

## Gender Consideration in the Kaduna State Public Sector Employment

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**ABSTRACT** The paper attempts identifying the levels of employment and their determinants in the Kaduna state public sector. A total of 1779 employees were used as a study sample, constituting 10 percent of the work force. Employment was measured cumulatively using item analysis to determine the extent of employment and the five items used to measure employment were validated (0.80). Simple percentages and Chi-square were used to reveal differences in employees' by levels of employment. Results revealed that half of the workforce (82%) was in the average category of employment, most of them males. Background characteristics such as education, department deployed to, and workplace location revealed significant differences between men and women by employment type. It recommends fair representation of both sexes in access to employment opportunities in the sector.

### INTRODUCTION

Decent work is central to reducing poverty and achieving equitable, inclusive and sustainable development in any given society. Access to decent employment in the labour is impaired by differences in the entry requirements between males and females, which facilitates gender inequality. There are wide variations in female labour force participation between and within countries in Africa. Available statistics have shown that labour force participation rates are lower for women than for men in every country (African Centre for Gender and Development 2002). Although an increasing number of women are now employed in the formal sector, formal wage employment, whether in the public or private sector, has offered relatively limited employment to women, it is dominated by men. Women are found mainly at the lower echelons in the formal sector (Chandra and Nganou 2001; African Centre for Gender and Development 2002; Bam 2010). According to a survey report by the World bank (2010), Sub-Saharan Africa as a whole, job rationing causes those with better human capital (education) and those with more power in the household—usually the men—to take the few jobs available. On a similar note, Ogwumike et al. (2006), argued that, in Nigeria, factors affecting entry into the labour market

have resulted in differences in income and access to workplace opportunities among employees. Rubbery (2008) was of the view that such entry factors are both demographic and human capital endowments of individuals. United Nations (2002) and Surma (2007) agreed that low level of education among Nigerian women is a major problem militating against gender equality in accessing labour market opportunities.

According to the International Labour organization (2008), in the early 2000s, women's weekly earnings as a fraction of male earnings were 79 percent in Ghana, 51 percent in Nigeria, 45 percent in Mozambique, and 23 percent in Burkina Faso. On the contrary, Oyenechere (2008) identified culture and belief systems as major players in enhancing labour market participation for both men and women in some parts of Nigeria.

### Statement of Problem

Access to employment opportunities in the Kaduna state public sector may differ from one person to another, due to their level of skills, education and experiences or the unit, department or ministry that employ them, including gender.

At present, our knowledge of the levels of employment among the Kaduna State civil ser-

vants based on time devoted to work within official hours, training opportunities, the types of motivations available to the workers and the extent to which public servants are satisfied with their job is limited. Also limited is our knowledge of the factors (levels of skills, education, experiences, ministry and gender) that influence these differences in the Kaduna State public sector. Thus, an important task of this work will be to demonstrate how individual traits, organizational attributes, gender issues affect equal employment.

**Objectives**

1. To describe the distribution of employees using the five indicators (average time spent in the office per day, training opportunities attended at the workplace, available motivations and expressed satisfaction with the job) of employment in the Kaduna state public sector

2. To determine the levels of employment as measured by the five indicators of employment among employees of the Kaduna state public sector.

3. To analyze differences between males and females employees by employment level and background characteristics in the Kaduna state public sector.

4. To make recommendations for equal employment in the Kaduna State public sector service.

**Study Area**

Kaduna State is one of the 36 states in the Federal Republic of Nigeria (see Fig. 1). The administrative divisions called Local Government Areas, that constitute the state rose from seven when Katsina State was carved out in 1987 to 13 in 1989, to 18 in 1991 and then 23 in 1996 (Kaduna State Statistical Year Book, 1996). It is situated between latitude 9° and 2'N, 11° 35'N and between longitude 7° 15'E and 9° 6'E. It is bordered by the Federal Capital Territory and Nasarawa State in the South, South East by Plateau and Bauchi state, North East by Kano State, in the North by Katsina State, North West by Zamfara State and South West by Niger state (see Fig. 1). As in 2008, the public sector staff strength was

