedure is extended to the modern political sector. Women hardly contest for elections. Women were made to feel adequate being the wife of the political leader, be he a local government chairman, a governor of a state a minister or president of the federal republic. The idea of first lady has been mystified to create opportunities for women's political progress sin Nigeria (Ityavyar, 2000).

Other ways by which culture could be transmitted, according to Ityavyar (2000).... Gender roles are transmitted in society by use of the agents of socialization such as.

Family people learn gender roles through imitation and learn to be mother and father, husband and wife.

School- reinforces the roles taught in the family. Both teachers and peers are important in socialization outside the home religion-this also teaches the role of men and women in society. Some people feel that some religions support the subordination of women in society.

Stereotyping- people just imitate other member in society. If someone maltreats his wife another person may copy the bad act and over the years it becomes an accepted cultural norm to abuse or batter women.

Mass media – The use of newspapers, magazines, radios, television, and videos spread culture and make many people learn new ways of life. The mass media has a way of presenting gender roles in plays, drama and news which people learn and accept as culture.

Language – This is a powerful means of transmitting culture. Oral narration, folklore proverbs, riddles and poems are used to convey images represent the culture of the people.

In the study of gender and culture Ityavyar (2000) also stated that, indoctrination in the gender even when women know clearly that they are at a disadvantage, they accept acts which should be rejected theory of self fulfilling prophesy. Their reason is that it has always been so and there is nothing really wrong in some cases, the family uses violence or threat to coerce any member that is not conforming, for example, girls are forcibly given out in marriage or breed to undergo circumcision. Society and its culture have appropriated punishment or sanctions assigned to any form of deviation. Thus a woman who allegedly starts her own farm in a given village is considered a misfit because men have to decide where to farm, not women. Others are made to conform because lack of conformity

breeds disorder. These illustrations show how gender roles through culture become women's role (Ityavyar 2000).

2.6 EDUCATION

Women's educational status in any nation correlates positively with its level of development. Consequently, the higher the level of women's educational status, the more developed the nation. In effect, educated women's improved contributions have tremendous effect on national development.

For the non-literate Nigerian women to enjoy the full benefit of contemporary living, they require basic education in order to join hands with the men on equal basis, to develop the country (National Gender Policy 2006).

Although women's education is very much needed for self and national development, several inter locking factors constrain them from acquiring education in the Nigerian society.

1. Cultural and religious factors which support early marriage and prescribe seduction purdah, in some parts of the country.

2. Distance of the school from home which makes many parents discourage their daughters from school attendance for fear of risks of moral or physical abuse.
3. Preferential treatment of male children's education.
4. Opportunity costs to parents when daughters go to school instead of hawking or working to bring incomes.
5. Unrelatedness of school curricular to the daily life needs of the girls.
6. Stereotyping some courses and occupations as appropriate for girls.
7. Illiteracy of parents and husbands (National gender policy 2006)

The constitution shows that basic education is non-discriminatory but it has no justifiable backing for any male or female that is denied. The government states expressly in the constitution that it shall provide free education as and when practicable.

.....it is evident that total school enrolment is always higher for males when compared with females in the reporting years. It is striking to note that male's total enrolment is higher with increasing level of education. For example in 1996 primary school enrolment showed 7528 for males and 6,376 females; junior secondary school indicates 1,293 male and

1,157 females and senior secondary school 936 males and 815 females. The gender inequality being more pronounced for total enrolment in federal and state technical colleges from 1993/94 session to 1997/98 sessions. Less than one fifth of the enrolment figures for each year were females. The yawning gender gap calls for serious intervention if education will have any meaning in Nigeria (CEDAW 2002).

2.7 GENERAL ATTITUDE OF THE SOCIETY TOWARDS WOMEN'S RIGHTS AND ABUSES

All over the country, widows are subjected to dehumanizing conditions, social and economic deprivations, which make them a needy group and potential targets in programmes for poverty alleviation (Hyavyar, 2000).

All enduring marriages ultimately end with the death of either the husband or the wife or both. The death of a spouse may be the most extreme life time crisis because it severs some of the deepest emotional bonds established in a life time. However the disorganizing and traumatic experience which accompanies the death of husbands, tend to be greater on women than that of men when they lose their wives. Whereas the wife immediately becomes the suspect for her husband's death, the man is immediately offered an appropriate substitution to comfort him upon the loss of his wife. This is because from time immemorial, societies have always been male dominated and are still so, all over the world. Women

have always been relegated to the background and traditions and customs in Nigeria clearly rob women of their rights and privileges.

Steaming from this fact, “women are treated like chattels especially widows.....and the prevalence of witch craft accusation widows are subjected to a trial by ordeal (Wrapa 2002).

Regrettably, women’s needs, interest and rights have also been marginalized within the private sector, largely as a result of the division of this sector into an Organized Private Sector (OPS) and an informal sector. Where as the OPS is made up of formal business which generally require significant levels of capital investment to develop and maintain, the informal sector is characterized by petty trading activities which tend to require lower levels of capital investment. Due to their lack of access to capital and credit, more women than men tend to be employed within the formal sector; however, their economic contributions are not recognized in the national accounting system (CIDA, 2006).

Gender inequalities substantially limit women’s access to control over, and use of services and productive resources. Women face numerous challenges within agricultural sector, including lack of control over land, capital and even their own labour. Other challenges include lack of access to appropriate technologies, limited amounts of time to accomplish a range of tasks, exploitation by marketers or service providers and lack of

access to productive opportunities. Furthermore, women's access to improved seeds, fertilizers and pesticides is limited. Additionally, women lack the capital required to purchase agricultural inputs, even when they are offered at subsidized rates (CIDA 2006).