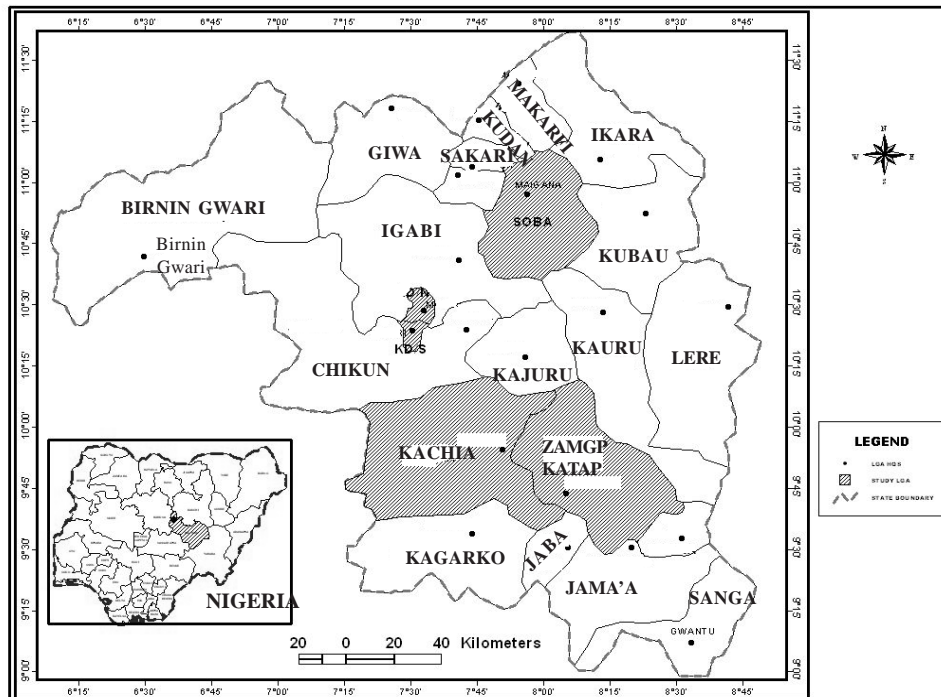


Fig. 1. Kaduna state showing sampled areas  
Source: Author 2011

put at 17,779, with males constituting 72 percent and females accounting for only 28.1 percent (Kaduna State Statistical Year Book 2008).

## METHODOLOGY

### Study Sample

A total of 1,779 employees of the Kaduna state public sector were taken as a study sample from a staff strength of 17,779 in 2008, which constituted 10 percent. For fair coverage, 10 establishments were picked at random from a total of 49 which were subsequently stratified on the basis of departments and local government areas. The ten establishments included ministries of education, agriculture, Women Affairs, Local Governments, finance, health, Christian pilgrim board, Civil Service Commission and Kaduna state Environmental Protection Agency. In addition, the five local government areas picked were Zango kataf, Soba, Kaduna North and South and Kachia.

**Instrument of Data Collection:** A structured questionnaire was used to source data. Questionnaire administration was purposive-randomized sampling using a comprehensive staff list obtained at the Ministry of Economic Planning. All samples taken reflected staff population.

**Measurement of Employment:** Five items were used to measure employment (Table 1). Prior to the measurement of employment, the reliability of the five items was tested and validated.

After the validation of the five items, employment was measured cumulatively using item analysis. In each of the five items, each has 3 categorical variables and were assigned scores 1, 2, and 3 to measure the responses of employees. The measurement was done through a constructed index (Table 1). It ranges from 5 to 15; with 5 as the least score by a respondent, assuming 1' was the score in each of the five items ( $1 \times 5 = 5$ ) while 15 was the highest score on the assumption that a respondent scored '3' in each of the five items ( $3 \times 5 = 15$ ). Based on the cumulative scores, the average was obtained and respondents were categorized into two: below average and above average. Those who fall below average were under-employed while those above average were fully employed. In addition,

chi square was used to test the association between levels of employment and the background characteristics of the Kaduna state public sector by sex.

**Table 1: Indicators of employment, variable category and score**

<i>Indicators of employment</i>	<i>Category</i>	<i>Score</i>
<i>Training Opportunities Attended</i>	(None)	1
	(1-2 times)	2
	(3 times +)	3
<i>Time Devoted to Work</i>	(0-3 hrs)	1
	(4-5hrs)	2
	(6hrs +)	3
<i>Annual Income (N-)</i>	(0-300,000)	1
	(301,000-600,000)	2
	(601,000+)	3
<i>Motivation</i>	(Never)	
	(Not regular)	12
<i>Job Satisfaction</i>	(Regular)	3
	(Low)	1
	(Moderate)	2
	(High)	3

Reliability stood at 0.80

## RESULTS

### Employees by Selected Indicators of Employment

Table 2 presents results on employees' distribution by selected indicators of employment. Employees were asked to indicate the number of training opportunities attended at the workplace. Results revealed that 76% of the work force attended training 1 to 2 times (males, 47% compare to females, 29%). Those who had training 3 times and above made up 26.1% (males, 12.8% while females, 7.3%). The least representation was among employees with no training, 3.5% out of which males were majority, 2.2%.

According to results, a large proportion of employees that devoted 8 hours (58.1%) to work within official hours; majority were males, 35.4% compare to only 22.7% for females. In the same category, employees who devoted 0 to 3 hours to work stood at 6.5% out of which most of them were females, 3.8% and males, 2.7%.

In terms of income earned per annum at the workplace; those who fall within the income range  $\leq 50,000$  to 300,000 naira were more in the

**Table 2: Employees distribution by indicators of employment**

Indicators of employment	Category	Male	%	Female	%	Total %	Total
Training Opportunities Attended	None	34**	2.2	21	1.3	3.5	55
	1-2 times	745	47.4	457	29.1	76.5	1202
	3 times +	201	12.8	114	7.3	26.1	1572
Time Devoted to Work	0-3 hrs	43**	2.7	61	3.8	6.5	104
	4-5hrs	305	19.1	234	14.6	33.7	539
	8hrs +	582	35.4	364	22.7	56.1	1599
Annual Income(₦ 000)	d'' 50-300	567*	41.9	320	23.6	65.5	887
	301-600	201	15.5	147	10.8	26.3	347
	601+	115	8.5	56	4.1	12.6	1352
Motivation	Never	531*	40.8	298	22.9	63.7	829
	Not regular	212	16.3	146	11.0	27.3	358
	Regular	81	6.2	31	2.3	8.5	1299
Job Satisfaction	Low	279*	17.3	166	10.3	27.6	445
	Moderate	579	35.9	384	23.8	59.7	963
	High	122	7.5	79	4.9	12.4	1609

Significant at  $p \leq 0.05^*$  and  $0.01^{**}$  Chi-square

workforce, 65.5% (males, 41.9% and females, only 23.6%). Those who earned 301,000 600,000 naira were next, 26.3% (males, 15.5% and females, 10.8%), while employees who earned 601,000 naira and above had the least representation, 12.6%. On accessible to motivations at the workplace, 63.7% were never motivated (Work motivation refers to the psychological processes that influence individual behaviour with respect to the attainment of workplace goals and tasks) of which majority were males, 40.8% compare to 22.9% for females. Next to it were those whose motivation was not regular, 27.3%. Further, the least representation was recorded against those who had regular motivations, 7.5% from which males constituted 6.2% males and only 2.3% for females.

Expression of satisfaction with the job also differs among employees of the sector. A large

proportion of those that expressed low satisfaction were males, 17.3% while females, 10.3%. Those with moderate satisfaction, males had 35.9% and females 23.8% while those with high satisfaction were mostly represented by males, 7.5% compare to a fair 4.9% for females.

Further, differences in access to the five indicators of employment between male and female employees was tested using Chi-square, which revealed that income earned per annum, average time devoted to work per day and available motivations were found to differ significantly.

### Measurement of Employment

Table 3 presents results on the cumulative scores of individual respondents. The average score is 9 which suggests that those classified

**Table 3: Cumulative index of measuring employment**

Index for measuring levels employment	Total	Male	%	Female	%	Levels of employment
5	435	155	10.1	280	18.0	Below Average
6	31	-		31	1.9	
7	227	201	13.0	26	1.7	
8	487	307	20.0	180	12	
9	87	57	3.7	30	1.9	
Total	1267	720	47.1	547	35.8	Above Average
10	39	27	1.7	12	0.8	
11	15	9	0.5	6	0.4	
12	11	7	0.5	4	0.3	
13	23	18	1.2	5	0.3	
14	18	16	1.0	2	0.1	
15	153	81	5.3	72	4.9	
Total	1526	878	10.3	648	6.6	

as below average scored below 9 and invariably those who scored above 9 were tagged above average. Results in the cumulative index revealed also that more than half the employees of the Kaduna state public sector (82.9%), were categorized as below average out which, most of them were males, 47.1% compare to 35.8% for females. The least representation is seen among employees categorized as above average, 16.9% out of which males made up 10.3% compare to 6.6% for females.