In Nigeria early marriage is practiced, particularly in the north, exposing young girls to sexual activity, through marriage to older men who in turn, usually have had other sexual partners. In the North East and North West 69.5% and 71.7% of young women gave birth before the age of 20. Early marriage exposes girls and young women to HIV/AIDS infection as they lack access to relevant reproductive and sexual health information, which is an important aspect of women's empowerment (CIDA 2006).

2.8 SUPPORT FOR WOMEN'S RIGHT

Nigeria had viable institutions responsible for the implementation of women's programmes and activities pre-Beijing at all levels of government. In 1995 the national Commission for Women (NCW) with counterparts at state and local government area levels was replaced with federal ministry of women affairs and social development. In 1997 the state commissions for women affairs were replaced by the state ministries for women affairs. The arrangement conferred on these institutions, the authority to operate at the highest level of government with cabinet

ministers, division, established to address the special needs of women in key sectors viz agriculture, health, education, science and technology etc.

The United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) a parastatal under Federal Ministry of Women Affairs and youth development is being recognized and repositioned to effectively address its mandates of training, research and documentation of the issues, concerns and situation of Nigerian women.

There are also resource centres at state and local government levels which are linked to the national centre and are used for training, mass literacy and extension services by different agencies of government targeted at the urban poor and rural women. The national policy on women drafted in 1993 has been reviewed and reversed and is awaiting approval of government. Similarly the stakeholders at the federal and state levels chaired by the federal ministry of women affairs and youth development has been constituted and is now fully operational (Ministry of Women Affairs 1999) Nigerian women have made significant advances in the communication sector. With the growing involvement of women in media, Nigeria has witnessed the emergence of interest groups which address professional as well as non professional issues that impact on women particularly in the media. Consequently, the Nigerian media has

greatly improved on positive reporting of women activities. Through seminars and workshops a gender sensitive media is emerging in Nigeria. Nigerian women journalists were very active in providing extensive publicity to the Beijing preparatory process through newspaper articles, radio and television programmes, stimulated interest among the citizenry on the fourth world conference on women and in the follow-up activities to the conference (Ministry of Women Affairs, 1999).

The Nigerian Association of Women Journalism (NAWOJ) has undertaken several actions aimed at enhancing the skills of female journalists efforts have also been made by the association to ensure that the media reflect articles and programmes in a positive and gender sensitive manner. It has advocated that gender awareness training be provided for all media workers. The news agency of Nigeria NANS also organized workshops for journalists/policy makers/NGOs on gender sensitive reporting. Through its zonal sensitization meetings to enhance capacity building held in Enugu, Calabar and Kano, Koranic teachers and female hotel proprietors were sensitized on their roles in addressing some critical social problems that tend to portray women and girls in a negative light.

Considering that CEDAW is one of the human right treaties which cut across all sectors of National Development, Nigeria focused her attention

among others on article 12 of the convention, which is central to the health and well being of women. Since HTPS are form of violation of human rights of women, a national based line survey was undertaken to document the prevalence magnitude and types of HTPS in the country with a view to mapping out strategies for their eradication (Ministry of Women Affairs, 1999).

The broad understanding of human rights which embraces the social, economic and political dimension has received adequate attention in Nigeria. Nigeria's endorsement of human rights instrument, especially the convention on the elimination of all forms of discrimination against women (CEDAW) has helped to promote the rights of women in Nigeria (Ministry of Women Affairs 1999).

Non-governmental organizations have also increased their efforts towards gender sensitization. There are several gender based NGOs such as INTER-GENDER in Jos, GADA, Lagos and CHD at Ile-Ife UN agencies such as UNICEF, UNDP, UNFPA, WHO have specified departments within them to address gender issues. The Nigerian Government has crowned this effort with the ratification of the UN convention on the rights of women and the establishment of ministry of women affairs and the federal and state levels.....the evolution of gender issues in Nigeria is a recent phenomenon but the institutional capacity on ground shows good

potentials not only to identify gender discrimination gender gaps, their causes but may soon find more effective interventions to close the gaps and potential obstacle sand opportunities in Nigeria.

Recent NGO-women submit in Abuja ratified affirmative action and request its inclusion in the draft of Nigerian constitution. It requested that in all elective and appointive positions not less than 30% should be for women. This if adapted, will be a significant point in the evolution of gender issues in Nigeria (Ityavyar 2000).

Universities have now introduced several courses in various disciplines to encourage the study of gender in almost all Nigeria Universities and especially the older ones; a study of various aspects of gender has increased. Many students now write their undergraduate and post graduate projects and dissertations on a gender related issue. Faculty members have written several books, monographs and articles on gender related topics (Afonja 1992).

A network for women's studies in Nigeria has been established since 1997 and has held at least four seminars and workshops to strengthen the teaching of gender and women studies in Nigerian Universities. Virtually all Nigerian newspapers and magazines have reserved columns for gender related issues. Some magazines such as classic and quality had a specific focus on gender gaps and gender discrimination. A daily called every

woman is now founded to mobilize more Nigeria women to appreciate gender issue electronic media and especially television and radio stations are giving more attention to gender issues and have many sensitization programs (Ityavyar 2000).