#### Levels of Employment by Background Characteristics Employees

Table 4 presents results on levels of employment by the background characteristics of employees. Employees of the Kaduna state public sector by age at birth differ in their extent of employment; those on age range 21 to 40 years predominantly represented those classified as below average, 54.5% (males, 32.7% while females, 21.8%) compare to employees on age

range 41 years and above, 37.8% (males, 24.7% versus females 13.1%). While those categorized as above average, were also largely represented by employees on age range 21 to 40 years, 60.6% (males 35.9% and females, 24.7%). Next in this segment were those were those on age range 41 years and above, 41.5%.

Levels of employment differ by employees' marital status. Those married were majority in the employment category tagged below average, 79.5 (males, 49.1% while females, 30.4%) compared to employees on single status, 34.3 (males, 24% against 1.7% for females). In addition, in the same category, employees categorized as above average were highly represented by married ones, 62.8 (males, 38.1% while females, only 26.7%). Close to it in this segment were those on single status, 20.8 (males, 19.1% and females only 11.7%).

Employees' levels of employment differ by their creed in the Kaduna state public sector. Majority of those categorized as below average were employees that professed Christianity, 77.2

**Table 4: Percentage of employees by background characteristics and levels of employment**

Background characteristics	Levels of employment			
	Below average		Above average	
	Male %	Female %	Male %	Female%
<i>Demographic : (N)</i>	(775)	(464)	(275)	(170)
Age:15-20yrs	5.1	2.5	4.5	1.6
20-40yrs	32.7	21.8	35.9	26.7
41+	24.7	13.1	17.4	13.6
Total	62.5	37.4	57.7	41.9
<i>Marital Status:(N)</i>	(770)	(256)	(221)	(146)
Married	45.5**	21.4	38.1	26.7
Single	20.0	9.3	19.1	11.7
Others	2.1	1.7	2.9	1.4
Total	67.6	32.4	60.1	39.8
<i>Socio-cultural: (N)</i>	(819)	(418)	(273)	(122)
<i>Religion:</i>				
Islam	13.0**	8.7	18.2	7.5
Christianity	52.8	24.4	50.6	30.8
Others	0.4	0.6	0.3	0.7
Total	66.2	33.7	69.1	39.0
<i>Ethnic Group:(N)</i>	(719)	(375)	(231)	(218)
Hausa	18.5**	15.9	22.5**	6.7
Others	47.3	18.3	28.9	41.8
Total	65.8	34.2	51.4	48.5
<i>Education: (N)</i>	(940)	(329)	(107)	(69)
No formal educ.	6.3	4.3	17.0	10.8
Primary sch. education	4.7	2.4	13.3	8.5
School cert.	5.5	2.6	6.2	4.5
Post primary certificate	7.7	3.4	6.8	6.0
Tertiary education	49.0	23.9	17.6	9.0
Total	73.2	36.6	60.9	38.8

Significant at  $p \leq 0.05^*$  and  $0.01^{**}$  Chi-square

(males, 52% against females, 24.4%) compared to those who professed Islam, 21.7 (males, 13% and females, 8.7%). While those categorized as above average had Christian employees as majority, 81.4 (males, 50.6% and females, 30.8%) compared to those Muslims, 25.7 (males, 18.2 percent versus females, 7.5%). The dominance of Christian employees over others at both levels is ascribed to their numerical advantage in the workforce.

Results revealed that levels of employment vary by the ethnic composition of employees. Non-Hausa employees were majority among those categorized as below average, 65.7% (males, 47.3% and females, 18.4%) compare to Hausa, 34.4% (males, 18.5% while females, 15.9%). While those tagged above average also had non-Hausa as majority, 70.7% (males, 41.8% and females, 28.9%) compare to Hausa, 29.2%; with males as majority, 22.5%. Generally, Hausa are more in numerical terms in the workforce than Hausa; this, has equally given them an edge over the Hausa ethnic group in access to the five indicators of employment in the sector

Employees' levels of employment were also found to vary by their human capital endowment. According to results, those with tertiary education were majority among those tagged below average, 74.9% (males, 49% and females, 25.9%) compared to other educational statuses. While those categorized as above average on the contrary had the predominance of employees with no formal education, 27.8% (males, 17% and females, 10.8%). Next in this segment were those with tertiary education, 26.6 % (males, 17.6% compare to females, 9%).

Further, background characteristics such as age, religion, educational status, ethnic group and marital status were significant at  $p \leq 0.01$  in the below average category. The association was expected given the influence the background characteristics wielded in accessing workplace opportunities. It is obvious from the results that all factors that indicated significant differences at both levels of employment were clear determinants of employment levels between males and females employees of the sector.

### **Workplace Characteristics of Kaduna State Public Sector Employees by Levels of Employment**

In Table 5 results reveal that levels of employment differ by the workplace characteris-

tics of the Kaduna state public sector employees. A large proportion of employees resident in rural areas represented those tagged as below average, 64.3% (males, 36% and females, 28.3%). Similarly, rural resident employees were majority among those categorized as above average, 73.7% (males, 51% compare to only 22% for females). It evident that the bulk of the employees at both levels of employment were of rural residence. This may not be unconnected with the predominance of teachers in the workforce, most of who reside in rural areas of the state.

Levels of employment vary by grade levels among employees of the sector thus; a large proportion of those on grade level 5 to 6 represented those classified as below average, 47.6 % (males, 34.5% compare to females, 13.1%). Closely next in this segment were those on grade level 7 and above, 37.8%; majority were males, 25.5% and the females, only 12.3%. Further, in this category, those tagged above average also had a higher representation of employees on 5 grade level to 6, 50.8% (males, 36.4% while the females, only 14.4%), compare to those on grade level 7 and above, 32.5% (males, 18.1% and 14.4% for females).

The departments employees were deployed to at the workplace vary by the levels of employment. Thus, those categorized as below average were predominantly represented by employees in the education department, 42.5% (males, 27.5% and the females, 14.9%). Closely related to this in this segment were those in administration department, 21.8 percent (males, 14.4% while females, 7.3%). In addition, employees in education department were majority among those tagged above average, 45.8% (males, 27.5% while females 18.3%). Next in this segment were those in administration department, 26.5 % (males, 13.4% compare to females, 13.1%).

Levels of employment differ by years of service in the sector; employees within 0 to 5 years of working experience were majority among those tagged below average, 53.6% (males, 33.7% versus females, 19.9%). Next in this segment were those within the working experience age of 6 to 10 years, 35.2% (males, 17.8% while females, 7.8%). In addition, a large proportion of those classified, as above average were employees within 0 to 5 years working experience, 51.1 percent (males, 31.9% compare to females, 19.2%). Next in this segment were employees within the

**Table 5: Percentage of employees by workplace characteristics and levels of employment**

Background characteristics	Levels of employment			
	Below average		Above average	
	Male %	Female %	Male %	Female%
<i>Location: (N)</i>	(526)	(332)	(460)	(217)
Rural	36.0**	28.3	51.7	22.0
Urban	25.2	10.4	16.2	10.0
Total	61.2	38.7	67.9	32.0
<i>Grade Level: (N)</i>	(654)	(286)	(545)	(287)
0-4	9.7	5.1	10.9	5.6
5-6	32.5	13.1	36.4	14.4
7+	25.5	12.3	18.3	14.4
Total	67.7	30.5	65.6	34.4
<i>Department Deployed: (N)</i>	(562)	(341)	(428)	(336)
Education	23.5**	14.9	27.5	18.3**
Agriculture	7.3	1.6	3.6	1.7
Works	8.8	6.6	5.6	3.2
Finance	5.3	3.2	4.4	3.2
Administration	14.1	7.3	13.4	13.2
Health	2.7	4.3	1.7	3.9
Total	62.1	37.9	56.2	43.6
<i>Working Experience:(N)</i>	(818)	(434)	(253)	(138)
0-5yrs	33.7	19.9	31.9	19.2
6-10yrs	17.8	7.4	18.9	10.2
11-15yrs	10.4	5.4	10.9	4.3
16+	3.6	1.8	2.8	1.5
Total	65.5	34.5	64.5	35.5
<i>Occupation: (N)</i>	(928)	(350)	(252)	(138)
Professional/Technical	9.5	7.4	14.7	7.8
Administration	16.7	5.8	13.6	8.6
Clerical	2.8	1.5	5.6	2.6
Sales/Production worker	7.7	3.1	8.7	3.5
Services	37.3	9.2	26.0	9.0
Total	73.0	27.0	68.6	31.4
<i>Job Status: (N)</i>	(848)	(312)	(353)	(1566)
Casual	4.3	1.0	2.3	1.3
Part Time	3.0	1.0	2.7	1.9
Permanent and pensionable	54.7	19.7	67.0	19.1
Contract	9.5	6.8	4.0	1.7
Total	71.5	28.5	76.0	24.0

Significant at  $p \leq 0.05^*$  and  $0.01^{**}$  chi-square

working experience age of 6 to 10 years, 21.1% (males, 18.9% against 10.2% for females).