CHAPTER THREE

THE METHODOLOGY OF THE STUDY

3.1 RESEARCH DESIGN

The design for this study was survey research design. Since the study was based on identifying the issue of gender and women, the use of this method surpassed all other methods as far as this topic is concerned.

3.2 POPULATION OF THE STUDY

The population of the study is comprised of all senior civil servants and political appointees in Adamawa State. The population size include 7958 senior civil servants (2000 year book Adamawa Sate Planning Commission Yola) and female political appointees, which include 3 commissioners, 4 permanent secretaries, 4 special advisers to the Governor and 4 board members.

3.3 SAMPLE OF THE STUDY

Nwana (1990) and Roscoe (1969) both suggested that if the population for a study runs into thousands, “a 5% or fewer samples will do”. For this study, 5% sample was adopted, thus the sample consist of 337 senior civil servants and political appointees.

3.4 METHOD OF DATA COLLECTION

The method employed for this study was primary and secondary data. The primary sources include information gathered from survey conducted. The secondary sources of data include related literature from publications and records.

3.5 INSTRUMENT FOR DATA COLLECTION

The study aimed at collecting data by way of questionnaire which the researcher distributed to the respondents.

3.6 DESCRIPTION OF THE INSTRUMENT FOR DATA COLLECTION

The instruments used for the collection of data were two sets of questionnaire. Both set were issued out to respondents which comprises of two sections. Section A was biodata, section B, and was Likert Scale.

3.7 VALIDATION OF INSTRUMENT

To ensure validity of the instruments and to ensure that the items are reliable, a pilot study was conducted on fifty (50) female senior civil servants and politicians randomly drawn from all professions.

3.8 METHOD OF DATA PRESENTATION

The data collected were subjected to analysis where statistical techniques were used by way of relative counts (Percentages).

3.9 INSTRUMENTS OF DATA ANALYSIS

In this study, descriptive statistics were used for data analysis.

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS

4.1 Data presentation

A total of 337 questionnaires were administered to senior civil servant 280 of the questionnaires administered were correctly filled and returned.

Table 4.1: Distribution and retrieved of questionnaire.

Gender	No given out	No returned	No usable	Percent
Male	240	200	200	83.3
Female	97	80	80	82.4
Total	337	280	280	83.1

Source; Field survey 2009

4.2 Data Analyses

4.2.1 Age Distribution of respondents

The age of the female respondents ranged from 21 years to 41 and above, with 41 and above having the largest number of 62 (75.5%). This was followed by 33-40 years age group with 12 (15%). 21-25, 26-30, 31-35 years age group has the least number of 2 (25%) respectively. The male respondents' age distribution started from 31-35 years. We have older men than women in the senior cadre.

The age bracket 31-35 and 36-40 years also have 27 (13.6%) each with 41 and above having the largest proportion of 145 (72.0%).

Table 4.2 Distribution of respondents by age

Age class (years)	Female		Male	
	Frequenc y	Percentage	Frequency	Percentage
21-25	2	2.4	0	0.0
26-30	2	2.4	0	0.0
31-35	2	2.4	27	13.6
36-40	12	14.6	27	13.6
41 and above	62	78.0	145	72.0
Total	80	100.0	200	100.0

Source: Field Survey, 2009

4.2.2 Marital status of respondents

Table 4.3 revealed that 68 (85.5%) of the female respondents, were married, 8 (9.8%) of them were widowed, only 4 (4.9%) were divorced. There were no single among the female respondents. Similarly the male respondents followed the same trend where married male respondents constitute the majority, 182 (90.9%) while single had 18 (9.9%).

Table 4.3 Distribution of respondents by marital status

Variable	Female		Male	
	Frequency	Percentage	Frequency	Percentage
Married	68	85.3	182	90.9
Single	0	0	18	9.9
Widowed	8	9.8	0	0
Divorced	4	4.9	0	0
Total	80	100.0	200	100.0

Source: Filed survey 2009

4.2.3 Educational attainment of respondents

Table 4.4 revealed that Diploma holders constitute the majority of senior civil servants of the state, 39% and 50% for female and male respondents respectively. Holders of bachelors degree followed next in the case of the female respondents (36.6%) while that of the male respondents, 18.6% holders of master's degree made the second majority (22.7%). The least in both cases were holders of other certificates (7.3%) and (9.1%) for female and male respondents.

Table 4.4 Distribution of respondents by educational attainment

Variable	Female		Male	
	Frequency	Percentage	Frequency	Percentage
Diploma	31	39.0	100	50.0
First degree	29	36.6	30	18.2
Masters	14	17.1	45	22.7
Others	6	7.3	18	9.1
Total	80	100.0	200	100.0

Source: Field Survey 2009

4.2.4 Work experience of respondents

Table 4.5 shows the number of years the respondents spent in the civil service, ranged from 1- 20 and above.

Most of the respondents work experience fall within 16-20 years, in the case of female respondents 58 (73.2%) of them were within 16-20 years work experience, while that of the male 125 (62.5%) were within 16-20 years work experience. In both female and male cases, the majority respondents were those with 16-20 years work experience.

Table 4.5 Distribution of respondents by years of experience

Variable	Female		Male	
	Frequency	Percentage	Frequency	Percentage
1-5 yrs	2	20.4	8	4.0
6-10 yrs	4	5.2	12	5.0
11-15 yrs	10	12.2	30	15
16-20 yrs	58	73.2	125	62.5
20 and above	6	7.3	25	12.5
Total	80	100.0	200	100.0

4.2.5 Educational Opportunities

The result in table 4.6 show the responses of female as to whether they are given equal opportunity as the male to education. Majority of the female respondents were of the opinion that they are not given equal opportunity to education as the men. While 31 (34.4%) respondents disagreed

Table 4.6 Equal Opportunity to Education

Variable	Frequency	Percentage
Strongly agree	18	22.0
Agree	31	39.0
Undecided	0	0
Disagree	20	24.4
Strongly disagree	12	14.0
Total	80	100.0

Source: Field survey 2009

4.2.6 Equal Opportunity in Promotions

Table 4.7 Revealed that 36 (45%) respondents agreed that women are given equal opportunity in promotions as men. 24 (3.0%) respondents agreed, three respondents remained undecided, 12 (14.0%) strongly disagreed.

Table 4.7 Equality in Promotions

Variable	Frequency	Percentage
Strongly agree	5	4.0
Agree	24	3.0
Undecided	3	3.7
Disagree	36	45
Strongly disagree	12	75
Total	80	100.0

Source: Field survey 2009

4.2.7 Equality in political appointments

Table 4.8 show that 43 (53.7%) of the respondents are of the view that gender disparity exist in political appointments in the state, 32 (39.0%) respondents

strongly agreed, 4 (4.9%) strongly disagreed and 2 (2.4%) respondents disagreed.

Table 4.8 Existence of gender disparity in political appointment

Variable	Frequency	Percentage
Strongly agree	32	39.0
Agree	43	53.7
Undecided	0	0.0
Disagree	2	2.4
Strongly disagree	4	4.9
Total	80	100.0

Source: Field survey 2009

4.2.8 Gender disparity in portfolio allocation to political appointees

Table 4.9 revealed that gender discrimination against women exist during portfolio allocation to political appointees, 35 (43.9%) strongly agreed, however 4 (4.9%) disagreed.

Table 4.9: Equal opportunity during portfolio allocation to political appointees

Variable	Frequency	Percentage
Strongly agree	35	43.9
Agree	41	51.2
Undecided	0	0.0
Disagree	4	4.9
Strongly disagree	0	0.0
Total	80	100.0

Source: Field Survey 2009

4.2.9 Equal Opportunities to Contest for Elective Office.

Table 4.10 show that 43 (53.7%) respondents are of the opinion that women suffer discrimination during political elections 23 (29.3%) strongly agreed. 12 (14.6%) disagreed and 2 (2.4%) strongly disagreed.

Table 4.10 Opportunities to contest for elective offices

Variable	Frequency	Percentage
Strongly agree	23	29.3
Agree	43	53.7
Undecided	0	0.0
Disagree	12	14.6
Strongly disagree	2	2.4
Total	80	100.0

Source: Field Survey 2009

4.2.10: The opinion of male counterparts on the existence of gender disparity

Table 4.11 show that 55 (27.3%) of the respondents are of the view that gender discrimination against women exist, 82 (40.9%) respondents agreed, 36 (18.2%) remained undecided, 18 (9.1%) respondents disagreed and 9 (4.5%) strongly disagreed.

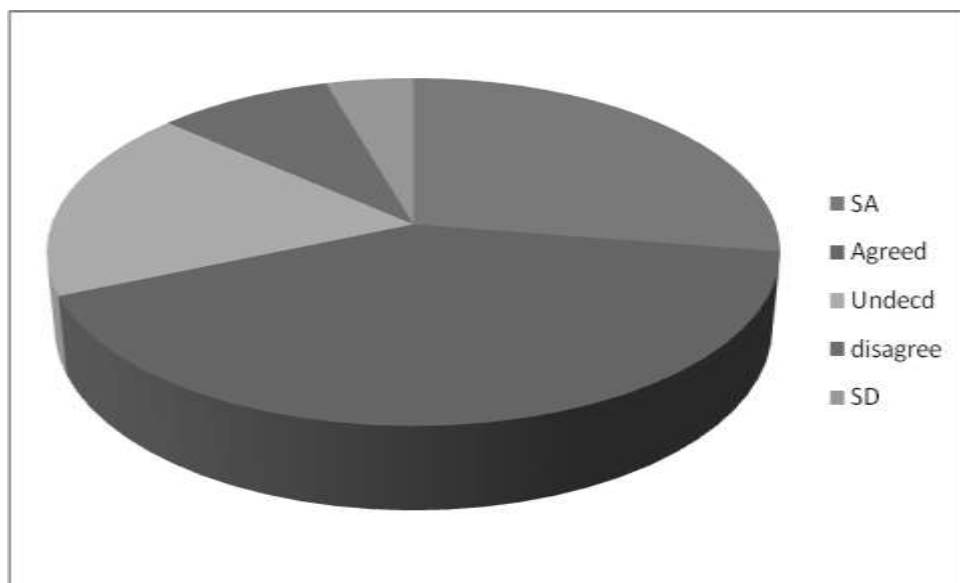


Fig: 4.1 Pie chart indication of the existence of gender discrimination in Adamawa State.

Source: field survey, 2009

4.2.11 Feeling of Husbands about their wives' involvement in partisan politics

Table 4.11 revealed that 73 (36.4%) respondents indicated that they would allow their wives to contest for any political office, 45 (22.7%) remained undecided, 36 (18.2%) disagreed, 27 (13.6%) strongly disagreed, while 18 (9.1%) agreed.