According to results, employees' levels of employment in the Kaduna state public sector differ by their occupations at the workplace; those in services occupations were majority among those categorized as below average, 57.5% (males, 37.9% while females, 9.5%). Next in this segment were employees in administration, 22.5 percent (males, 16.7% compare to females, only 5.8%). In this category, employees in administration, were majority among those tagged as above average, 20.2 percent (males, 13.4% and females only 5.6%)

Employees' levels of employment differ by their job status at the workplace; employees on

permanent status were majority among those classified as below average, 73.9% (males, 45.7% and only 19.2% for females). Next in this segment were employees on part time status, 11.9% (males, 7.1 compare to females, 4.8%). Further, employees tagged above average, had those on permanent status as majority, 22.8% (males, 13.7% and females, 9.1%).

Strength of association between levels of employment and workplace characteristics of employees were tested using Chi-square of which, occupation, job status, workplace location and department deployed to showed significant differences at  $p \leq 0.05$  and  $0.01$  (at both levels of employment). These factors indicate that they were more influential in determining

differences between men and women workers by levels of employment. Further, Working experience and grade level were the only factors that revealed no significant difference at both levels of employment, which suggests that they had less influence influencing differences by levels of employment.

Generally, differences among employees are obtained at both levels of employment influenced by different factors in different degrees, which suggests unequal access to employment opportunities.

### DISCUSSION

In Table 2, results suggests that, skills and productivity were enhanced given that a large proportion of the Kaduna state public sector employees attended training at the workplace, 1 to 2 times. However, females were less represented in access to training opportunities compare to males. This is in line with work of Surma (2007), that female employees are disadvantaged compare to males in access to training opportunities at the workplace. Further, female employees were found to spent less time within official hours for work, compared to males, which suggests that female employees spent more doing other things than males during working hours (Ogwumike et al. 2006).

In addition, income accrued per annum by employees of the sector suggests that those on low income were a majority with male employees on the lead. It implies too that employees of the sector were poorly remunerated, which according to World Bank (2011) has far reaching implication on staff turn over.

The bulk of employees of the Kaduna state had no motivation, which implies that, productivity and staff turnover were likely to be affected negatively. Sokoya (2007) corroborated this, when he found out that poorly motivated employees were prone to being attracted by other jobs with good offers. In addition, a large proportion of employees expressed moderate satisfaction with the job, which consequently indicates that the condition of service is poor, which has direct influence on staff turn over ( Anderson 2010).

Results in Table 3 suggest that more than half the employees of the Kaduna state public sector were fall below average by levels of employment, with males as majority; which result-

antly, suggests that, they were under- employed. This is because of unequal access to employment opportunities in the sector based on the five indicators.

In Table 4 employees on age range 21 to 40 years dominated in both levels of employment, which is ascribed to their numerical advantage in the workforce. In addition, a large proportion of employees with tertiary education in the sector were classified as above average, which suggests that the higher the educational attainment of an employees, the higher the employment. This finds relevance in the work of Aminu (2010) that the human capital endowment of an employee is consequent to his or her placement at the workplace. Further background factors such as marital status, religion and ethnic group were found significantly effective in differentiating employees by levels of employment, which suggests that they are more effective in influencing differences by levels of employment among employees than others.

In Table 5, the bulk of employees classified as below average were residents in rural areas of Kaduna state, which suggests that where the environment employees reside influenced differences in access to workplace opportunities. Sokoya (2007) corroborated this, that access to workplace opportunities differ by the workplace environment. In addition, a large proportion of employees classified as below average were in education department, which implies, those in the teaching profession had less access to workplace opportunities compared to other departments. Further, employees on permanent status were the bulk of those tagged above average, which suggests also that employees' access to workplace opportunities differ by the employment status. Workplace factors such as, job status, workplace location and department deployed to were significant in influencing differences by levels of employment among employees of the sector, which implies, they are more effective than others in determining levels of employment among employees of the sectors.

### CONCLUSION

Generally, results revealed male dominance in the workforce and in the five aspects of employment, majority of employees were categorized as below average; most of them males. In addition, the pattern of distribution revealed high



concentration of employees in the below average category with wide margins between males and females. Background characteristics such as education, department deployed, occupation, seniority, work experience and job status revealed significant differences by level of employment between males and females.

### RECOMMENDATIONS

Based on the above, it recommends the reinforcement of girl-child education in the state to enhance female employment and fair access to workplace opportunities in the sector, which minimizes the gap between males and females employees.

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