Table 4.11 Views of male folk about their wives' involvement in partisan politics

Variable	Frequency	Percentage
Strongly agree	73	36.4
Agree	18	9.1
Undecided	45	22.7
Disagree	36	18.2
Strongly disagree	27	13.6
Total	200	100.0

Source: Field Survey, 2009.

4.2.12: Husbands opinion on training their wives outside the state.

Seeking men's opinion on training their wives outside the state revealed that 45 (22.7%) respondents were of the view that they would allow their wives or any woman working with them to be nominated for training outside the state 82 (40.9%) respondents agreed, 30 (18.2%) remained undecided, 9 (4.5%) disagreed and 9 (4.9%) respondents strongly disagreed.

Table 4.13 Men's opinion on training their wives outside the state.

Variable	Frequency	Percentage
Strongly agree	45	22.7
Agree	82	40.9
Undecided	30	18.2
Disagree	9	4.9
Strongly disagree	9	4.9
Total	200	100.0

Source: Field Survey, 2009.

4.2.13: Male's opinion on stepping down for the female counterparts in political elections.

Table 4.14 revealed that 20 (18.2%) respondents are of the opinion that they would step down for a woman politician, 30 (22.7%) agreed while 15 (27.3%) remained undecided, 10 (13.0%) disagreed and 5 (18.2%) respondents strongly disagreed.

Table 4.14: Male's opinion on giving way to female politicians

Variable	Frequency	Percentage
Strongly agree	36	18.2
Agree	54	22.7
Undecided	55	27.3
Disagree	27	13.6
Strongly disagree	30	18.2
Total	200	100.0

Source; Field Survey 2009

4.2.14 Status of career women in the eyes of men

Seeking men's opinion on how they see career women, 127 (63.6%) indicated that they see women working with them as equals while 73 (36.4%) see women as subordinates however, none of the respondents see women as object of sexual harassment.

Table 4.15 How men see Career Women

Variable	Frequency	Percentage
Equals	127	63.6%
Subordinates	73	36.4%
Object of Sexual Harassment	0	0
Total	200	100.0

Source: Field Survey 2009

4.2.15 Assessment of the effects of gender discrimination on women

Table 4.15 show that 44 (56.1%) respondents are of the opinion that gender disparity is the cause of women's backwardness. 18 (22%) of the respondents agreed, 4 (4.9%) remained undecided, 14 (17.1%) disagreed, none strongly disagreed.

Table 4.15: Women's Backwardness is an Effect of Gender Discrimination

Variable	Frequency	Percentage
Strongly agree	18	22.0
Agree	44	56.1
Undecided	4	4.9
Disagree	14	17.1
Strongly disagree	0	0
Total	80	100.0

Source: Field Survey 2009

4.2.16 Increase in social vices is as a result of Gender discrimination.

Table 4.16 revealed that 82 (40.9%) are of the view that Gender discrimination is the cause of social vices in the state 9 (4.5%) agreed, 30 (18.2%)! Remained undecided, 36 (18.2%) disagreed and 36 (18.2%) strongly disagreed.

Table 4.16 Increase in social vices as an effect of gender discrimination

Variable	Frequency	Percentage
Strongly agree	9	4.5
Agree	82	40.9
Undecided	36	18.2
Disagree	36	18.2
Strongly disagree	36	18.2
Total	80	100.0

Source: Field Survey 2009

4.2.17 Prostitution/child abuse as a result of gender discrimination

Table 4.17 show that 36 (18.2%) male respondents are of the opinion that the high rate of prostitutions/child abuse in the state is as a result of Gender disparity, 36 (18.2%) remained undecided, 91 (45.5%) disagreed 9 (4.5%) strongly agreed and 27 (13.6%) strongly disagreed.

Table 4.17 High rate of prostitution/child abuse an effect of gender discrimination

Variable	Frequency	Percentage
Strongly agree	9	4.5
Agree	36	18.2
Undecided	36	18.2
Disagree	91	45.5
Strongly disagree	27	15.6
Total	200	100.0

Source: field survey, 2009

4.2.18 Eradication of gender disparity

Table 4.18 revealed that 68 (85.4%) female respondents are of the opinion that government should make and implement politics that are gender sensitive, 2 (2.4%) respondents are of the view that women should continue to advocate for gender parity, 10 (12.2%) think that it is not possible to eradicate gender disparity.

Table 4.18: How do we eradicate the persistent Gender disparity in the state?

Variable	Frequency	Percentage
Government to make and implement policies that are gender sensitive.	68	85.4
Women should continue to advocate for gender disparity	2	2.4
It is not possible to eradicate gender disparity	10	12.2
Total	80	100.0

Source: Field Survey 2009

4.2.19 Government measures to eradicate gender disparity

Table 4.19 revealed that 27 (34.1%) respondents were of the opinion that running free education for all would eradicate gender disparity 12 (14.6%) respondents were of the view that free child/maternal healthcare would bring about genders parity. While 41 (51.2%) respondents believe that establishment of girl-child education programmes would eradicate gender disparity.

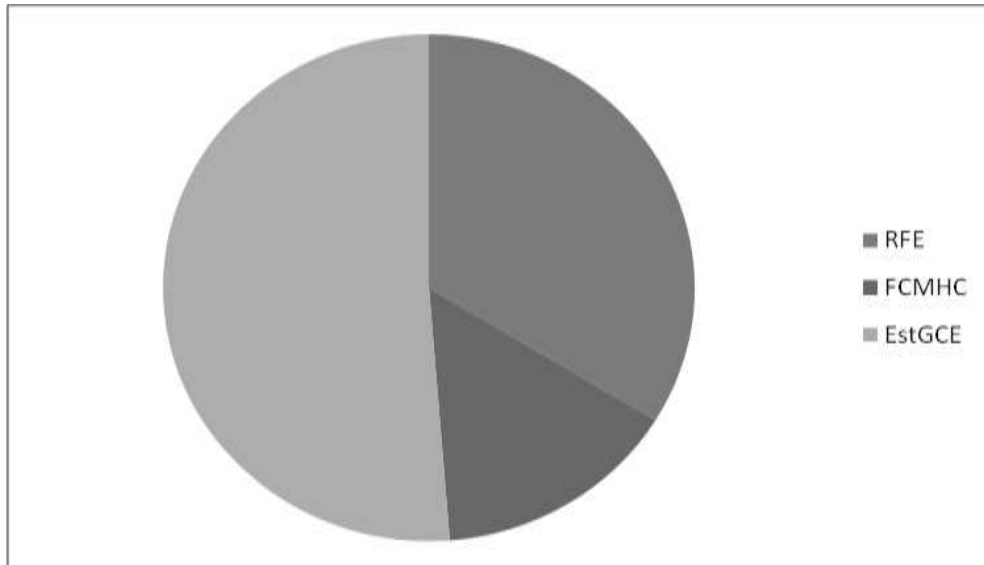


Fig .4.2 Methods of eradicating gender discrimination

Fig.4.2 Methods of eradicating gender discrimination

4.3 RESEARCH FINDINGS

The responses of female on the existence of gender discrimination against women were evaluated earlier in tables. The study revealed the following:

- Women do not have equal opportunities as men to education.
- Women have equal opportunities as men in promotion to senior cadre.
- There exists gender disparity in political appointment and portfolio allocation to political appointees.

- Women do not have equal opportunities as men to contest for elective offices.
- The existing gender disparity in Adamawa State led to women's backwardness.
- Gender discrimination against women is the cause of social vices, including the high rate of prostitution/child abuse in the state.
- To redress gender disparity, government should formulate and implement policies that are gender sensitive.
- Government to establish girl-child education programmes.

4.4 DISCUSSION OF FINDINGS

4.4.1 The existence of gender discrimination against women

This study tried to establish the existence or otherwise of gender discrimination against women in Adamawa State. From the relative counts obtained, 137 of 200 males (68.5%) of the respondents agreed that gender discrimination exist in Adamawa State. (Table 4.11)

In nearly all sectors of the economy, women are underrepresented, particularly in the senior level positions and consequently are largely excluded from key decision making and policy formulation processes. Women's participation at each level, in all sectors as a result of patriarchal norms, attitudes and beliefs concerning the roles and responsibilities of women and men in Nigerian society.

Certain tradition, cultural and religious practices as well as weak legal and policy instruments reinforce gender inequalities and violations of women's human rights. As a result of these and other factors, the social, economic, political and cultural status of women places them at a disadvantage relative to Nigerian men (CIDA, 2006).

From the relative counts obtained 49 (61.26%) of female respondents indicated that women are not given equal opportunity to education as the men (Table 4.4)

... It is evident that total school enrolment is always higher for males when compared with females in the reporting years. It is striking to note that male's total enrolment is higher with increasing level of education. For example Yola Local Government Primary I enrolment is shown on Table 4.19.

Table 4.19 Distribution of public schools enrolment by gender in Jimeta/Yola metropolis

Level	Female	Male
Primary I	4586	9946
Primary II	4068	5095
Primary III	3668	4605
Primary IV	3314	7396
Primary V	3273	4082
Primary VI	2975	3566
1993/94 Junior Secondary School		
JSS I	1566	2425
JSS II	1526	2237
JSS III	1013	1374

Adamawa State Statistical year book 1997

Less than 20% of the enrolment figures for each year were females. The yawning gender gap calls for serious intervention, if education will have any meaning in Nigeria and Adamawa State in particular. (CEDAW, 2002)

From the result of the study (table 4.9) 76 of 80 (95%) female respondents agreed that women are not given equal opportunities as men during portfolio allocations to political appointees. In 1998 only 10% women were in government posts, 6.5% women in ministerial posts (National Assembly, 1999)

Good governance is achieved through the work of political institutions and mechanisms that ensure high levels of public participation and the delivery of pro-people benefits. One feature common to these institutions in Nigeria is the near absence of women in their leadership structure and operational modalities thus limiting opportunities for including a gender equitable range of voices and views (CIDA, 2006)

Table 4.7 shows that 48 (60%) female respondents indicated that women are given equal opportunity as men in promotion to senior cadre.

The study revealed in (table 4.10) that 66 82% female respondents agreed that women were not given equal opportunity as men to contest for election into political offices.

Table 4.20 Distribution of Nigerian elective offices by gender

	Male	Female	Total	%female
Ministers/special Advisors	35	9	44	20.4%
Speakers	35	1	36	2.78
Governors	36	0	36	0
Deputy Governors	35	1	36	7.78
Local Government Chairpersons	765	9	774	1.16
Councillors	8,667	143	8,810	1.62
State Assembly Members	978	12	990	21
Senators	106	3	109	2.75
House of representative members	347	13	360	3.16

Source: UNICEF 2002 State of the world's children 1990-200 as compiled by the NI Electronic world Guide.

Table: 4.21 Distribution of political appointment in Adamawa state by gender as at 31/12/2008.

	Male	Female	Total	% female
Commissioners	17	3	20	15.0
Perm. Secretaries	35	4	39	10.3
Special Advisors	17	4	21	19.0
Local Govt. Chairman	21	-	2	10.0
Members of Board	51	4	55	7.2
Chairman Board	17	-	17	0.0
Legislators	24	1	25	4.0

Source: Adamawa State Planning Commission 2008

Adamawa State vision for stable governance must involve equitable participation and representation of women in public life. Good governance is in itself a prerequisite for social and economic development. Stable development is largely under pinned by increasing access to the political and public realm for all social groups including the poor minorities and women (CIDA, 2006).

In order to gain access to political power and to hold political office, refusal to embrace and support affirmative action to empower women as compared with men. (Imam,2003) in the present democratic dispensation, the representation of women in both elective and appointive office is still below the United Nations recommendation of 30% representation the role of women is complementary to the role of men in national building. It is supposed to be equal participation (Mamman, 2006).

4.4.2 EFFECTS OF GENDER DISCRIMINATION

From the relative counts obtained 62 (77.5%) female respondents indicated that the existing gender disparity in Adamawa state led to women's backwardness (Table 4.16).

In many cultures, men meet and take decisions which are binding on all, this patriarchal procedure is extended to the modern political sector, women hardly contest for elections women were made to feel adequate being the wife of the political leader, be he a local government chairman, a governor of a state, a minister or president of the federal republic. The idea of first lady has been mystified to create opportunities for women's Gender gaps in access to resources and services are one type of obstacles to women development. Women's achievement of equality of access to resources and services is seen as objective for women's equality; by the same token, women's mobilization to achieve equality of access is an element of empowerment (Ityavyar, 2000).

From the relative counts shown in Table 4.7 101 (50.5%) male respondents are of the view that gender discrimination is the cause of social vices in the state.

The result in Table 4.18 revealed that 118 (59%) of male respondents are of the opinion that gender discrimination is unconnected with the high rate of prostitution/child abuse in the state

4.4.3: Measures to eradicate gender disparity

Table 4.19 show that (85.4%) female respondents indicated that to eradicate gender disparity, government should make and implement policies that are gender sensitive.

Gender equity, as a goal requires that specific measures and monitoring are employed to ensure that a minimum programmes, policies and project implemented do not leave women worse off than other sectors of the population, in particular the men in their peer group and families (Ityavyar, 2000).

Table 4.20 indicated that 41 (51.25%) female respondents agreed that to eradicate gender disparity, girl-child education programmes should be established in the area of education, gender sensitive programmes were advocated. Although, the 1977 national policy on education did not make separate provision for female education, it stated that special efforts would be made by governments to encourage parents to send their daughters to school (Nigeria, 1989)

The policy recognized educational inequalities between and among regions; and insisted for more efforts to encourage women to enter wider areas of technical education and technical institutions were to be furnished with facilities for female student (Ityavyar, 2000).

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 SUMMARY

This study was meant to establish the existence of gender discrimination against women in Adamawa State. It also investigated its effect on women in Adamawa State.

Survey research method was employed for the study and the sample was made up of 337 senior civil servants in Adamawa State. Questionnaires were drawn which was divided into two, male and female questionnaires. This was done to determine the opinion of the male folk on gender discrimination against women.

The data collected were analyzed utilizing frequency count and percentages, which were presented in tabular form.

The findings of the study revealed that women do not have equal opportunity as men to education but have equal opportunity as men in promotions.

Women do not have equal opportunity as men during portfolio allocation to political appointees and to contest for elective offices.

Gender discrimination against women is the cause of increased social vices in the state, including the high rate of prostitution/child abuse. Early marriage is caused by gender disparity.

5.2 CONCLUSIONS

Based on the findings of this study, despite the establishment of international standards for protection, women's rights were still not adequately guaranteed. Making human rights a reality for individual woman requires political will, especially at the national level. The need to increase women participation in democratic process of our nation has dominated the agenda in not a few public and private fora. The fact that women constitute an appreciable percentage of the nation's population, they have equally proven to be the most productive sector with a considerable number of them heading and sustaining households and businesses through hard work.

Practically, it is a fact that women have always constituted a very high voting group in every election since our democratic experience ironically, all these seeming advantages can hardly be said to be synonymous with electoral victory for women in Nigerian politics or as a source of any economic growth. This is particularly so that women have and are still victims of misrule, discrimination and alienation in a male dominated political system.

Nigerian women constitute more than half of the nation's population; this is a great source of strength if properly used.

5.3 RECOMMENDATIONS

1. Government should strengthen opportunities for secondary education for girls and meeting commitments to Universal Primary Education.
2. National budgets needed to be structured to enable women's access to education and curriculum should be reformed in a way that is gender sensitive.
3. Women should be given the chance to contest for elective offices by empowering them to have access to resources.
4. There should be gender equality during portfolio allocation to political appointees.
5. In order to enhance the democratic fortunes of Nigerian women, it is reasoned that far beyond casting their votes they further appreciate their active participation to include involvement in the decision making process.

This is however, only attainable when they consciously work towards belonging to the decision making process by seeking elective and appointive offices within political party structures and in the different arms and tiers of government. To actualize this aspiration, it is imperative that Nigerian women are sensitized and mobilized towards this ultimate objective.

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APPENDIX I

Department of Management technology,
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Dear Respondent,

LETTER OF INTRODUCTION

I am a post graduate student in the above named department conducting research on the title “**Evaluation of gender issues and women in Adamawa state**”

I therefore request that you help me respond to the questionnaires provided. Your response to these questionnaires will strictly be used for the purpose of this study and will be kept with optimum confidentiality.

Thank you for your anticipated cooperation.

Yours Faithfully’

JUMMAI D. JATAU (Mrs)

Questionnaire

SECTION A Bio-data of respondents.

Instructions: Tick on the appropriate box the option that applies to you.

1. Age (years)
i) 21-25 ☐ ii) 26-30 ☐ iii) 31-35 ☐ iv) 36-40 ☐
v) 41 and above ☐
2. Marital status
i) Married ☐ ii) Single ☐ iii) separated ☐ iv) Widowed ☐
v) Divorced ☐
3. Educational attainment
i) Diploma ☐ ii) ☐ First degree ☐ iii) Masters ☐ iv) Ph.D ☐
v) others (specify) ☐
4. Status and rank held in office.....
5. Years of employment
i) 1-5 ☐ ii) 6-10 ☐ iii) 11-15 ☐ iv) 16-20 ☐

SECTION B

Instructions: Tick on the appropriate columns the option that suits your feelings

		S/Ag	Ag	Undec	Disag	S/Disag
1	Women are not given equal opportunities to education					
2	Women are not given equal opportunities in promotion to senior cadre.					
3	There exists gender disparity in political appointments in the state.					
4	Women are not given equal opportunities during portfolio allocation to political appointees.					
5	Women are not given equal opportunities to contest for elections into political offices					
6	The existing gender disparity in Adamawa state leads to women's backwardness.					
7	Gender disparity in Adamawa state is the cause of high poverty incidence among women.					
8	Gender disparity in the state attributes to increase in social vices including: i. High incidence of robbery ii. Increased prostitution iii. Increased child labour/abuse					
9	Early marriage is caused by gender disparity					

Key: S/Ag – Strongly Agree; Ag – Agree; Undec – Un decided; Disag – disagree;

S/Disag – Strongly Disagree

10. How can gender disparity be eradicated in Adamawa state?
 - i) Government to make and implement policies that are gender sensitive.
 - ii) Women should continue to advocate for gender parity.
 - iii) It is not possible to eradicate gender disparity.
11. What measures has the government taken to eradicate gender disparity?
 - i) Running free education for all.
 - ii) Free child/maternal health care
 - iv) Establishment of girl-child education programme.
12. Apart from the government, is any organisation making effort to eradicate gender disparity in Nigeria and Adamawa state in particular?
 - i) NGO ii) Women activists iii) Non
13. Why are the men more educated than the women in Adamawa state?
 - i) Parents thought women education ends in kitchen.
 - ii) Ignorance of the society on the importance of women education.
 - ii) Cultural beliefs

14. What are the factors that militate against women participation in National development in Adamawa state?
 - a) Low level of education
 - b) The society does not give women the opportunity to participate in national development.
 - c) Women are not ready to participate in national development.
15. What could be the causes of discrimination against women in Adamawa state?
 - a) Women are inferior to men.
 - b) Women are considered incapable to handle sensitive positions
 - c) Women are not as educated as men.
16. What is your opinion on the civil society organisations fighting for? Women's right and the closure of gender disparity in public service?
 - a) It is a welcome development.
 - b) It is a fruitless effort.
 - c) It is already having impact.
17. What have you done to help yourself in the face of prevailing male dominance and discrimination?
 - a) I am educated and have a job
 - b) I am a politician
 - c) I have a flourishing business
 - d) Other options

APPENDIX II

Questionnaire

SECTION A Bio-data of respondents.

Instructions: Tick on the appropriate box the option that applies to you.

3. Age (years)
 ii) 21-25 ☐ ii) 26-30 ☐ iii) 31-35 ☐ iv) 36-40 ☐
 v) 41 and above ☐
4. Marital status
 v) Married ☐ ii) Single ☐ iii) separated ☐ iv) Widowed ☐
 v) Divorced ☐
3. Educational attainment
 i) Diploma ☐ ii) ☐ First degree ☐ iii) Masters ☐ iv) Ph.D ☐
 v) others (specify) ☐
4. Status and rank held in office.....
5. Years of employment
 i) 1-5 ☐ ii) 6-10 ☐ iii) 11-15 ☐ iv) 16-20 ☐

SECTION B: Evaluation of Gender Issues and Women in Adamawa State.

Instructions: Tick on the appropriate columns the option that suits your feelings

		S/Ag	Ag	Under	Disag	S/Disag
1	Do you believe that gender discrimination exists?					
2	Would you like a woman to be					
I	President					
ii	Governor					
iii	Head of service					
3	Would you allow your wife to be promoted to a higher position in government than you?					
4	Would you allow your wife or a woman working with you to be nominated for training outside state?					
5	Would you allow your wife to contest for political office?					
6	Do you believe that gender discrimination against women is the cause of social vices in our society?					
7	Do you believe that the high rate of prostitution/child abuse in the state is as a result of gender discrimination against women?					
8	Do you support women activist and civil society fighting for women's right?					
9	If you were to be a politician; would you step down for a woman?					

Key: S/Ag – Strongly Agree; Ag – Agree; Under – Un decided; Disag – disagree-Strongly disagree

10. Do you see women working with you as

- a) Equals b) Subordinates c) Object of sexual harassment